

United Nations Global Compact

COMMUNICATION OF PROGRESS

MRL[®] Public Sector Consultants Ltd



April 2021



MRL® Public Sector Consultants Ltd

Pepple House
8 Broad Street
Great Cambourne
Cambridge CB23 6HJ
England

E-mail: mrl@mrl.uk.com

Website: www.mrl.uk.com

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Author: **Dr Roni Ajao**

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1.0 Introduction

MRL[®] Public Sector Consultants Ltd (MRL[®]) is delighted to submit this **Communication of Progress (CoP)** Report under the **United Nations Global Compact (UNGC)**.

MRL[®] has been a member of the United Nations Global Compact since April 2018. This is our first Communication of Progress report which aims to demonstrate our continued commitment to the **Ten Principles of the UN Global Compact**.



For the benefit of our numerous stakeholders, we have included the **Ten Principles of the UN Global Compact and the Seventeen United Nations Sustainability Development Goals (SDGs)**. These are appended in section 9.1 and 9.2 to this report. The aim is to strengthen the communication and dialogue of these issues, galvanise interest and solicit participation by all our stakeholders in this important agenda to ensure a sustainable peaceful and prosperous world for all.

Since 2018, we have been active in supporting the UNGC and in ensuring the integration of the UN Global Compact and the relevant SDGs into all our business practices including our international educational services

(MRL[®]-Edu), a service line of MRL[®] Public Sector Consultants Ltd. For example, **SDG 4** which aims to **“ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.”** is core to our educational services. Furthermore, in addition to SGD 4 and closely aligned with the UNGC principles are the **Principles for Responsible Management Education (PRME)**, an initiative launched in 2007.

The PRME community, brings together more than 650 business schools and universities in 83 countries around the world, to advance the global goals and sustainability agenda. This is achieved through multidisciplinary research collaboration and curricular reforms to incorporate cross-cutting social,



environmental, and humanitarian issues into management teaching and business education for which MRL® Public Sector Consultants Ltd plays an active part. The Principles for Responsible Management Education are attached as Appendix 9.3.

Of further relevance to the business are **SDG 5** which aims to **'achieve gender equality and empower all women and girls'**, a key focus within the business and on assignments; and **SDG 8** which

aims **'to promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all'**.

