

CORPORATE SOCIAL
RESPONSIBILITY

REPORT

2018





FOREWORD

Sarah Carpenter

Chair, CSR Steering Committee
Manager, Business & Human Rights
Assent Compliance

They say the hardest part of strenuous exercise (I prefer cycling) is just getting out the front door. A healthy business exercise, such as corporate social responsibility (CSR), is no different.

As a human rights advocate and regulatory subject matter expert, I help enterprise companies solve unique CSR challenges every day. I know that creating and implementing a company-wide CSR program is difficult work. But in building an initiative at Assent, we had a head start.

Assent is one of the fastest-growing companies across the globe, let alone in the Canadian technology landscape. It helps the world's largest companies and most recognizable brands enhance and improve their CSR performance. As such, Assent attracts and mobilizes a passionate, values-driven workforce.



Our employees care deeply about sustainability, human rights and international development, and many have academic credentials in these areas. They act as environmental stewards and ethical citizens in their personal lives, and engage each other on the topics around the water cooler and on internal messaging channels. So when we provided them with the opportunity to participate in our CSR Initiative, the response was strong.

During our first reporting year, there were many challenges. Employees balanced their new commitments with the competing priorities and workload typical of a company in a high-growth phase. They also helped define what CSR means at Assent, and have a meaningful impact on their workplace. There were enormous opportunities related to some of Assent's core offerings:

- A centralized platform from which we can acquire and manage supplier data.
- Subject matter expertise on corporate social responsibility.
- Learning modules developed by certified educators and regulatory experts.

At the year's close, we knew our work implementing an effective CSR strategy at Assent had only begun. And I can share the most valuable insight of this report here, at the front door: The most crucial step in the journey is just that — a start. We are proud of all we have accomplished, and we have laid a foundation for the future.

Sarah Carpenter
Chair, CSR Steering Committee



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LETTER FROM ANDREW WAITMAN, CHIEF EXECUTIVE OFFICER



Andrew Waitman
Chief Executive Officer
Assent Compliance

To our many stakeholders,

The relationship between companies and their supply chains is changing.

The world's largest enterprises are being held responsible for the actions in their extended operations, both by regulators and in the court of public opinion. As a result, they are becoming supply chain educators. They are leveraging their position to influence smaller companies. And they are creating a future where sustainable business is more profitable.

Assent is changing, too. With a recent investment of over 160 million CAD dollars from Warburg Pincus, we are scaling up fast. We must take measures to maintain our alignment with the values of our enterprise clients, employees and investors as our operations grow more complex. We also recognize our responsibility to influence our own supply chain.

My executive team, along with the board, is trusted to make informed decisions about where to take Assent. When employees took charge of our CSR Initiative, it gave them a greater degree of control over who this company is. They responded to that challenge with the same relentless curiosity and collaborative energy that has propelled Assent to the top of its field.

Assent benefits from a team of CSR experts that sit at the heart of our office floor, enriching the organization with sustainable values. And I've watched our teams grow and develop through the valuable experience they gain here at Assent, both personally and professionally.

On behalf of Assent's Executive team, I enthusiastically support our commitment to the UN Global Compact's Ten Principles and Sustainable Development Goals. I'm happy with the changes I've seen in our operations, and I look to the future of these initiatives with excitement.

I look forward to seeing what this partnership can bring to both our organizations, and the world around us, in the years ahead.

A handwritten signature in blue ink, appearing to read 'A. Waitman', with a stylized flourish at the end.

Andrew Waitman
CEO, Assent Compliance

ABOUT ASSENT

Assent is a global leader in supply chain data management. It combines leading-edge technology with supply chain expertise, allowing global companies to centralize data management from a secure platform environment. The company works with a broad team of regulatory subject matter experts to anticipate and influence the data exchange landscape as companies gain transparency into their supply chains.

Assent's core software offerings include:

- Supply chain data management platform.
- Three fully-serviced product suites.
- Secure, offline-compatible audits and inspections manager.
- Database containing over 250 million pieces of contact and part data.
- Online learning management system to administer regulatory education and training.

In addition to the learning management system, clients also have access to educational resources such as eBooks and whitepapers.

