



Communication
on Progress

TGS Global 2018

STATEMENT OF CONTINUED SUPPORT

TGS Global
24 rue de Surène
75008 Paris, France

October 2018



Dear TGS Global Members and wider TGS Ecosystem,

I am pleased to confirm that TGS Global reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

As you know, 'sustainability' is more than something TGS members aspire to include their day to day actions, it's why TGS was created, it's what we do, it's in our DNA and it's in our name: Think Global Sustainability.

In this, our first, annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

This is a roadmap of our intentions and the beginning of an exploration of how our intentions can be measured.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by a horizontal line and a small vertical stroke at the end.

Marc Desjardins
President and CEO, TGS Global

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WHO ARE TGS?



TGS is a dynamic global business network of independent firms providing accounting, audit, tax, business advisory and commercial legal services. Currently operating with 52 members from 52 countries.

With over 3000 professional staff, TGS member firms support clients by designing global, sustainable solutions and providing a one-stop-shop for business advisory, audit, tax, legal and accounting services. Our expertise fuels local and international growth, informs innovation and positions clients on the marketplace. Our expertise also safeguards businesses against financial and organisational risks and helps to value and maintain assets.

We aim to deliver sustainable, long term excellence in service delivery. We nurture transparent, honest relationships with our members and clients and work with integrity and accountability.

The United Nations Global Compact was set up to encourage a serious and continual look at how to address the urgent environmental, social, and governance challenges our world faces. **TGS Members know that business success is part of, not separate from, the success of the communities and landscapes in which they operate.** We can act responsibly and we can also be entrepreneurial in the way we look at sustainability: these two perspectives are mutually beneficial and the most important levers of future success.

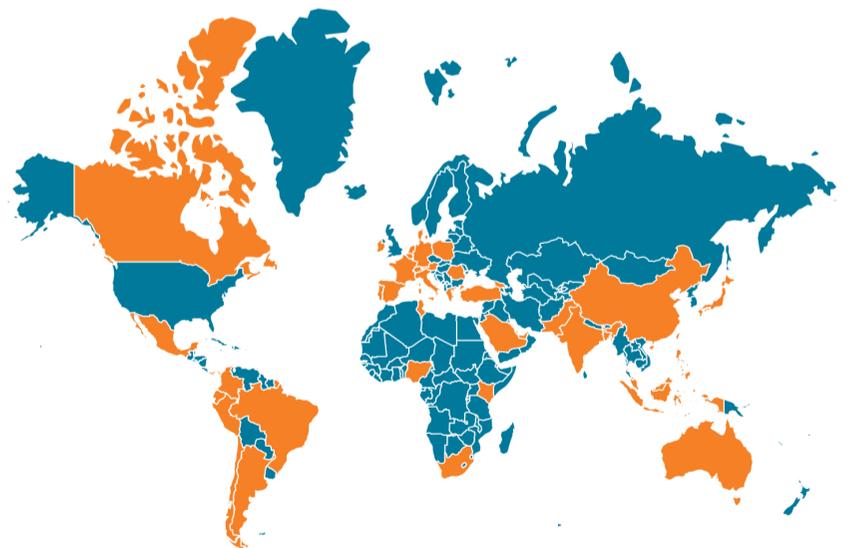
TGS is deeply committed to implementing responsible business practices and developing solutions with a positive impact on society.

TGS Global is ready to deliver and we've already started.



At TGS, sustainability is at the heart of everything we do. 'TGS' stands for Think Global Sustainability.

Marc Desjardins
President TGS Global



More than 50 members worldwide.

THE 10 PRINCIPLES OF THE UNGC



Human Rights

■ Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

■ Principle 2

Businesses should make sure that they are not

TGS Global members respect and support international human rights. We encourage and adopt relevant principles into practices and values in the network. We work with respect, valuing diversity among our clients and in our workplaces.



TGS is committed to upholding the UN Global Compact Principles in relation to labour. The network is dedicated to ensuring that all labour standards are an active component of our people's daily working environment and experience. We will implement policies and practices that encourage the adoption of such standards.



Labour

■ Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

■ Principle 4

The elimination of all forms of forced and compulsory labour;

■ Principle 5

The effective abolition of child labour; and

■ Principle 6

The elimination of discrimination in respect of employment and occupation.