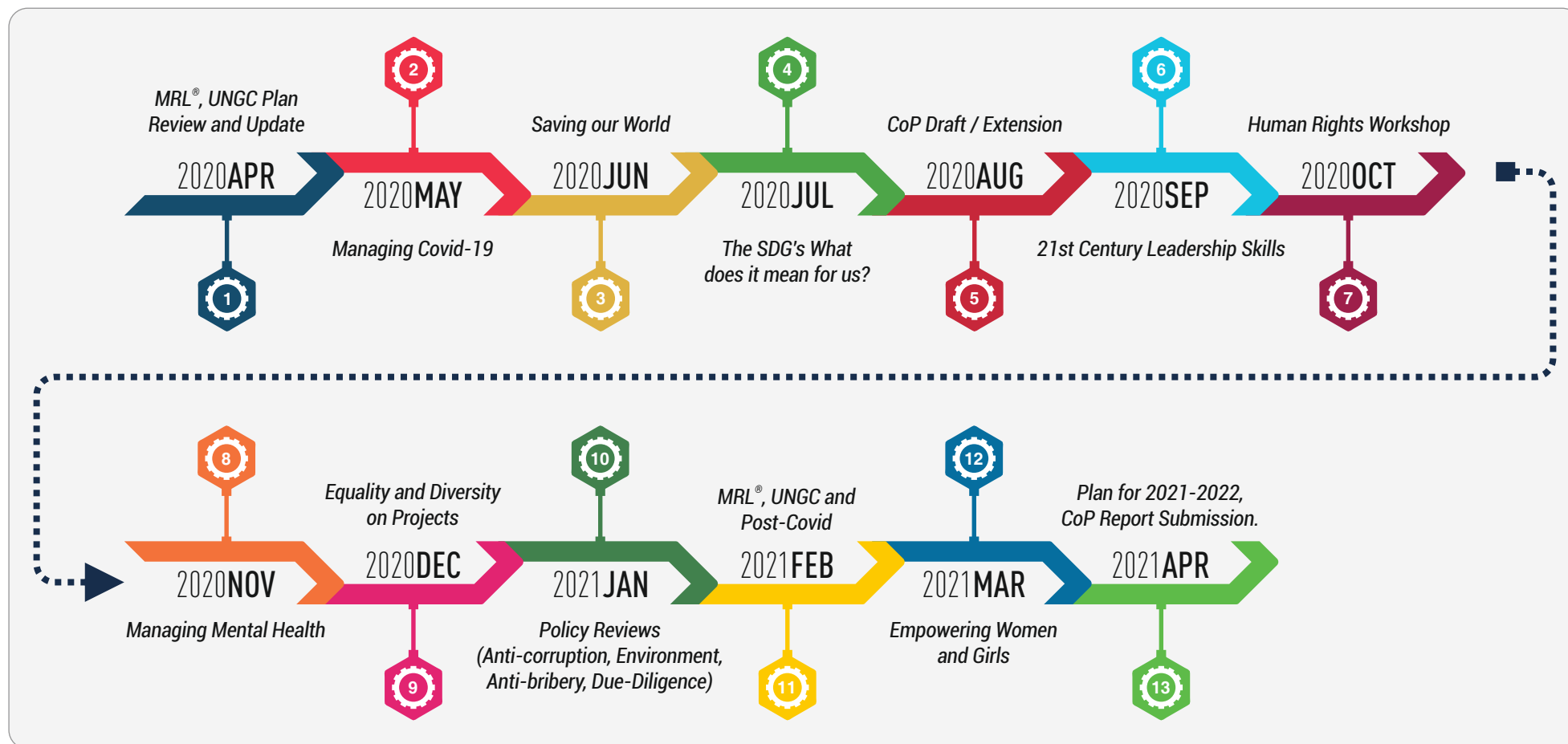
MRL® Public Sector Consultants Ltd has been established since 2002 and aims to continue to grow in a sustainable manner, providing opportunities for all in line with the principles of UNGC and the SDGs. We therefore ensure and will continue to implement the principles of

the UNGC in all areas of our business.

We intend to share our Communication of Progress report with our clients, professional bodies, associates, partners and other stakeholders through various channels shown in Appendix 9.4.

2.0 Time Period

This Communication of Progress report covers the period from April 2020 to April 2021.



3.0 Statement of Continued Support

by the Executive Director of MRL® Public Sector Consultants Ltd

Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.



H. E. António Guterres

Secretary-General
United Nations
New York
NY 10017 USA

12th April 2021

Dear Excellency,

Re: Letter of Commitment to the United Nations Global Compact (UNGC)

I am pleased to confirm that MRL® Public Sector Consultants Ltd will continue to support the *Ten Principles of the United Nations Global Compact (UNGC) on human rights, labour, environment, and anti-corruption*.

This Communication of Progress (CoP) report demonstrates that we have, over the year, and will continue in the future, to implement the principles of the UNGC. Furthermore, MRL® Public Sector Consultants Ltd is committed to continuing to make the UN Global Compact and its principles part of our strategy, culture, and day-to-day operations of the company.

We will continue to engage in collaborative projects with our clients and stakeholders which advances the broader development goals of the United Nations, particularly the



Sustainable Development Goals.

In this Communication on Progress report, we describe the actions MRL[®] Public Sector Consultants Ltd have taken to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

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

Yours sincerely,

Dr S. A. Ajao DBA, MBA, M.Sc., M.Phil., FCMI, FIOC, FInstLM, FIOD, FAPM
Executive Director

4.0 Description of Actions

4.1 Human Rights

The following section describes the **actions** MRL® Public Sector Consultants Ltd has taken in the area of human rights. Specific activities include:

- Ensured staff are provided with a safe, suitable, decent, and healthy working environment and facilities.
- Ensured non-discriminatory working practices are abided by and maintained within the company. We protect workers from workplace harassment, including physical, verbal, sexual, psychological harassment, abuse, or threats.
- Ensured all staff attend a yearly training workshop or refresher course in human rights, equality and diversity, the Sustainable Development Goals (SDG's) and climate change and the UNGG.
- Ensured measures are in place to eliminate stationary products and equipment in the company that could harm or threaten human life and health through usage or disposal. We ensure all products used within the company are sourced from companies with an active human rights policy in place and are produced in an environmental and sustainable manner.