Assent has the continued support of world-class investment firms, including Warburg Pincus. In 2018, Assent completed a Series C financing round with Warburg Pincus for more than 160 million CAD dollars. This was one of the largest funding rounds in Canada in 2018, and reinforced Assent's position as the clear leader in supply chain data management.

Assent provides its solutions to a network of over 300,000 clients and suppliers, either directly through the platform, or through ancillary tools such as the Supplier Portal. Typical clients operate in a broad range of industries, including:

- Aerospace and defense
- Automotive
- Electronics
- Heavy equipment
- Medical devices
- Oil and gas
- Retail
- Textiles

The majority of Assent's ecosystem of business partners are based in top-trading countries such as the U.S., China, the UK and Germany.

\$220M+ FUNDING RAISED

- ➔ Greenspring
- ➔ Volition
- ➔ OTEAF
- ➔ Warburg Pincus
- ➔ BDC

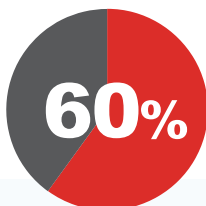
ASSENT PARTNERS



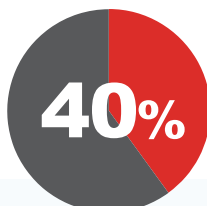
Assent Compliance | 525 Coventry Road | Ottawa, ON, Canada

OF
EMPLOYEES:
427

GENDER DIVERSITY



Male



Female



**PRIVATE
OWNERSHIP**



Assent Compliance purchases goods and services from suppliers around the world to sustain its continuing business success. These purchases range from IT equipment to free meals, drinks, snacks and catered lunches for employees. Every department is stocked with the productivity essentials you would expect from a modern office. As such, most of its spending can be attributed to brands and retailers in these areas.

In December 2017, Assent made a commitment to sustainable development in becoming a participant of the UN Global Compact (UNGC). The company created an internal CSR initiative to help promote the UNGC Ten Principles among its employees, and lay the groundwork for a robust program that tracks year-over-year performance through an annual report.

CORPORATE SOCIAL RESPONSIBILITY AT ASSENT

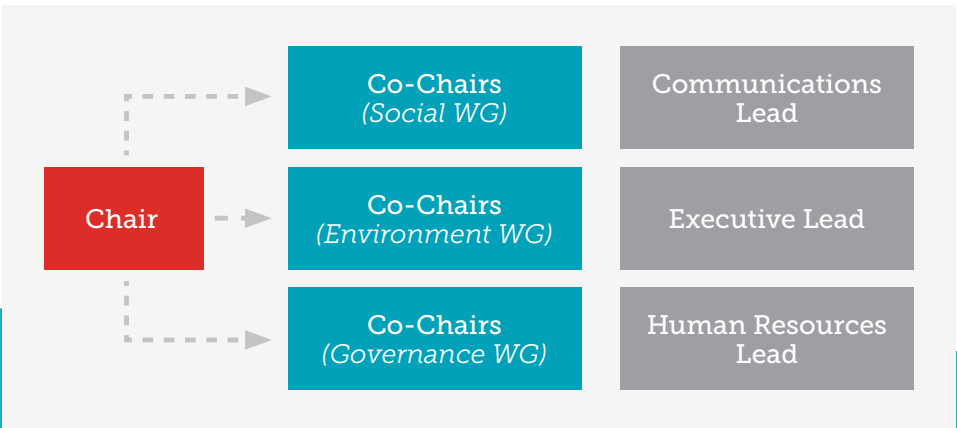
Assent plays a valuable private sector role in bringing efficient and effective transparency to large and complex supply chains, contributing to the CSR programs of our clients and facilitating efforts to protect workers from human rights abuses. In doing so, the company is a global contributor to the UNGC Sustainable Development Goals (SDGs).

To uphold the UNGC principles and goals at Assent, employees across departments signed up to build a CSR Initiative, with leadership from Assent's Regulatory team. In 2018, members were sorted into three groups: Social, Environment and Governance. Each working group committed to improving company-wide alignment with

associated UNGC principles and tracking year-over-year performance through Global Reporting Initiative (GRI) standards.

