



United Nations Global Compact Communication On Progress 2022

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Founder's Statement

Continued support for the Global Compact

Euromonitor International became a signatory to the UN Global Compact in 2012. As every year, we are pleased to submit our latest Communication on Progress reaffirming our support of the ten United Nations Global Compact principles and our continued drive to align with the UN Nations Sustainable Development Goals.

We are committed to conducting our business in a sustainable, ethical, and responsible manner, ensuring that the impact on the communities with which we have dealings is positive and that all who supply goods or services to Euromonitor show integrity and respect for international human rights and the environment. It is our belief that responsible business practices are essential to long term sustainable success and must be reflected in our workplace.

On behalf of Euromonitor's Chief Executive, Board of Directors and employees around the world, I am delighted to present this report which we will be sharing with all our stakeholders over the coming months.



ROBERT SENIOR

Founder
June 2021

About Euromonitor International

Euromonitor International is the world's leading provider of global business intelligence and strategic market analysis. This year, we celebrated 50 years of experience publishing international market reports, business reference books and online databases on consumer markets.

We deliver market research solutions to support strategic planning for today's increasingly international business environment. Our research offers in-depth market analysis on consumer goods and service industries worldwide, as well as economic, demographic and socio-economic data and insight on countries and consumers.

Euromonitor International is headquartered in London, with regional offices in Bangalore, Cape Town, Chicago, Dubai, Dusseldorf, Hong Kong, *Mexico City, Santiago, São Paulo, Shanghai, Seoul, Sydney, Singapore, Tokyo, and Vilnius.

EMMA BLANEY
CSR Director

Leadership

ROBERT SENIOR
Founder

TREVOR FENWICK
Executive Chairman

TIM KITCHIN
Chief Executive

EMMA BLANEY*
Global HR Director and
CSR Director

BRAD BORGMAN
Chief Operating Officer

LISA TOMLINSON
VP Sales

ANTHONY IRWIN
VP Research

SARAH HUNTER*
CSR Director

MIKE JOZWIK
VP Consulting

LINDA WAKE
Chief Financial Officer

** Mexico City office opened in April 2022*

** Sarah Hunter was a CSR Director until June 2021*

** Emma Blaney became a Global HR and CSR Director on 15 June 2021*

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.

Commitment

Euromonitor International supports and respects the protection of internationally proclaimed human rights. The scope is broad but includes:

- non-discrimination against, and behaviour towards, vulnerable groups
- civil and political rights
- economic, social and cultural rights
- fundamental principles and rights at work

We recognise there are global differences in accepted practices with regards to standards in safe working environments, child protection and other aspects of human rights. However, we ensure we work to the highest standards across all regions rather than just meeting local requirements.

We are committed to the well-being of our employees, in-country analysts and contractors, creating safe, positive and professional work places.

Implementation

We have extensive global policies regarding equal opportunities, flexible working, parental leave, work-life balance and anti-harassment and bullying amongst others. All employees are briefed at induction and every policy is available on the company's intranet.

Euromonitor requires all suppliers to comply with the full requirements of the Ethical Trading Initiative Base Code (ETI Base Code). In addition to compliance with the provisions of the ETI Base Code, we are committed to ensuring that modern slavery does not take place anywhere in our business or in any of our supply chains. Modern slavery may take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking and is a crime and a violation of human rights, which exploits a person for personal or commercial gain. In accordance with our Modern Slavery Statement, found on our website, we are committed to tackling modern slavery throughout our business.

We believe that an important part of upholding and promoting human rights is the commitment a business makes to its local communities. From April 2017 we have committed 1% of our turnover to our corporate social responsibility spend, an amount which equated to roughly £1.5 million in 2021-2022. As signatories of the UN Global Compact we have chosen to align a major part of our community investment programme with the UN's Sustainable Development Goals and carefully measure how each of our charity partnerships contribute to the success of the goals.

In 2021/2022 we have once again partnered with Justice & Care through our Headline Partnership programme. Euromonitor funding is being used to develop Justice and Care's work in Romania - including the introduction of the Victim Navigator Programme. This was the second year of our 2 year partnership and we helped cover costs of 2 victim navigators, providing legal support to survivors of human trafficking from Romania who were exploited in the UK and developing a system of data assessment to allow the charity to get a more accurate picture of modern slavery in Romania.

