



COMMUNICATION ON
PROGRESS 2019

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Introduction from the CEO



Marc Desjardins
CEO TGS Global

October 2019

Dear TGS Global Members and wider TGS Ecosystem,

I am pleased to confirm that TGS Global continues its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. This year we have also successfully integrated the 17 Sustainable Development Goals into our core business strategy.

As you know, 'sustainability' is more than something TGS members aspire to include in their day to day actions, it's why TGS was created, it's what we do, it's in our DNA and it's in our name: Think Global Sustainability.

In our second Communication on Progress, we describe our continued actions to improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

This year we have successfully launched our measurements as well as our first four targets that we have aligned with the Sustainable Development Goals that are closest to our business activity. We are also proud to present you the TGS Success Stories, which are short articles on successful projects inside our network.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, consisting of a large, stylized 'M' and 'D' intertwined, enclosed within a circular flourish.

TGS at a glance



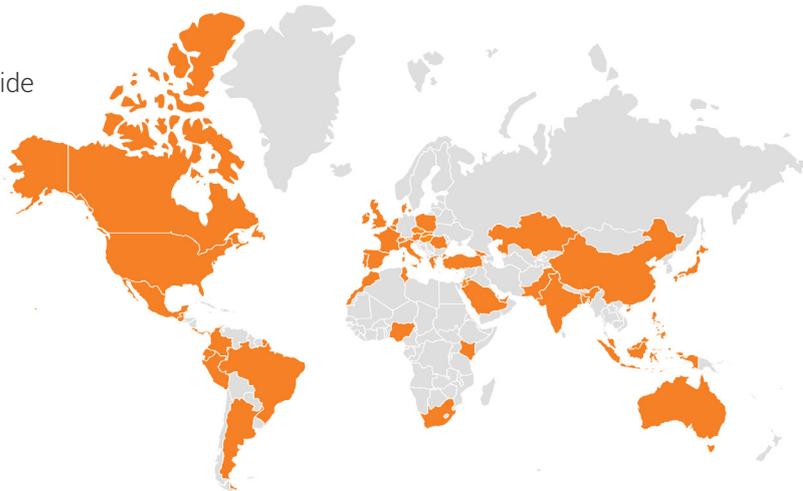
3400
professionals worldwide



54
countries



10%
growth between
2017 and 2018



top 25
international network
ranking

More than 50 members Worldwide



189
million euro turnover



360
offices around the globe

Our Company

TGS is a dynamic global business network of independent firms providing accounting, audit, tax, business advisory and commercial legal services. We are multidisciplinary and interdisciplinary and focused on SMEs. Currently operating with 57 members from 54 countries.

Our DNA

Driven by an entrepreneurial spirit, our international business network supports member firm development in diverse ways. Each TGS network member firm is committed to transforming ideas into value, promoting boldness and creativity and daring to be different to satisfy the best interests of clients and employees.

With over 3400 professional staff in 54 countries, multidisciplinary TGS member firms support clients by designing global, sustainable solutions and providing a one-stop-shop for business advisory, audit, tax, legal and accounting services. Their expertise fuels local and international growth, informs innovation, safeguards businesses against financial and organizational risks and helps to maintain the value of assets.

Our pragmatic vision of business, experience in the field and feedback from members enables us to continuously improve our methods and solutions to suit unique client environments.

TGS Vision

We think of ourselves as a living ecosystem in which our members communicate, share ideas and apply their expertise and know how to understand and adapt to disruptive technologies and emerging business practices. We are committed sustainably to serving the needs and interests of our members and encourage a spirit of cooperation, with a focus on local relationships and innovation.

Making sense out of volatility, uncertainty, complexity and ambiguity is our strength. As a dynamic new network and a keen observer of tomorrow's changes, we are key players in supporting the future of our member firms and the long-term development of client projects.

Our values

TGS was founded on a robust and sincere set of values: ethical behavior, agile working practices, a client-centered approach to business and collaboration.

TGS values are working tools, far beyond a simple marketing proposition. TGS Values and how they translate into day-to-day actions are reaffirmed by members in their initial and ongoing TGS Peer Reviews.

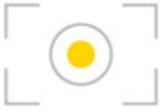
Each member firm is peer reviewed before membership and after a period of 4 years.

Do they uphold the TGS Values? What actions should they be taking to better adhere to TGS Values and the SDGs?



AGILE

Each member firm of TGS network is driven by the desire to transform ideas into value, to promote boldness and creativity and to dare to be different to satisfy the best interests of clients or collaborators.



CLIENT-CENTRED

A pragmatic vision of business, experience in the field and feedback from members allows us to constantly adapt our approach. Our methods and solutions are continually improved to suit unique client environments.

COLLABORATIVE

TGS is a family and new ideas go hand in hand with cross-functional teams. Members are always closely involved in the projects they entrust to us and this is how we actively encourage a spirit of openness, innovation and collaboration.

ETHICAL

Quality and ethics are at the heart of everything we do. We nurture transparent, honest relationships with our members. We work with integrity and accountability.



Network Member Services



Services

ACCOUNTING	AUDIT	ADVISORY	LEGAL & TAX
<ul style="list-style-type: none"> • Management accounts • Statutory accounts • Bookkeeping • Forecasting • Company secretarial • Payroll 	<ul style="list-style-type: none"> • Statutory audit • Internal control • Consolidation • IFRS • Due Diligence • Tax Compliance 	<ul style="list-style-type: none"> • Strategy & organization • Business Advisory • Merger & Acquisition • Asset Management • Financial Performance • International development 	<ul style="list-style-type: none"> • Legal services <ul style="list-style-type: none"> • Corporate • Payroll • Intellectual Property • Tax • GDPR

tgs GLOBAL

Business Advisory

The well-being and longevity of business is our primary concern. It is important to us that our work provides businesses with useful insights that add real value.

Audit

TGS member firms have the expertise and breadth of knowledge that will provide companies with the tailored assurance and audit services they need.

TGS can provide services to parent and subsidiary companies, ensuring a coordinated audit process across a whole corporate platform.

Accountancy

At TGS we guide SMEs through complexity, removing barriers to working internationally.

We help firms comply with tax and accounting obligations and overcome financial and international development challenges.

Tax

Each TGS member firm has specialist tax advisers in their own locality to guide firms safely through the complexity of national and international tax regulations.

Legal services

TGS member firms can support business in national and international legal issues.

TGS and Sustainability

At TGS, sustainability is at the heart of everything we do. **Think Global Sustainability.**

We aim to deliver sustainable, long term excellence in service delivery. As such, we build quality with our members at the center of the process. We nurture transparent, honest relationships with our members and work with integrity and accountability.

In addition, we are deeply committed to implementing responsible business practices and developing solutions with a positive impact on society. Accordingly, we support the ten principles of the Global Compact on Human Rights, Labour, Environment and Anti-Corruption.

Our culture, strategy and operations are aligned with universal principles of corporate sustainability.



Think **G**lobal **S**ustainability

TGS constantly reaching to meet the SDGs

TGS Corporate Governance

We endeavor to respect the values of the UNGC in every structural decision we take as the network grows from 50 to 100 members and onwards. TGS is a network of independent member firms, but unlike other comparable networks, each of our members can become a shareholder and access to the network's financial data. Our goal is to achieve a fully transparent, member-owned network. Each TGS Global member firm is involved, is responsible and participates in the decisions affecting strategy and day-to-day operations. Each member has a strong voice in the direction of the network and this is reflected in the network structure.

Percentage of members who are shareholders of the TGS Global network
21%

TGS is made up of:

- Members
- Active Members
- Founding Members

TGS Governance

- TGS Board
- Strategic Council
- Supervisory Board
- TGS Assembly



SUSTAINABLE DEVELOPMENT GOALS

At TGS we are all about the Sustainable Development Goals. We have worked hard on our progress towards these three SDGs this year: Quality Education, Decent Work & Economic Growth and Gender Equality.



Our Commitments



1. Our Goals & Progress

In our first Communication of Progress, and with the commitment and support of the TGS President, Board, Members and Executive team, we gave a clear statement of our objectives for participation in the United Nations Global Compact. In this, the second year of our participation we begin the process of aligning and measuring our objectives with regard to the SDGs.