The working groups benefit from the guidance of Assent's in-house team of CSR experts, whose participation in external initiatives allows them to share learning with a broad ecosystem of organizations. Assent and the UNGC collaborated often in 2018. As a participant in the UNGC in 2018, Assent contributed to the action platforms Decent Work in Global Supply Chains, and Peace, Justice and Strong Institutions. Assent also contributed best practices to two UN reports: one a best practices document for human rights due diligence, and the other a toolkit for internal CSR programs.

CSR Steering Committee: Structure & Members



Assent also collaborated with other organizations on CSR-related data management initiatives in 2018. These include:

- IPC
- International Aerospace Environmental Group (IAEG)
- Global Reporting Initiative (GRI)
- Responsible Minerals Initiative (RMI)
- Social & Labour Convergence Project (SLCP)
- Social Responsibility Alliance (SRA)
- Automotive Industry Action Group (AIAG)
- International Electrotechnical Commission (IEC)
- Society of Corporate Compliance and Ethics (SCCE)
- MedTech Europe
- Association of Equipment Manufacturers (AEM)

This is Assent's first CSR report to its stakeholders. The company considers the UNGC Ten Principles for its material topics. The company's reporting cycle aligns with the calendar year, with an April 1 annual release of its reports.

CORPORATE GIVING & EMPLOYEE FUNDRAISING IN 2018

Assent is proud to share a portion of its profits to support the Ottawa community. Assent has a long history of supporting organizations in its neighborhood. In 2018, corporate giving and employee fundraising included:

- Fight for the Cure: **\$23,309**
- Children's Wish Foundation: **\$22,912**
- HOPE Volleyball: **\$1,810**

HUMAN RIGHTS

Since Assent was founded, it has both anticipated and supported the global business landscape in becoming more aware of supply chain risk. It participates in associations and collectives that unite the world's most recognizable brands to find solutions to common human rights issues. Its core software offerings can perform human rights due diligence, identify and administer supplier training opportunities, and coordinate on-site remediation with auditors.

This means that each of Assent's clients has made a financial and organizational commitment to evaluating the actions of its supply chain — which now includes Assent. As such, Assent Compliance upholds the same human rights standards as its enterprise clients.

PRINCIPLE 1:

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

In 2018, Assent Compliance continued the process of building a culture of mutual respect and laying the groundwork for a successful internal human rights program. One initial step was to introduce new training resources and mandatory programming to help employees learn more about their rights, requirements and code of conduct.

ALIGNMENT WITH GRI 102: GENERAL DISCLOSURES

Although this report provides some information in accordance with GRI 102, Assent is a private company and does not as yet report on all topics under the standard.

These rights are articulated and shared in Assent's Business Code Guidelines, which encompass respect for the individual.

In November 2018, Assent rolled out a Workplace Harassment & Violence Policy course on its internal learning management system. The course educated employees on their requirements and rights as they pertain to all forms of workplace harassment, including violence, bullying, threats and unwanted sexual advances.

The company also shares guidelines for how to communicate appropriately in various contexts, such as on company phones, instant messaging applications, email and non-essential communications. This helps mitigate the risk of harassment and verbal abuse between employees.

PRINCIPLE 2:

...And make sure that they are not complicit in human rights abuses.

Every human rights program needs data. As a supply chain data management solution provider, Assent is poised to begin evaluating its own vendors. In developing its supplier survey and Preferred Supplier Program, the company included human rights criteria to satisfy GRI key performance indicators (KPIs), listed below. For more information about Assent's Preferred Supplier Program, view the labor section on the following page.

**COLLABORATION
WITH THE SOCIAL
RESPONSIBILITY
ALLIANCE**

In 2018, Assent Compliance continued its role as a convening force for the Social Responsibility Alliance, an initiative dedicated to providing companies with the open-source tools, resources and support they need to build socially-responsible supply chains. The SRA seeks to facilitate the collection of human and labor rights data to help companies create positive change in their supply chains and improve the lives of those impacted by human rights violations.

The initiative houses the Slavery & Trafficking Risk Template (STRT), an open-source tool maintained by a multi-stakeholder Development Committee. Sarah Carpenter, Chair of the CSR Steering Committee and Manager of Business & Human Rights at Assent, holds one of the co-chair roles on the Development Committee.

