



UNITED NATIONS GLOBAL COMPACT: COMMUNICATION ON PROGRESS REPORT

July 2022





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CEO STATEMENT

Accuro is driven by a unique vision of being a progressive force for good for our clients, our staff and our industry. It shapes how we operate in pursuit of our mission – to care for families and their wealth responsibly across generations. We have evolved our business to meet that challenge and in doing so have this year updated our website to reflect this progress.

The United Nations Global Compact (**UNGC**) encourages businesses to adopt sustainable and socially responsible policies and to report on their implementation. We have recently invested in a reporting platform to assist us in managing, measuring and communicating our efforts in the future.

Our commitment to sustainability and social responsibility is ingrained within all parts of our business. We also strive to educate and assist our clients to invest their wealth responsibly.

I am pleased to confirm Accuro's continued commitment to The Ten Principles on human rights, labour, environment and anti-corruption.

In this our first Communication On Progress, we describe the actions we have taken (and intend to take in the future) to integrate the Ten Principles into our day to day operations, strategy and culture. We are also committed to sharing this information with our key stakeholders.

Xavier Isaac
Chief Executive Officer

We are wholly management and staff owned.
This true independence empowers us to take decisions with insight and continuity for the long term benefit of our clients, our people and our planet.



OVERVIEW OF ACCURO

Accuro is a management-owned trust, company and private office services provider. Our mission is to care for families and their wealth responsibly for the long term. We do so by developing exceptional people and by striving to be a positive force for families, society and the environment.

We match our global outlook and expertise with agile thought and dynamic solutions, to enable our clients to fulfil their objectives with compliance and sound governance. We believe that we must be the change we seek in the world and our vision is to drive transformative change in the global trust industry. We have formally committed to the stakeholder approach to business - we choose to define our success by fulfilling our responsibilities to all of our stakeholders.

We differentiate ourselves by our distinct culture based on our core values of responsibility and accountability, happy and healthy relationships, challenging each other and industry norms, and being dynamic, insightful and ambassadorial.

We are strongly committed to our independence. We are owned by our founder-managers. Our independent ownership enables us to put our clients' needs first.



THE UNGC

The UNGC is a non-binding UN pact launched in 2000 to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation. It is a forum for discussion and a network for communication with governments, companies and labour organisations. It is the largest sustainability forum in the world with over 12,000 signatories.

Signatories commit to the Ten Principles and report on implementation of the Ten Principles annually. In addition to committing to the Ten Principles and reporting on them annually, participants are also invited to engage on the global level, working with other participants across the world to help shape policy. Accuro became a signatory and a participant in August 2021.



Network UK

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals designed to be a "blueprint to achieve a better and more sustainable future for all." The SDGs were set by the UN in 2015.

There are ideological and practical connections between the Ten Principles and the SDGs. At Accuro, we have currently committed to focusing on the following SDGs which are aligned to our mission and industry sector:

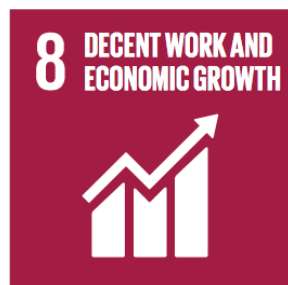
SDG 3: Good Health and Well-Being (Ensure healthy lives and promote well-being for all at all ages)

