

# Communication on Progress (COP) United Nations Global Compact (UNG)

Period covered: Our Financial Year January 2021 to December 2021



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# About us:

## Background

Established in 1997, Corporate Citizenship is a global consultancy advising companies on their sustainability and corporate responsibility (CR) strategies. With a team of 90+ colleagues based in London, Melbourne, New York, San Francisco, Santiago and Singapore, we use expert insights and a simplified approach to help our clients deliver long term value for their business and society.

Corporate Citizenship is part of SLR Consulting (SLR), a global leader in environmental and advisory solutions.

Corporate Citizenship began its operations in Southeast Asia in December 2013 under the entity Corporate Citizenship Southeast Asia Pte. Ltd.

For more information about Corporate Citizenship, visit [our website](#).

## Scope of the COP:

This COP covers our Southeast Asia operations only and where relevant, references global activities. As a specialist consultancy, our biggest impact is through our work advising clients on sustainable and responsible business practices. Due to the confidential nature of our work, this COP covers our own internal business practices only.



# Statement of Continued Support

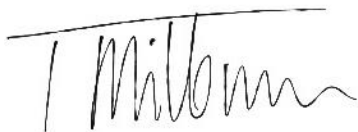
To our stakeholders:

I am pleased to confirm that Corporate Citizenship Southeast Asia Pte. Ltd. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Emerging from the global pandemic, the year under review was still a difficult one for our people and our clients. Economies are still recovering, and workplaces are still getting to grips with the new normal. Yet, our mission and the work we do at Corporate Citizenship to drive progress towards a more sustainable future for people and planet has never been more important. Sustainability is firmly on the agenda of company boards and management teams as regulators, investors and other stakeholders push for new environmental and social standards, more useful ESG disclosures and greater action on climate change.

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. Ensuring the sustainability of our own operations, as well as supporting the impact we have through the advice and services we provide to our clients.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'T Milburn', with a horizontal line above it.

**Thomas Milburn**  
**Director, Corporate Citizenship Southeast Asia**

# 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.

## Our Approach

Corporate Citizenship, and our parent company SLR, are committed to treating people with dignity and respect in the workplace and in the communities where we do business. We promote and respect human rights as outlined in the Universal Declaration of Human Rights. The SLR Group Business Conduct Policy sets out the ethical standards expected of all staff in its subsidiaries, including Corporate Citizenship, as well as partners in its supply chain. It articulates our zero-tolerance approach to Bribery and Corruption. Training on Business Conduct is mandatory through the staff induction process, and we will introduce mandatory annual refresher training for all staff in 2022.

In addition, the Business Conduct Policy is supported by a Whistleblowing Policy to ensure all entities within SLR are committed to operating in a manner which is transparent, complies with relevant legislation, is ethical and equitable to all of its stakeholders. Whistleblowing procedures provide a simple mechanism for employees to voice concerns about perceived illegal, unethical or inappropriate conduct within the business.

In 2021, SLR implemented a comprehensive Human Rights Policy for the first time. The policy sets out the commitments and behaviours to ensure SLR conducts its business in a manner which respects the dignity and human rights of all its interested parties. The policy is guided by international principles particularly those encompassed in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

The policy covers aspects of Diversity Equity & Inclusion, Health and Safety, Anti-Bribery and Corruption (ABC) Data Privacy, Modern Slavery and Supply Chain Relations.

As a subsidiary of SLR, Corporate Citizenship is required to adhere to these policies. These can be accessed by all employees at all times on the company's intranet, as well as on the SLR website.

## Outcomes

At a group level, SLR issued an annual Modern Slavery and Human Trafficking Transparency Statement in accordance to section 54(1) of the UK Modern Slavery Act 2015. The statement details the due diligence and risk management processes we have in place to combat Modern Slavery within our business and throughout our supply chain.

In 2021, we invested in a new Supplier Management System, streamlining the process of vetting, and setting standards we expect of suppliers across a range of criteria including factors relating to sustainability performance such as business conduct, diversity equity & inclusion (DE&I), health and safety, environmental, modern slavery and staff remuneration policies and practices. This will enable us to increase the sustainability performance standards expected from suppliers over time and signal our increasing future expectations. Implementation of the new system will be completed in 2022.