KEY PROJECT:

PREFERRED SUPPLIER PROGRAM

OVERVIEW

The Assent Preferred Supplier Program identifies and rewards suppliers who uphold Assent's CSR standards while providing excellence in customer service, quality and overall value. These CSR standards cut across social, environmental and governance issues. As a quickly-scaling company, Assent has prioritized embedding sustainable principles throughout its purchasing practices, rewarding positive supplier behavior. It ensures Assent's purchases will always support and incentivize the growth of responsible business.

Assent assesses suppliers against its internal criteria, based on a survey crafted by industry-leading CSR experts. Unsuccessful applicants are provided with educational resources to drive continuous improvement both in Assent's supply chain, and in the greater business landscape.

DUE DILIGENCE BEST PRACTICES

Collaboration

The program is driven by the work of Assent's own regulatory, marketing, survey implementation and supplier engagement personnel. It combines the acquisition of a sustainability data set with procurement information such as price, ease of doing business, on-time delivery and quality. As such, it serves Assent's broad business goals and supports the full needs of its buyers.



Sustainability Expertise

Large organizations often have more stringent due diligence requirements. Assent's internal subject matter experts designed the Preferred Supplier Program to make context-specific evaluations of suppliers to ensure their most salient sustainability risks are taken into account. It does so with consideration of international standards such as the UNGC Ten Principles.



Leveraging the Assent Compliance Platform

Assent's core software offering, the Assent Compliance Platform, automates supply chain due diligence and provides suppliers with an easy-to-use interface through which to respond.

As such, the CSR Initiative leveraged the platform to deploy its own survey to suppliers, allowing it to:

- Manage supplier responses.
- Manage evolving survey requirements.
- Gain cloud access to data.
- View campaign progress from reporting dashboards.
- Ensure supplier participation through the easy-to-use Supplier Portal.



Developing a Pilot

The Preferred Supplier Program required the creation of new processes, groups, frameworks and tools. Given the program's complexity, Assent ran a pilot assessment of a small set of suppliers, testing and improving it through practice. This built momentum for the program and provided the feedback necessary to fine-tune its execution. In the coming years, Assent will take a phased approach to performing complete due diligence in its supply chain.



Impacts

The Preferred Supplier Program embeds sustainability within Assent's purchasing practices. It expands the scope of how Assent's buyers select suppliers based on established CSR criteria.

LABOR

Assent has a strong connection to labor rights. While the company offers solutions for both the Labour Standards Assurance System (LSAS) and human trafficking and slavery, it also guides and facilitates standards development and data exchange, including the Slavery & Trafficking Risk Template (STRT).

Internally, Assent provides its employees with an inclusive, harassment-free environment to pursue their goals and advance their careers. The company offers salaries that are competitive within the Ottawa employment landscape. Employees also receive a range of benefits, including:

- Weekly catered meals.
- Unlimited snacks and beverages.
- Corporate discounts at a nearby gym.
- A \$350 budget to purchase productivity essentials, such as ergonomic chairs and noise-canceling headphones.
- Dental coverage.
- Health coverage across a range of service types.
- Paid holidays, personal development days and sick leave.
- Free on-site yoga and meditation classes.

The initiative released a draft of a policy that improves upon Assent's existing Business Code Guidelines by expanding on the rights of employees. The policy is expected to be rolled out in 2019. The initiative's work in ensuring respect for labor rights at Assent in 2018 laid the groundwork for year-over-year improvement.

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...

DIVERSITY & EQUAL OPPORTUNITY

Canada is one of the world's most multicultural nations, and Ottawa is growing more diverse,¹ according to recent census data. Assent is privileged to hire from this deep pool of ethnically and gender-diverse talent, and ensures opportunities are equally available, regardless of background.

The CSR Initiative's Diversity & Inclusion Working Group (under the Social WG in 2018) works in collaboration with the company's Employee Experience (human resources) department to nurture an inclusive environment at Assent. From cultural holiday celebrations to community hiring outreach, the company invests in and grows with local minorities. It also works with post secondary institutions to connect students with paid internships and employment opportunities.