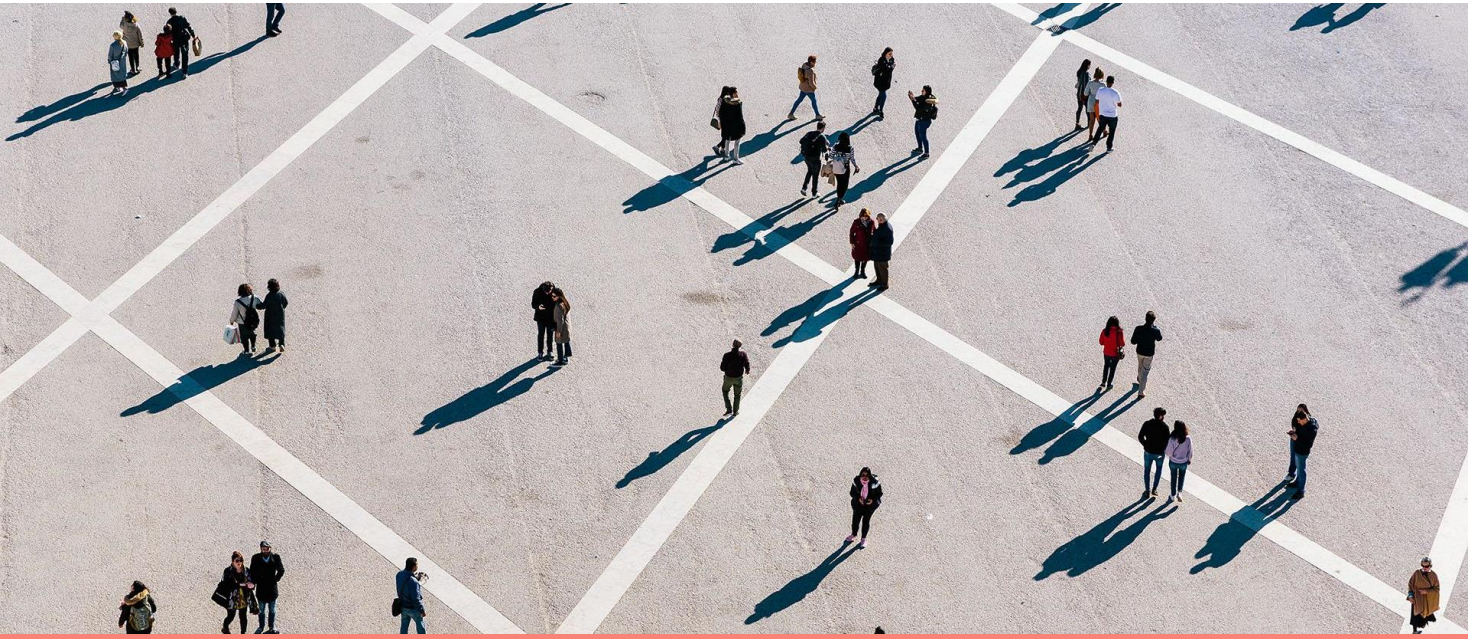
SDG 8: Decent Work and Economic Growth (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all)

SDG 14: Life Below Water (Conserve and sustainably use the oceans, seas and marine resources for sustainable development)

SDG 16: Peace, Justice and Strong Institutions (Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels)

Our commitment to the SDGs and focal areas are reviewed annually to ensure they remain a good fit in line with our mission and industry sector. Our key focal point this year has been SDG 14 – Life Below Water. Our offices have close proximity to water. We believe that oceans, seas, lakes and coastal areas form an integrated and essential component of the Earth's ecosystem and are critical to sustainable development.

