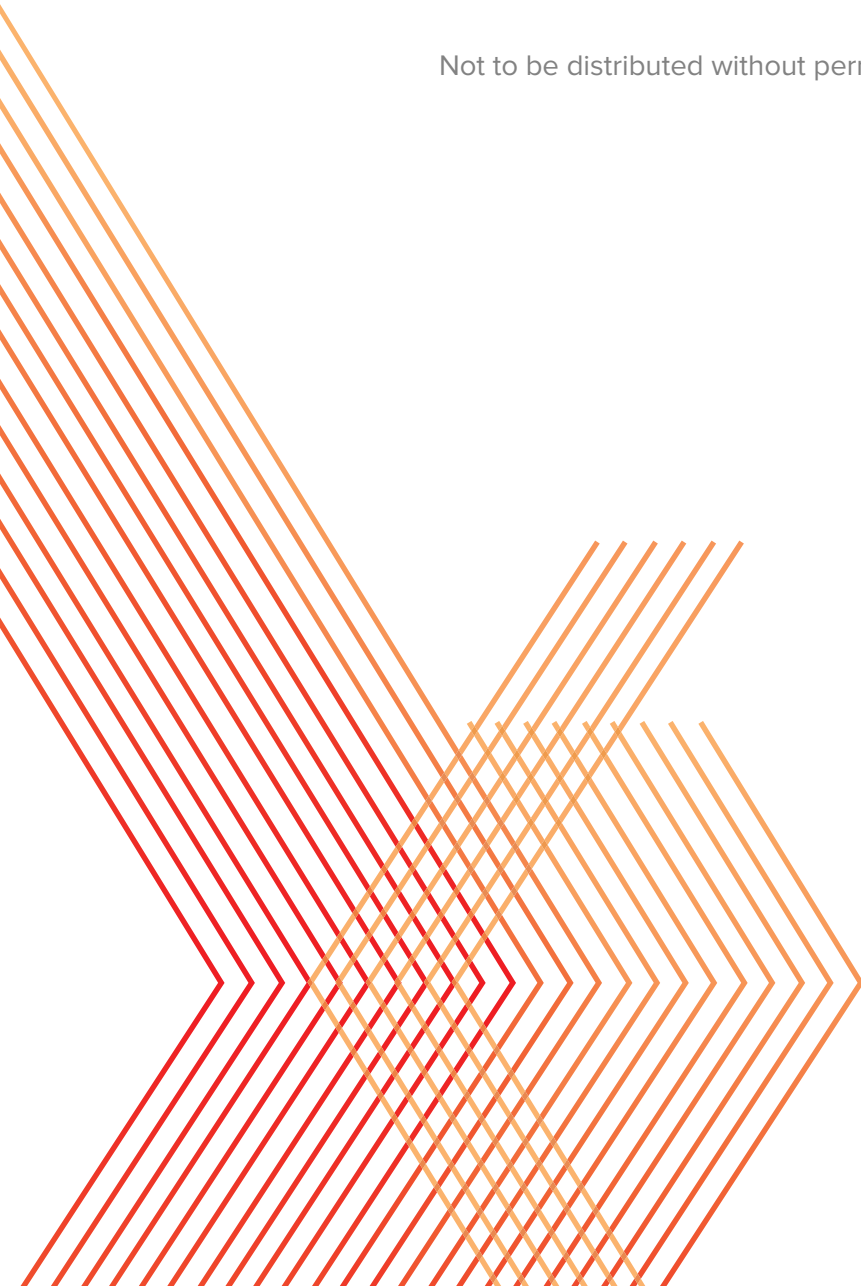




United Nations Global Compact Communication on Progress 2019

CAT HODGSON

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Founder's Statement

Continued support for the Global Compact

Euromonitor International became a signatory to the UN Global Compact in 2012 and we are pleased to submit our seventh Communication on Progress affirming our visible commitment to supporting the ten United Nations Global Compact principles, along with our continued drive to align with the UN Nations Sustainable Development Goals.

We are committed to conducting our business in a sustainable, ethical, and responsible manner, ensuring that the impact on the communities with which we have dealings is positive and that all who supply goods or services to Euromonitor show integrity and respect for international human rights and the environment. It is our belief that responsible business practices are essential to long term sustainable success and must be reflected in our workplace.

On behalf of Euromonitor's Chief Executive, Board of Directors and employees around the world, I am delighted to present this report which we will be sharing with all our stakeholders over the coming months.



ROBERT SENIOR


Founder
May 2019

About Euromonitor International

Euromonitor International is the world's leading provider of global business intelligence and strategic market analysis. We have more than 40 years' experience publishing international market reports, business reference books and online databases on consumer markets.