Measurement

Management of Euromonitor offices is regularly reviewed by the Leadership Board to ensure all policies are being implemented correctly. Euromonitor is compliant with all legal employment requirements in every respect, and in many cases, exceeds minimum requirements. In the past year Euromonitor International has not been subject to any investigations, legal cases or incidents involving human rights.

In 2019 we completed a SMETA Audit as part of our membership of SEDEX (Supplier Ethical Data Exchange) and are now fully compliant. We are also EcoVadis certified.

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.

Commitment

Euromonitor International hires, promotes, develops and compensates employees based on unbiased criteria and without regard to age, gender, disability, marital status, race, national origin, religion or sexual orientation or any other legally protected characteristics or status. Our Suppliers are also expected to recruit, employ and promote employees on the sole basis of the qualification and abilities needed for the work to be performed.

Euromonitor International promotes a positive in-house health and safety culture through regular health and safety checks and employee training. Suppliers shall provide a safe and hygienic environment for its workers.

Euromonitor International complies fully with all aspects of labour law in all countries in which it operates. Where our standards exceed those of local legislation, we apply our own policies.

Implementation

Euromonitor International has written policies that clearly state employee rights and responsibilities and their compensation and benefits. It is company policy to ensure that decisions concerning hiring, wages, promotion, training, discipline, retirement and termination are based only on unbiased criteria, and are not linked to any discriminatory characteristics. Staff members are encouraged to share any matters of concern with us without fear, in the knowledge that they will be taken seriously and that the matters will be investigated properly. The procedure for raising such concerns is outlined in our Whistleblowing Policy which is freely available to all staff via the company intranet.

In a number of our offices we are subsidising pay to the lowest paid external agency cleaners to make sure that nobody who works for us is earning less than a “living”, not a “minimum” wage.

We remain a member of Sedex (Supplier Ethical Data Exchange) sharing information with our clients on four key areas: labour standards, health & safety, the environment and business ethics. As part of our Sedex membership we continue to ensure staff are aware of the Ethical Trading Initiative and that we are always upholding its 9 key areas.

In 2021, new Diversity employee resource groups were set up in many of our locations as a response to the Black Lives Matter movement. A Diversity Director was hired to start their employment in April 2022.

Examples of relevant charity partnerships:

- Body and Soul in London supports through community-based healing children, young adults and families who have suffered trauma and discrimination.
- Casa Central in Chicago USA is delivering an early learning academy programme to propel its beneficiaries towards a higher quality of life.
- HAVE Library in Shanghai builds and equips libraries in rural areas of China to provide access to education to children in previously neglected regions.
- Humanitarian Organisation for Migration Economics (HOME) in Singapore protects immigrant workers from discrimination by providing shelter, legal advice as well as skills training while working with government agencies to achieve systemic changes.
- Humanity and Inclusion are running a programme in Burkina Faso focusing on increasing the number of children with disabilities and refugee children enrolled in school.
- Micro Rainbow International based in London is supporting the LGBTQ+ community by providing safe temporary housing to those in need (including asylum seekers and refugees), providing employability support and focusing on social inclusion. Our funding is providing employment training programmes for members of the LGBTI community in Brazil.

- Jaya Mental Health (formerly Unity in Health) works on improving access to mental health services and supporting the social inclusion of those affected by mental illness in Nepal and Sri Lanka

Measurement

Euromonitor International's HR team reviews the company's responsibilities towards labour rights in relation to compliance with national and international law. We continue to monitor all health and safety incidents, recruitment statistics and sickness records to ensure compliance with our policies.

The Global Head of CSR works with all community partners to evaluate the impact of our support. Reports are published on the Corporate Social Responsibility blog on our global website as well as shared internally with our employees.

Environment

PRINCIPLE 7:

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8:

undertake initiatives to promote greater environmental responsibility;

PRINCIPLE 9:

encourage the development and diffusion of environmentally friendly technologies.

Commitment

Good environmental practice is important in ensuring that we, and our suppliers, operate responsible and sustainable businesses, which reduce their negative impact on the environment as much as practicable and comply with all applicable environmental laws, regulations and standards.