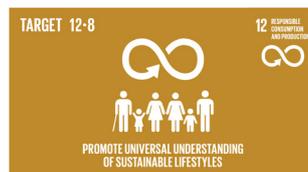
The most fundamental and closest objectives to our activity are 4, 5 and 8 that correspond respectively to **quality of education**, **gender equality** and **decent work**.

- Other sustainable development objectives that are important for TGS and correspond to our work are :

We now have clearly defined and measurable targets established for each of these goals.

In addition, we decided to follow the UN's 2030 horizon for the sustainable development goals: The 2030 Agenda. We have implemented the necessary tools to obtain the data we need to report on our progress.

Each and every one of the objectives are of great importance both for the TGS Network and for the stakeholders with whom we work: public and private institutions, business organizations, educational institutions, international institutions.



THE GLOBAL GOALS
For Sustainable Development

Goal 1 : TGS member initiative : Womennovator project

“*Womennovator*” is a project that was founded by Tripti Somani in India in 2018 with the aim of creating a platform whose purpose is to encourage and promote inspiring women entrepreneurs. Tripti wishes to launch this initiative internationally for women in financial services.



We have launched “Womennovator Global 2019” to celebrate inspirational women and to encourage more women to consider careers in the financial services and fintech sectors. Womennovator Global 2019 is a ‘gap closing’ initiative whose objectives are:

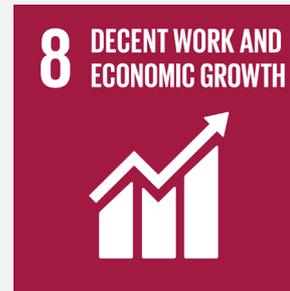
- National and international visibility for women entrepreneurs.
- Empowering women in sectors where men have historically dominated.
- Sensitizing TGS members to continue working on gender equality.

During our annual conference, Tripti Shinghal explained that we can’t just accept that there are no women to hire in the accountancy sector. We are responsible to find women in financial services and celebrate them/put them in the spotlight. If Womennovator project can be a global success, this will help reduce the gender imbalance.

Womennovator is a work in progress, however, we believe that we have taken a major step. We have acknowledged the problem and are aware that things need to change.

Womennovator Global will provide transparency about gender inequality and provide inspiring role models in the financial sector (and hopefully beyond). TGS will increase awareness and contribute to better business behaviours.

The womeninnovator project meets to the following UN SDG Targets



Goal 2 : Grow our presence outside of Europe

We want to be there where it counts. As you can see in our map “TGS at a glance”, we are well established in Europe and in some countries of the other continents, however, we want to continue expanding our experience and our way of working in Latin America, Asia Pacific, the Middle East and Africa. This year, for example, we participated in ACOA (African Congress of Accountants 2019) in Marrakech. This was an opportunity for TGS to become known to different local actors and to foster links with public and private entities.

Central to growing the network is ensuring quality assurance, similar services, and value alignment. TGS has, in 2019, put forth both a pull and push strategy to expand the network.

During Q1, the TGS operation team developed a “finders fee” project in which TGS compensates the Member Firms’ efforts to increase global coverage. At TGS, our members have the opportunity to build the network.

The SDGs are the TGS Code



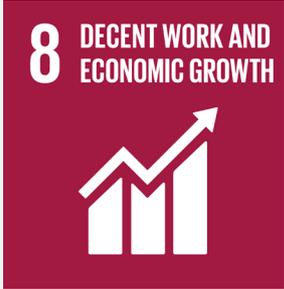
Through our AFRICA 2022 objective: we will be the ‘go to’ network for global SMEs in, into and out of Africa, helping African firms thrive nationally and internationally and promoting the SDGs.

Expanding the network

TGS strategy is partly focused on expanding the network. By 2024, the network aims to have 100 members worldwide. Increasing the number of members will have a positive effect for the existing firms within the network by providing a wider range of resources, business opportunities and networking capacity.

Additionally, TGS Global and TGS Member Firms are actively participating in international events in all regions to promote the network, encourage prospective firms to join and create long-term relationships thanks to face to face interaction.

Our efforts in developing international regions is a fit with the following UN SDG Targets



Goal 3: Member Engagement

We believe that we are in a unique position, compared to businesses in other sectors. Our members are present all over the globe. Our member firms are the business advisors to local companies. Our objective will be to bring the UNGC and our participation to the attention of all our member firms and inform them/engage them. They will be able to lead local business and to integrate sustainable action and reporting into their portfolio of services.

Selection of partners - we select our partnerships with the SDGs in mind.

By 2020 we want all of our members to actively participate in the program and fully understand the principles and SDG's. They must be able to transmit sustainable development and reporting to our clients. This objective is in line with the UNGC's Target 17.9



As we develop our network, we always seek out the most sustainable partners. We actively look for equality-minded business partners to grow our engagements to the UN Global Compact.



This year we have decided to work with a recruitment agency/advisory firm in the United Kingdom, BTA (Bruce Tait Associates), because of their efforts towards non-discriminating/equal opportunity hiring. Equality is the core value of this company and the TGS network shares this value.

BTA is a one-stop shop that cares deeply about the charity sector in Scotland and throughout the UK. Their mission is to help charities with expert consultancy and recruitment services that allow them to grow, work with great people and be more successful.

BTA are the market leader in Scotland and one of the biggest agencies of their kind in the UK.

What's unique about BTA is that their recruitment practices are firmly tied to the SDGs and this benefits, not only charities but also for firms in the private sector. Sustainable recruitment is an issue for all our member firms and for their clients. Through the strength and current positive impact of aligning recruitment strategy with the SDGs, BTA have started a collaboration with TGS to explore the creation of an SDG diagnostic tool that can be used to:

- help firms gain awareness of the benefits of incorporating the SDGs into day to day business.

- help firms increase their profitability whilst also maintaining a positive social impact.
- act as the first step in any sustainability compliance regulation.
- ensure that firms can sustainably recruit and retain quality staff and work effectively with a multi-generational workforce.

BTA will also be present this year to co-animate the TGS Global conference in Singapore. Our 2019 global conference has a solid focus on the SDGs.



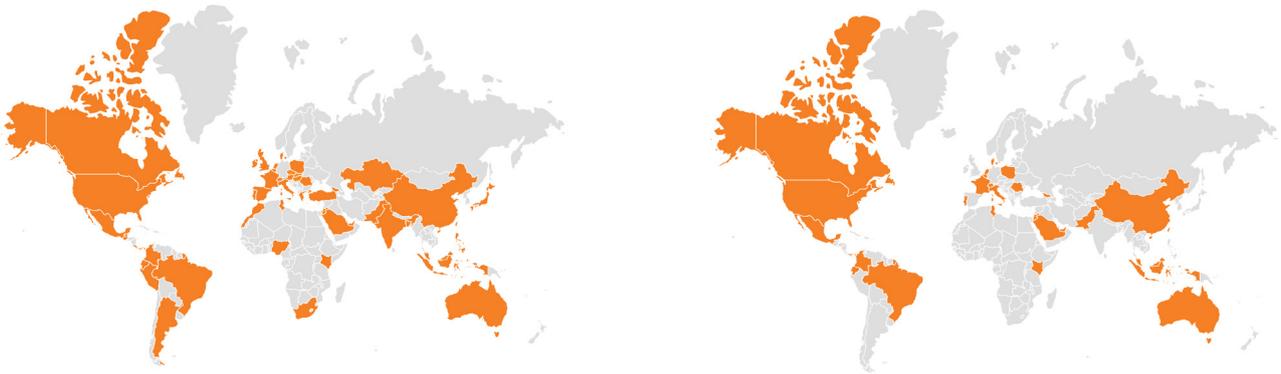
Measurement of outcomes

- **Participation by country 2018/2019**

35 out of 54 members participated this year in our COP Survey. This translates to a participation level of 61%. Last year 25 out of 56 members participated (44%).

We are glad to report an increase in motivation amongst our members. At the current rate of increase in member participation, we will be at 87% in the third year of our adherence to the Global Compact program.