Environment

■ Principle 7

Businesses should support a precautionary approach to environmental challenges;

■ Principle 8

Undertake initiatives to promote greater environmental responsibility; and

■ Principle 9

Encourage the development and diffusion of environmentally friendly technologies.

TGS and TGS Member firms care about the work we do for our clients, the way we treat our people and the impact we have on our society and environment. **We support the UN Global Compact Environment Principles and are committed to the protection of the world around us**, including the prevention of pollution and the minimisation of our environmental impact through our operations and services.

We continually review and change the way we work so we can make a positive difference in the world around us.

TGS Global believes in business but we take risks with care. What's more, we take the risks associated with corruption in all forms, including extortion and bribery extremely seriously.

Our members have procedures in place to assist in the detection of fraudulent activity within our businesses. All our member firms are fully committed to ensuring that as soon as areas of corruption are identified, appropriate and necessary corrective action is taken.

As a network of professional service firms including lawyers, certified auditors and other accountancy and advisory professionals, **TGS Global is well-placed and especially committed to the UN Global Compact Principle No.10.**



Anti-corruption

■ Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

17 SUSTAINABLE DEVELOPMENT GOALS

The 10 principles of the UNGC can be subdivided into 17 Sustainable Development Goals.

As a professional services organisation, TGS Global is best suited to support a limited number of SDGs such as **Quality Education, Gender Equality, Decent Work** and **Economic Growth, Industry, Innovation & Infrastructure**: 5 out of 17. We do this but TGS Global are more sustainably ambitious than this.



TGS engages to embrace and track each of the 17 SDGs.

TGS Global sees the whole suite of SDGs as important. We aim to demonstrably engage with all 17 of the Sustainable Development goals.

If there's anything auditors, accountants and business advisors are good at, it's keeping track of complex information, finding root causes of problems and co-creating sustainable solutions with clients.

TGS will keep track of their engagement with the SDGs, identifying the areas where we can make the biggest difference and finding ways to engage where we are currently inactive.

SUSTAINABLE DEVELOPMENT GOALS



*The SDGs will become
the TGS Code.*

TGS GLOBAL, PRINCIPLES and SDGs

This Communication On Progress marks the 'go' point of our engagement with the UNGC principles. As good business advisors, we endeavoured to make our first report **SMART: Specific, Measurable, Attainable, Realistic and Time-based**.

Our actions are described in three main areas that best describe the scope and character of the TGS Global Network. Where we currently have data, we share it. Where we don't have data, we make a plan to find it.

With more than 3000 staff from 52 firms across 7 continents currently serving more than 200 000 businesses worldwide, our opportunity to collect data is vast. TGS Global commits to doubling the data we collect, analyse and share every year until 2024.

TGS Structure

As an organisation grows, its form changes and we will endeavour to respect the values of the UNGC in every structural decision we take.

- TGS Structure and Governance
- TGS Values
- Equality
- UNGC COP workshops and reports
- Young Leader program

Member Actions

Individual members of the TGS Global network are independent firms and are active in their own region. There are many positive sustainable actions we can learn from each other.

- Best Practice forum
- Pro-Bono and charity work
- Spotlight 52 - weekly member CSR review.

TGS Service Lines

Where we co-create services as a group we can build SDGs in at the root.

- Ethical Audit (and checklists)
- Sustainable BPO
- TGS Label

TGS STRUCTURE and GOVERNANCE

We will endeavour to respect the values of the UNGC in every structural decision we take as the network grows from 50 to 100 members and onwards.

TGS is a network of independent member firms, but unlike other comparable networks, each of our members has the opportunity to become a shareholder and to access the network's financial data. Our goal is to achieve a fully transparent, member-owned network.

Each TGS Global member firm is involved, is responsible and participates in the decisions affecting strategy and day-to-day operations. Each member has a strong voice in the direction of the network and this is reflected in the network structure.

TGS is made up of:

- Members
- Active Member
- Founding Member

- Strategic Council
- TGS Board
- TGS Assembly

Percentage of members who are shareholders of the TGS Global network: 15%

TGS VALUES and SDGs

TGS was founded on a robust and sincere set of values: ethical behaviour, agile working practices, client-centred approach to business and collaboration.

Each of these values is a working tool far beyond a simple marketing proposition. TGS Values and how they translate into day-to-day actions are reaffirmed by members in their initial and ongoing TGS Peer Reviews.