We deliver market research solutions to support strategic planning for today's increasingly international business environment. Our research offers in-depth market analysis on consumer goods and service industries worldwide, as well as economic, demographic and socio-economic data and insight on countries and consumers.

Euromonitor International is headquartered in London, with regional offices in Bangalore, Cape Town, Chicago, Dubai, Düsseldorf, Hong Kong, Santiago, São Paulo, Shanghai, Seoul, Sydney, Singapore, Tokyo and Vilnius. We have a network of over 800 analysts worldwide.



In a number of our offices we are subsidising pay to the lowest paid external agency cleaners to make sure that nobody who works for us is earning less than a “living”, not a “minimum” wage.

Sarah Hunter
CSR Director



Leadership

ROBERT SENIOR
Founder

TREVOR FENWICK
Executive Chairman

TIM KITCHIN
Chief Executive

ANDY CARTER
VP Sales

BRAD BORGMAN
Chief Operating Officer

LISA TOMLINSON
VP Sales

ANTHONY IRWIN
VP Research

SARAH HUNTER
CSR Director

MIKE JOZWIK
VP Consulting

EMMA BLANEY
Global HR Director

LINDA WAKE
Chief Financial Officer

Human Rights

PRINCIPLE 1

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

PRINCIPLE 2

Make sure that they are not complicit in human rights abuses.

Commitment

Euromonitor International supports and respects the protection of internationally proclaimed human rights. The scope is broad but includes:

- Non-discrimination against, and behaviour towards, vulnerable groups
- Civil and political rights
- Economic, social and cultural rights
- Fundamental principles and rights at work

We recognise there are global differences in accepted practices with regards to standards in safe working environments, child protection and other aspects of human rights. However, we ensure we work to the highest standards across all regions rather than just meeting local requirements.

We are committed to the well-being of our employees, in-country analysts and contractors, creating safe, positive and professional work places.

Implementation

We have extensive global policies regarding equal opportunities, flexible working, parental leave, work-life balance and anti-harassment and bullying amongst others. All employees are briefed at induction and every policy is available on the company's intranet.

Euromonitor requires all suppliers to comply with the full requirements of the Ethical Trading Initiative Base Code (ETI Base Code). In addition to compliance with the provisions of the ETI Base Code, we are committed to ensuring that modern slavery does not take place anywhere in our business or in any of our supply chains. Modern slavery may take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking and is a crime and a violation of human rights, which exploits a person for personal or commercial gain. In accordance with our Modern Slavery Statement, found on our website, we are committed to tackling modern slavery throughout our business.

We believe that an important part of upholding and promoting human rights is the commitment a business makes to its local communities. From April 2017 we have committed 1% of our turnover to our corporate social responsibility spend, an amount which equated to roughly £1.4 million in 2018–2019. As signatories of the UN Global Compact we have chosen to align a major part of our community investment programme with the UN's Sustainable Development Goals and carefully measure how each of our charity partnerships contribute to the success of the goals.

In 2019 we partnered with Justice & Care through our Headline Partnership programme. With our support the organisation is creating an expert witness training programme to improve the number of UK modern slavery and trafficking cases ending in a prosecution.

We also encourage a healthy working environment for staff in all our offices and have a range of activities to support this including subsidised gym memberships, in-office classes, fruit deliveries, and social activities. Each year we run a Health & Wellness week in all of our global offices to encourage staff to look after their mind and body and ensure they have a healthy work-life balance.

Measurement

Management of Euromonitor offices is regularly reviewed by the Leadership Board to ensure all policies are being implemented correctly. Euromonitor is compliant with all legal employment requirements in every respect, and in many cases, exceeds minimum requirements. In the past year Euromonitor International has not been subject to any investigations, legal cases or incidents involving human rights.

In 2019 we underwent a SMETA Audit as part of our membership of SEDEX (Supplier Ethical Data Exchange). The audit identified 9 areas for improvement across our supply chain management, health and safety and HR policies and procedures. We will undergo a follow up audit in June when we hope to be found fully compliant.

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.

Commitment

Euromonitor International hires, promotes, develops and compensates employees based on unbiased criteria and without regard to age, gender, disability, marital status, race, national origin, religion or sexual orientation or any other legally protected characteristics or status. Our Suppliers are also expected to recruit, employ and promote employees on the sole basis of the qualification and abilities needed for the work to be performed.

Euromonitor International promotes a positive in-house health and safety culture through regular health and safety checks and employee training. Suppliers shall provide a safe and hygienic environment for its workers.

Euromonitor International complies fully with all aspects of labour law in all countries in which it operates. Where our standards exceed those of local legislation, we apply our own policies.