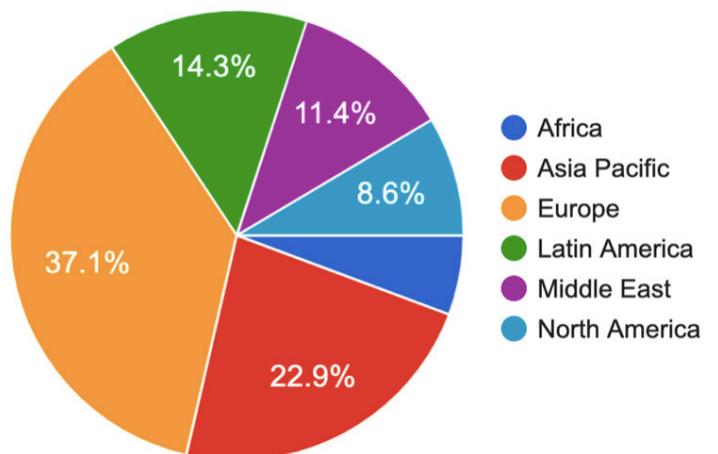
Global Presence vs. Participation Members COP 2019



Regional participation in 2019

Regions with high participation in 2019: Europe, Asia Pacific and Latin America.

Our engagement team will try to spread this regional success to the regions where contribution could be increased.



Percentage of TGS member participation by region.

Goal 4 : #TGSMadeMeDoSomething

At TGS, we believe that, as our core business is positioned in the financial services sector, our member firms have a pivotal role in the dissemination and incorporation of the SDGs worldwide.

Francesca Sharp, Sustainability Manager at the Institute of Chartered Accountants of England and Wales (ICAEW), helped us explore ways we could work together to promote the United Nations Sustainable Development Goals among accountants, auditors and business advisors.

Francesca's key advice to accountants was that every little counts and that it is time to change our ways of doing business. TGS agrees, SDGs are in our lifeblood and they are in our name: Think Global Sustainability.

Read more about this topic in our [website](#).

The #TGSMadeMeDoSomething campaign is a project that works on all 17 Sustainable Development Goals. However the "UN Target 12.8: Promote universal understanding of sustainable lifestyles" is the closest aligned.

Follow our live links in 2020 to see our progress on the 3500 target:

- **LinkedIN:** #tgsmademedosomething
- **Instagram:** #tgsmademedosomething
- **Youtube:** #tgsmademedosomething



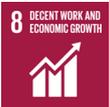
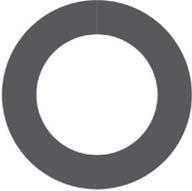
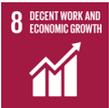
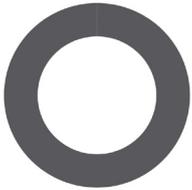
"Do something. Care about the SDGs and start thinking more broadly about what you can do in your business."

Francesca Sharp, ICAEW Sustainability Manager

#tgsmademedosomething is a signal of our wider commitment to the SDGs and a signal of our change of approach to the creation of our COP in 2020.



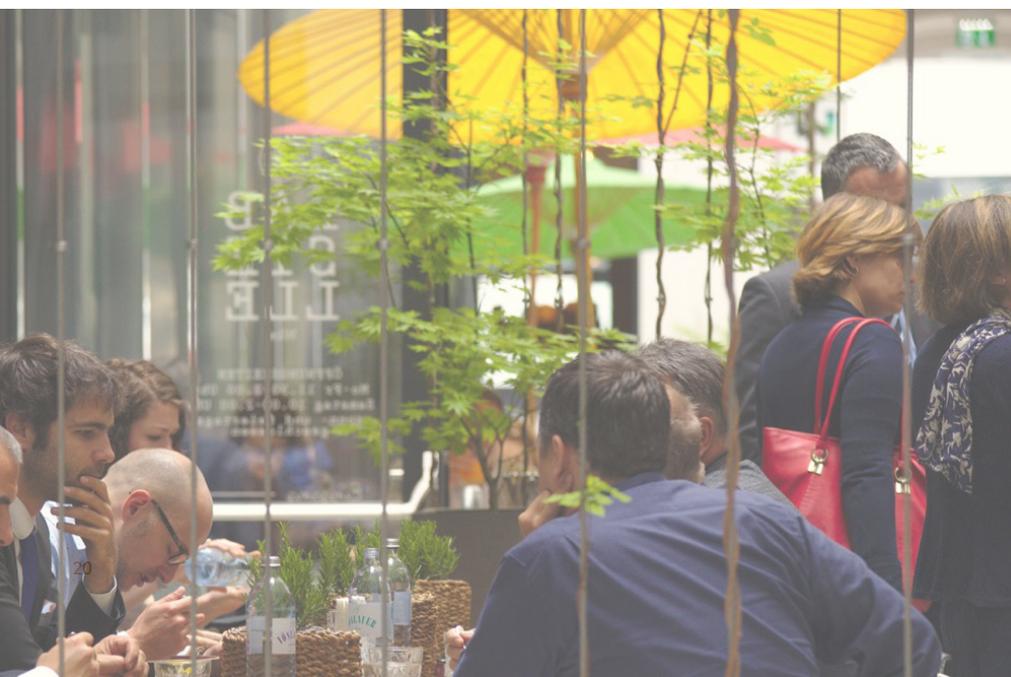
1. Progress on our commitments

TGS GOAL	SDG	HOW	DEAD-LINE	PROGRESS
Womennovator	  	<p>The project started successfully in India. We have started laying down the fundamentals for scaling the project on a global level.</p>	2025	<p>2 out of global</p> 
Presence	 	<p>We want to propose our services in 100 countries by 2024. This year we put a focus on increasing our presence in Africa, with participation at the ACOA 2019.</p>	2024	<p>54 out of 100</p> 
Participation		<p>As we continue our participation in the UNGC program, we are glad to observe an increasing participation from our member firms.</p>	2020	<p>35 out of 57</p> 
#TGSMadeMe-DoSomething	  	<p>#TGSMadeMeDoSomething campaign.</p> <p>All communication channels shall be used to achieve a total of 3500 #-actions amongst TGS staff.</p>	2020	<p>0 out of 3500</p> 

2. Stakeholder engagement/Our stakeholders

At TGS we are surrounded by many stakeholders. From governments to suppliers, we always keep them in our minds during the daily business that we do. We also make sure that our

priorities are set without forgetting the best interests of every one of our stakeholders.



3. Reporting prioritization/Materiality

During the Conference in Brussels in 2018 we carried out a live survey amongst the members on what they find material topics for TGS Global and its stakeholders.

We asked them to define in two dimensions what is significant for their business on one side as well as what is significant for their stakeholders on the other.

Votes were cast and the the data used to create the following materiality matrix. In the matrix we selected the 9 key topics that more highlighted. These will be the topics that we will report on in our sustainability report.

Significance to our Stakeholders	very high	Procurement practices	Health & Safety Training & education Environmental Engagement & Efficient operations	Diversity and equal opportunity Non-discrimination Customer privacy & GDPR	
		high	Local communities	Employment Supplier social assessment Indirect economic impacts Occupational health and safety	Anti-corruption Business Ethics
				Supplier environmental assessment Biodiversity	Public policy
	medium				
			medium	high	very high
			Significance to our Business		

Human Rights



TGS Global members respect and support international human rights. We encourage and adopt relevant principles into practices and val-

ues in the network. We work with respect, valuing diversity among our clients and in our workplaces.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

1. Business Ethics

At TGS, an ethical business culture is one of our core values. Quality and ethics are at the heart of everything we do. We nurture transparent, honest relationships with our members and

clients. We work with integrity and accountability.

a. Code of Conduct

At TGS, we work to ensure that all members and employees within the firms comply with a code of quality. For example, our ISQC1 is a quality control and review checklist we use as the basis for peer reviews. We are aiming to perform annual peer reviews to make sure that all of our member firms comply with this code of conduct, as well as an initial review on this matter for all prospective member firms.



Audit – ISQC1
Quality control review and checklist

Member firm: _____

Name of person completing this questionnaire: _____

Date: _____

This questionnaire provides a guide on the overall quality control procedures as envisaged in ISQC 1 - Quality Control for Firms That Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements.

To the extent that such policies and procedures are already documented, review these and where appropriate, cross-reference the questions below to the relevant policies and procedures. The references given in the column headed ISQC are to the relevant paragraphs of ISQC 1.

