



United Nations Global Compact Communication on Progress 2022



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

We welcome feedback on its contents.

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

10 PRINCIPLES

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.

**WE
SUPPORT
THE
SUSTAINABLE
DEVELOPMENT
GOALS.**

SUSTAINABLE DEVELOPMENT GOALS



WHO WE ARE

**For a better Work Life.
Empowering People & Transforming Businesses.**

Founded in 2006, Profiler is an independent, owner managed German legal entity.

Profiler is a versatile company, collaborating with and connecting all stakeholders in the employment market. Our goal is to empower people to understand and develop their strengths and transform businesses to understand that their strength lies in the people they employ.

We enable people to increase their chances for better employment opportunities through Coachings as well as Trainings and enable companies to reach their workforce goals through Staffing Solutions, Employer Branding and Consulting. With our extensive pool of experts, we support renowned companies from various industries in implementing their projects quickly and effectively. We form the link between experts and companies and have been active in the IT-Industry for more than 15 years and the Aerospace Industry for more than 8 years.

PROFILER AND THE UNGC STATEMENT OF CONTINUED SUPPORT

As we move into the new year and continue to be dominated by Covid-19 in different ways through all paths of our lives, we find strength and direction in that which remains constant. The ten principles of the UNGC reflect the enduring basic values for businesses. For Profiler and other businesses these principles are a guide regardless of the crisis or situation we face.

I am very pleased to reaffirm my full support to the United Nations Global Compact and the Ten Principles of the UNGC. We are committed in upholding and implementing these principles in 2022 as we have done so since 2014.

We invite you to look back on the last year, with us, as you read through the pages of this COP.

As always, we are happy to receive your feedback, which can be sent to: ungc@it-profiler.com

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- **Fathima Khan**, Founder & Director

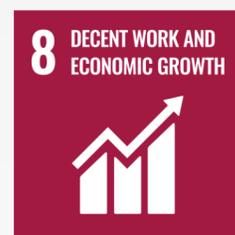
REVIEW OF OUR GOALS FOR 2021

Since the release of our last Communication on Progress in January 2021 we have made great progress and learned a great amount while striving to continuously improve ourselves.

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- ① **Improving working conditions**
Result: Profiler ranks amongst Germany's top medium-sized employers and was once more honoured with the Focus Business Top Arbeitgeber Mittelstand (Top SME Employer) award as well as the Kununu Top Company 2022 award.
 - ② **Promoting the further development of employees through easily accessible trainings**
Result: This is an ongoing goal. Various trainings to improve personal and technical skills have been offered to and completed by employees during the past year.
 - ③ **Providing employees with mobile work stations and allowing them to continue to decide where and when to work**
Result: Achieved. Employees are fully equipped and able to work completely and effectively from home.
 - ④ **Proving coaching for Parents re-entering the employment market after parental leave, allowing them to take on jobs fitting their qualifications**
Result: Partially achieved. A training specifically for helping parents re-entering the job market has been conceptualised and it is planned to be launched in 2022.
 - ⑤ **Business continuity & job preservation**
Result: In order to counteract the loss of business due to covid, various measures were taken by Profiler to ensure business continuity and job preservation. Cost reductions and reduced working hours was necessary for a few months. During this time Profiler decided to explore into other possible opportunity to continue business. Profiler invested in certifying itself as a educational institution and trained employees to gain skills as trainers. This allowed the company to extend its portfolio and offer services as a certified training institute. Furthermore, this certification has qualified Profiler to work together with the local unemployment agency to provide support in helping unemployed individuals increase their chances of employment through training. Profiler was able to preserve 80% of its jobs. By mid of 2021 all remaining employees where back to usual full working hours.

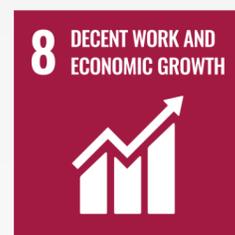
HUMAN AND LABOUR RIGHTS

- ① **Universal Declaration of Human Rights**
Profiler is fully supportive of the Universal Declaration of Human Rights and committed to the implementation of all aspects of human rights, internally within our organisation and externally, through providing our services for our clients.
We do not tolerate any form of discrimination and place great value on tolerance, fairness and transparency.
- ① **Equal Opportunities Employer**
As an Equal Opportunities Employer, Profiler stands for equal rights and fairness, valuing and celebrating the diversity of the workforce and promoting a culture of inclusion. Our colleagues are from many countries around the globe and bring a wide range of backgrounds, life experiences and perspectives. We have a family first policy at Profiler and support all employees in achieving a balance between work and family. We believe that the responsibility for the personal well-being and well-being of the family outweighs all other responsibilities.



HUMAN AND LABOUR RIGHTS

- 🎯 **Employer Recognitions**
Multiple employer recognitions show that our dedication to our employees is paying off. Not only has Profiler been awarded the Focus Business Top Employer Award for the fourth time, but we have also been honoured with Kununu Top Company and Kununu Open Company Awards. We are honoured to have received these awards and will continue to stand for authenticity, fairness and the critical reflection of our own qualities as an employer. We have received great feedback from our employees and are very proud that employee satisfaction has continuously been on a very high level.
- 🎯 **Empowering People & Transforming Businesses**
Our vision is to empower people to understand and develop their strengths and transform businesses to understand that their strengths lies in the people they employ. We drive the employment market to promote productive employment and decent work for all by empowering people to increase their chances for better employment opportunities, enabling companies to reach their workforce goals and collaborate with public authorities in achieving employment market goals on a local and national level.



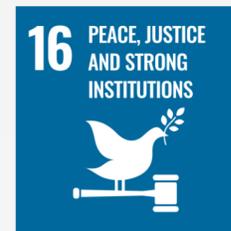
ENVIRONMENT

- ① Profiler has continued to tackle its key environmental challenges around resource usage, office energy efficiency, programs and transport and we have continued to work to minimise the environmental impact of our operations and services
- ① As a large part of our workforce has worked from home the vast majority of the time since 2020, we have placed particular emphasis on deepening our use of digital alternatives to existing on-site processes and aim to continue to do so in the coming year. This also means that we can conduct our day-to-day business almost paperless, which is not only more sustainable but also ensures efficient time management and easier teamwork, as well as mobility and flexibility for all employees.



ANTI-CORRUPTION

- ① Profiler rejects corruption in all its forms and has zero tolerance for bribery. We firmly believe that all businesses should work against corruption.
- ① Every employee is instructed to report any form of corruption or suspicion of corruption.
- ① Data protection is embedded in the main principles of Profiler and was extended by data protection training.
- ① There have not been any indications of corruption, extortion or bribery.



GOAL 1

More flexibility for employees with regards to working times and working places.

With this goal we would like to provide employees with the freedom to decide when and where they work taking into considerations their individual personal and family situations.

GOAL 2

Corporate Health Management

Due to Covid, it was not possible to continue to provide this benefit. It is our aim in 2022 to find other ways to continue to support a healthy mindset as well as healthy eating and living amongst our employees.

GOAL 3

Personal Development

Focusing on the personal career development of every employee in the form of i.a. Soft Skill Trainings and specialised trainings for different professional groups is an ongoing goal of Profiler.

GOALS 4 & 5

Further **improving working conditions and employee satisfaction** as well as ensuring **business continuity and job preservation**.



Thank you for your interest in Profiler's actions in scope of the UNGC. Please submit any feedback or questions you may have to:

ungc@it-profiler.com