## References:

**SLR Group Global Business Conduct Policy:**  
<https://cdn.slrconsulting.com/uploads/2022/02/SLR%20Group%20Global%20Business%20Conduct%20Policy%202022.pdf>

**SLR Group Human Rights Policy:**  
<https://cdn.slrconsulting.com/uploads/2022/01/SLR%20Group%20Global%20Human%20Rights%20Policy%202022.pdf>

**SLR Group Whistleblowing Policy:**

<https://cdn.slrconsulting.com/uploads/2022>

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[02/SLR%20Group%20Global%20Whistleblowing%20Policy%202022\\_0.pdf](https://cdn.slrconsulting.com/uploads/2022/02/SLR%20Group%20Global%20Whistleblowing%20Policy%202022_0.pdf)

**SLR Group Modern Slavery and Human Trafficking Transparency Statement:**



<https://cdn.slrconsulting.com/uploads/2022>

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[01/SLR%20Group%20Modern%20Slavery%20and%20Trafficking%20Annual%20Statement%202022.pdf](https://cdn.slrconsulting.com/uploads/2022/01/SLR%20Group%20Modern%20Slavery%20and%20Trafficking%20Annual%20Statement%202022.pdf)

# 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

## Our Approach

As a business where people are our most important assets, we understand the importance of promoting opportunities for all, to obtain decent and productive work in conditions of freedom, equity, security and dignity. Our Business Conduct Policy sets high standards in our business practices to ensure we operate in a manner which is ethical, and equitable to all stakeholders as we work with valued partners across all parts of our supply chain and members of the communities in which we operate.

First and foremost, we also comply with all labour laws and regulations, national or international, that could be construed as connected with our business. As part of SLR, to ensure these standards are upheld, Corporate Citizenship has communicated and made the following group-wide policies available to all employees via the company's intranet:

- Business Conduct
- Whistleblowing
- Human Rights
- Health and Safety
- Human Resources (including Diversity, Equity and Inclusion)

In 2021, we set up a Global Culture and Diversity Council comprising representatives from each of our regions. This Committee has a mandate to:

- Assist with the development of suitable DE&I targets for the business
- Make recommendations to leadership on DE&I strategies and initiatives
- Identify barriers and challenges to achieving our DE&I targets
- Work with the Regional Diversity Task Force teams to gather views and perspectives on DE&I and share best DE&I practices across the business

We have also set up a Diversity, Equality and Inclusion (DE&I) Team within Corporate Citizenship with the objective to help cultivate a growth mindset where everyone is open to and supportive of differences in each other, and to help create and maintain an inclusive, accessible work environment that supports everyone to achieve their full potential.

Our Whistleblowing Policy ensures we remain committed to operating at all times in a manner which is transparent, complies with relevant legislation, is ethical and equitable to all of its stakeholders. Whistleblowing procedures provide a simple mechanism for employees to voice concerns about perceived illegal, unethical or inappropriate conduct within the business.

## Outcomes

We regularly monitor and track a number of DE&I indicators, mainly related to gender including the Gender Pay Gap, the gender balance at all grades within the business, and the gender balance of people we are hiring and promoting.

In 2021, our assessment revealed that SLR has an overall split of 40% female and 60% male employees. While the percentage of women at Consultant and Manager grades has increased, we have slipped back on the percentage at Leadership grades. The Gender Pay Gap results show that, between 2020 and 2021, progress has

been made across all pay quartiles and the mean gender pay gap in 2021 is 29.4% (lower than 30.1% in 2020). In terms of equal pay, men and women are paid equally for doing the same or similar roles across all job grades.

We completed a Women in Leadership programme to provide women at middle management level the aim of giving them the skills and confidence to put themselves forward for promotion. The programme was run over 12 months and involved structured learning events focused on leadership, business development and strategic development skills.

SLR has set a three-year target by the end of 2024, to have 40% of management roles and 30% of leadership roles be occupied by women, with interim annual targets being set for 2022 and 2023 to ensure progress in gender balance and annual DE&I training. In addition to these targets, we have committed to the following in 2022:

- Running a second Women in Leadership programme
- Developing Regional DE&I Action Plans in all regions
- Increasing our participation in external bodies that promote DE&I across the business and within our sector
- Improving the quality of non-gender DE&I data during 2022 and developing further DE&I action plans based on this data for delivery during 2023 and beyond.