It should be noted that, to assist in the review process a copy of the completed questionnaire will be given to the reviewer prior to the review of your firm taking place.

The aim of the our code of conduct is to serve the public interest via high-quality ethical standards, with a long-term objective of converging with international ethical standards for professional accountants issued by regulators and national standard setters.

A framework that establish the standard of behaviour expected of a professional accountant is indispensable for a sustainable network of high quality, principled firms. The fundamental principles we consider should be included in such a code of conduct are as follows:

- **Integrity:** to be straightforward and honest in all professional and business relationships
- **Objectivity:** not to compromise professional or business judgment because of bias, conflict of interest or undue influence of others.
- **Professional Competence and Due Care:** Attain and maintain professional knowledge and skill at the level required to ensure that a client or employing organization receives competent professional service based on current standards and relevant legislation.
- **Confidentially:** to respect the confidentiality of information acquired as a result of professional and business relationships
- **Professional behavior:** to comply with

relevant laws and regulations and avoid any conduct that the professional accountant knows or should know might discredit the profession.

Promoting an ethical code of conduct

It is not always required to be a member of the institute of chartered accountants to become an accountant. Ethical business is a core value for our network. Spreading an ethical code of conduct will be a topic to work on in our upcoming COP.

TGS Global was the only international network to sponsor the 2019 African Congress of Accountants (ACOA) and will be a sponsor at the 2021 ACOA in Mozambique. In these events we met many CEOs of African Institutes of Chartered Accountants.

TGS have the commitment to be the 'go to network' for sustainable business in, into and out of Africa. We are committed to help achieve Africa 2063 "The Africa We Want" <https://au.int/en/agenda2063/overview> for attaining inclusive and sustainable economic growth and development.

In particular, we are in discussion with the Institute of Chartered Accountants In Malawi to explore how TGS can help lobby the Malawi government to legislate for an accredited body.

If you want to be a chartered accountant in Malawi, you do not currently need to be a member of an accredited body and this can have a

b. Customer Privacy and GDPR

Our core business encompasses a broad range of services such as Audit Legal & Tax Services that are highly linked to client privacy. Our network handles client data and information in everyday transactions and it is our responsibility to ensure that our clients' sensitive information is protected. Client confidentiality is a crucial principle to conform with corporate social responsibility practices and safeguard clients' interests and needs for long-term success.

Additionally, TGS Global and all Member Firms aim to comply with the General Data Protection Regulation (GDPR). The GDPR is a common set of rules on data protection for all businesses operating in the EU as well as those beyond the borders that have direct or indirect contact with European citizens. This law aims to

protect and empower citizens' data privacy and reformulate companies' approach to data protection. Within our network, we believe that the GDPR is embedded in our business, and it is for all our member firms to protect and empower citizens and companies alike. Following these principles allows our network to be accountable via honest and transparent relationships.

Complying with rules and regulations for data protection is more about business and added-value. It is incorporated within our ethics and willingness to act with integrity.

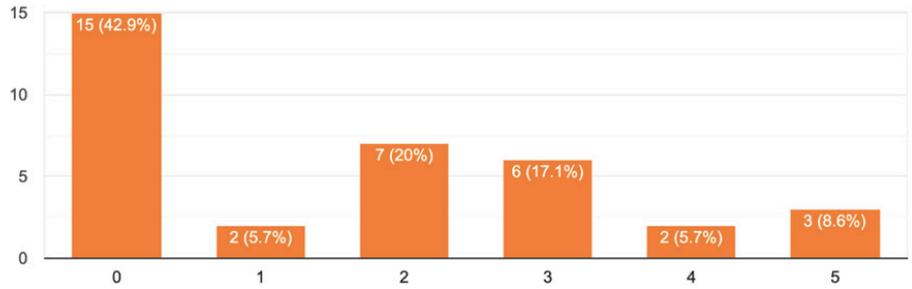
c. Responsibilities of a network

The TGS Network is in a unique position. As a multidisciplinary network we act upon our values and sustainable business model to spread our practices through our members from a global level to local communities and clients. We also have an extensive understanding of markets as well as clients' needs and interests to better harmonize best practices in line with our business ethics.

As our member firms build the network and their future, the added-value of our network lies in the quality of our Member Firms. The TGS added-value increases reputation, legitimacy and visibility and in turn positively impacts each Member Firm.

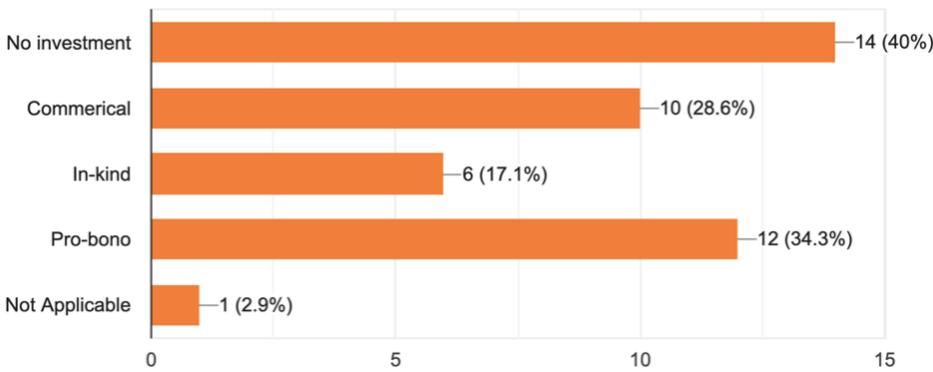
Each member firm has to behave responsibly to uphold the overall sustainability of the network.

*To what extent does your firm contribute to the development of significant infrastructure investments and services?
35 responses*



Not participatory

Very active investor



*What is the nature of these investments and services? *
35 responses
multiple answers

➔ **New service for our member firms**

TGS works to construct coherent and comprehensive shared services, Sustainability is a crucial goal for all member firms. Being a participant in the UNGC, TGS Global believes it is our responsibility to provide key strategies for Member Firms to adopt and act upon sustainable business practices. As TGS Global learns and improves, we share our knowledge with all firms and stakeholders and encourage active participation in these matters.

TGS Global in collaboration with Member Firms and external institutions is working to propose a “Sustainable Reporting” standard and best

practice framework for each Member Firm. We believe that sustainable reporting is becoming increasingly important for corporate strategies as customers are more and more conscious of the pressing needs to change business. It is our responsibility to provide transparent, accountable practices with integrity. However, we believe the sustainable reporting extends above the notion of business, but incorporates a larger shift to transparent, accountable and sustainable practices on a social and economic level.

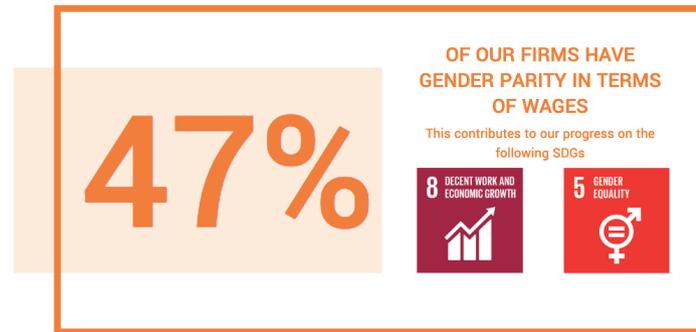
2. Diversity and Inclusion

a. Gender Equality

The world of accounting, auditing and business advisory is a traditionally male-dominated work environment.

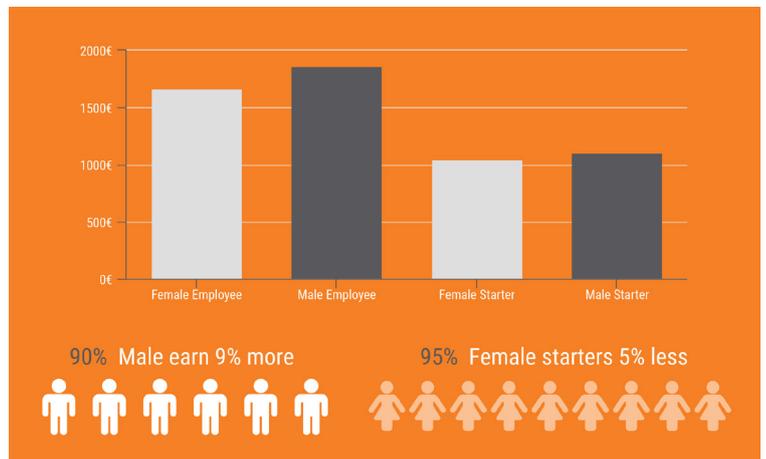
Each of our members is engaged to achieve a 50/50 gender split, equal pay for equal work and to provide opportunities for minority groups. The TGS team reflects this ambition and has an international team with a 50/50 gender balance.

