



# Mannaz A/S - Communication on Progress UN Global Compact

2020-2021

WE SUPPORT



Mannaz

# Statement of continued support

At Mannaz we are fully committed to the UN Global Compact Goals. We joined UN GC in June 2020, we wholeheartedly support the ten principles, and we strive to develop Mannaz accordingly. We are engaged in promoting equality in the world, both internally through our programmes, and together with our customers. For Mannaz, being sustainable means ensuring that we limit our carbon footprint, limit our use of materials, promote diversity and foster inclusivity, while ensuring a financially sound business.

In 2020 we began creating a reporting method in order to be able to measure our progress. We learned that we have equal representation of men and women on our Board, in Management and in our workforce. However, our representation of nationalities is lacking in diversity, dominated by the nationalities of our physical locations. Our largest carbon emission comes from travel, which has been reduced to a quarter of previous levels; we expect to be able to maintain this reduction through the conscious development of hybrid solutions, including virtual, digital and physical delivery.

Looking ahead we are excited to participate in the global network of UN GC, and to continue to contribute to the ten principles by improving our ways of working and focusing on actions that enable positive development.

***Marianne Egelund Siig***  
***CEO***



Mannaz

# Overview of the SDGs in focus for Mannaz

In Mannaz, we have chosen to focus on five SDGs as a part of our strategic priorities. They are closely related to our business and client collaboration. We also deliver on other SDGs such as 3 (good health and well-being), 8 (decent work and economic growth) and 17 (partnerships for the goals), but the five SDGs outlined below are in focus when acting and tracking progress.



We have chosen to use the SDGs and the 2030-agenda as a driver in making sustainability a clearer part of the Mannaz strategy. Starting with the Executive Management Team and a wider group of managers, we conducted a strategic Risk & Opportunity Mapping, proposing a selection of SDGs that would be both highly relevant, and where we could make an impact – directly or through our client work. This selection was combined with a company wide SDG exploration, where every employee reflected on their own connection to the SDGs, and how they experienced the SDGs in relation to the agenda of our clients, partners, and suppliers. We then came together to discuss how the SDGs could bring opportunities and challenges to our business. Through this process we discussed which SDGs would be a great focus for Mannaz, as well as moving into more specific dialogues on what this could look like. This company wide recommendation was approved by the Executive Management Team and signified the start of our internal strategic initiatives as well as the development of our signature client services.



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# Human Rights



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# UN Global Compact Principles

## Human Rights – Principle 1 - 2



Human Rights

### SDGs in focus



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## Mannaz policies

As outlined in our **People Handbook process and policies** (specifically our Policy on Working environment - Physical and Psychological, Policy on Human Rights in Mannaz, and Mannaz Sustainability Policy) all employees should strive to do the following:

*Every employee takes responsibility for complying with human rights, in collaboration with colleagues, clients, associates, partners, suppliers etc. to ensure that we do not contribute to any violation of human rights.*

**This is also specified on the Mannaz homepage**

## Data on progress

We have revised the onboarding process for our consultants and associates. A new employee engagement survey has been developed (conducted Q2 2021), specifically tracking Principle 1-6 and 10, allowing us to highlight their importance and enable us to conduct improved follow-up.

Updated People Handbook to clarify our commitment to and promote the international recognized Human Rights and at the same time comply with "The Universal Declaration of Human Rights" from the United Nations.

We have determined that Mannaz would benefit from having a written code of conduct (CoC) including ethics, human rights and anti-corruption which all employees and associates are asked to follow. Actions to prepare and implement this CoC are now underway.

We are continuing initiatives already in place that ensure our compliance with Human Rights.

ESPD\* documents are continuously updated when working on large proposals. We sign a declaration of honour, attesting that Mannaz follows all legislation regarding protecting human rights, freedom to association and collective bargaining, elimination of forced or compulsory labour and anti-child labour.

When we enter consortiums, we obtain a declaration of honor from all members of the consortium.