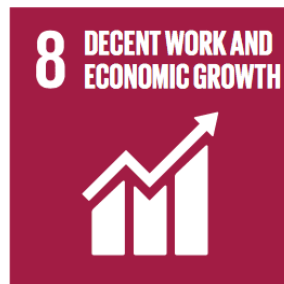




HUMAN RIGHTS

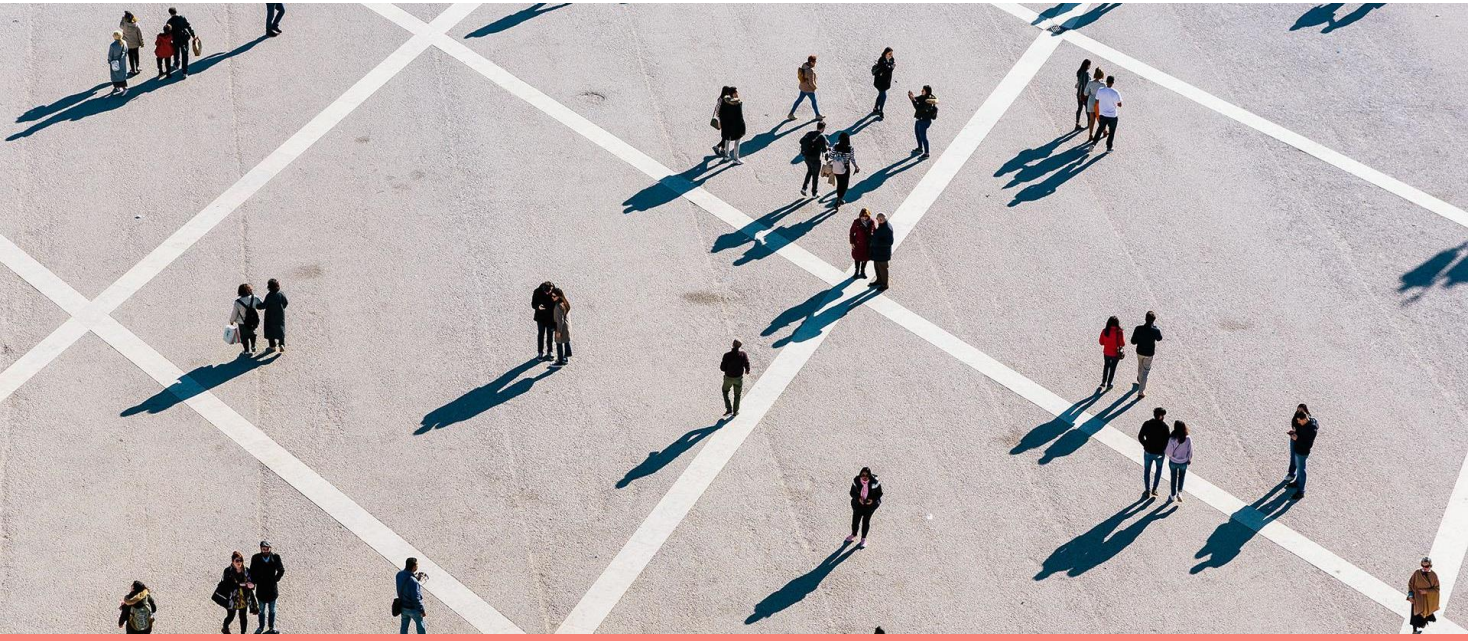
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.



Commitment

We recognise that human rights are the foundation of a healthy society and a sustainable business. We are committed to ensuring that we are not complicit in any human rights abuses. Given the nature of our practice, we consider the risk of human rights abuses to be very low.



HUMAN RIGHTS

Implementation

We have the following policies / procedures in place:

- code of conduct which forms part of our staff handbook;
- anti-bribery and corruption policy; and
- supplier code of conduct which establishes the expectations of standards, behaviour and conduct of suppliers we work with.

Our employees receive regular training (at least annually) on anti-bribery and corruption.

Measurement

Over the past year, no human rights issues have been reported by employees or other stakeholders.

Future goals

In future, we aim to put in place a process by which the supplier code of conduct is sent to our prospective suppliers and their responses are assessed and scored prior to formal engagement with them.



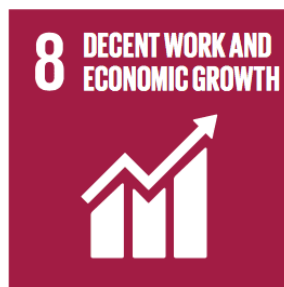
LABOUR

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.

Principle 6: The elimination of discrimination in respect of employment and occupation.



Commitment

People are at the heart of our business. We are committed to recruiting talented, diverse people who share our values and take care to look after their physical and mental health. We believe that people who are treated fairly and are healthy are better able to contribute socially and economically to the community, and to enhance growth and prosperity. One of our fundamental values is the health and wellbeing of our employees.



LABOUR

Implementation

We have put in place the following:

- comprehensive health and well-being and health and safety policies;
- private health insurance for employees;
- income protection and illness insurance for employees;
- resources for employees facing mental health issues;
- organisation and availability of activities to promote physical and mental health;
- external presentations on managing stress and achieving a work / life balance;
- e-learning solution with comprehensive mental health, well-being and management of stress training solutions;
- comprehensive maternity, paternity, adoption, surrogacy and breast-feeding at work policies;
- comprehensive discrimination policies (and a commitment to including a diversity and commitment statement in all job postings);
- internal and external training for employees;
- an employee satisfaction and feedback programme;
- an employee benefit trust, which all employees can benefit from to facilitate the sharing of profits and provide a tool for long-term succession planning;
- a forum by which elected employee representatives are able to contribute ideas to and be involved in key management decisions;
- an Accuro Women in the Workplace video where women across the business shared their experiences; and
- a Gender Equality Network which comprises staff across the jurisdictions and provides a forum to discuss challenges in the workplace and structured methods of overcoming these challenges.



