



IBIS

IBIS ESG Consulting
South Africa (PTY) Ltd

Registration
2015 / 408565 / 07
VAT 4210272318

Directors:
Simon Clarke
Jeremy Soboil
Petrus Gildenhuys
Belinda Ridley
Teddy Deroy
Oliver Warner

SOUTH AFRICA
1st Floor Acacia House
The Avenues
45 Homestead Road
Rivonia 2191
Johannesburg
Tel: +27 10 020 7343

SOUTH AFRICA
2nd Floor The Citadel
15 Cavendish Street
Claremont, 7700
Cape Town
Tel: +27 21 035 0357

KENYA
5th Floor Western Height
Karuna Road
Westlands, 00100
Nairobi
Tel: +254 796 088 132

MOROCCO
59, Boulevard Zerkouni
6 ème étage N°18
Casablanca
Tel: +212 6 74 99 22 94

EGYPT
Office 10-3-D, B10
Polygon, SODIC West
Sheikh Zayed
Cairo
Tel: +20 10 6548 0037

SINGAPORE
9 Raffles Place
26-01 Republic Plaza
Singapore
Tel: +65 96 653 136

HONG KONG
19/F, Lee Garden One
33 Hysan Avenue
Causeway Bay
Hong Kong
Tel: +852 9097 0312

FRANCE
3 Rue de l'Arrivée
75749 Paris
Cedex 15
Paris
Tel: +33 652 593 308

H.E. António Guterres
Secretary-General United Nations
New York, NY 10017
USA

14 July 2022

Dear Mr. Secretary-General,

I am pleased to confirm that IBIS Consulting reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, 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.

Yours sincerely,

Jeremy Soboil
CEO

COP: DESCRIPTION OF ACTIONS AND MEASUREMENT OF OUTCOMES

IBIS Consulting has implemented policies and procedures to ensure the following:

Human Rights:

- All IBIS offices (owned or rented) are safe, suitable, and sanitary for all staff.
- All staff adhere to appropriate Health and Safety procedures and attend training on procedures.
- Staff are protected from any form of workplace harassment, and grievance mechanisms and measures are in place to allow staff to confidently lodge any concerns or grievances related to this.
- The company provides personal protective equipment to staff conducting client site visits, to help protect them against injury or infection.

Labour:

- That the company does not participate in any form of forced or bonded labour and stays abreast of all labour law requirements for each entity.
- Employment contracts are issued to all IBIS staff (including sub-contractors), and the company ensures adherence to all national and international labour law requirements and standards.
- IBIS conducts annual salary reviews to ensure all IBIS staff are paid above the minimum wage standards
- Employment-related decisions are based on relevant and objective criteria, and more than one Director is consulted on all employment-related decisions, including the Human Resources department.

Environment:

- IBIS as a Consulting company does not have any production processes, and thus there are no requirements to have controls in place.
- Paper and electronic waste is recycled e.g., printing cartridges.
- That the company and its staff commit to comply with the company and our client's environmental policies.

Anti-Corruption:

- All staff are aware of IBIS's Anti-Corruption policy and the policy is revised as and when required
- Staff who receive and/ or give gifts to clients must ensure this is in accordance with the anti-corruption policy and must also declare this to the Regional Director and the Human Resources department
- More than one Director has oversight of all projects and client engagements, assessing the business risks, and ensuring that all business engagement is ethical
- All IBIS's clients are given a proposal that includes terms and conditions which stipulate that all services are in all respects governed and construed in accordance with the laws of the country

Measurement of outcomes:

- Employee engagement surveys
- Growth of company headcount in terms of employment
- Demographics of headcount broken down by diversity factors for example; age, gender, ethnicity, religion, language, etc.
- No legal disputes since the inception of IBIS Consulting
- Review of employment contracts by employment law firms in each region of operation to ensure compliance with labour and employment law
- Health and Safety reporting – this includes tracking of incidents such as injuries, disease, etc.
- Recycling of paper and electronic waste, and
- Gift registry is tracked and includes client details and the value and purpose of the gift