Implementation

Euromonitor International has written policies that clearly state employee rights and responsibilities and their compensation and benefits. It is company policy to ensure that decisions concerning hiring, wages, promotion, training, discipline, retirement and termination are based only on unbiased criteria, and are not linked to any discriminatory characteristics. All employees of Euromonitor, including contracted cleaning staff are paid appropriate living wages, not a minimum wage. Staff members are encouraged to share any matters of concern with us without fear, in the knowledge that they will be taken seriously and that the matters will be investigated properly. The procedure for raising such concerns is outlined in our Whistleblowing Policy which is freely available to all staff via the company intranet.

We remain a member of SEDEX (Supplier Ethical Data Exchange) sharing information with our clients on four key areas: labour standards, health & safety, the environment and business ethics. As part of our SEDEX membership we continue to ensure staff are aware of the Ethical Trading Initiative and that we are always upholding its 9 key areas.

In the last year we have partnered with Micro Rainbow International, our donation is being used to provide an employment training programme for members of the LGBTI community in Rio de Janeiro, Brazil. The aim of the programme is to help members of the LGBTI community counter discrimination and low economic status through professional advancement and in many cases the opportunity of self-employment.

Through our Regional Partners programme we are funding several projects which directly support beneficiaries to combat discriminations and enter employment.

- Casa Central in Chicago USA is delivering an early learning academy programme to propel its beneficiaries towards a higher quality of life.
- The Clock Tower Sanctuary in Brighton UK is supporting homeless young people to make the first steps towards self-sufficiency and employment.
- Two Good Foundation in Sydney Australia supports women who have survived domestic abuse into employment through catering courses.
- Empowering Women in the Atlas in Morocco run a women's cooperative providing seed funding for start-up rural businesses.

Measurement

Euromonitor International's HR team reviews the company's responsibilities towards labour rights in relation to compliance with national and international law. We continue to monitor all health and safety incidents, recruitment statistics and sickness records to ensure compliance with our policies.

The CR Manager works with all community partners to evaluate the impact of our support. Reports are published on the Corporate Social Responsibility blog on our global website.

Environment

PRINCIPLE 7:

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8:

Undertake initiatives to promote greater environmental responsibility;

PRINCIPLE 9:

Encourage the development and diffusion of environmentally friendly technologies.

Commitment

Good environmental practice is important in ensuring that we, and our suppliers, operate responsible and sustainable businesses, which reduce their negative impact on the environment as much as practicable and comply with all applicable environmental laws, regulations and standards.

Although Euromonitor International's direct impact on the environment is relatively small we are keen to ensure continued commitment to our internal policies and controls. We take our responsibility in supporting initiatives that prevent and manage environmental risk very seriously.

Specifically, we are committed to:

- Conserve natural resources and reduce the environmental burden of waste generation
- Become single use plastic free across all our offices
- Reduce the consumption of energy through building assessment and control, and by encouraging employee awareness, individual action and proactive involvement
- Reduce the level of air travel and balance the impact of unavoidable flights
- Reduce the waste generated and increase recycling in all of our offices

Implementation

Staff engagement continues to be key to our work around environmental responsibility. Each year the company hosts a global Green Week that is organised by local CSR Committees in each office. A key focus in the last and coming year is becoming as far as possible plastic free. We are actively encouraging our offices to stop using plastics, not just recycling plastic that has been used. Actions have included:

- Providing new starters with reusable water bottles
- Purchasing crockery and cutlery for all offices
- Removing plastic stirrers and straws from kitchens
- Introducing refillable metal soap containers in bathrooms

Other initiatives introduced during the year include the use of eco cleaning products in London, food composting in Chicago and transferring to a green energy supplier in Bangalore.

Energy reduction is a key element of our environmental management programme, with a focus on employee behaviour and building efficiency. In 2019 our London office underwent its second Energy Saving Opportunity Scheme (ESOS) audit. We have acted on two of the recommendations upgrading our HVAC software system and implementing a better monitoring and management system to access real time data on our energy consumption therefore enabling us to better analyse and manage it.

We continue to balance the impact of carbon emissions associated with all company flights with our Carbon Offsetting partners, The World Land Trust and Save the Orangutan. In 2018 we offset the emissions associated with our head office energy consumption and in 2019 will roll this out to all offices.

Measurement

Euromonitor International's leadership team is committed to reducing our environmental impact. The CR Manager, working with the Director of Operations and Office Managers has day to day responsibility for our environmental programmes and activities. We will be reviewing and reporting, to the Leadership team, on the new energy measuring and monitoring software after the first quarter of the new financial year.