LABOUR

Our Jersey office has also signed up to the Institute of Directors Jersey Diversity & Inclusion Charter (a collaborative forum which assists employers in making progress in diversity and inclusion) and the Menopause 51 Charter (a commitment to ensuring we are accountable to make positive changes towards being a menopause friendly-business). We have also trialled an employee engagement and gathering of feedback programme in Jersey (which will be rolled out to the other jurisdictions). The programme was designed to understand the employee experience and degree of engagement of the teams, and we are now focussing on a set of actions to respond to the survey.

51 EMPLOYERS
Menopause-friendly workplaces

Measurement

During the past year:

- there have been no formal grievances or complaints received from employees across the Group;
- the workforce was 65% female/35% male across the Group, with 53% female/47% male at mid-senior management level and 25% female/75% male at Board level; and
- the workforce comprised 16 nationalities and the age demographics were 27% over 50 and 15% under 30.

Future goals

The group Board have committed to a diversity and inclusion strategy as part of the People strategy for the Group, which will include communication, awareness and training.



ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



Commitment

We recognise that as a business, we have a responsibility to actively minimise our own environmental impact and encourage others to do the same in order to safeguard our communities, consumers, and the economy in the longer-term. In particular, we believe that oceans, seas, lakes and coastal areas form an integrated and essential component of the Earth's ecosystem and are critical to sustainable development. We are therefore committed to action in this area.



ENVIRONMENT

Implementation

We:

- are a member of the Eco Active Business Network which is an environmental management scheme for businesses and requires us to show continued improvement in environmental performance;
- are a member of Jersey For Good – A Sustainable Future where we work with other businesses to create positive impact;
- have a written environmental policy which requires recycling of paper, plastic, cardboard and glass;
- take steps to ensure technology reduces our reliance on paper and non-recyclables;
- use chlorine-free / unbleached paper and non-toxic janitorial products;
- train our employees on environmental performance principles and practices, including energy efficiency practices for home-working;
- have a written policy limiting corporate travel - employees are encouraged to use public transport and bicycles to travel and are also encouraged to use virtual meeting technology to reduce face to face meetings;
- have a zero plastic policy in Geneva - glass bottles (with filtered water) are used by all employees and provided in meeting rooms and the coffee machine has been replaced with a “beans” machine in order to eliminate capsules’ waste; and
- have put in place a dedicated corporate social responsibility team with representation from across the business to consider future community projects.



ENVIRONMENT

We:

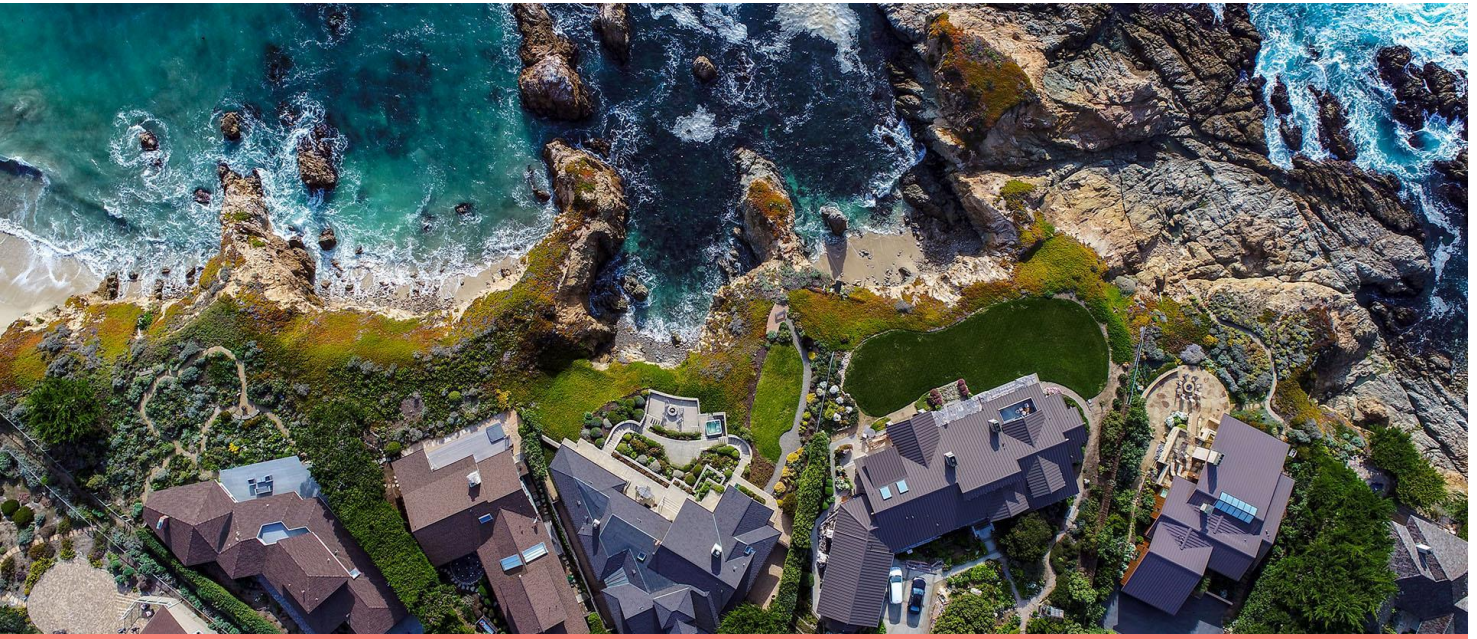
- have collaborated with Ocean Bottle to procure bottles (made from ocean-bound plastic) with each bottle funding the collection of over 11kg of plastic;
- have collaborated with Mencap (Jersey) on their ponds project which aims to help people to gain skills in conservation;
- sponsor a beehive in Geneva where the honey production is shared with staff and with clients - once a year, members of staff attend a workshop to learn about the honey production for the year; and
- have committed to a Gray Dawes carbon offset programme which calculates our carbon emissions using the DEFRA model and turns that data into carbon credits which are invested in sustainability projects.

Future goals

We:

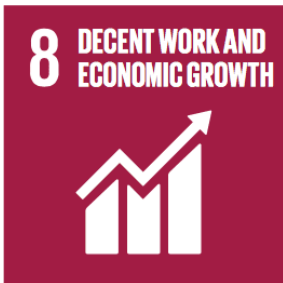
- are working on putting in place a sophisticated document management system and introducing laptops for staff which will create efficiencies and further reduce paper and waste;
- intend partnering with Cool Effect in relation to their carbon off-setting programme which provides a carbon offset calculator with the offset amount then being used to invest projects identified by Cool Effect as supporting carbon emission reductions (for example, projects which aim to restore mangrove forests); and
- intend taking part in beach cleans across the London, Geneva and Jersey offices in recognition of World Ocean Day





