

MK Partners, Inc.



Communication on Progress for 2021
UN Global Compact

Statement from the CEO

I am pleased to confirm that MK Partners, Inc. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this, our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication.

Matt Kaufman

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Chief Executive Officer

About MK Partners, Inc.

MK Partners, Inc. was founded in 2006 as a consulting company specializing in Salesforce, one of the most powerful customer relationship management platforms in the world. Having served over 1,100 clients and successfully completing over 2,300 projects in the public, private, and nonprofit sectors, MK Partners, Inc. is Salesforce's #1 consulting partner in Southern California.

MK Partners, Inc.'s parent company is LogiGear, which is a software testing company. MK Partners, Inc. is governed by a Board of Directors and MK Partners, Inc. C-Level Executives oversee the daily operation and activities of the employees.

Human Rights Principles

Assessment, Policy, and Goals

MK Partners goal is to enforce that our employees and business partners alike respect the Universal Declaration of Human Rights. Based upon our commitments listed in our code of conduct, and policies available to employees, business partners, and suppliers, we make it clear that we stand against any form of human rights abuse.

Implementation

MK Partners has taken the following measures to prevent human rights violations in our workplace:

- Multiple training sessions are required for employees to take upon onboarding and annually to raise awareness on human rights issues. These trainings are from the UN Sustainable Development Goal program, Salesforce Trailhead badges, and other external programs.
- Work with vendors and supplies who also vow and respect the Universal Declaration of Human Rights and stand against any forms of human rights abuse.
- New employees are required to read and sign off on the Code of Conduct and our multiple policies addressing human rights.
 - These policies cover conflicts of interest, government relations, human trafficking prevention, non-harrassment, workplace violence, and equal oportunties.

Measurement of Outcomes

MK Partners will audit and evaluate all employees, business partners, and suppliers against our set of principles, policies and guidelines. Any violations of human rights will be documented, while the responsible party will be placed on probation until the issue is resolved. Non compliance will result in the relationship being terminated. In MK Partners' 15 years, we have never had a human right abuse violation.

Labor Principles

Assessment, Policy and Goals

MK Partners Code of Conduct, employee handbook, and policies uphold the freedom of association, collective bargaining, the elimination of force and child labour, and employee discrimination. Additionally, we have policies clearly stating employees rights and responsibilities. We set the same expectations on our employees as we do our business partners and vendors. MK Partners upholds the ILO Core Conventions across the board. Our Code of Conduct, handbook and policies are constantly revised and updated to reflect the times and the Global Compact.

Implementation

MK Partners has the following measures to prevent labor violations in the workplace:

- Training that raises awareness for employees on labor rights, principles, and practices. Additionally, we have external and internal training that every employee must complete upon onboarding about discrimination, harassment, and equal opportunities. These training are from the UN Sustainable Development Goal program, Salesforce Trailhead badges, and other external programs.
- Health and safety training is conducted in the workplace environment, with documentation available online and physically, in a central area of the workplace. There is a workplace health and safety policy as well.
- All employees are entitled to medical and dental health, as well as encouraged to take PTO to improve their quality of life.
- All employees worked remotely during the COVID-19 outbreak, and still have the option to work from home. Additionally, working from the office became available for those who don't have access to technology or a safe home working environment during the COVID-19 outbreak.

Measurement of Outcomes

We actively monitor our employee and management demographics by diversity factors to ensure equality and a diverse workforce when hiring and retaining talent. MK Partners participates in the Target Gender Equality workshops provided by the UN Sustainable Development Goals. In MK Partners 15 years of business, we have not had an incident or violation of the Labor principles, and we want to uphold that streak. We have internal, private employee satisfaction surveys, where we score an 80% and above in the following areas: cooperation, ability to self-identify and be oneself, management cares and shows appreciation, employees are heard and feel safe to voice their opinion, work-life balance, and employees are treated fairly regardless of race, gender, sexual orientation, and age.

Environmental Principles

Assessment, Policy and Goals

MK Partners has an Environmental Health and Safety policy addressing the relevance of environmental protection. We select vendors who are more environmentally aware and conscious of their impact on the environment.

Implementation

MK Partners has the following measures to bring awareness and implement positive environmental impacts:

- Training that raises awareness about climate change, and how employees and businesses can make a difference.
- Our employees predominantly work from home, decreasing their individual contribution to greenhouse gas emissions traveling to and from work.
- We use recycled materials for office supplies and utilize environmentally friendly lights in our office.
- Volunteer at nonprofit organizations that help the environment, such as planting trees and picking up trash.
- Being more consciously and environmentally aware of where, and from whom, we order merchandise.

Measurement of Outcomes

MK Partners decreased their paper waste usage by 90% since working remotely, and continues to buy only recyclable paper and other recyclable office supplies, as needed. MK Partners continues to operate remotely, as our employees and corporate footprint has decreased in water, electric, gas, paper, and plastic waste. MK Partners 2022 goal for the UN Sustainable Goals is to focus on the environment goals, which will be communicated with our board.

Anti-Corruption Principles

Assessment, Policy, and Goals

MK Partners has a zero-tolerance policy for corruption, bribery, and extortion. MK Partners commits to be in compliance with all relevant laws, but also international and regional frameworks set forth by the UN. In addition to our Anti-Corruption policy, we have policies covering Antitrust and Fair Competition, Conflicts of Interest, Government Relations, and US Export and Import Compliance for our employees, business partners and suppliers to abide by. MK Partners also complies with Salesforce's and our parent company, LogiGear's, Anti-Corruption rules and regulations.

Implementation

MK Partners has the following measures to prevent corruption in the workplace:

- Multiple policies (as mentioned above) and training for new employees to complete during the onboarding process.
- Communication to all employees about our anti-corruption commitment.
- Management is accountable and responsible for implementing the upholding of the anti-corruption policies.

Measurement of Outcomes

MK Partners has not been involved in any legal cases, rulings, or other events related to corruption, bribery, or extortion. MK Partners has internal and external audits and reviews conducted by senior management to ensure consistency with our Anti-Corruption policies, rules and regulations. There have been no incidents reported or found during these audits.