¹ Laucius, J. (2017, October 25). *Latest census reveals increasingly diverse face of Ottawa-Gatineau*. Ottawa Citizen. Retrieved from <https://ottawacitizen.com/news/local-news/latest-census-reveals-increasingly-diverse-face-of-ottawa-gatineau>

Assent strives to hire and build a gender-diverse employee base, and it reports on gender diversity in its operations. Assent Compliance was recognized in March 2018 when it won an Employer Excellence Award from Hire Immigrants Ottawa.

The 2018 Employer Excellence Awards were presented at the Employer Council of Champions Summit at the National Arts Centre in Ottawa, Ontario, to companies that recruit immigrant employees, encourage success and promote diversity in the workplace.

PRINCIPLE 6:

...the effective abolition of discrimination in respect of employment and occupation.

TRAINING & EDUCATION

As a leading service provider and industry pioneer in supply chain due diligence, Assent educates and informs its clients, the business landscape and its own employees. It delivers clarity on complex regulatory requirements. It helps enterprise companies distribute high-level standards to the farthest reaches of their supply chains. And mid-level companies leverage these assets to enhance the cost-efficiency and scalability of their compliance programs.

Assent's subject matter experts have helped guide the creation of human rights standards, such as the Conflict Minerals Reporting Template (CMRT) and the Slavery & Trafficking Risk Template (STRT), as well as data exchange standards for sharing product environmental information. Its regulatory experts speak at highly-attended conferences and on webinars almost daily. Although these are business activities, they promote and uphold the UNGC Ten Principles globally.

Assent University

Assent has built a vast library of training materials to help global suppliers, manufacturers and businesses understand their regulatory requirements, and the importance of sustainable business practices. This includes:

- Industry-specific regulatory eBooks.
- Human rights due diligence education.
- Scoping guides.
- Regulatory overviews and guidance.

Assent provides free access to these resources on its website. It also administers a learning management system to help clients and their suppliers learn more about product compliance requirements and corporate social responsibility.

Learning & Development

Ongoing education and development is a foundational pillar of Assent's growth, and enriches employee culture with a range of free learning opportunities, both from organization-wide and vocation-exclusive perspectives. Examples of materials and benefits include:

- A learning management system for training on policies and code of conduct.
- Regular learning sessions delivered by internal subject matter experts.
- Monthly optional technology training.
- Internal employee review process to evaluate career and training opportunities.
- Two paid professional development days per year.
- Biweekly management and leadership training.
- Onsite library of books.

C.A.R.E.: Career. Advance. Review. Engage.

Referred to as C.A.R.E., Assent's internal employee review process introduces mandatory skills development and learning to Assent's employees in all of its offices. The process sees each employee and their manager meet twice a year for 90 minutes to discuss progress, goal-setting, challenges and opportunities. It also requires an agreement on a learning and development path, to be revisited at the next C.A.R.E. meeting to determine progress.

ENVIRONMENT

Assent is a proud advocate for sustainable business practices on the global business stage. It helps companies understand and distribute high-level standards throughout their supply chains. It is important that Assent meets the requirements of environmentally-aware enterprise customers. As such, it takes a precautionary approach to environmental challenges, in alignment with UNGC Principle 7 and the internal standards of the company's peer and partner networks.

PRINCIPLE 7:

Businesses are asked to support a precautionary approach to environmental challenges...

Assent favors environmentally-friendly vendors (for more information about Assent's Preferred Supplier Program, turn to page 9). Employees contribute to an internal culture that reduces, reuses and recycles wherever possible. The company participates in events that support and reinforce these ideals, such as Earth Day. The CSR Initiative's Environment Working Group began creating programs and ongoing initiatives to reduce the company's footprint and influence positive supplier behavior.

PRINCIPLE 8:

...undertake initiatives to promote greater environmental responsibility...

ENERGY

In an office environment where the administration has control over lighting and infrastructure, any energy-related efforts present significant challenges. Employees have little opportunity to positively influence the company's energy footprint in a meaningful way. As a company quickly growing beyond the boundaries of its current real estate, the CSR Initiative compiled a set of CSR-related criteria for corporate services to consider as it identifies Assent's next building. This includes access to public transit and the energy efficiency of the building.