Although Euromonitor International's direct impact on the environment is relatively small we are keen to ensure continued commitment to our internal policies and controls. We take our responsibility in supporting initiatives that prevent and manage environmental risk very seriously.

Specifically, we are committed to:

- Conserve natural resources and reduce the environmental burden of waste generation
- Become single use plastic free across all our offices
- Reduce the consumption of energy through building assessment and control, and by encouraging employee awareness, individual action and proactive involvement
- Reduce the level of air travel and balance the impact of unavoidable flights
- Uses cleaning and stationery products where possible and green energy suppliers

Implementation

Staff engagement continues to be key to our work around environmental responsibility. Each year the company hosts a global Green Week that is organised by local CSR Committees in each office. A key focus is becoming as far as possible plastic-free. Actions have included:

- Providing new starters with reusable water bottles
- Purchasing crockery and cutlery for all offices
- Removing plastic stirrers and straws from kitchens
- Introducing refillable metal soap containers in bathrooms

Energy reduction is a key element of our environmental management programme, with a focus on employee behaviour and building efficiency. We continue to balance the impact of carbon emissions associated with all company flights and our energy consumption in all our offices with our Carbon Offsetting partners, The World Land Trust and Save the Orangutan.

In celebration of Earth Day on 22nd April 2021, Euromonitor planted a tree for each employee. These were planted in Borneo and India in collaboration with our environmental charity partner World Land Trust. During our Green Week, Euromonitor made a donation to Sea Shepherd, an international marine conservation organization that engages in direct action campaigns to defend oceans from illegal exploitation and environmental destruction.

Measurement

Euromonitor International's Leadership Team is committed to reducing our environmental impact. The Global Head of CSR, working with the Director of Operations and Office Managers has day to day responsibility for our environmental programmes and activities. We work with Measure My Energy Ltd to analyse and better understand our Heating Ventilation and Air Conditioning (HVAC) consumption under the ESOS (Energy Saving Opportunities Scheme).

Euromonitor International uses licensed waste companies for disposal of waste and recycling as well as approved carbon balanced programmes through the World Land Trust and Save the Orangutan for our energy use and flights. Reports are regularly reviewed to ensure our systems are effective with the majority of refuse produced being recycled.

This year, we are focusing on understanding our energy consumption better with the intention to set ourselves reasonable energy targets. We subscribed to the new World Land Trust Carbon Calculator which will help us on our ambitious journey to cut our energy use to minimum.

Euromonitor International has not been involved in any environmental incidents, nor has it been the subject of any investigations or legal proceedings by any regulating authority.

Anti-Corruption

PRINCIPLE 10:

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

Commitment

As a world leader in our field, Euromonitor International recognises that we have a duty to set the very highest standards for ethical business practice. Employees of Euromonitor International are made aware that bribery, corruption and extortion in any form is not tolerated within our company under any circumstances.

Implementation

In all our dealings we are committed to complying with applicable anti-corruption laws including those relating to actions that could be considered bribery. These laws, including the UK Bribery Act and the US Foreign Corrupt Practices Act, and similar anti-corruption regulations throughout the world shall be complied with. Violations of anti-bribery laws can result in criminal convictions for the individuals and organisations concerned. Euromonitor International strictly forbids any form of bribery anywhere in the world by any Supplier or by our employees.

The policy is supported by a web-based learning module available on our LMS and is included in our Day 1 Induction which is attended by all new starters to the business. Employees are encouraged to raise any concerns either directly to Management or Human Resources or using our Whistleblowing Policy. In 2021 Euromonitor launched SafeCall, an external service which enables employees to seek advice and anonymously report any concerns to the business.

We continue to work with our clients adopting and signing up to Codes of Conducts and Supplier Agreements through where we demonstrate our commitment to responsible business practices.

All employees are required to inform the Finance Department of any gifts received which are reviewed and then logged centrally. Any employees expensing gifts to Clients require management sign off, and such expenses are logged centrally by the Finance Team.

Our Procurement Manager, Ivalina Ivanova, manages Euromonitor International's large supplier contracts ensuring they sign our EMI Supplier Code of Conduct which sets out our standards for their business.