ANTI-CORRUPTION

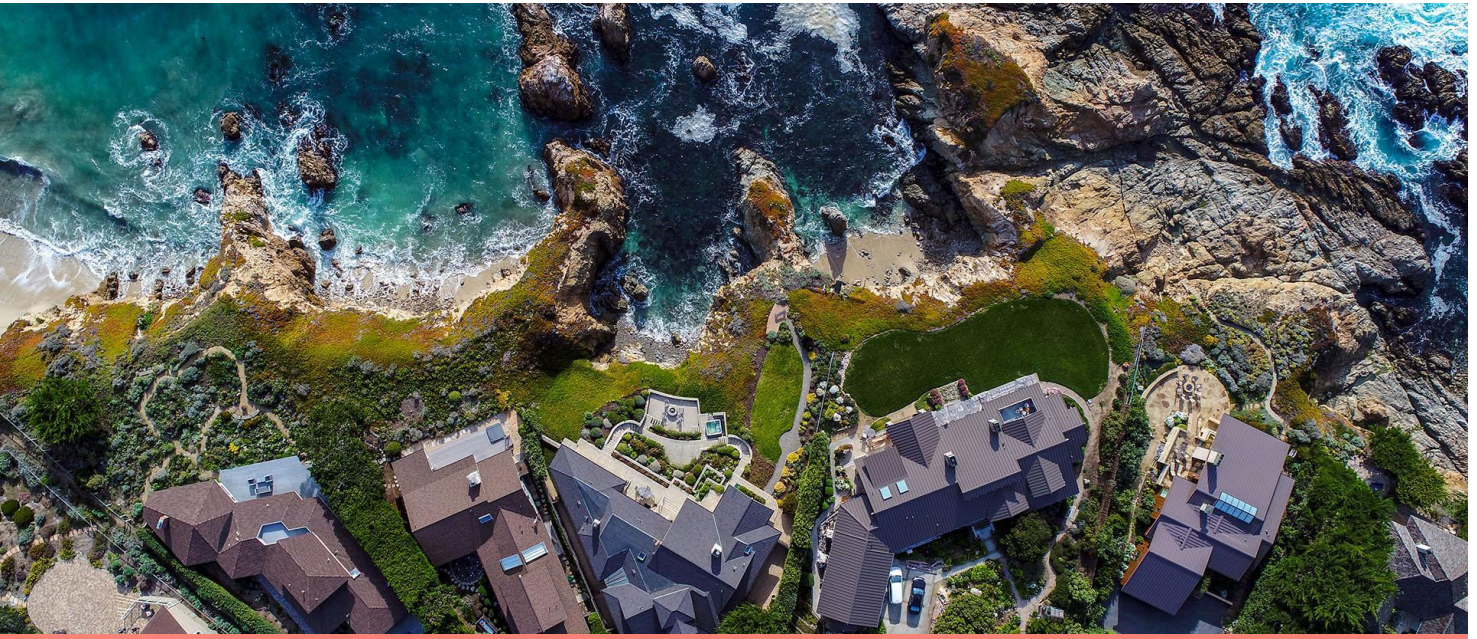
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery



Commitment

As a fiduciary, responsible stewardship is at the heart of the business. Acting responsibly requires upholding fairness and the rule of law. We support strong governance and compliance with all laws and regulations, including those targeting corruption and bribery.

We are regulated in all of the jurisdictions in which we operate.



ANTI-CORRUPTION

Implementation

We have put in place the following:

- comprehensive anti-bribery, anti-corruption and anti-tax evasion policies;
- comprehensive risk and compliance policies and procedures;
- whistleblowing procedure;
- robust financial controls;
- effective corporate oversight and accountability processes; and
- comprehensive new business procedure to combat money-laundering, terrorist financing and any other criminal activity.

Our employees receive regular training (at least annually) on anti-bribery, corruption, money laundering and terrorist-financing.

Measurement

There were no bribery, corruption, money laundering or terrorist financing incidents reported during the year.

CONTACT DETAILS

Thank you for reading our Communication on Progress. If you have any comments or questions, please do not hesitate to contact us:



XAVIER ISAAC

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I am a co-founder and CEO of Accuro Group. In 2017 I led the management buyout that galvanized Accuro as the independent, values-driven and award-winning business it is today. I drive our international strategy, mission and vision and advise clients on estate planning, taxation, philanthropy, and trusts; protecting families whilst supporting their positive contribution to the world. I am the treasurer of the Swiss Philanthropy Foundation and sit on the board of the Fondation Pacifique, a Swiss charity.



RADHIKA MEHTA

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I am Legal Counsel for Accuro. I assist with all internal legal and tax matters and work closely with external advisors on client matters. I also manage complex high-value structures for clients with a UK connection. I have an interest in sustainability and am involved in driving Accuro's sustainability initiatives. I am an English qualified lawyer and have over 10 years' experience in tax, trusts and succession working at a leading London law firm.



MEGAN TOAL

Director and Company Secretary
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With 24 years in the trust industry, 14 of which with Accuro, I am a main board director and Company Secretary of the Jersey business, advising the board on matters of corporate governance. I also take the lead in our Fit and Wellness programme locally and chair the Social Responsibility Committee for the Group. I am a fellow of the Chartered Governance Institute.



DRIVEN BY VISION
Accuro Trust and Private Office

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