Source: MRL® Public Sector Consultants Ltd

As an organisation, MRL® Public Sector Consultants Ltd abides by all local and international laws governing on *Human Rights* in the various jurisdictions we operate in, i.e., UK, Africa. We also have several relevant policies within the organisation to support our activities in terms of human rights.

Briefly, MRL® Public Sector Consultants Ltd has an active *Human Rights Policy* in place which all staff, associates, and partners we work with are committed to, comply with, and abide by. This is also supported by our *Equal Opportunities and Diversity Policy*.



Our core values, *Integrity, Respect, Dignity, Openness, Independence* and *Responsibility*, compel us to operate in alignment with the Universal Declaration of Human Rights, and in such a way that enables our clients and stakeholders to thrive in terms of our service delivery.

MRL[®] Public Sector Consultants Ltd has a *Staff Handbook*. As a small company our handbook is updated biannually (i.e., every two years). Our handbook outlines the terms for our compliance with all applicable laws, labour conditions, equal employment opportunity, anti-corruption, the environment, and other relevant practices.

4.2 Labour

The following section describes the **actions** MRL® Public Sector Consultants Ltd has taken in the area of labour. Specific activities include:

- Ensured that the company does not participate in any form of forced labour.
- Ensured the company enables and guarantees freedom of association.
- Ensured staff, associates and interns have employment or assignment contracts.
- Ensured staff, associates and partners are able to attend courses to develop their professional skills and competences.
- Ensured compliance with the minimum wage standards in the UK and where we operate internationally.
- Ensured company policies and procedures make qualifications, skill and experience the basis for recruitment, training, and the advancement of staff at all levels.
- Ensured that employment-related decisions are based on relevant and objective criteria at all times.
- Ensured all staff are able to join a professional or trade association of their choice.
- Ensured the safeguarding of children and vulnerable adults that we come into contact with in the execution of our assignments.

Source: MRL® Public Sector Consultants Ltd

Our success as a company centres on the well-being and efficiency of our staff and associates. In all we do, we aim to *'Exceed Expectations'* in the delivery of our services. We are therefore committed to cultivating a work environment characterised by respect, continuous learning, and equal opportunity, in which our staff are able to grow in line with our core values.

MRL® Public Sector Consultants Ltd therefore ensures staff, associates and interns have proper employment or assignment



contracts which comply with the *National Minimum Wage Rates* (NMWR) and standards in all our regions of operation.

We also encourage staff and associates to join various professional and trade organisations to protect their rights and enhance the development of their careers. For example, in the UK, we encourage membership of the Institute for Leadership and Management (ILM), the Institute of Consulting (IC) and the Chartered Management Institute (CMI).

MRL[®] Public Sector Consultants Ltd also has a *Career Development Structure* clearly laid out to support the development of staff and associates. It is also used as a tool to eliminate the potential for any forms of discrimination or unfair appointments on assignments.

The company's *Anti-Slavery Policy* is also implemented and strictly adhered to within the company. Our Anti-Slavery Policy is reviewed each year and updated accordingly in conjunction with our policies covering *human rights, labour, environment, and anti-corruption*.

MRL[®] Public Sector Consultants Ltd has a Safeguarding Children and Vulnerable Adults Policy due to the nature of our assignments in the education sector. All staff and partners abide and strictly adhere to the policy. Staff and associates have to go through additional vetting before they can work on assignments involving children and vulnerable adults both local and internationally.

The staff handbook further contains information on the company's grievance procedures, complaint handling and matters relating to discrimination or unfair treatment.



4.3 Environment

The following section describes the **actions** MRL[®] Public Sector Consultants Ltd has taken in the area of environment. Specific activities include:

- Ensured environmental modes of transport are used to travel to client's assignments or the mode with the least impact on the environment. However, due to Covid-19 all activity over the last year has been undertaken remotely.
- Ensured recycling bins are placed throughout the company, and other measures such as switching off lights whilst working remotely were encouraged.
- Ensured emergency procedures are in place to prevent and address accidents affecting the environment and human health, given Covid-19.
- Minimised the use and ensured safe handling and storage of sanitation cleaning chemicals and other alcohol-based product for personal hygiene given the pandemic.
- Ensured assignments that encourage a greener environment are tendered for locally and internationally.

