

# COMMUNICATION on PROGRESS (CoP) 2018



OFFICIAL GLOBAL  
PARTNERS OF



**Shared Value  
Initiative**

## Who We Are?

# MAKE BETTER CHOICES

We are sustainability specialists helping brands and corporates to make better choices. We believe in the power of businesses in driving positive change and scaling impact across the globe.

We offer strategic advice to address today's most important sustainability challenges by putting shared value into practice and unearthing opportunities. Briefly, we connect profit with purpose.

But, we know strategy is not enough so we do have answers if you ask what you need to do on Monday. We walk with our clients to activate targets.

By the way, we are proud to be a B Corp company.

# Our Services



## CONSULTING

SUSTAINABILITY STRATEGY

PURPOSE DRIVEN POSITIONING

SUSTAINABLE BRAND MANAGEMENT

STRATEGY EXECUTION AND ACTIVATION

SUSTAINABILITY REPORTING AND COMMUNICATIONS

RESPONSIBLE INVESTMENTS AND INTANGIBLE ASSET VALUATION

ESG PERFORMANCE MANAGEMENT

IPO READINESS

ORGANIZATIONAL LEARNING AND DEVELOPMENT (LEARNING ORGANIZATIONS)



## RESEARCH & ANALYTICS

INSIGHTS & ANALYTICS

IMPACT STRATEGY & ACTIVATION

IMPACT ASSESSMENT

THOUGHT LEADERSHIP

SOCIAL INNOVATION & PRODUCT/SERVICE DEVELOPMENT

We are a proud B Corp company.



- A certification conferred by the nonprofit B Lab
- A company that meets a high level of social and environmental performance AND makes a legal commitment to consider all stakeholders
- Any for-profit company in any country can pursue certification (LLC's included)

## Statement by the CEO

I am pleased to confirm that S360 Sustainability Services reaffirms its support to the Ten Principles of the United Nations Global Compact regarding the areas of Human Rights, Labour, Environment and Anti-Corruption. Our actions on the purpose of integration of the Global Compact and its principles into our business strategy, corporate culture and daily operations are described in this Communication on Progress (CoP), which is our fifth annual report. We also commit and declare to share this information with our stakeholders via our primary communication channels.

**Sincerely,**

**Kerem Okumuş, Founder, CEO**

The logo consists of the characters 'S360' in a dark blue, rounded, sans-serif font. The 'S' is on the left, followed by the '360' which has a distinctive shape where the '3' and '6' are connected at the bottom.

## DESCRIPTION OF ACTIONS

# Human Rights and Labor Rights Principles

S360's goal is to influence that our employees and all our business partners respect the Universal Declaration of Human Rights. We also adhere to the ILO Declaration on Fundamental Principles and Rights at Work and encourage our clients to do so. In the scope of our Labor Principles we aim to ensure all employees are provided with fair and equal working environment.

## **Our Human Rights Principles are as follows:**

- To ensure that employees are provided safe, suitable and sanitary work facilities.
- to protect employees from workplace harrasment, including physical, verbal, sexual or psychological harrasment, abuse or threats.

## **Our Labor Rights Principles are as follows:**

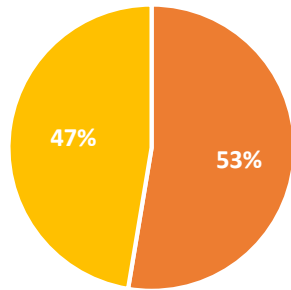
- to ensure that recruitment decisions are based on relevant and objective criteria
- to comply with minumum wage standards
- to prevent discrimination of all kinds and ensures comparable pay for comparable work
- to ensure all employees' health and safety

## **Implementation**

- We implement a horizontal management approach in our company. Complaints and/or requests are assessed and discussed during regular meetings. With the participation of whole team we come to a conclusion regarding issues proposed for the agenda.
- We provide strategic tools for our clients to ensure that human rights are protected in all business processes and employees work under fair, equal and safe conditions.

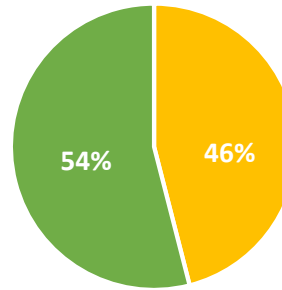
# Social Outcomes

Employees by gender



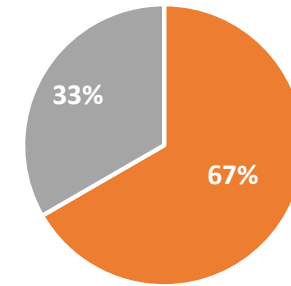
■ Female ■ Male

Employees by age



■ Under 30 ■ Between 30-50

Employees in management by gender



■ Female ■ Male

	Female	Male	Total
Number of employees	10	9	19

Four of our employees are part-time while 15 are full-time.

	Full-time		Part-time	
	Female	Male	Female	Male
Number of employees by employment type	9	6	1	3

There were four posture-related muscle and joint injuries in 2018, but no absenteeism due to injuries. As a solution, ergonomic assessment was made by an expert and office equipment has been replaced.



# Environmental Principles

As an office based company, S360's goal is to reduce its carbon footprint and environmental impact caused by its activities as well as to encourage its clients and business partners to improve their environmental performance.

## **Our Environmental Principles are as follows:**

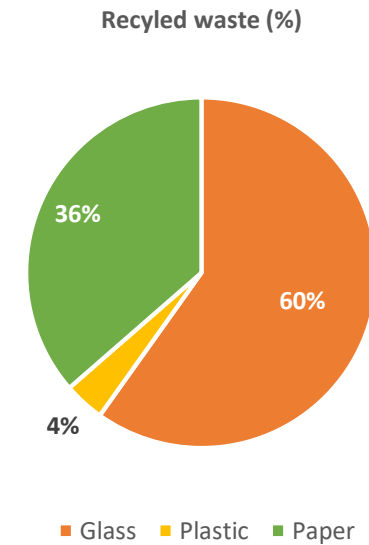
- to reduce our carbon footprint caused by transportation.
- to reduce our environmental impact by recycling materials.
- to encourage our clients and business partners to set goals for reducing environmental impact.

## **Implementation**

- We offer strategic advice for our clients to reduce their carbon footprint and perform an effective waste and water management. Thus, we play a role in tackling today's environmental challenges.
- Online meeting tools are preferred instead of visits, when possible.
- Recycling boxes are installed in various points of the office.

# Environmental Outcomes

Recycled materials in 2018	Waste amount (ton)	Recycled waste (ton)	%
Glass	24	24	100%
Plastic	3,4	1,5	44%
Paper	18,8	14,6	78%
Total	46,2	40,1	87%



# Anti-corruption

S360's goal is to eliminate all kinds of corruption when doing business and pursue all of its business processes with its partners with an ethical and transparent approach.

## **Our Anti-corruption Principles are as follows:**

- to mention anti-corruption and/or ethical behaviour in all contracts made with business partners.
- to commit being in compliance with all relevant laws including anti-corruption laws

## **Implementation**

- to communicate with and provide training for all employees on anti-corruption
- to ensure consistency with the anti-corruption commitment via internal checks
- to implement the anti-corruption commitment with a responsible and accountable management approach