ENVIRONMENTAL PERFORMANCE

In order to track and manage year-over-year improvement, Assent quantifies values outlined in the GRI standards:

- ➔ GRI 302: Energy
- ➔ GRI 305: Emissions
- ➔ GRI 306: Effluents and Waste

Electricity

ENERGY CONSUMPTION

890,067 kWh

INTENSITY

2,890 kWh /employee

Natural Gas

ENERGY CONSUMPTION

48,371 m³

INTENSITY

157 m³ /employee

In 2018, Assent began taking account of its energy usage and intensity to establish a baseline for year-over-year improvement. Assent is evaluating the potential to purchase renewable energy in the meantime.

EMISSIONS

The CSR Initiative has committed to disclosing its performance on emissions indicators in alignment with GRI 305: Emissions. In 2018, the Environment Working Group deliberated that emissions due to employee commuting (Scope 3) has materiality for the company. It then began laying the foundation for year-over-year performance tracking by establishing and deploying a transportation survey to its employees. This enabled it to gain perspective on which kinds of green initiatives would resonate within the company.

EMPLOYEE TRANSPORTATION SURVEY

GRI 305: Emissions, Disclosure 305-3 identifies employee commuting as a significant component of the KPI, and the detail has materiality for Assent. To report on and improve our performance in this area, we needed to gain an understanding of employee commuting at Assent, including:

- ➔ Average and total distance traveled.
- ➔ Average and total emissions.
- ➔ Programs that can improve our performance.
- ➔ Understanding of how to improve employee participation in existing programs.

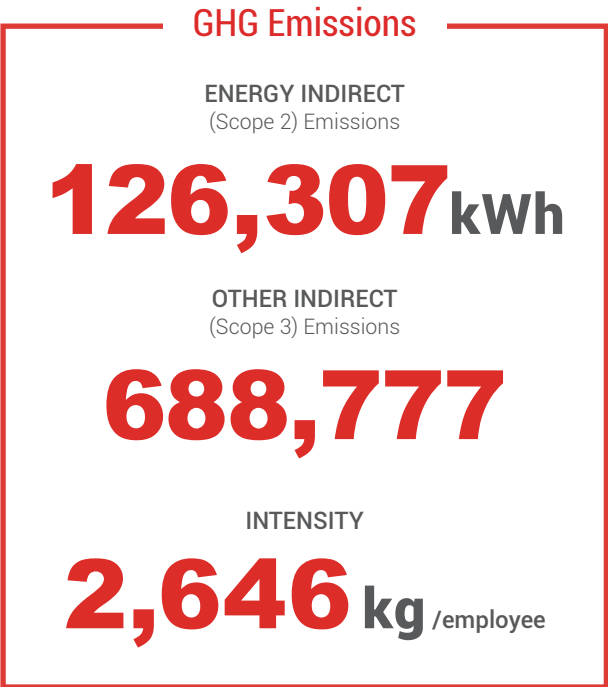
The transportation survey gave us actionable data at a 66 percent company-wide response rate. Most respondents seemed engaged by the survey, while Assent gained insight into the transportation services its employees would most benefit from and received valuable feedback on existing programs. The survey will be readministered to the company on an annual basis.

PRINCIPLE 9:

...And encourage the development and diffusion of environmentally friendly technologies.

Green Transportation

Employee commuting is Assent's most significant contributor to Scope 3 emissions. To reduce footprint, Assent has invested in infrastructure to promote bicycling among staff, including racks and an indoor locker room. The Environment Working Group also started a carpooling program in collaboration with the Ottawa Ride Match web service.



Through the program, employees gained access to a portal through which they could connect with peers to share commuting costs. In the event that no in-office matches were available, the portal provided the opportunity to connect with other area drivers with similar itineraries.

Although the web service worked well and was intuitive to use, we identified an ongoing opportunity to further reduce our footprint. The working group launched a survey to better understand the transportation-related services that would be most beneficial to employees.

EFFLUENTS & WASTE

As a local company, Assent supports its internal culture with free food, snacks, coffee, tea and other refreshments in its kitchen. This places the company in a special position to influence sustainable waste management, and target solutions directly to the company's own spending.