Source: MRL[®] Public Sector Consultants Ltd



MRL® Public Sector Consultants Ltd has an active *Environment Policy* and a separate *Sustainability Policy* in place. The company is a Member of the Institute for Environmental Management and Assessment (IEMA) which promotes the protection of the environment by working toward a sustainable world.

Ensuring our consultancy activities has no or minimal impact on the environment is key to the ethos of the company. We therefore ensure in travelling to various assignments, the most environmentally friendly mode of transport is used. However, given the pandemic, travelling has been kept to an absolute minimal, which we will build upon given the success of remote working.

We also work toward ensuring that we play our role in conserving the environment through our collective and personal actions and help in making our environment sustainable for future generations.

Our various policies relating to the environment are reviewed annually.

4.4 Anti-corruption

The following section describes the **actions** MRL® Public Sector Consultants Ltd has taken in the area of anti-corruption. Specific activities include:

- Ensured we assessed the risk of corruption when doing business with all clients by undertaking independent due diligence exercises.
- Mention “anti-corruption” and/or “ethical behaviour” in contracts with all clients and partners.
- Ensured that internal procedures support the company’s anti-corruption commitment.

Source: MRL® Public Sector Consultants Ltd



Given, MRL[®] Public Sector Consultants Ltd work in countries considered to be high-risk in terms of the Corruption Perceptions Index (CPI) by Transparency International, in 2018, MRL[®] Public Sector Consultants Ltd updated its anti-corruption/anti-bribery policy. The Company has an *Anti-Corruption/Anti-Bribery Policy* in place.

The updated policy is designed to provide clear guidance for all staff, associates, and partners in terms of dealing with government officials locally and internationally, vetting and validating third party service providers before formal engagement, and setting standards that comply with the UK Money Laundering Regulations 2020; the UK Bribery Act 2010; the UK Fraud Act 2006 and the U.S. Foreign Corrupt Practices Act and similar laws of other countries.

In addition to an Anti-Corruption/Anti-Bribery Policy, the Executive Director has a policy that governs ethical practices in the conduct of business. The Executive Director also complies and fulfils the responsibilities as a director under the UK Companies Act 2006 and as required as a Fellow of the Institute of Directors in relation to Anti-corruption, anti-bribery, fraud, and all other requirements expected as a director.

5.0 Measurement of Outcomes

In the section below, the various indicators used to measure outcomes are given. These include the following:

- The demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.).
- 100% of staff vetted before working on assignments involving children or vulnerable adults.
- Two online staff satisfaction focus group conducted at six-month intervals, i.e., April 2020 and September 2020.
- Measured the number of staff experiencing mental health or personal challenges due to Covid-19. 100% support provided where required.
- Measured the level of absenteeism and sickness in the last year.
- Measured the percentage of recycled waste in terms of stationary, printer cartridges and soda cans in the company.
- 100% attendance on the on-line training courses provided to staff relating to human rights, diversity and equality, the SGDs, and climate change, the UNGC, and leadership conducted within the year.

Source: MRL® Public Sector Consultants Ltd

MRL® Public Sector Consultants Ltd is in the process of establishing additional indicators related to our social and environmental performance. We intend to report on the new quantitative measures on an annual basis going forward. The changes in the measures used to assess outcomes has been as a result of the Covid-19 pandemic.

Due to the pandemic, all our environmental indicators were met, due to minimal use of the office space, enabling us to think about developing other KPI's that can extend to the 'working from home' environment. All printing cartridge cylinders were recycled.

6.0 Covid-19 Limitations



Whilst Covid-19 has had an impact on our business, we have continued to operate as far as possible but with recognised limitations. Notwithstanding, we have over the year continued to ensure we work and implement the principles of the UNGC as far as possible whilst conducting work remotely.

We have supported individuals in terms of their mental health and updated our IT equipment to ensure we can work efficiently. We therefore believe, our CoP next year will be able to identify additional activities and provide more detailed outcomes as we open up for business once again – with the ultimate aim ***“to achieve a better and more sustainable future for all”***.

