

COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement from 2017 to 2018

Statement of Continued Support by the Chief Executive

To our stakeholders:

I am pleased to confirm that the Institute for Corporate Sustainability and Responsibility reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,
Dace Helmane, Chief Executive



Description of Actions

According to the Statutes of the InCSR main actions conducted have included:

- Organizing learning and dialogue events, workshops and training for members and other organizations on the UN Global Compact and specific topics relevant to corporate sustainability;
- Providing free of charge different evaluation tools for companies and other organizations supporting them in implementing responsible and sustainable approach;
- Planning and implementing awareness-raising campaign aiming to promote responsible and sustainable business practice, as well as understanding of civic society.

One of InCSR core activities is the **Sustainability Index** - a strategic management tool which helps Latvian enterprises to establish the level of sustainability and corporate responsibility. Another purpose of the initiative is to praise and support the enterprises contributing to the long-term sustainability of Latvian economy, environment, and society. Every year around 100 companies participate in self-evaluation according to different criteria including support to UN Global Compact principles.

Responsible Business Assessment for **small companies** (up to 50 employees) was developed and is also managed by the InCSR. It is available free of charge at www.incsr.eu. The aim of this tool is to provide support to small enterprises, to embrace principles of sustainability and responsibility in their business strategy.

If enterprise policy corresponds to family-friendly enterprise criteria set by Ministry of Welfare, it can apply for Family-friendly enterprise status and use it in its marketing activities. The aim of the initiative is to give recognition for such enterprises and to promote family-friendly enterprise policy. Since 2011 the evaluation of companies is carried out in the frame of Sustainability Index by experts of the Institute for Corporate Sustainability and Responsibility. In 2017 the status was given to 31 companies in Latvia and in 2018 – to 38 companies.

Since 2014 any company and organization is invited to participate in the **Responsible business week** - to organize special events and environmental activities; to draw public attention to major problems; to provide practical guidance to employees, customers, suppliers. The campaign includes – a high-level expert panel discussion, Sustainability Index Awarding ceremony and the culmination of the campaign – Responsible business idea market! The aim of the campaign is to promote public awareness of responsible business, its benefits to employees, customers, the company itself and to the country. For businesses it is opportunity to be proud of their positive experiences, to pass it to others, thus inspiring to do more. In 2017 and 2018 around 600 representatives of state institutions, companies and NGOs took part in activities of Responsible Business Week.

In 2017 - 2018 range of other different educational and awareness raising activities were organized, e.g. workshops in cooperation with the State Labour inspectorate were held on employee engagement, pro bono consultations for the companies, as well as seminars and educational materials were developed, some of the include:

- A seminar on responsible supply chain management where participants had an opportunity to acquaint themselves with the international policy positions, implementation of principles of responsibility in their business strategy, as well to hear good practice examples;
- Range of seminars on equal opportunities and private and work-life balance.
- Training programme on diversity management and non-discrimination where more than 200 employers were trained.

All the presentations, reports, etc. documents related to responsible business practice and produced by the Institute for Corporate Sustainability and Responsibility and experts, as well as companies speakers are available online and downloadable at www.slideshare.net/ilgtspeja. Most of events have been recorded and videos are published on www.youtube.com/ilgtspeja.lv.

Information about daily activities is published on a regular basis in Facebook page www.facebook.com/ilgtspeja. Photos, links and videos are also available there.