

GRAND PARTNERS

Training & Consulting

Communication on Progress ~2021~

April 6th, 2022

I hereby declare that GRAND PARTNERS, Ltd. and its sister companies have been actively implementing the main principles of an ethical business since we started operating in 2004. Since joining the UNITED NATIONS GLOBAL COMPACT in 2012, we have made The Ten Principles our priority in a way we conduct business.

We make a conscious effort to communicate The Ten Principles to our employees, Clients, suppliers, and other stakeholders. We make sure that these principles are embedded in our everyday procedures and become a way of thinking.

We are committed to continuing participation in the UNITED NATIONS GLOBAL COMPACT with a hope of a better business and global environment.

Goda Azeneckaite-Petraviciene
CEO
GRAND PARTNERS, Ltd.

THE PURPOSE

GRAND PARTNERS, LTD operates in a private business sector in the area of business training and consulting. There are only the main legal requirement that our business needs to meet. Many of them are related to taxation policy as well as employment regulation laws. However, ever since the beginning of operating in the area related to most sensitive part of business - its people - we have made sure that our business decisions are based on the main ethical principles.

Confidentiality, sincerity and transparency are the basic principles that we believe to be a necessity in this business. In order to apply them in practice, equal rights and freedom of choice are equally significant. After we have learnt about The Ten Principles of UNITED NATIONS GLOBAL COMPACT, we were certain of our ability to support them in our everyday activities because they were our way of life since the beginning of this business.

Joining the UNITED NATIONS GLOBAL COMPACT was an easy and voluntary decision.

OUR STATEMENT

With this document we at GRAND PARTNERS state that we will continue our support for the Global Compact and we renew our ongoing commitment to this initiative and its principles for the year to come. With great pride we declare our participation in the GLOBAL COMPACT to our main stakeholders and share its Ten Principles encouraging them to join this initiative with a hope for a better business environment.

ABOUT US

GRAND PARTNERS training and consulting company has been successfully operating in Lithuania and neighboring countries since 2004. In 2010 and 2011 and again in 2016 and 2017, it was awarded as one of the fastest growing training and consulting companies in the country. From 2010 to 2012 we were a part of one of the leading leadership development companies in the world LINKAGE, Inc. We continue to participate in the international projects held by such international corporations as COCA-COLA, SAMSUNG, MC DONALD'S, MARS and IKEA, which made our participation in the GLOBAL COMPACT even more significant, since these organizations care about business ethics as declared by the Ten Principles as well. Our training projects have grown into training academies with a duration from 3 to 6 months or longer. They are tailor-made to suit every Customer's needs and requirements so that all the services we provide are meant to solve some business problem.

In 2019 GRAND PARTNERS became the largest company in the area of HR training and development in Lithuania according to sales turnover.

Years 2020 and 2021 were marked by unprecedented global pandemic, which had a major effect on all the businesses worldwide. We are glad to still have secured the place among the leaders in our business segment. Moreover, during the difficult times when HR trainings were prohibited because of the regulations of the lockdown for almost a year-and-a-half, we still managed to innovate and develop the new products in the market – e-learning solutions.

OUR MAJOR AREAS OF EXPERTISE:

- ♦ Leadership and Management Training and Development;
- ♦ Team Work and Development;

- ♦ EU Funded Project Management and Implementation;
- ♦ Blended Learning and E-Learning.

We operate to develop leaders who positively change organizations. We strive to become a provider of choice, employer of choice and investment of choice as a company working in the fields of our expertise in every market we serve.

OUR PROMISE TO CUSTOMER

We provide our Customers with the newest know-how in the most comprehensive manner, supported by the tools that are easy to apply in a Customer's work environment right away. Our team is fully committed to all the preparation and post-service work to create the most valuable experience to our Customer.

OUR VALUES

- ♦ We work to create maximum value to our Customer;
- ♦ We encourage people to use their talent;
- ♦ We seek open communication and constructive feedback;
- ♦ We create relations based on trust and respect;
- ♦ We only give promises that we can fulfill.

