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**United Nations Federal Credit Union**

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*Women's Empowerment Principles (WEPs) Addendum for the UN Global Compact WEPs Division*

*Reporting - WEPs link to Compact's website listing WEPs signatories.*

As a signatory of the Women's Empowerment Principles, the United Nations Federal Credit Union (UNFCU) is committed to supporting women's empowerment and advancing gender equality. We are pleased to provide the following updates.

**Progress in our workplace:**

A majority of the directors on our Board are women. A woman also continues to serve as Chairperson of UNFCU.

Through our policies and practices on women's empowerment, we are advancing and maintaining gender equality in management positions across UNFCU. In the last two years, female employees participating in our mentoring and high potential talent development programs exceeded that of male employees by 18%.

We introduced a formalized Anti-Discrimination Policy in 2019 based on elements from the United Nations Human Rights Policy.

Our compensation philosophy ensures equitable pay based on each role's scope of work and regional pay scale, regardless of gender. Benefits include access to child and dependent care, support for pregnant women, and those returning from maternity and paternity leave. This is in accordance with our Maternity and Paternity Policy and Representative Office labor contracts. We maintain health and safety measures that provide a variety of well-appreciated protections for our employees. Staff have the opportunity for flexible work options. This included their ability to work from home even before the COVID-19 pandemic.

Through the expansion of our Diversity, Equity & Inclusion (DEI) initiative, we now engage more than 300 employees, 47% of our staff, in our Women's, LGBTQ+, and Multicultural Business Resources Groups, (BRGs). In 2019 and in 2020, BRGs hosted a series of *Courageous Conversations* that raised awareness about gender equality, inclusion, and non-discrimination for all workers. You can learn more about our DEI initiatives in the

**UNFCU 2019 Impact Report.**

**Progress in our community:**

Last year, we continued support for the United Nations Association of the United States of America's UN SDG advocacy programs. UNFCU also supported UN Foundation's annual Global Leadership Summit and a women's leadership forum in Washington, DC. The UNFCU Women's BRG organized a Dress for Success initiative that collected professional attire for disadvantaged women in New York.

Outside of UNFCU's core fixed income portfolio, UNFCU investments include a Charitable Donations portfolio. This portfolio was created to help UNFCU provide meaningful benefits to people, especially women and children around the globe.

The UNFCU Foundation seeks to alleviate extreme poverty by empowering women and youth through healthcare and education. The Foundation supports programs that provide access to critical job skills and steady employment. These initiatives are positively changing the trajectory of marginalized lives. In 2019, UNFCU Foundation benefitted more than 3,200 women and youth in the US and developing countries. More information about the Foundation's impact, diverse leadership and volunteers is available in its [2019 Annual Report](#). In 2020, the Foundation continued to support programs to organizations helping women and children impacted by the pandemic in global communities.

**Progress in our marketplace:**

At UNFCU, sustainability is a core value. We expect our suppliers to adhere to the principles outlined in our Supplier Code of Conduct. Our Code addresses anti-discrimination and encourages diversity as the baseline expectation for vendors. We also survey our major suppliers annually to assess how well they align with these principles. Our Supplier Survey tracks supplier diversity, including women-owned businesses and if the vendor has a DEI program.

We are currently updating our survey to align with the UN Global Compact's SDG Action Manager and focus on DEI. Additionally, our Global Sustainability and DEI programs recently began work on a supplier diversity program.

Starting in 2018, UNFCU launched the annual United in Sustainability Summit for credit unions in North America. Discussion on DEI best practices have been on the summit agenda, which has been hosted at United Nations headquarters in New York to date.

UNFCU is also an inaugural sponsor of the Filene Research Institute's Diversity, Equity & Inclusion Center of Excellence. This is to further DEI support among the credit union industry.

UNFCU's actions, advocacy, and broad based engagement for women's empowerment extend our mission of serving the people who serve the world. As staunch supporters of the UN Sustainable Development Goals, we look forward to enabling more women to thrive.



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