The TGS Equality & Diversity Census is currently being designed and will provide figures for monitoring this engagement.

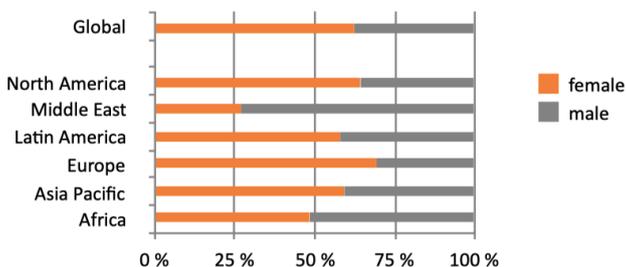


Percentage of female managing partners in TGS Global member firms : 25%

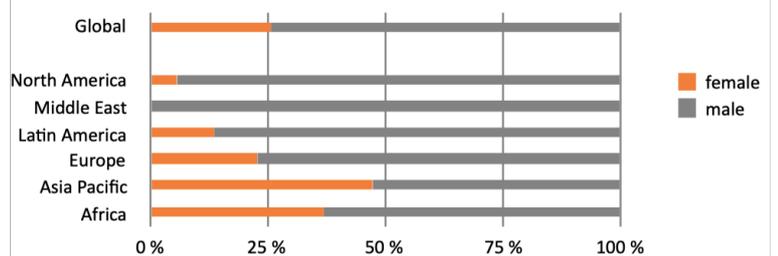
Average Wages per Gender and Maturity



Staff Gender Balance



Partner Gender Balance





b. Ethnic Diversity

TGS has always believed that diversity is crucial for business and our diversity is a catalyst for growth and expertise. Our diversity is a source for innovation, collaboration and continually improving our processes. Behind our one color is a team of multicultural and multi-disciplinary experts. We place diversity at the heart of our inclusion policies, and beyond, to ensure mutual respect and recognition of what everyone can

bring to the table. At TGS, everyone has a voice and the capacity to build the network they want to be part of. As part of an international network, having global and grassroots impacts, it is our responsibility to encourage and promote all quality professionals and lift the barriers for potential talent pools.

c. Non-discrimination and disabilities

In accordance with our code of conduct, TGS Member Firms work towards ensuring peaceful work environments for all employees. Following an inclusive vision, we protect our professional and administrative staff from workplace harassment, including physical, verbal sexual or psychological harassment, abuse or threats. Not only do we closely follow a global code of conduct, we actively promote and encourage diversity, inclusion as well as increasing the well-being of our employees worldwide.

As it is so difficult to stress how important diversity and inclusion is in our business ethics and

practices, TGS Global has chosen to put forth an initiative from our French Member TGS France.

Socia 3, a subsidiary of TGS France, specializes in payrolling. With over 80% of employees with physical disabilities, Socia 3 is the first company in France that has developed this business model. This project has been a success and is a positive example for many other European companies.

3. Human Rights Success Stories TGS

a. GDPR – TGS France

TGS France has focused efforts on GDPR compliance in the last few years and is today a nationally recognized expert on data protection. Professionals such as Florian Barrault, specialist on GDPR, TGS France, and Caroline Belotti, External Data Protection Officer and Partner at TGS France, are incorporating respectful and responsible practices into TGS France's core business and re-shaping the way data is handled in the firm.

Data protection and increasing pressure from data authorities can appear a threat to businesses throughout the world notably for SMEs. TGS France, however, concentrates on the opportunities in complying with new rules and regulations can bring. TGS Global believes it is our role and responsibility to encourage and promote corporate efforts on protecting clients' data.

TGS Global interviewed Florian Barrault

What benefits can adopting the GDPR bring for internationally based SMEs?

Complying with the GDPR:

- **Improves company image**, by showing awareness and placing customers' interests at heart;

- **Enhances employer brand**, by reassuring acquired and potential talent pools of company data protection policies;

- **Refines marketing strategies and advertising campaigns**, by ensuring effective management of customer databases, and better targeting customers.

Potential benefits also include **cleaner data**, **higher engagement from stakeholders** and valuable relationships for long-term strategies.

As TGS Global moves towards a shared service, our members are developing a network of specialized professionals on key issues in line with client privacy and sensitive data protection notably with the GDPR. The objective is to create an international compliance pack and ensure global assistance for all member firms and clients to ensure international GDPR compliance for data transferred within and beyond European Borders.

Read more about this topic on our [website](#).



“The law on data protection is addressed at all organizations in Europe, but also international companies that sell goods and services to European citizens.”

Florian Barraud, specialist on GDPR, TGS France

b. Womennovator – TGS KG Somani

Encouraging women in business - An event dedicated to women entrepreneurs in India and beyond.

While some women are struggling to establish themselves in the business world, many others have managed to make their way through essentially male-dominated sectors, such as banking and finance.

In 2018, a hundred Indian women were asked to present a project to give them a voice, so that they could tell their story and inspire women all around the world. This new project, 100 Women Faces, is actually the first initiative of Womennovator, a platform whose purpose is to encourage and promote inspirational women entrepreneurs.

Fifteen out of the hundred women who participated were rewarded on International Women's Day, March 8th.

Encouraging women in business

This event put individual stories in the spotlight: Where do these women come from? What did they achieve? How did they manage to promote their ideas?

The Womennovator campaign aims to promote the excellent work of women in India. It wants to change the rules of the game by creating an infrastructure that will assure women more visibility and encourage a new generation of women entrepreneurs who lead the way to greater gender equality.

Womennovator aims to:

- Identify ways to make women entrepreneurs more visible.
- Extend opportunities to women first.
- Select women as spokespeople and leaders.
- Support & promote visible business-women.



Everyone has a creative bent, a flair that makes them think out of the box, but what stops them is the lack of opportunities and resources. Womennovator helps make those resources available.

Tripti Shinghal Somani- Co-Chairperson Startup Committee at PHD Chamber of Commerce and Industry

Womennovator uses an online and print publication strategy to promote women's success stories in business.

Womennovator also has a highly media-covered award ceremony where influential people, and an international committee help the participants establish new contacts, resources and exposure on a global scale.

c. Socia 3 – TGS France : An example of diversity and inclusion



Socia 3 is an innovative firm based in France, with a staff base of 80% handicapped workers. The core business is centered on externalized payroll and follows a corporate social responsibility model to increase diversity and inclusion in the work environment. The firm is continually adapting its strategy to fit best the needs and interests of workers and their client-base. Socia 3 has served as a national and european reference in the domain and has shown that such projects are not only possible but also scalable.

The company is considered a valuable springboard as it

1. effectively integrates differently-abled within the firm,
2. successfully guides them to an ordinary, normalized work environment.

Socia 3 is aligned with our values and vision of what is sustainable and how to work towards an inclusive yet profitable society. It's about doing business, but with a clear direction and meaning.



4 Offices in France



30 Collaborators



80% of employees with a handicap



30 Subsidiary of TGS France



13th place accountancy firm in France



300 000 paychecks edited each year

Labour



TGS is committed to upholding the UN Global Compact Principles in relation to labour.

The network is dedicated to ensuring that all labour standards are an active component of our

daily working environment and experience. We implement policies and practices that encourage the adoption of such standards.

Principle 3: Business 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.

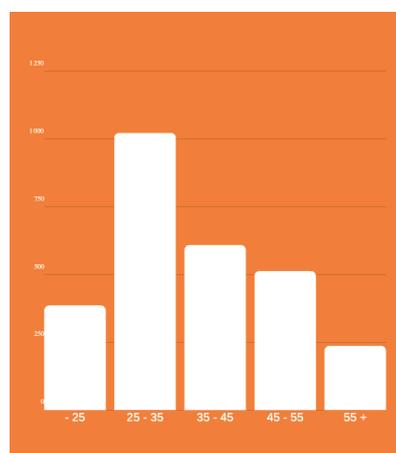
Principle 5: The effective abolition of child labour.