#### **References:**

##### **SLR Group Global Human Resources Policy:**

<https://cdn.slrconsulting.com/uploads/2022/02/SLR%20Group%20Global%20Human%20Resources%20Policy%202022.pdf>

##### **SLR Group Global Health and Safety Policy:**

<https://cdn.slrconsulting.com/uploads/2022/01/SLR%20Group%20Global%20Health%20and%20Safety%20Policy%202022.pdf>



# 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

## Our Approach

Environmental challenges continue to gain prominence on the global sustainability agenda and pose serious threats to businesses and communities. As a business consultancy, our direct environmental footprint is limited and the biggest impact we can have is through the advice we provide our clients. In this regard, we established a dedicated Environment & Climate Change Impact team and service. Through this, we are focused on supporting our clients to manage their environmental impacts, understand the climate-related risks and opportunities facing their business and take action to transition to a low-carbon economy.

In our own operations, we remain committed to minimising our own environmental footprint. The SLR Group Environmental Policy sets out our commitment to comply with relevant environmental legislation and regulations in the countries in which we operate, and to protect the environment by minimising the environmental impacts of our operations.

In 2021, our parent company SLR has become a signatory of SBTi's "Business Ambition for 1.5°C" campaign, committing to measure our full value chain emissions footprint, and set both a near-term and long-term emissions reduction target to achieve Net Zero emissions ahead of 2050. In addition, we pledged to participate in the United Nations Climate Neutral Now initiative, to become a climate neutral

business with the specific commitment to make our own operations carbon neutral by 2030.

In 2022, we are also developing a formal Environmental Management System (EMS) aligned with the requirements of the ISO14001 (Environmental Management) standard, to become a part of an integrated management system, the Quality Management aspects of which SLR has already externally accredited to the ISO9001 Quality Management standard. The EMS will focus on managing environmental risks and opportunities associated with internal activities.

## Outcomes

### *Managing our Carbon Footprint*

As a business, we have measured our scope 1 and 2, and business travel GHG emissions data since 2019, compiled in accordance with the GHG Protocol. As we work towards setting science-based Net Zero targets, our full scope 3 footprint will be available by mid-2022.

In 2021, our total emissions reduced by 10.4% from 2020, with a drop in scope 1 emissions of 18.3% and scope 2 emissions of 13.7%. While this is a positive outcome, we acknowledge the decrease in emissions can be mainly attributed to a reduction in travel and office occupancy due to the Covid-19 pandemic, and we need to maintain emissions reductions through our business initiatives.

The majority of our current emissions come from scope 2 market-based electricity generation. To manage this, we intend to find ways to decrease our consumption by working with property managers, introducing employee-driven initiatives, office optimisation measures and exploring switching to renewable sources where possible. As we move forward, we will

broaden our focus to tackle scope 3 emissions as well.

**References:**

**SLR Group Global Environmental Policy:**

<https://cdn.slrconsulting.com/uploads/2022-01/SLR%20Group%20Global%20Environmental%20Policy%202022.pdf>

# Anti-Corruption

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

## Our Approach

Doing business in today's world, we need to work within the context of the law and what is expected of us as a reputable and global consultancy. Our Business Conduct Policy sets out the ethical standards expected of all staff and supply chain partners including our zero-tolerance approach to Bribery and Corruption. SLR is committed to operating all times in a manner which is ethical, complies with relevant legislation and is equitable to all stakeholders including staff, clients, all parts of its supply chain and members of the communities in which it operates. Induction training on Business Conduct is mandatory, and we will introduce mandatory annual refresher training for all staff in 2022.

The Business Conduct Policy is supported by a Whistleblowing Policy as a key feature in operating ethically and transparently. The policy provides a mechanism to enable all employees to voice concerns about perceived illegal, unethical or inappropriate conduct within the business. The associated Whistleblowing Procedures set out the means by which employees can voice such concerns.

Induction training on Business Conduct is mandatory, and we will introduce mandatory annual refresher training for all staff in 2022.

The SLR Group Management Executive has approved these policies and is committed to communicating it to all SLR Employees and relevant Associated Persons; to providing training and guidance to all SLR Employees; to fully supporting them in ensuring compliance with the Policy; for monitoring its implementation and effectiveness and reviewing its content on an annual basis or upon any changes in relevant legislation.

## References:

**SLR Group Global Business Conduct Policy:**  
<https://cdn.slrconsulting.com/uploads/2022-02/SLR%20Group%20Global%20Business%20Conduct%20Policy%202022.pdf>

**SLR Group Whistleblowing Policy:**  
[https://cdn.slrconsulting.com/uploads/2022-02/SLR%20Group%20Global%20Whistleblowing%20Policy%202022\\_0.pdf](https://cdn.slrconsulting.com/uploads/2022-02/SLR%20Group%20Global%20Whistleblowing%20Policy%202022_0.pdf)

# Contact Us

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