In 2016–2017 we achieved a global reduction in energy consumption of 5%. In 2017–2018 we have seen further reductions in 6 offices although a slight increase in our overall consumption. This is partially explained by the opening of three new offices, Hong Kong, Seoul and Düsseldorf.

Euromonitor International uses licensed waste companies for disposal of waste and recycling and approved carbon balanced programmes. Reports are regularly reviewed to ensure our systems are effective with the majority of refuse produced being recycled.

Euromonitor International has not been involved in any environmental incidents, nor has it been the subject of any investigations or legal proceedings by any regulating authority.

Anti-Corruption

PRINCIPLE 10:

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

Commitment

As a world leader in our field, Euromonitor International recognises that we have a duty to set the very highest standards for ethical business practice. Employees of Euromonitor International are made aware that bribery, corruption and extortion in any form is not tolerated within our company under any circumstances.

Implementation

In all our dealings we are committed to complying with applicable anti-corruption laws including those relating to actions that could be considered bribery. These laws, including the UK Bribery Act and the US Foreign Corrupt Practices Act, and similar anti-corruption regulations throughout the world shall be complied with. Violations of anti-bribery laws can result in criminal convictions for the individuals and organisations concerned. Euromonitor International strictly forbids any form of bribery anywhere in the world by any Supplier.

The policy is supported by a web-based learning module available via Euromonitor University as well as employee briefings and complementary policies for example our Whistleblowing Policy.

We continue to work with our clients adopting and signing up to Codes of Conducts and Supplier Agreements through which we are able to demonstrate our commitment to responsible business practices.



Measurement

All new staff members are issued with a copy of the Anti-bribery and Corruption Policy and asked to sign an acknowledgement slips, all acknowledgements are kept in the employee's file by HR.

Any suspicions, concerns or queries are reported in the first instance to the Operations Director and subsequently shared with the CR Manager for the purpose of monitoring and identifying any areas where additional support or training may be required.

During the last 12 months Euromonitor International has not been involved in any legal cases, rulings or other events related to bribery, corruption or extortion.



Euromonitor International's zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

*Euromonitor International
Anti-Bribery and Corruption Policy*





Sustainable Development Goals

In 2015, world leaders at a UN Summit adopted 17 goals as part of a new sustainable development agenda. The Sustainable Development Goals, or SDGs, aim to end poverty, protect the planet, and ensure prosperity for all by 2030. We want our CSR programme to make a real difference. Each year we are spending 1% of our turnover on charitable projects chosen by our staff. Aligning our giving to the SDGs ensures we are working towards global solutions. Through our Headline and Regional partners, we are supporting 128 charitable organisations through which all 17 of the SDGs are being addressed.

This year, we have adopted World Bicycle Relief to join our existing nine Headline Partners; we will be supporting their work in Kenya and Zimbabwe.

World Bicycle Relief Case Study

Mobility and the Sustainable Development Goals

Mobility is an essential element of development strategies that aim to achieve the SDGs. In sub-Saharan Africa alone, there are over 600 million people who walk as their main mode of transportation. The lack of efficient, reliable transportation adversely affects economic and social development in regions where distance is a barrier. World Bicycle Relief directly contributes to achieving nine sustainable development goals.

- **Goal 1 — No Poverty**

Bicycles can help people overcome the barrier of distance, giving people the freedom to pursue a livelihood.

- **Goal 2 — Zero Hunger**

With bicycles families can transport more produce, grain and milk improving food security for communities.

- **Goal 3 — Good Health & Wellbeing**

With better transport people can access health facilities and community health workers can carry life-saving information and medications promoting wellbeing for all.

- **Goal 4 — Quality Education**

Providing bicycles to students living far from school can improve their attendance, performance, and retention in primary and secondary school.

- **Goal 5 — Gender Equality**

Bicycles can be used to make household chores easier and faster, freeing up girls' time for other pursuits — including school. Bicycles also provide a safer way for women and girls to travel long distances.

- **Goal 6 — Clean Water & Sanitation**

Bicycles can make it easier and safer to reach water sources and carry larger quantities of water back home.

- **Goal 10 — Reduced Inequalities**

With a bicycle, all riders are empowered to overcome the barrier of distance to enjoy greater freedom of choice with regards to education and employment.

- **Goal 11 — Sustainable Cities and Communities**

Bicycles are a safe, affordable, reliable and sustainable transport option accessible to all people.

- **Goal 12 — Responsible Consumption and Production**

Bicycles are an eco-friendly alternative to transportation that requires fossil fuels. The bicycle is a productive economic asset used for a variety of livelihood-enhancing activities.



Source: United Nations, Sustainable Development Goals (SDGs)