

Communication on Progress (CoP) 2021

**on the consideration
and integration of the
ten principles of the
UN Global Compact into
our business activities**

JANUARY 2021



GrönwoldtPartner
SUSTAINABLE BUSINESS CONSULTING

Preface

With this report, we document for the first time since the start of our participation in the United Nations Global Compact in January 2019 the implementation and integration of the ten principles along the value chain in which we are directly or indirectly involved.

As a consultancy for sustainability/ESG strategy, management and reporting, the team at Grönwoldt & Partner feels a particular responsibility to document, review and, where necessary, optimise the social and ecological consequences of our economic activities. Nevertheless, some of the principles of the Global Compact are difficult to relate to our core business. Following the comply-or-explain principle, we will therefore make clear at some points that we cannot relate certain principals to our daily business.

Market-driven social and political developments demand innovative and sustainable solutions. New laws, changing regulations and requirements as well as the growing awareness of stakeholders of the ecological and social impacts of business demand answers. Grönwoldt & Partner accompanies clients from different industries on this path. From strategy to management to communication and external reporting. Advising and supporting our clients in their participation in the UN Global Compact is also one of our core tasks. This strengthens our resolve to continue participating in the United Nations Global Compact going forward, to be guided by the ten principles and to document the development of their implementation in our areas of influence on a routine basis.



A handwritten signature in white ink that reads "Sven Grönwoldt". The signature is fluid and cursive, written on a dark green background.

Sven Grönwoldt,
Managing Director
Grönwoldt & Partner

The Ten Principles of the UN Global Compact

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.

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.

Environment

- 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.

Anti-Corruption

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

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.

It goes without saying that we strictly reject child and forced labour, observe corresponding prohibitions and laws in our international business relations and sensitise all employees and partners to the observance of human rights.

Grönwoldt & Partner's business model does not entail any risk of human rights violations. In this respect, the support of international human rights in the context of our own, internal business activities is not required. However, when we work with clients who are more active in an international context and who also have to ensure compliance with human rights along global value chains, the above-mentioned principles are high on our agenda – for instance, when we advise clients on the systematic assessment of possible opportunities, risks and impacts in connection with human rights and on the methods and instruments for managing compliance with human rights due diligence.

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.

As a matter of principle, we have a strict zero-tolerance rule against any form of discrimination. While forced labour or child labour are not potential risks in our own business operations, equal opportunity is an issue we can very much address.

The working conditions in our company are shaped by a common set of values that include mutual respect, protection against discrimination, and protection of free expression. We offer all employees and partners a working environment in which every individual is respected and valued. Behaviours that individuals or groups of people find intimidating or threatening are not tolerated. Furthermore, we protect the physical and psychological well-being of all employees and partners. This applies to any form of psychological, physical or verbal harassment or abuse.

Environment

- 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.

Grönwoldt & Partner is committed to treating sustainability as an integral part of its own business model. The company's management carefully weighs up the ecological consequences of business activities within its sphere of influence. Compliance with the applicable environmental and energy regulations is a given. In addition, ecologically responsible action is promoted at all levels.

Environmental protection is seen as a core responsibility of all persons and entities involved in the company's value creation process, including external partners. Of course, management bears particular responsibility for the implementation of environmental protection goals, which is why, for instance, it participated in the Ecoprofit programme in 2020 in preparation for an environmental audit and Ecoprofit certification at the beginning of 2021. The tools made available and learned in the programme will continue to help us with the collection and analysis of our environmental data in the future. Further measures to optimise our ecological footprint, based on the collected and analysed data, will follow in the future.

The programme is designed to link corporate environmental protection with the company's own business model. Other benefits of the environmental management system are the reduction of operating costs, increased resource efficiency, and the development and systematic implementation of practical measures to relieve the environment and save costs (for example, in waste and wastewater as well as the consumption of energy, water and operating materials). Environmentally friendly technologies are also used: these include more energy-efficient (and fewer) printers, the use of energy-saving light sources (LED, etc.) and the use of environmentally friendly means of transport (public transport, bicycle).

With this systematic management approach, we can henceforth measure our environmental impact and document improvements over time. In addition, we can set a good example in our industry, comply with the implementation of Principles #07/08/09 of the UN Global Compact and report on corresponding progress in the future.

Anti-Corruption

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

Grönwoldt & Partner demands and expects strict compliance with all anti-corruption standards and regulations from all employees and partners. Any violations are followed up by the company management and can be reported anonymously to it by third parties.

We also take active steps against corruption, bribery and unfair competition and understand this approach as an integral part of our corporate and social responsibility. The handling of invitations, gifts, gratuities or other benefits follows the principles of lawfulness, responsibility and appropriateness.



Strategy



Management



Communication



Workshops



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