

Executive Summary - October 2019

TPC Leadership Ltd has been a signatory to the United Nations Global Compact since October 2013 and we have pleasure in conveying our 7th Communication on Progress.

Being a signatory to the UN Global Compact enables us to demonstrate to all of our stakeholders our commitment to being a sustainable business so that we can continue to be a trusted and respected global organisation in the eyes of our employees, clients and other stakeholders.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Introduction

TPC Leadership was established in 2000 in the UK by Charles Brook, one of Europe's most highly regarded business coaches. In 2011 it was developed into a global partnership to deliver the same outstanding quality and cutting-edge approach internationally.

We are a dynamic global partnership specialising in leadership solutions that deliver transformational cultural and financial impact. We have offices in 13 countries, covering more than 50% of the world's GDP. Within these offices we have a network of associates, all of whom are exceptionally skilled individuals with a wealth of knowledge and expertise spanning many cultures and industries.

We strive to be the best in our industry by investing and use our commitment to the UN Global Compact, and associated global frameworks, to help shape our approach. Our activity is aligned with and supports the UN Sustainable Development Goals, focusing on those areas where we can make the greatest contribution. We believe that active dialogue with our people, our clients, our peers, NGO and beyond enriches our understanding of our responsibilities.

Working in partnership

We deeply believe in the power of listening as a way to ignite the human mind and unlock its hidden potential. Our projects start by listening to our clients' objectives and taking the time to understand the unique challenges they face. These insights can then be taken forward to create a bespoke set of solutions for their organisation.

Unlike other consulting firms, we don't stop at creating a bespoke leadership strategy for your organisation. We walk alongside you to make sure you can effectively execute and embed its principles into your everyday business practices to boost performance and deliver excellent results.

Yours Sincerely

Charles Brook
Partner

Human Rights Principles

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

Assessment, Policy and Goals

Our equality policy gives consideration to human rights and discrimination. It is implemented throughout the business and outlined in the staff handbook. Our corporate and social responsibility policy is integrated into our daily business activities.

TPC Leadership aspires to be a leader in social accountability within the coaching and leadership development industry by promoting a positive culture with respect to human rights and the continuous improvement of working conditions.

We believe that all companies have a responsibility to respect human rights in their operations, regardless of the sector, country or context in which they operate. We are fully committed to supporting the protection of human rights and promote and support its principles contained within the legislative policies in accordance with the countries we work in.

Implementation

We continue to promote our commitment to the Universal Declaration of Human Rights to all our stakeholders and openly communicate our objectives. Our Corporate Social Responsibility (CSR) statement is made available on our website.

Our equality policy also gives consideration to human rights and discrimination and it is implemented throughout the business and outlined in the staff handbook. Our corporate and social responsibility policy is integrated into our daily business activities.

Our management team continue to be responsible for compliance within their respective departments and in their supplier relationships and have been trained accordingly.

All employees receive an induction into the business where our policies, procedures and expectations are outlined.

An annual survey is carried out to monitor the wellbeing of employees and management reviews are regularly carried out

All our policies are reviewed for suitability, sustainability and effectiveness on an annual basis or sooner should a significant change occur.

Measurement of outcomes

Under the Company Handbook and/or relevant policy documentation there are company procedures for addressing complaints or allegations with regard to Human Rights, which are reviewed annually by Senior Management. The Company Handbook has been reviewed and revised in the past 12 months to ensure all new and existing UK legislation and best practice is incorporated.

There have been no legal cases or complaints made against the Company in the area of Human Rights.

Labour Principles

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

Assessment, Policy and Goals

TPC Leadership complies fully with all aspects of UK labour law and/or in accordance with the country in which we are working in.

TPC Leadership clearly sets out its policies to all employees by providing a contract of employment clearly stating their terms and conditions of employment with clearly stated pay rates, sick leave, maternity and paternity leave, etc and also refers to the Staff Handbook and/or relevant guide where additional information can be found regarding these policies, principles, commitment and procedures.

Implementation

TPC Leadership maintains and continues to develop a comprehensive recruitment procedure and complies with the UK laws and regulations in all aspects. Records are maintained within the HR department. We monitor all areas concerning Labour Principles and aim to continually improve processes and policies.

All our employees and associates are provided with excellent working conditions, including payment of wages and benefits that comply with applicable laws and regulations.

We are committed to ensuring that our operations do not contribute directly or indirectly to human rights abuses and will not engage with any organisation that does not uphold their social responsibility to basic human rights which includes any form of forced labour, physical punishment or other abuse.

Measurement of outcomes

There have not been any legal cases brought against the company in the area of labour relations.

Labour principles are reviewed regularly by Senior Management.

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

At TPC Leadership we continuously strive to improve our environmental performance and recognise the growing importance of our responsibilities around environmental issues and the community and world that we live in.

All our employees have a general duty of care and are required to take all reasonable steps to comply with our environmental policy and agreed procedures, and to demonstrate a personal commitment to a safe environment at all times.

We are committed in promoting environmental awareness ensuring that we comply with all relevant legislation and, where no legislation exists, we set our own standards. As we work internationally, we strive to make ourselves aware of global and regional specific codes of conduct wherever we operate and we achieve this by utilising a host of supporting services including government agency websites and third-party consultants.

Implementation

Our Environmental policy is made available to employees, associates and to all stakeholders and to the public upon request and whilst our environmental impact is minimal, we aim to recycle as much as possible.

We have and continue to ensure our employees are aware of our environmental procedures in order to reduce waste and increase recycling. Our employees and those that we work with all reasonable steps to comply with our environmental policy and agreed procedures, and to demonstrate a personal commitment to a safe environment at all times.

Measurement of outcomes

The Environmental Management Policy is subject to annual review by Senior Management.

Anti-Corruption Principles

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

Assessment, Policy and Goals

TPC Leadership is committed to conducting all of its business transactions in an honest and ethical manner. We hold anti-corruption principles and procedures in order to promote honest and ethical conduct and ensure compliance with applicable laws, rules and regulations as set by UN Convention against corruption.

TPC Leadership has anti-corruption principles and procedures set out in its Company handbook and/or relevant policy documents.

Implementation

TPC Leadership has established appropriate training as a key component of its induction and ongoing training for employees.

TPC Leadership continues to maintain financial control of all employee expenditure and other expenses, to ensure that spending is transparent.

Our code of conduct states that bribery and the making of facilitation payments or ‘kickbacks’ are unequivocally unacceptable. We have a zero-tolerance approach to bribery and corruption which is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

As an ethical business TPC Leadership ensures that our business interactions do not infer any type of corruption. The organisation regularly bids for work through transparent tender processes and framework agreements.

TPC Leadership has a fully integrated finance system which will help to further eradicate any additional risks and enhance our procedures in this area.

Measurement of Outcomes

There have not been any legal or other cases brought against TPC Leadership during the company’s existence.

Training on this policy forms part of the induction process for all new workers. All existing workers receive regular, relevant training on how to implement and adhere to this policy.

The Managing Partner has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.