Each member firm is peer reviewed before membership and after a period of 4 years. Do they uphold the TGS Values? What actions should they be taking to better adhere to TGS Values and the SDGs?

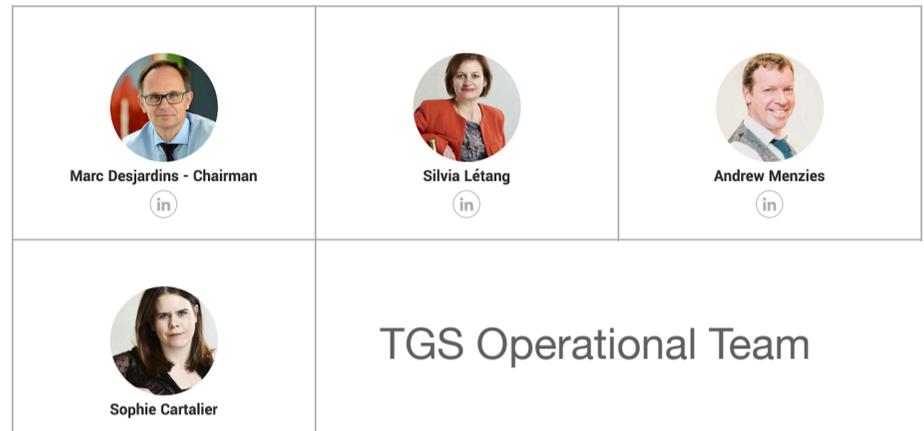


EQUALITY & DIVERSITY

The world of accounting, auditing and business advisory is a traditionally male-dominated work environment.

Each of our members is engaged to achieve a 50/50 gender split, equal pay for equal work and to provide opportunities for minority groups.

The TGS team reflects this ambition and has an international team with a 50/50 gender balance.



The **TGS Equality & Diversity Census** is currently being designed and will provide figures for monitoring this engagement. Results of this survey will appear in the 2019 COP.

“
 Percentage of female managing partners in TGS Global member firms:
 25%
 ”

TGS Equality &

Diversity initiatives include:

- Gender neutral job advertising - all members
- Conference speaker selection 50/50 target - TGS Global
- Socia 3 - TGS France
- South African YES 4 Youth campaign - TGS South Africa
- Womenovator - KG Somani, India.

“
 Total number of Equality & Diversity initiatives among TGS members:
 +60
 ”

UNGC WORKSHOPS and REPORTS

TGS members are obliged to participate in two conferences per year. Each conference is in a different global location and each has an exploratory training workshop dedicated to our participation in the United Nations Global Compact. We aim to include an actor from the local UNGC office or active participant at each session.

These workshops are a visible sign of our ongoing commitment to the SDGs and a showcase and inspiration for best practice and sharing ideas on sustainable practices.

The workshops are formal training about how to implement and measure actions that can be and are being undertaken to uphold the 10 sustainable development principles.

Our most recent workshops:

Brussels, May 2018

Miami, May 2018

New Delhi, May 2018

Dubai 2018, November



Number of TGS firms participating in Global Compact training workshops in 2018: 45

ETHICAL AUDIT and CHECKLISTS

TGS is creating and improving 'ethical audit' checklists. How far does a business or other organisation uphold ethical business practice? How do they rate among similar actors?

Individual TGS member firms have their own country-specific audit practices. The advantage of an international network is the capability to harmonise best practice. As each firm increases their quality, the overall quality of the network increases and in turn this increases the quality and value of each individual firm.

This virtuous quality circle is proof that the SDGs are good for business in a non-zero sum perspective. There are no winners and losers in TGS Global business - there are people helping each other improve.

Among other applications, TGS Ethical checklists are a service which could include an audit of investors and a review of either side of blockchain transactions. TGS Ethical checklists will also ensure the respect of local laws and a demonstrate commitment to anti-corruption.

TGS also has checklists for Social Media Posts. How many posts contain information about the UNGC and how our actions relate to the SDGs?

Number of TGS social media posts with direct reference to the UNGC in 2018: 30 Number of TGS member posts with direct reference to the UNGC: 30

TGS SUSTAINABLE BPO

Business Process Outsourcing and Near Sourcing are increasingly used as they can be very cost effective and improve a firm's efficiency.

BPO services can sometimes be exploitative. Work can be ruthlessly and mindlessly outsourced to countries and firms where labour is cheap.