Principle 6: The elimination of discrimination in respect of employment and occupation.

1. Our people

Our network consists of over 3400 professionals in more than 50 countries. TGS Member Firms do not participate in any form of forced or bonded labour and comply to national minimum wage standards.

TGS Global verifies our members' commitment and work environments yearly during the peer review. In line with our engagement to the sustainable development goal 'Gender Equality and Inclusion', our network confirms that employment-related evaluations and decisions are based on relevant and objective data and criteria.

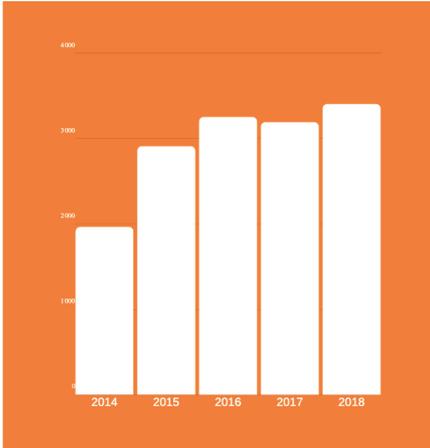


AGE GROUPS
50% of employees are under 35.

To better comprehend the age representation within our network, we study both professional and administrative staff according to:

- Gender
- Age groups
- Employment type
- Geographical location

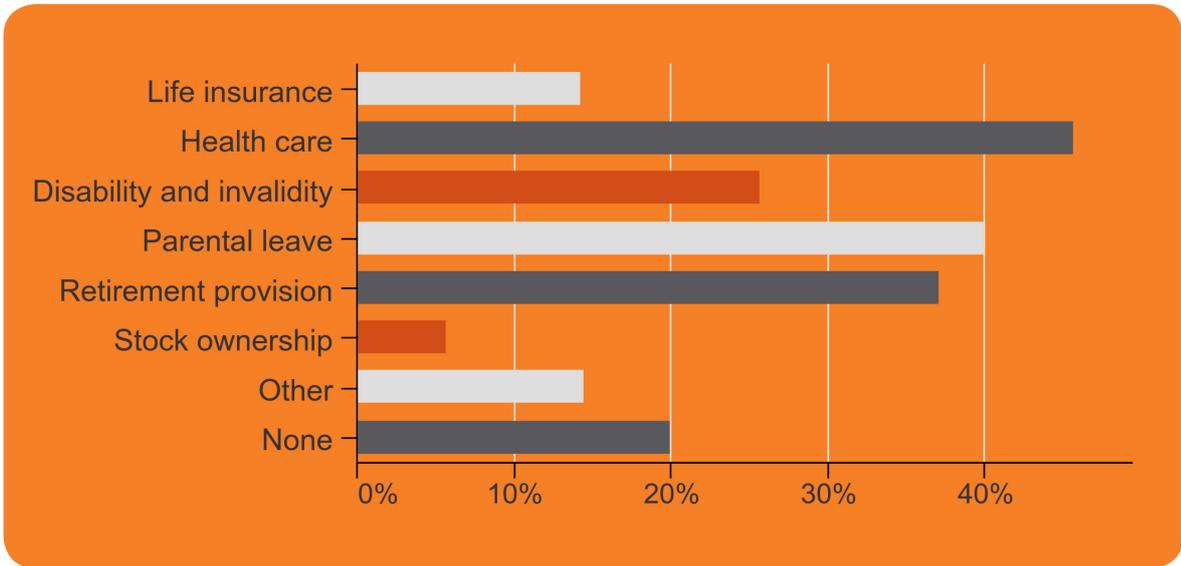
**THE TGS
WORKFORCE**
Grew by 73% over the
last 5 years.



These indicators allow us to evaluate our available labour capacity and talent pools. The network thus identifies areas of improvement and transfers best practices between members.

**For all information concerning gender equality, please refer to the section "Human Rights"*

*Which benefits below do you provide to your full-time employees - but do not provide to temporary or part-time employees?
35 responses*



2. Education and Training

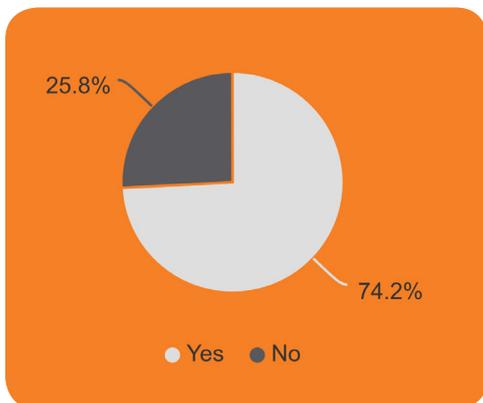
TGS is a response to a rapidly changing and uncertain environment where our clients are looking for standardised global quality assurance and individualised local responses to their need. TGS delivers quality services to our clients and commits to high performance. Our team of experts is agile and dynamic, and provide forward thinking solutions for success. TGS Global strives for professional development of our employees and supports our people on their journey to excellence.

TGS Global and the Member Firms invest in improving employee skill sets and knowledge bases, notably to follow

the shifts within the international labour market. We commit to professional development by providing traineeships and development programs.

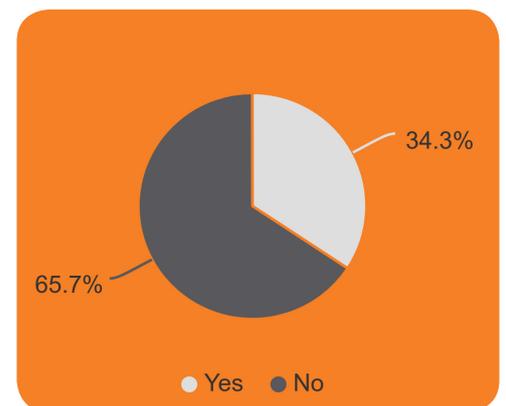
As a network, we engage in the transfer of know-how and expertise between Member Firms via regional and international conferences, internal exchange platforms, and webinars on prevalent topics. The knowledge of specialized experts from around the globe is freely available to all the professionals inside our network.

Amongst our members 1112 employees have received regular performance and career development reviews. This means an average of 31 employees per firm, receiving a review.



*Amongst our members 74% propose employee skill set improvement programs
35 responses*

*Amongst our members 34% propose transition assistance programs
35 responses*



5.

INTERNS PER MEMBER FIRM ON AVERAGE

This contributes towards the following SDGs

8 DECENT WORK AND ECONOMIC GROWTH

4 QUALITY EDUCATION

Total of 124 interns amongst 25 firms
31 Average of 5 interns per firm in the network.

3. Health and Safety

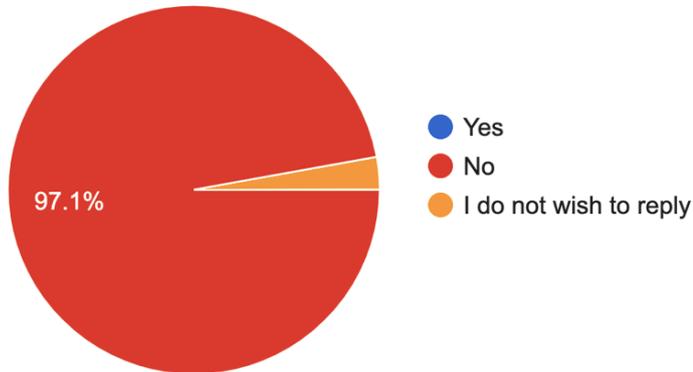
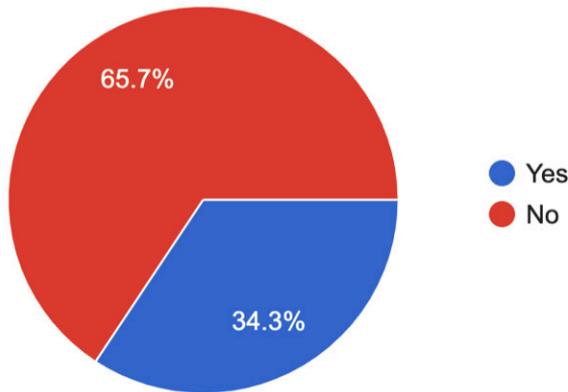
Our network complies with relevant health and safety regulations to assure safe work environments for all employees. We identify and eliminate any harm or threat in the workplace. Each member firm ensures that their employees

have access to crucial information and complete training programs concerning their health and safety in the work environment.

