

Tangent International Limited – 2018 Communication on Progress

1.12.18

To our stakeholders:

I am pleased to confirm that Tangent International Limited reaffirms its support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this 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. We also commit to sharing this information with our stakeholders.

The Core Values of the company were reviewed and redrafted by the staff of Tangent during 2017 and are being rolled out with staff involvement in many guises. Our Values are:-

- We Deliver WOW Through Service
- Have Passion – Play Full Out
- One Team, One Goal
- **Be a Good Corporate Citizen**

The last Value expands out to:-

- **We operate with respect and integrity, always**
- **We are open and honest**
- **We are sustainable in everything we do**
- **We support the communities in which we work**

This Value dovetails well with our commitment to Corporate & Social Responsibility and to the UN Global Compact Ten Principles and the text on the next few pages describes the various actions we have completed during 2018, or are in train at time of this COP Publication, to put words into actions.



Simon Dear, CEO

1.12.18



Human Rights

- Anti-Modern Slavery Policy published on web-site.

Labour

- Awarded Best Recruitment Company for Candidate Care at the Recruiter International Annual Awards (also awarded in 2017) – in recognition of the wide-ranging support package we have in place for our candidates wherever they are on assignment around the world.
- Mental Health Awareness Staff Seminar – under preparation

Environment

- Renewed contract for Electricity Supply generated totally from renewable sources.
- Expansion of premises – new building fitted out with LED lighting before occupation in Q1 2019. Refurbishment of ground floor of existing premises with LED lighting commissioned for work 2019A.
- Switch of plastic cups available at water dispensers to recyclable paper-based cups.

Our Communities

- Little Havens - Tangent's main chosen charity. I) Sponsorship and participation in Kapow Event – the main fund-raising opportunity in their calendar. Ii) Office Collections (Halloween; Christmas Jumpers..),
- Football kit sent to young team in Ghana.
- Ramadan Food fridges in Dubai.
- Christmas party sponsorship for InterAct
- Discussions initiated with S.A.F.E. (Supporting Asperger Families in Essex) following successful trial coaching of individual through recruitment process.



Measurement of Outcomes

For a company of the size and footprint of Tangent we are proud of the fact that our Corporate & Social Responsibility infrastructure, punches above its weight. Tangent has for a long time placed great import upon CSR but in November 2015 first signed up to the on-line CSR evaluation portal Ecovadis to obtain an external scoring and benchmarking of the overall Tangent CSR structure. That first assessment gave the Tangent Group a Silver Award for what we had in place then – placing us within the top 18% of recruitment companies assessed by Ecovadis.

November 2017 saw a reassessment by Ecovadis of the dynamic Tangent Group CSR profile with the following scoring:-



Tangent has now been placed within the top 7% of all Employment Agencies, and top 6% of all Suppliers assessed by Ecovadis – with an industry-leading scoring particularly for Fair Business Practices. We strive to drive these scores higher still as tangible commitment to pursuing high ethical business standards and truly fulfilling our commitment to the UN Global Compact 10 Principles.