Our Legal Contracts Manager, Carla-Simone Kennedy, oversees all contract queries including MSA's, negotiations, internal templates and contract claims/disputes for Sales and the wider business.

Thomas Woodward, our Data Protection Manager oversees and monitors compliance with applicable data protection legislation throughout the organisation, ensures that Euromonitor meets the standards set by, among other regulations, the General Data Protection Regulation (GDPR) and the Data Protection Act.

Measurement

All new staff members are issued with a copy of the Anti-bribery and Corruption Policy and asked to sign an acknowledgement slips, all acknowledgements are kept in the employee's file by HR.

Any suspicions, concerns or queries are reported in the first instance to Global HR Director or Global Head of CSR for the purpose of monitoring and identifying any areas where additional support or training may be required.

During the last 12 months Euromonitor International has not been involved in any legal cases, rulings or other events related to bribery, corruption or extortion.



Euromonitor International's zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and as appropriate thereafter.

*Euromonitor International
Anti-Bribery and Corruption Policy*



SUSTAINABLE DEVELOPMENT GOALS



Source: UN Sustainable Development Goals

Sustainable Development Goals

The 17 Sustainable Development Goals, or SDGs, aim to end poverty, protect the planet, and ensure prosperity for all by 2030. At Euromonitor, we spend 1% of our turnover on our CSR programme. Last year, over £1.2 million were donated directly to charities. Through our 10 Headline and 3 Environmental partners, all 17 of the SDGs are being addressed. Further 170 charities were supported through our Regional charity programme, where our employees nominate local charities to receive donations. We see trends in the type of charities nominated every 6 months as we open the window of nominations. In 2021, we saw increase in nominations of charities alleviating some of the impacts of Covid19 and working towards SDGs numbers 1, 2, 3, 6 and 10.

Headline Charity Partners

Humanity & Inclusion

SDG Goals: 1, 3, 4, 5, 6, 10, 11, 16

Humanity & Inclusion is a charity working in situations of poverty and exclusion, conflict and disaster, working tirelessly alongside disabled and vulnerable people to help meet their basic needs, improve their living conditions and promote respect for their dignity and fundamental rights. This year, Euromonitor completed funding of an education project in Burkina Faso and committed to a 2 year funding of the 'Leave no child behind: Inclusive education in Togo' project. The project aims to integrate children with disabilities and additional needs into the mainstream education system in Togo, as well as increasing transition rates into secondary school, and working with local companies to employ people with disabilities.

Just a Drop

SDG Goals: 1, 2, 3, 4, 5, 8, 10, 12, 13, 15

Just a Drop's mission is to reduce child mortality by delivering accessible, clean, safe water where it is needed most. Just a Drop's projects support communities through the construction of wells, boreholes, pipelines, hand pumps and latrines and establish health and sanitation programmes for some of the poorest and remote communities in the world. In 2021/22, Euromonitor funded an initial phase of a project in Aturai, Uganda where a borehole and 10 latrines were installed for the 1,255 people in the village. This decreased water-related diseases among children under 5, increased school attendance and improved the community health and livelihoods due to increased household incomes. Euromonitor's contribution to Just a Drop's overhead costs also meant the charity could employ a part-time Communications Officer.

Justice and Care

SDG Goals: 1, 3, 10, 16

Justice & Care is a human rights organisation rescuing and supporting victims of human trafficking. Euromonitor funding is being used to develop Justice and Care's work in Romania - including the introduction of the Victim Navigator Programme. This was the second year of our 2 year partnership and we helped cover costs of 2 victim navigators, providing legal support to survivors of human trafficking from Romania who were exploited in the UK and developing a system of data assessment to allow the charity to get a more accurate picture of modern slavery in Romania.

Médecins Sans Frontières/Doctors Without Borders (MSF)

SDG Goals: 1, 2, 3, 6, 7, 10, 11, 16, 17

MSF is an international medical humanitarian organisation, supporting people affected by conflict, epidemics, natural disasters and exclusion from healthcare. Euromonitor's provides vital unrestricted funding which allows MSF react quickly to newly arising situations. For example, the unrestricted funds were used to intervene in India during the Covid emergency, provide some crucial help taking care of the wounded in conflicts in Afghanistan as well as Ukraine. We have renewed our partnership for 3 years until September 2024.