The TGS Sustainable BPO project is a simple and unique idea. Our services will be slightly more expensive than other providers but the extra investment will reflect quality of service and the working conditions, training and opportunities of the staff providing the work.

TGS Sustainable BPO will also have a focus on extreme quality of client experience.



I would not be able to provide these services on my own. Thanks to TGS Global and the UNGC I have more to offer than my local competitors.

Maria Howlader - CEO HmAC Bangladesh

TGS LABEL

Much as energy labels can help companies and individuals be aware of and improve energy consumption, the 'TGS label' for businesses and business services could help clients feel more confident that they are engaging with a firm who respects the principles behind the United Nations Global Compact.



TGS will be setting up a working group in early 2019 to analyse and kickstart this project.

Potential uses of the TGS Label.

- To conform to EU legislation
- For company marketing
- Identify and evaluate ethical investors and investments.
- Identify and evaluate efficient use of money in charitable donations.

PRO BONO and CHARITY

Most TGS firms do a certain amount of work pro bono and all member firms are involved in charity work.

The TGS network offers the perfect opportunity to get better at giving. Many charities are not optimally efficient and do not always have the best use of time, money and effort. TGS values and audit expertise can help boost the effects of charitable and altruistic actions.

TGS firms are effective business advisors but we are also effective altruists.

“
 Percentage of TGS firms involved in charitable activity: 100%
 Percentage of TGS firms who have audited the efficiency of their charitable actions: 0%
 ”

ENVIRONMENTAL BEST PRACTICE FORUM

TGS has an online hub, **myTGShub**, where members share ideas and information.

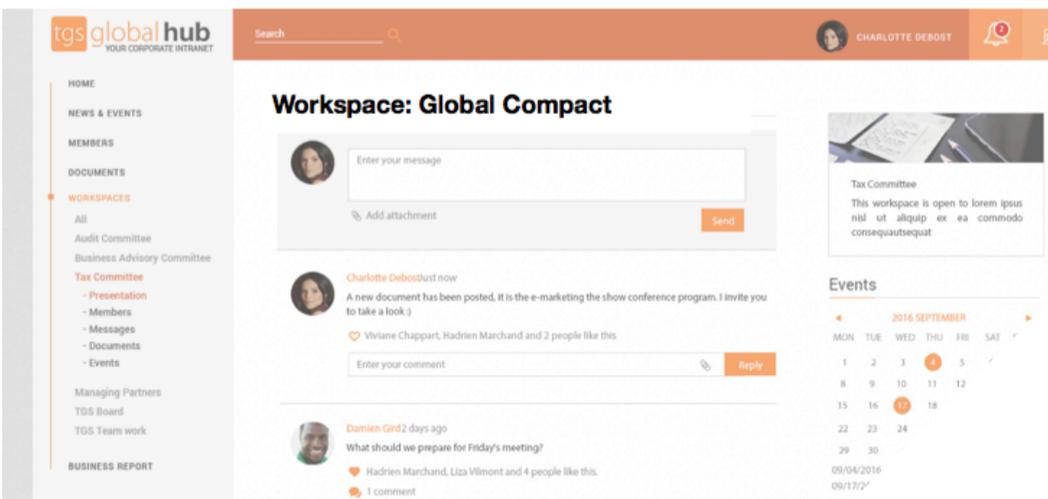
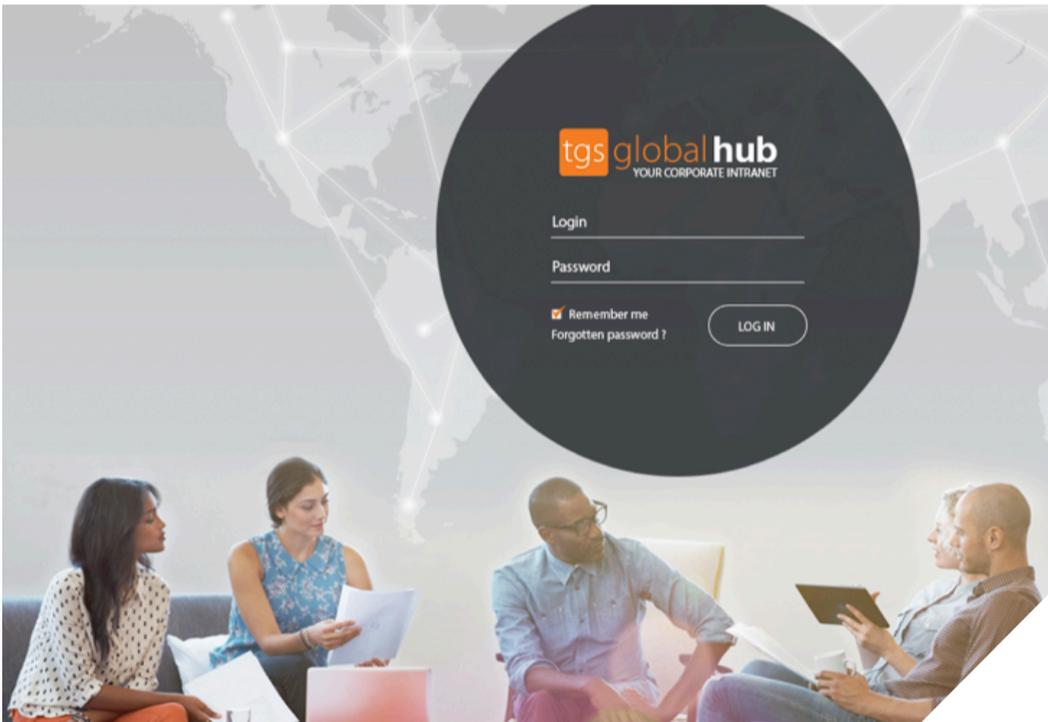
MyTGShub is a private online space where firms are free to communicate about their operations and strategy without fear of bad publicity or competitors. Our **SDG Forum** in MyTGShub has interviews, webinars and articles about best practice within the network with regards to the SDGs.