Assent has various recycling bins located around each office location, and a practice of keeping plastic water bottles off the premises, encouraging employees to reuse reusable water containers instead. The working group members performed a waste audit to learn more about the habits of employees.

The results of the audit were telling. Ninety-two percent of Assent's waste was composed of content that could be recycled or composted. This helped inform the initiative's direction for waste-related office enhancements and communication opportunities. In 2019, effluents and waste will be managed by the CSR Initiative's newly-created Waste Working Group. It intends to:

- Bring efficient waste sorting stations to every office location.
- Deliver employee waste education.
- Create plan to ensure waste training is delivered throughout the company.
- Introduce a waste reduction strategy.

ANTI-CORRUPTION

Anti-corruption is yet another area that has direct relevance to Assent's service offerings. Assent works with internal subject matter experts to deliver anti-corruption, anti-bribery training and solutions to small, mid-level and enterprise companies. Because of this association, the CSR Initiative has a clear mandate to ensure Assent's internal governance standards are compliant with the requirements of its clients.

The initiative's Governance Working Group is responsible for identifying, auditing, recommending and driving ethical business attitudes and practices within the organization. It leverages corporate governance best practices to build an internal culture of anti-corruption, establishing a code of ethics for day-to-day activities and long-term programs.

In 2018, the working group set base-level requirements through GRI 205: Anti-Corruption.

Group members completed the UNGC Self Assessment Tool to identify gaps in Assent's governance policies.

In order to spread awareness of governance-related issues, members leveraged Slack, a work-based messaging application, to share articles, documentation and ideas between members of the working group, and, occasionally, the rest of the company. The working group also built governance orientation into employee onboarding materials. These initiatives served to keep governance-related issues in the front of employees' minds, helping them follow practices that are in alignment with company requirements.

PRINCIPLE 10:

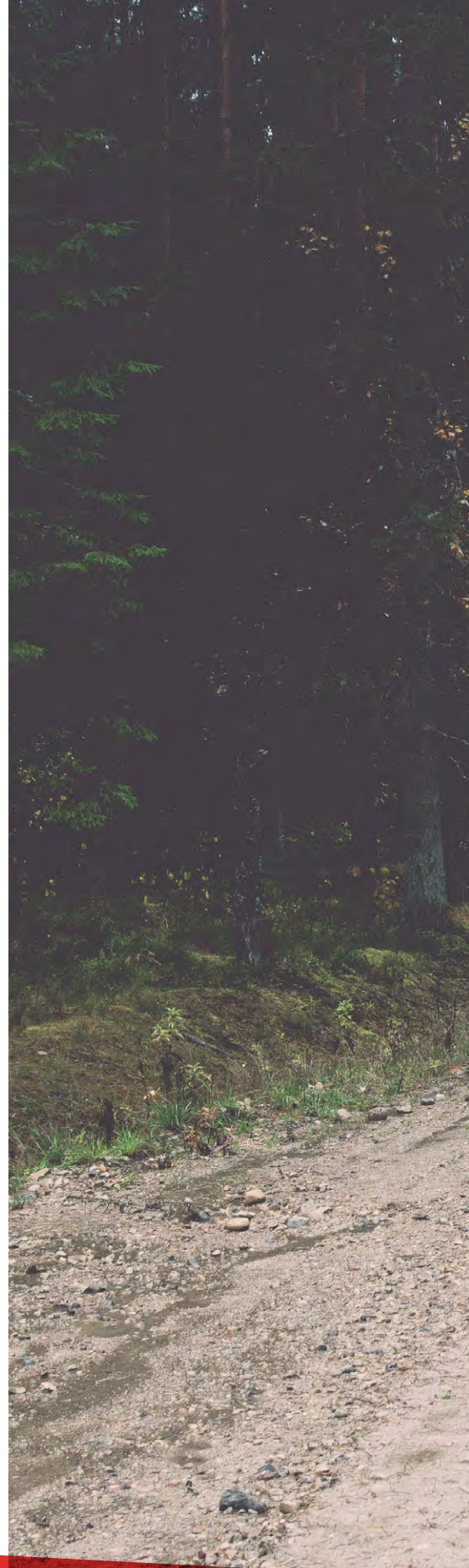
Businesses should work against corruption in all its forms, including extortion and bribery.