THE TEN PRINCIPLES IN OUR BUSINESS

Common principles of ethical business conduct such as non-discrimination and equal rights, maximum transparency, non-corruption as well as common sense acts of respect, trust and open communication are part of who we are as individuals and as a company. Since we joined GLOBAL COMPACT in 2012, we started consciously implementing the Ten Principles in our everyday operations and our business culture. Please find a report on our progress for the period of 2020 to 2021 below.

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.

We are proud to be named “An Employer of Choice” by so many Employee Placement and Selection agencies. They say that because every time we look for employees, they receive a much larger amount of applications because people are eager to work at GRAND PARTNERS.

We still continue all the initiatives that have been described in this document in previous years, but in the times of global pandemic and war in Ukraine, employee trainings are not enough.

Even before the war we have dedicated a large amount of our time to a very important topic – resilience. We invest our time and money and share our know-how with business owners, regular employees as well as general public in newspaper articles, social media posts, various conferences as well as our own events. Our mission here is to help people survive the pain and chaos of the global pandemic and now also war and be able to stay productive at work as well as their families.

With a war so close to home, even the most basic human rights are at risk. All of our team members work as volunteers at camps for Ukrainians. Everyone is under so much pressure and in disbelief about what is taking place in the XXI century in Europe. In many cases our team offers not only physician, but also psychological support for those in need.

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.

Since 2015 we have an ongoing cooperation with one of the main trade-unions in the country and do pro-bono work for them to help them develop their effectiveness as well as build their influence. We are also active participants in all the major HR associations in the country, where we discuss the major issues in the areas of placement and selection, HR development as well as other related matters.

The last years of global pandemic have been marked by the lowest unemployment rates as well as the most rapid growth in wages in Lithuania. The war in Ukraine has caused an influx of employees from neighboring countries, such as Ukraine, Belarus and Russia. We have witnessed a larger demand for trainings in the area of diversity and inclusion among our present and new Clients. We talk about gender equality, about working with people of various age groups as well as different nationalities. We try to show our Clients, that diversity is a wonderful opportunity and we are glad to learn of the successful cases where with our help truly diverse teams learn to create synergy together.

Since collective bargaining is still one of the hot topics in Lithuania, GRAND PARTNERS participates in projects that allow local labour unions and employers have more productive conversations and negotiations.

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.

For the tenth year since joining the Global Compact we still implement the very basic principles that help us stay as green and environmentally responsible as possible:

- ♦ Think before you print!
- ♦ Recycle!
- ♦ Reuse!
- ♦ Use scratch!
- ♦ Car-sharing at all times possible!

In 2019 we implemented a paperless strategy for our trainings where all training materials are sent

to the participants via email, so we reduced the use of paper to a minimum. All the rest materials are recycled. In 2020 and during the pandemic all of our services were delivered online, so we save up a lot on all the materials as well as fuel and so on.

We also use electric vehicles or even scooters as much as possible. In the summer of 2021, our whole team participated in a 3-month walking „marathon“, which caused us to use our vehicles 20 times less than we did during the same time in the years before the pandemic.

Anti-Corruption

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

We are proud to be a responsible tax payer. We make our business as transparent to legal institutions and even our stakeholders as possible. We make sure that our business deals are based on what our Clients are willing to pay for the value we create. When we participate in legal tenders, we attract sub-contractors that see ethical business as their priority.

We choose our suppliers, partners and consultants based on the core competencies they can offer our Clients and make decisions based purely on the value we can create together.

CONCLUSION

We are proud to be one of the very first ones in our business area to join UNITED NATIONS GLOBAL COMPACT. Though this movement is gaining its popularity fairly slowly, it has served us a motivational purpose within the team and with other stake holders as well. The 10 PRINCIPLES have always been very close to the core of our business values and they are have grown into our everyday decision making criteria.

CEO

Goda Aženeckaitė-Petravičienė