What is your firm doing to support the SDGs? How could you do more? What problems have you found when trying to rollout such initiatives?

This idea was inspired by the Groupe Soregor 'Aloe' project which created an internal network of key people to raise awareness among all employees of sustainable development and eco-gestures and to encourage the implementation of concrete actions across each of the firm's offices.

The **TGS SDG Forum** is being modified and scaled-up for use within the TGS network. This initiative was a direct idea that came out of our Brussels 2018 SDG

workshop. A single country initiative can have a vertical and exponentially positive effect as it is rolled out on a global scale!



TGS CSR Spotlight - member SDG review

TGS has a networked global communication platform: web, hub, social media, national and local press in 52 countries.

Every month TGS will highlight the work being done on the SDGs by a TGS Global member with a video, article and social media posts.

TGS CSR Spotlight has a secondary objective. TGS interns working in this initiative will receive training to ensure that their involvement with TGS Global and the UNGC principles leaves an indelible imprint and continues with them to their further career.



My internship was a good experience: I had some freedom in my work, I had varied tasks and I learned a lot about Corporate Social Responsibility thanks to TGS Global's involvement with the UNGC.

Gauthier Ritter
TGS Intern 2018



Number of interns trained with TGS UNGC in 2018: 2



MEASUREMENT OF OUTCOMES

TGS SDG DASHBOARD

All the figures in this report are contained in the TGS SDG DASHBOARD. The dashboard is open and can be freely consulted by any of our stakeholders.

The dashboard will be continually updated throughout the year as our projects grow, as we carry out further surveys and as we analyse existing data.

The TGS SDG DASHBOARD is available for anyone to see and for anyone to comment on. We will be delighted to hear your comments, criticisms and suggestions.



ONE PAGE PLAN

The first sheet in the TGS SDG Dashboard is a One Page Plan (OPP).

The one page plan is a simple tool that shows where we are **now**, **where** we plan in the future, and **how** we will get there. The **how** analysis lists the strategies, action plans, responsibilities and target timing for the key activities.

This is a simple tool which is easy to complete and will be updated bimonthly.

TGS UNGC Dashboard							
File Edit View Insert Format Data Tools Add-ons Help All changes saved in Drive							
fx							
	A	B	C	D	E	F	G
1	Now					Where	
2						TGS reported in global media as being active participants	
3						All members actively involved in the project	
4						Plan of action to design metrics and collect data.	
5						All projects started and first progress report completed	
6						Participate in the Academy	
7						Participate in UNGC events worldwide	
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[Watch a presentation of TGS Global's commitment to the United Nations Global Compact.](#)

www.tgs-global.com

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