\*European Single Procurement Document

# Labour



Mannaz

# UN Global Compact Principles

## Labour – Principle 3 - 5

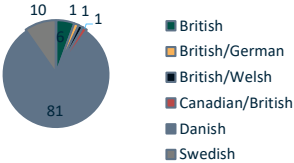


Labour

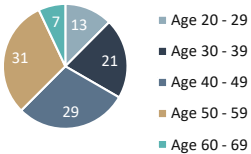
### SDGs in focus



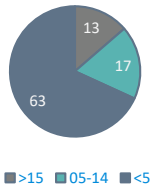
Distribution of nationality - %



Distribution of age - %



Distribution of seniority # years - %



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## Mannaz policies

As outlined in our **People Handbook process and policies** (specifically our Policy on Working environment - Physical and Psychological, Policy on Human Rights in Mannaz and Mannaz Sustainability Policy) all employees should strive to do the following:

*Every employee is working for Mannaz to be a company that is an attractive place of work for highly qualified employees. These employees are treated fairly, professionally and as humans in an environment where delegation, responsibility, personal commitment and development are key principles.*

## Data on progress

We continue to update our policy on Working Environment and our People handbook to reflect ED&I even more:

SDG reporting – including gender balances and diversity, distribution of gender at management and board level

Revised onboarding of our consultants and associates. New Employee engagement survey developed (conducted Q2 2021), specifically tracking Principle 1-6 and 10 allowing us to highlight their importance and enable us to conduct improved follow-up.

Furthermore, we are continuing initiatives already in place that ensure our compliance with Principle 1-3.

Official Certificate continuously updated. Document from Danish authorities confirming that Mannaz follows all rules and legislations and has not been convicted of or received penalty regarding; violation or judgement rendered by a foreign country court, child labour or other trafficking of human beings and protected victims.

ESPD documents – continuously updated. We sign a declaration of honour, attesting that Mannaz follows all legislation regarding protecting human rights, freedom to association and collective bargaining, elimination of forced or compulsory labour and anti-child labour.

# Equality, Diversity and Inclusion

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# Gender Equality - Diversity & Inclusion

## UN Global Compact Principles

– Principle 1 - 6



Human Rights

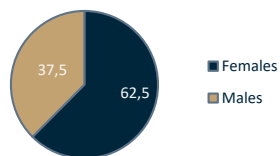


Labour

## SDGs in focus



## Gender distribution - %



Mannaz

## Mannaz policies

As outlined in our People Handbook process and policies (specifically our Policy on Working environment - Physical and Psychological, Policy on Human Rights in Mannaz and Mannaz Sustainability Policy) Mannaz is focused on on the ED&I agenda.

As part of stepping up internally on ED&I, we are conducting a Mannaz People Awareness Campaign. We will train and educate our employees and associates, with a specific focus on behavioral codex, bias and tools. We are also currently updating our People Handbook to clearly reflect our support of ED&I.

## Data on progress

Actions performed internally:

Elimination of discrimination is continuously upheld through a focus on treating all individuals fairly and with respect. Specifically, in 2020-2021 we have implemented several initiatives, with ongoing activities to support an inclusive mindset and ensure inclusive actions:

Updating our People handbook (specifically the policy on Working Environment) to further reflect ED&I

SDG reporting, including gender balances and diversity, distribution of gender at management and board level

Revised onboarding of our consultants and associates.

Development of a new Employee Engagement Survey (conducted Q2 2021)

Digital champions programme – upskilling of all employees

Furthermore, we are continuing initiatives already in place that eliminate discrimination

Official Certificate continuously updated. Document from Danish authorities confirming that Mannaz follows all rules and legislations and has not been convicted of or received penalty regarding; violation or judgement rendered by a foreign country court, child labour or other trafficking of human beings and protected victims.