Safety committees

Are there work health and safety committees in your firm?

35 responses



Have you any reported incidents of discrimination in your firm during the year 2018?

35 responses

→ Work-life balance

TGS Member Firms place employee satisfaction as core to our business model and highly encourage a healthy work-life balance. We deem it crucial for our professional and administrative staff to find their individual equilibrium between their personal life and time at work. We have worked hard for a structure that promotes relationship building within the company and overall happiness.

At TGS we understand that there are continual pressures from external factors such as technological advancements, competitive environments

among others that can impact employee physical and mental health. Member Firms strive to alleviate these pressures. We hold employee feedback dearly and provide guidance for workers accordingly.

It is also important to note that a good work-life balance increases employee motivation and productivity hence increasing corporate productivity. Positive results improve the well-being for our employees.

4. Labor Success Stories TGS

a. Kutsaca – TGS Portugal

Associação Kutsaca is an association whose aim is to ensure children in Mozambique have access to education via a sustainable framework. The project was initiated by Alberto Soares, Managing Partner of TGS Portugal. The association “Kutsaca” is deeply rooted in social responsibility practices and creates added value for the local community in Mozambique. The opportunities are remarkable for the people of Mozambique for Kutsaca, beyond provided education also creates strong relationships between countries, and improves the long-term socio-economic stability. Many Member Firms have taken interest in the project and have recently invested in the building of a new school.





Environment

TGS and TGS Member firms care about the work we do for our clients; the way we treat our people and the impact we have on our society and environment.

We support the UN Global Compact Environment Principles and are committed to the protection of the world around us, including the prevention of pollution and the minimization of

our environmental impact through our operations and services.

We continually review and change the way we work so we can make a positive difference in the world around us.

- Principle 7:** Business 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.

1. Environmental Engagement

Our engagement towards developing our sustainable business model involves addressing the network’s environmental impact and promoting ecological initiatives. The TGS Network supports environmentally responsible practices to ensure our Member Firms’ positive impact via their resource efficiency.

We firmly adhere to the advancements put forth via the UNGC and the Paris agreement to limit the global average temperature increase to 1,5°C. We firmly believe that we all have a responsibility in fighting climate change and we, as an international network, have a privileged position to communicate and encourage corporate and individual efforts. Our network uses communication channels (website and linkedIn) to promote

projects in line with the development and diffusion of eco-friendly initiatives.

The TGS Network is conscious that we have a long way to go. We are making it a focus to encourage and develop environmentally sound projects throughout the members of our network and share our motivation and actions with our clients. Today we support and choose eco-responsible hotels, we give priority to the use of technologies for work meetings. Videoconferences that allow us to connect ecologically with our members or clients in different countries. Our improvement targets will encompass tangible initiatives within our business operations and address issues that are linked to our sectors of activity.

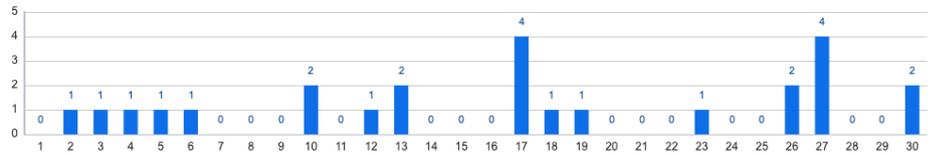


Videoconferences to connect with our members.

Work meetings from
October 2018 to October 2019

257

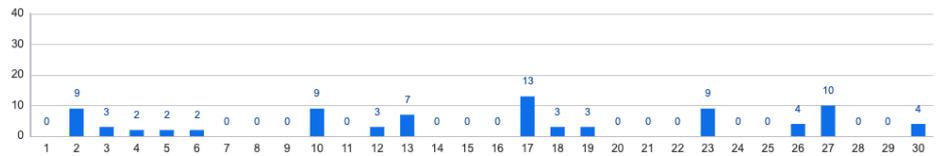
Total Meetings/Webinars



Total participants from
October 2018 to October 2019

782

Total Participants



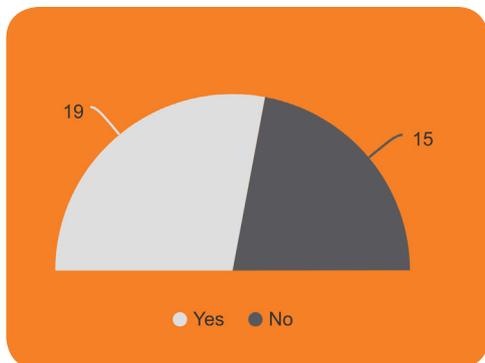
*Example September 2019 - Zoom : platform for audio & video conferencing

2. Running efficient operations

As positioned in the professional service sector the TGS Network and our members focus on day to day actions to reduce our impact on the environment. Our offices encourage thoughtful usage of energy consumption, materials and a precautionary approach to overall business operations. The TGS Network understands that it is important to identify energy consumption to objectively act upon these measurements. Putting in place key performance indicators for all firms across the globe will be an interesting addition to developing

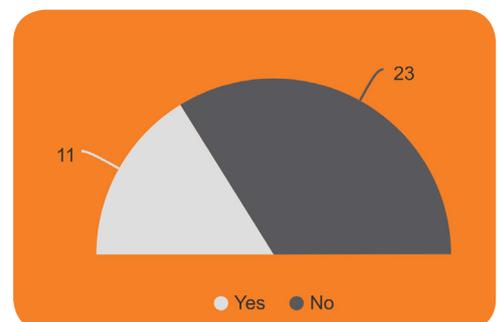
efficient operations.

It's easy to say but often easy to forget in practice but moving towards a paperless environment, our firms engage in decreasing paper usage. The slogan "Think before you print" is becoming increasingly embedded in employee action. We place employee awareness of energy consumption, such as water and electricity, as a high priority action for each and everyone to act upon.



Does your firm propose recycling programs?
34 responses

Does your firm propose programs for reducing energy or water consumption?
34 responses



3. Environment Success Stories TGS

a. WTP Advisors, Virtual and Carbon footprint

In line with our focus on environmentally responsible practices, the new addition to our network is an example of the importance TGS places in thinking global sustainability. WTP Advisors, an international tax consulting and transfer pricing firm in the United States, has a global carbon footprint approaching 0. WTP has representation in 14 states in the USA but do not use planes and have no physical offices, in this way they have a dramatically reduced environmental impact compared to traditional offices of their size.

“WTP wants to sustainably provide global tax services to our clients. We fully embrace the sustainability model because we are a virtual firm and have already reduced our carbon footprint dramatically – it almost doesn’t exist.”

Brian Schwan, Managing Director WTP ADVISORS



b. Offsetting our carbon footprint

Within the TGS Network we work firmly towards ensuring a positive impact. To support local community development in Africa, TGS planted 100 trees to honour our participation in the African Congress of Accountants, 2019. This initiative was to contribute to local biodiversity and reinforce the environment for local communities.

As an international network we are required to travel around the world. In the hope to offset our carbon footprint, we have decided to plant trees for each survey completed during our time at the ACOA conference in Marrakech. Did you know that planting 11 trees can negate emissions of a New York - Berlin flight?

HOW SUSTAINABLE IS YOUR BUSINESS?
MAKE YOUR DIFFERENCE

1 SURVEY COMPLETED = 1 TREE PLANTED

Let's participate together in the project Reforest Action in Morocco
Promote sustainable and decent economic development for local villagers using permaculture and biological fruit growing.

Thanks to you, TGS will actively contribute to the United Nations Global Compact Sustainable Development Goals. Protect, restore and promote our ecosystem.