7.0 Conclusion



MRL[®] Public Sector Consultants Ltd will continue to support the **Ten Principles of the United Nations Global Compact (UNGC) on human rights, labour, environment, and anti-corruption.**

This Communication of Progress (CoP) demonstrates the advancement we have made during a very challenging and unprecedented period. Notwithstanding, the Covid-19 Pandemic, has brought with it, new ways of working that can

help to support the Principles of the UNGC, in ways we would not have thought possible.

Going forward, we will continue to develop and find innovative ways to implement the principles of the UNGC as part of our strategy, culture and day-to-day operations as the business grows.

We will also continue to engage our staff in dialogue, as we feel that this is the

most direct and effective way to constantly improve and build upon our practices, with support from the UNGC and local network.

8.0 Contact Information

For further information on MRL® Public Sector Consultants Ltd Communication of Progress (CoP) under the United Nations Global Compact, please contact the following:

Dr Roni Ajao MBA, FIC, FCMI, FInstLM, FAPM, FloD
Executive Director

MRL® Public Sector Consultants Ltd

Pepple House
8 Broad Street
Great Cambourne
Cambridge CB23 6HJ
England

Mob: +44(0) 7961 326981

Tel: +44(0) 1954 715715

Email: roni.ajao@mrl.uk.com

9.0 Appendices

9.1 Ten Principles of the Global Compact

The Ten Principles of the United Nations Global Compact are derived from the following: The Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

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.

Corruption

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

9.2 The Sustainable Development Goals

Goal 1: End poverty in all its forms everywhere

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Goal 3: Ensure healthy lives and promote well-being for all at all ages.

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Goal 5: Achieve gender equality and empower all women and girls.

Goal 6: Ensure availability and sustainable management of water and sanitation for all.

Goal 7: Ensure access to affordable, reliable, sustainable, and modern energy for all.

Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Goal 10: Reduce inequality within and among countries.

Goal 11: Make cities and human settlements inclusive, safe, resilient, and sustainable.

Goal 12: Ensure sustainable consumption and production patterns.

Goal 13: Take urgent action to combat climate change and its impacts.

- Goal 14: Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.
- Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
- Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build, effective, accountable, and inclusive institutions at all levels.
- Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

9.3 Principles for Responsible Management Education (PRME)



Principle 1 | Purpose

We will develop the capabilities of students to be future generators of sustainable value for business and society at large and to work for an inclusive and sustainable global economy.



Principle 2 | Values

We will incorporate into our academic activities, curricula, and organisational practices the values of global social responsibility as portrayed in international initiatives such as the United Nations Global Compact.



Principle 3 | Method

We will create educational frameworks, materials, processes, and environments that enable effective learning experiences for responsible leadership.



Principle 4 | Research

We will engage in conceptual and empirical research that advances our understanding about the role, dynamics, and impact of corporations in the creation of sustainable social, environmental, and economic value.



Principle 5 | Partnership

We will interact with managers of business corporations to extend our knowledge of their challenges in meeting social and environmental responsibilities and to explore jointly effective approaches to meeting these challenges.



Principle 6 | Dialogue

We will facilitate and support dialog and debate among educators, students, business, government, consumers, media, civil society organisations and other interested groups and stakeholders on critical issues related to global social responsibility and sustainability.

9.4 Our Memberships, Associations and Partnerships

S/No	Professional Memberships/ Associations / Partnerships
1	The Association for Project Management (APM)
2	The Chartered Management Institute
3	The Institute for Leadership and Management
4	The Institute for Environmental Management and Assessment
5	UK Ministry of Defence – Women in Defence
6	Make UK – Northern Defence Industries (NDI)
7	Hughes Hall – University of Cambridge
8	Anglia Ruskin University London
9	The University of Durham

Source: MRL® Public Sector Consultants Ltd

'Exceeding Expectations'

www.mrl.uk.com

For further information please send an email to mrl@mrl.uk.com

MRL® Public Sector Consultants Ltd, Pepple House, 8 Broad Street, Great Cambourne, Cambridge CB23 6HJ, England

COMMUNICATION
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This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.