# Environment



Mannaz

# UN Global Compact Principles

## Environment – Principle 7 - 9



Environment

### SDGs in focus



| Environmental Data                |        | 2020 | 2019  | 2018  |
|-----------------------------------|--------|------|-------|-------|
| CO2e scope 1                      | Tonnes | 4    | 3     | 4     |
| CO2e scope 2                      | Tonnes | 12   | 62    | 68    |
| CO2e scope 3, air travel, own car | Tonnes | 33   | 113   | 165   |
| Energy Consumption                | GJ     | 580  | 1.287 | 1.318 |
| Share of Sustainable Energy       | %      | 47,3 | 26,5  | 27,0  |
| Water Consumption                 | M3     | 359  | 558   | 651   |

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## Mannaz policies

As outlined in our Sustainability process and policies all employees should strive to do the following:

- Comply with our customers' demands for environmental activities
- Reduce waste
- Keep energy usage and carbon footprint as low as possible

Employees are informed about our partnership with the UN Global Compact and organisational initiatives in our quarterly Mannaz update. We aim to include all environmental initiatives in our employee handbook including:

- Cycle scheme
- Reduction of food waste scheme
- Car-pooling to/from company arrangements

## Data on progress

The reductions outlined in the environmental data figures (left) are inflated due to an increase in home working and reduced business travel in the context of the Covid-19 pandemic. This is coupled with the downsizing of the Danish office and closure of the London office. We can therefore expect these figures to rise in 2021.

Working adjustments as a result of Covid-19 have accelerated our move towards a paperless organisation. Learnings from individual business units and geographical locations are currently being reviewed and implemented in our operational procedures company wide.

Mannaz is fully equipped to deliver initiatives virtually and our employees have been upskilled through our "Digital Champions" programme, in order to proactively recommend blended solutions to our clients, highlighting sustainability and cost benefits while maintaining or improving impact.

As part of our preparation for digital enhancements across the organisation Mannaz implemented a recycling scheme for all outdated IT equipment with the aim of reducing digital poverty.

# Anti-Corruption



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# UN Global Compact Principles

## Anti-Corruption – Principle 10



Anti-corruption

## SDGs in focus



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## Mannaz policies

Will be specified on Mannaz homepage

## Data on progress

Mannaz is approved by the Danish government and awarded an official "Serviceattest" certificate (this certificate is not a public document, but a copy can be provided on request). In order to receive this authorization, all company directors are required to sign a personal undertaking that they have no convictions including any for corruption. The certification, renewable annually, confirms Mannaz as active, operates legally, is solvent and has met all social security and tax obligations.

Employee survey results show zero evidence of examples of corruption.

A new code of conduct for all employees is being prepared which will clarify anti-corruption obligations and will be ready for the next COP report.

# Our Work for Clients



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## Client work

# Gender Equality - Diversity & Inclusion

### UN Global Compact Principles

– Principle 1 - 6



Human Rights



Labour

### SDGs in focus



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Mannez

## Data on progress - Actions supporting our client impact

As another key part of Mannez developing as a sustainable organisation, we have expanded our portfolio of services and areas of expertise within the field of Sustainability. ED&I is a priority for us as we see a clear client need and have expanded our level of expertise.

In 2020 we offered and delivered the following within D&I:

ED&I strategy development

Unconscious bias awareness and inclusive Leadership training

ED&I Service Check of current key people processes

ED&I Leadership Forums and other leadership gatherings

Abusive behavior initiatives. Politic, behavioral codex and tools. Development of leaders and others in key roles, as well as across the broader organisation

Leadership development focusing on psychological safety, curiosity & co-creation

Open Conference "Leading Women" in co-operation with IDA

Keynotes and articles

In 2021:

We continue to expand the portfolio from 2020

UN Global Compact partnership. We are proud to have entered into a partnership with UN Global Compact Denmark. We are part of the Targeting Gender Equality programme, leading facilitation and supporting the programme more broadly

D&I check of existing client solutions, planned and executed in close collaboration with our clients.