THINK GLOBAL SUSTAINABILITY

Join your Multi-disciplinary International Network dedicated to the Sustainable Development of SMEs.

reforestation
FOR ENVIRONMENTAL PROTECTION & CLIMATE CHANGE

tgs
Sur reforestation.com
TGS Animation

a planté 100 arbres dans sa forêt à Maroc
le 09 juillet 2019

Bénéfices générés

- CLIMAT: 57 900 km en voiture compensés
- BIODIVERSITÉ: 300 abris pour animaux créé(s)
- SANTÉ: 400 mois d'oxygène générés
- EMPLOI: 100 heure(s) de travail créée(s)

Anti-Corruption



TGS Global believes in business but we take risks with care. What's more, day after day we try to fight the risks associated with corruption in all its forms, including extortion and bribery extremely seriously.

Our members work to improve and apply have established procedures to assist in the detection of fraudulent activities within our businesses We work so that all our member firms are

fully committed to ensuring that as soon as areas of corruption are identified, appropriate and necessary corrective action is taken.

As a network of professional service firms including lawyers, certified auditors and other accountancy and advisory professionals, TGS Global is well-placed and especially committed to the UN Global Compact Principle No.10.

Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

1. Our Commitment

The TGS Network is a crucial player on international markets to combat fraudulent activity and bring forth actions to identify, assess and work against corruption in all forms across businesses.

Integrity, transparency and accountability are key to our Member Firms' business ethics. We, as a network, fully commit to the tenth principal of the UNGC and wholeheartedly believe it is our responsibility to promote trust, transparency and security for all.

Our business ethics follow the strict standards of the code of conduct established by the IESBA, thus confirming our "zero-tolerance" position towards corruption, and our willingness to encourage ethical behavior within our network and our client base. Our Member Firms, guided by this in-

ternational framework, are increasingly working to incorporate and implement these policies and procedures internally that guarantee high quality and reliable control systems. It remains our duty to continually improve internal processes to fight corruption, including extortion and bribery, and to communicate with integrity around issues that can impact our society.

The TGS Network works towards a respectful environment for our people, as we strongly believe that a culture of support will increase employees' sensitivity and ethical behavior.

a. TGS Kazakhstan

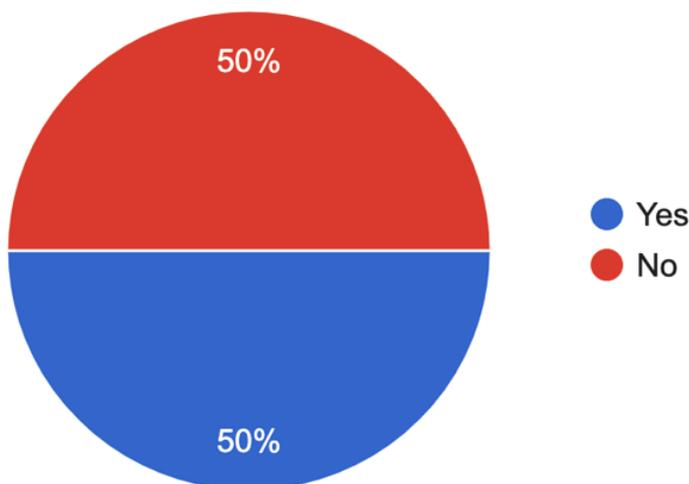
The SDGs are the guiding principles and vision of the TGS network. Each decision made and each communication released is viewed through a lens of the SDGs.

The major part of TGS development strategy centres on the concept of 'say what we do, do what we say, do good and show what we do' this will attract the right members and promote the positive social impact of the SDGs worldwide.

Instead of using aggressively 'outbound' marketing tactics such as mass mailing and cold calling to recruit new members, at TGS we decided to invest our energy on sustainable inbound marketing. Our inbound marketing strategy relies on develop-

ing the notoriety of TGS with a demonstrable focus on sustainability compared to our competitors. We do this through publishing sustainable success stories.

There are no quick wins in this kind of strategy but we were delighted this year to have seen a direct positive response. TGS was identified by a firm in Kazakhstan, shortlisting TGS as the only network they had thought of joining who promoted and supported a focus on sustainable development. They are now our newest member and we are delighted to be working with them to promote the UNGC principles of Labour, Environment, Anti-Corruption and Human Rights in Kazakhstan.



Do you communicate your anti-corruption policies and procedures to your client firms?

32 responses

2. Whistleblowing

In line with our business ethics, our network highly encourages trust and transparency within each Member Firm. It is crucial for each and every member to be conscious of their responsibilities at a firm and individual-level, and to make a disclosure of any wrongdoing encountered.

The TGS Network ensures procedures for professional and administrative staff to whistle-blow. Additionally, our Member Firms understand the risk of peer pressure and respect the need for confidentiality concerning such issues. We strongly believe that whistleblowing is more efficient when employees are in an honest work environment which allows them to commit fully to the corporate ethics.

3. Bribery and Fraud

It is central to our sector to respect international legislation and procedures against bribery and fraud. Our network, specialized in financial services and fintech has a legal obligation towards our people, clients and the society to safeguard them against such activities.

4. Policy

Policy implementation is crucial to encourage and support the UNGC's tenth principal. On an annual basis, TGS Global completes peer reviews in which we assess the risk of corruption and monitor employee compliance and progress towards quality control and assurance.

Peer reviews are also useful for our network to communicate to employees and partners on key issues surrounding the risk of corruption and the need for carefully thought out processes in limiting the impact of such risks. TGS Global's leadership verifies firm quality and ethical standard compliance and their overall understanding of regulatory policies via internal auditing and peer reviews.

*Total number of incidents
declared linked to corruption*
0 %

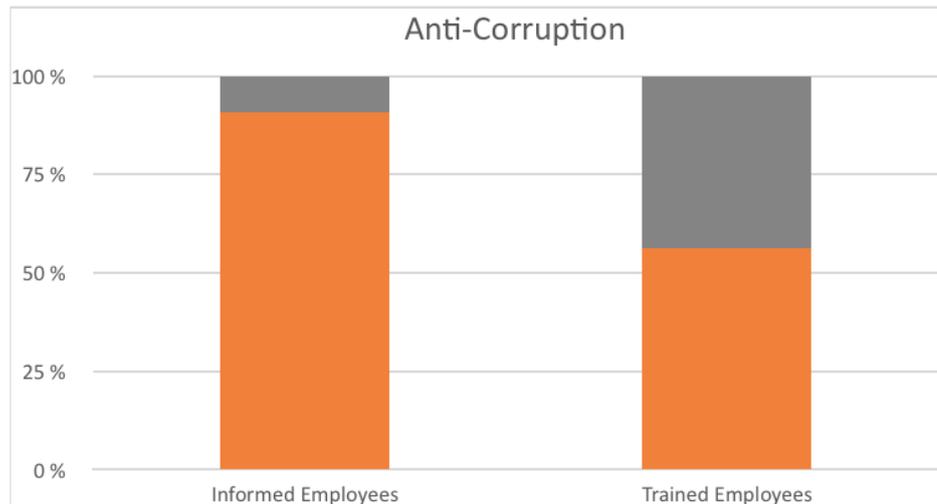
5. Training

Member Firms have the obligation to ensure that their employees are aware and completely understand the code of conduct of our network.. Thus, each employee is required to comply with the communicated business ethics and practices of each firm and confirm their understanding.

Member Firms also provide training and online education platforms for employees to understand and improve their knowledge on the policies and procedures they have adopted on topics such as bribery, security and due-diligence. We also

strongly believe that it is crucial for employees to consult each other and discuss issues and areas of improvement, whether it be within their firm or across the network.

*Anti-corruption: informed & trained employees
31 responses*



6. Anti-Corruption Success Stories TGS`

a. Sustainable BPO – TGS Bangladesh

BPO is outsourcing, subcontracting subsets of business-related operations and responsibilities to external parties. Our aim, as a network, is to promote win-win business models. Carefully used, BPO can result in a more interconnected and integrated business world where we can create prosperity for all.

TGS is seeking to increase awareness around responsible business practices and ethical BPO in particular. Our member Howlader Maria & Co in Bangladesh has engaged in developing ethical practices internationally. This member firm is a specialist in sustainable BPO.



WE SUPPORT



#TGSMadeMeDoSomething



www.tgs-global.com

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