

Communication on Progress (COP)

Period covered by your Communication on Progress (COP)

FROM: 1/1/2021 **TO:** 12/31/2022

Statement of Continued Support by the Chief Executive Officer

May 31, 2022

To our stakeholders:

I am pleased to confirm that Blackbaud, 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 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.

We are also pleased to share a link to our recently released Social Responsibility Report – <https://csr.blackbaud.com>, which includes the updates below and other information about our ESG journey.

Sincerely yours,

Michael Gianoni

Michael Gianoni (Jun 14, 2022 13:42 EDT)

Mike Gianoni
President and CEO



DESCRIPTIONS OF ACTIONS

Introductory Comments – In 2021, Blackbaud made important programmatic investments in its ESG approach and commitment to the UN Global Compact principles, including:

- Adding social responsibility/ESG to our company's 4-point growth strategy
- Establishing board of directors' oversight of ESG
- Establishing a company-wide ESG Steering Committee, co-chaired the CEO and the VP of Global Social Responsibility, and an associated committee charter - [blackbaud ESG steering committee charter](#)
- Disclosing detailed ESG information in a new section of the Social Responsibility Report/website, including data on human capital and the environment, as well as both new and updated policies, moving us from practice to policy
- Conducting a materiality assessment, working with the Sustainability Roundtable, the results of which were used to develop our five key commitments and to inform future strategy

Human Rights

Please describe actions your company has taken in the area of human rights.

- Adopted a Health and Safety Policy - [occupational-health-and-safety \(blackbaud.com\)](#)
- Adopted a Human Rights Policy - [human-rights \(blackbaud.com\)](#)
- Abided by updated Code of Business Conduct and Ethics - [bf9c3696-073d-4ca2-b0e6-0128082792d5 \(blackbaud.com\)](#)
- Adopted Code of Business Conduct and Ethics for Suppliers - [code-of-conduct-and-ethics-for-suppliers \(blackbaud.com\)](#)

Labour

Please describe actions your company has taken in the area of labour.

- Abided by updated Code of Business Conduct and Ethics - [bf9c3696-073d-4ca2-b0e6-0128082792d5 \(blackbaud.com\)](#)
- Adopted Code of Business Conduct and Ethics for Suppliers - [code-of-conduct-and-ethics-for-suppliers \(blackbaud.com\)](#)
- Continued to invest and development of our corporate Diversity, Inclusion and Belonging group. Blackbaud added staff to support the attraction of diverse talent and pipeline development, as well as focusing on diverse hiring slates and removing bias in interview practices. We are also investing in our commitment to early career and university talent.
- In 2021, 55% of all new hires came from historically underrepresented groups.

Environment

Please describe actions your company has taken in the area of environment.

- Adopted a new Sustainability Policy - [sustainability.pdf \(cms.blackbaudcdn.net\)](#)
- Contracted with the Sustainability Roundtable to develop an environmental strategy, including disclosure of Scope 1-3 emissions and a carbon neutral plan (SDG 13).



- Achieved carbon neutrality for 2021 across our business operations and data centers through a combination of becoming a remote-first workforce, continuing energy efficiency initiatives in our LEED Gold certified headquarters building and investing in carbon offset projects.
- Since 2019, we have:
 - Reduced our global real estate footprint by 50%
 - Reduced the emissions related to the energy required to run our office space by 63%
 - Reduced employee community emissions by 75%
- Made a six-figure gift to support Project Drawdown's efforts to reach educators, students, professionals, and individual change agents interested in climate change globally.

Anti-Corruption

- Abided by updated Code of Business Conduct and Ethics - [bf9c3696-073d-4ca2-b0e6-0128082792d5 \(blackbaud.com\)](#)
- Adopted Code of Business Conduct and Ethics for Suppliers - [code-of-conduct-and-ethics-for-suppliers \(blackbaud.com\)](#)

MEASUREMENT OF OUTCOMES (in addition to what is reported above)

- Continued focus on providing cloud-based technology solutions to social good organizations, powering an Ecosystem of Good. We provide our customers with technology that powers the core organizational infrastructure and equips individuals through mobile-friendly consumer tools (SDG 17). Achieved a 95% customer satisfaction rating.
- 70% of employees volunteered in 2021.
- 40% of employees experienced a career progression in 2021.
- 93% of employees said they believe their manager cares for their well-being.
- Continued to make strategic philanthropic investments, with top focus areas for 2021 as follows:
 - #1 – SDG 3, Good Health and Well Being
 - #14 – SDG 4, Quality Education
 - #3 – SDG 16, Peace, Justice and Strong Institutions

NOTE - Additional data available in our 2021 Social Responsibility Report - [ESG Metrics - Blackbaud](#) - including demographics of management and employees broken down by diversity factors (gender, geography and ethnicity)










COMMUNICATION ON PROGRESS_Blackbaud2022

Final Audit Report

2022-06-14

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