INTERNAL ANTI-BRIBERY, ANTI-CORRUPTION POLICY

In early 2018, a review of Assent's Code of Conduct policy identified gaps in the company's internal approach to anti-corruption. This led to the development of an Assent Anti-Bribery, Anti-Corruption Policy. The working group collaborated with Assent's General Counsel and significant internal governance expertise to create the policy, with consideration of best practices outlined by the OECD Guidelines for Multinational Enterprises, Global Reporting Initiative standards and UNGC reporting guidelines.

The policy is available to a range of stakeholders, including employees, customers, suppliers and regulatory bodies. The working group also established a plan for semi-annual review of the policy, both in alignment with and in anticipation of the changing regulatory landscape.

In 2019, the Governance Working Group is exploring the potential for partnerships with organizations such as the Global Compact Network Canada and the Canadian Centre of Excellence for Anti-Corruption (CCEAC) to continue growing a culture of anti-corruption at Assent. It will also hold semi-annual documentation audits and discussions with key business stakeholders.



CONCLUSION

In 2018, Assent's CSR Initiative laid the groundwork for the company to track its performance in governance, social and environmental KPIs. It enriched the careers and personal lives of its participants, providing them with new experiences as they worked to maintain and improve their work environment. Using the GRI standards, we established a baseline for and gained insight into company CSR performance, setting a standard for year-over-year improvement. Assent will remain vigilant and passionate about improving on the initiatives highlighted in this report, now and in the future.

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GRI INDEX

GRI STANDARD	PAGE NUMBER, RESPONSE OR REASON FOR SUBMISSION
102-1 Name of the organization	7
102-2 Activities, brands, products and services	6
102-3 Location of headquarters	7
102-4 Location of operations	7
102-5 Ownership and legal form	Assent is a private company and does not disclose this information.
102-6 Markets served	6
102-7 Scale of the organization	7
102-8 Information on employees and other workers	Assent had 415 full time employees, six temporary employees, and six part time employees on December 31.
102-9 Supply chain	11
102-10 Significant changes to the organization and its supply chain	5
102-11 Precautionary Principle or approach	15
102-12 External initiatives	8-9
102-13 Membership of associations	9
102-14 Statement from senior decision-maker...	5
102-16 Values, principles, standards, and norms of behavior	8
102-18 Governance structure	8
102-47 List of material topics	4
102-50 Reporting period	9
102-51 Date of most recent report	9
102-52 Reporting cycle	9
102-53 Contact point for questions regarding the report	20
102-54 Claims of reporting in accordance with the GRI Standards	8, 10, 15, 16, 18, 20
102-55 GRI content index	21
205-1 Operations assessed for risks related to corruption	18
205-2 Communication and training about anti-corruption policies and procedures	18

GRI STANDARD	PAGE NUMBER, RESPONSE OR REASON FOR SUBMISSION
205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption in 2018.
302-1 Energy consumption within the organization	16
302-2 Energy consumption outside the organization	16
302-3 Energy intensity	16
302-4 Reduction of energy consumption	This is Assent's first reporting year. As such, we established a baseline in 2018.
302-5 Reductions in energy requirements of products and services	This is Assent's first reporting year. As such, we established a baseline in 2018.
305-1 Direct (Scope 1) GHG emissions	17
305-2 Energy indirect (Scope 2) GHG emissions	17
305-3 Other indirect (Scope 3) GHG emissions	17
305-4 GHG emissions intensity	17
305-5 Reduction of GHG emissions	This is Assent's first reporting year. As such, we established a baseline in 2018.
305-6 Emissions of ozone-depleting substances (ODS)	Assent did not have the data to report on this. We don't believe we are a significant source of ozone-depleting substances.
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Assent did not have the data to report on this. We don't believe we are a significant source of nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.
404-1 Average hours of training per year per employee	14
404-3 Percentage of employees receiving regular performance and career development reviews	100 percent
405-1 Diversity of governance bodies and employees	7
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	11
408-1 Operations and suppliers at significant risk for incidents of child labor	11
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	11
412-2 Employee training on human rights policies or procedures	9



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