Micro Rainbow International

SDG Goals: 1, 3, 4, 5, 10, 11, 16

Micro Rainbow International's vision is to create a world where lesbian, gay, bisexual, trans and intersex (LGBTI) people are free from discrimination, persecution and have equal opportunities in life, including in accessing employment, training, financial services and housing. Euromonitor is funding an employment training programme for members of the LGBTI community in Rio de Janeiro, Brazil.

Place2Be

SDG Goals: 3, 4, 10, 11

Place2Be is a leading children's mental health charity working in schools across England, Scotland and Wales. Founded in 1994, they now work in primary and secondary schools in some of the most deprived areas of the UK. This year, the funding covered in-school services to six schools for an entire academic year which reached approximately 2,700 children and young people. Euromonitor renewed our partnership for another 3 year contract committing to support the charity until February 2025. This funding will support further development of a newly launched support platform Parenting Smart. This allows us to support a far reaching project for parents across the whole UK.

Bees for Development

SDG Goals: 1, 2, 8, 10, 11, 12, 13, 15

Bees for Development is a small organisation which operates in various parts of the world using local skills and traditions to promote beekeeping as a way out of poverty. Euromonitor funding will be supporting a project in Amhara, Ethiopia to help rural people with no land establish their beekeeping enterprises and secure resilient livelihoods. Included in the project is also land restoration and reforestation ensuring enriched bee forage.

Jaya Mental Health

SDG Goals: 1, 2, 3, 5, 6, 10

Jaya Mental Health operates in Nepal and other countries to train and support local staff in understanding and treating mental health in their communities. It also helps train non-professional healthcare workers to provide care in remote communities. Euromonitor is contributing to the core costs of the organisation enabling them to employ a full-time CEO and part-time fundraising manager. Euromonitor's funding also contributes to core overhead costs related to Jaya Mental Health's direct mental health care service delivery activities in Nepal. In January 2022, we renewed our partnership and committed to a 3 year funding.

Walkabout Foundation

SDG Goals: 1, 3, 8, 9, 10, 11, 12

Walkabout Foundation is a charity with the mission of restoring dignity, freedom and independence by providing wheelchairs and rehabilitation in the developing world and funding research to find a cure for paralysis. Euromonitor funding is providing comprehensive disability care in the region of Northern Uganda. Over the past 3 years, Euromonitor funding supported distribution of over 1,200 wheelchairs, 50 trikes and training of 13 Ugandans. In 2021, we committed to further 3 years of support to this charity and extended our funding of the project in Northern Uganda as well as the Monitoring & Evaluation Impact Project.

World Bicycle Relief

SDG Goals: 1, 2, 3, 4, 5, 6, 10, 11, 12

World Bicycle Relief mobilizes people through the power of bicycles. They are committed to helping people, particularly girls, to attend school safely and to provide families the means to achieve independence and thrive. Euromonitor's funding supported a programme for Mobilised Communities in Malawi which provided 89 bicycles to school children, prioritising girls and women to target gender inequality. Funding provided by Euromonitor this year will support a Mobilised Community project in Colombia.

Environmental Charity Partners

Save the Orangutan

SDG Goals: 11, 12, 13, 15

Save the Orangutan strives to protect the remaining population of orangutans in Borneo. They work on raising awareness about the severe deforestation of the region and they mitigate human-orangutan conflicts including fight for protection of the rainforest in Indonesia and Malaysia. This charity is one of the two regular carbon balancing partners of Euromonitor.

Sea Shepherd

SDG Goals: 11, 12, 13, 14

Sea Shepherd is an international marine conservation organization that engages in direct action campaigns to defend oceans from illegal exploitation and environmental destruction. Euromonitor selected this charity to partner with during our Green Week 2021.

World Land Trust

SDG Goals: 11, 13, 15

World Land Trust focus on conservation of threatened habitats by purchasing land and creating nature reserves in many locations around the world. The charity also restore deforested areas and protect wildlife. This charity is one of the two regular carbon balancing partners of Euromonitor.