

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: July 2020 To: July 2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

6th July 2021

To our stakeholders: I am pleased to confirm that Eunomia Research & Consulting Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. 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 sharing this information with our stakeholders using our primary channels of communication. Sincerely yours, Joe Papineschi, Chairperson

Human Rights

Please use the box below to describe actions your company has taken in the area of human rights.

- We have reviewed and updated our health and safety policy and have engaged an external health and safety specialist to further develop and improve our practices.
- Our equal opportunities policy was revised and re-issued January 2021. We also launched a new transgender equality policy in February 2021.
- In Autumn 2020 we formed an internal diversity and inclusion group; the group is tasked with supporting the creation of strategic goals in this area within the business.
- We also have a grievance and whistleblowing policy. All policies are in our company online handbook and are easily accessible to staff.

Labour

Please use the box below to describe actions your company has taken in the area of labour.

- Our company is not of a size that requires a policy on modern slavery. However, our project work requires us to sign up to contractual terms and conditions, which often contains requirements in relation to the UK Modern Slavery Act 2015.

- We are a real Living Wage employer (The real Living Wage is the only UK wage rate that is voluntarily paid by over 7,000 UK businesses who believe their staff deserve a wage which meets everyday needs. It is currently £1.14 per hour more than the UK minimum wage (higher in London)).
- We have a remuneration committee which looks at objective criteria for internal processes such as salaries and promotions. Our recruitment practices have key managers within the organisation to ensure fair, transparent recruitment (uses approaches such as blind recruitment).

Environment

Please use the box below to describe actions your company has taken in the area of environment.

- We are ISO14001 accredited; we have an environmental management system (EMS) that enables us to monitor and look for ways to continually reduce our environmental impacts, as well as ensuring we are legally compliant with relevant environmental legislation.
- Having measured our emissions, we monetise them to create a carbon fund to support future reduction in emissions. We have recently supported several tree planting schemes during the pandemic.
- We are currently looking at how to maintain the reduced emissions resulting from a decrease in commuting, business trips and office use during the pandemic.
- We have identified several interventions that the business needs to undertake to reduce our emissions as far as practicable; the next step is to implement them.

Anti-Corruption

Please use the box below to describe actions your company has taken to fight corruption.

- We have an anti-corruption and bribery policy.
- We frequently have to declare any interests when bidding for work.
- Our expenses policy requires submission of a proposal and authorisation from the Managing Director for any planned client entertainment.
- In our contracts of employment, the employer may terminate an employee's contract immediately if there is a breach of the company's anti-corruption and bribery policy.
- The first stage of our decision on who to work for and with requires us to assess whether there may be any issues around corruption and/or any conflicts of interest with other clients we are working for.

3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to measure outcomes.
Examples include:

- We produce a gender pay report annually.
- We are currently considering appropriate monitoring from a GDPR perspective to be able to feed into our diversity and inclusivity indicators.
- Due to our SME size, absenteeism is very low. However, we are looking at automating absenteeism so we can start to track as we grow.
- We measure, monetise and monitor all our key areas of emissions generation – waste, water, transport (commuting and business travel), equipment and energy consumption.