

United Nations Global Compact: Report on Progress 2022



Supporting our People

Employee Well-being

Since August, our offer to every person in the UK that joins Eupnea as a permanent employee includes a business health plan that has strong focus on the well-being of our employees. Our business health plan includes, amongst various other benefits:

- **Employee Assistance Programme (EAP)**
- **Wellness activities**, encouraging greater participation for greater rewards

Employee Learning and Development

At Eupnea, the professional development of our people starts from day one of joining the company. Particularly during the first year of employment with the company, each employee has an individual budget to spend on L&D activities. This initiative was introduced in October 2020 while the business was a startup and it continues to be at the core of our investment in the professional development of our people and the importance we place into that.

Which of the Ten Principles of United Nations Global Compact have we met:

[Principle 6](#): the elimination of discrimination in respect of employment and occupation

Which United Nations Global Compact SDG's have we advanced:



Protecting the Environment

Climate Change

Through our partnership with [Eden Reforestation Projects](#), we support local communities in various locations across the globe to hire people for planting new native trees and restore forests. In this way, we help mitigate climate change while redeveloping or preserving ecosystems. In addition, new jobs are created within the participating communities and their people are empowered with fair wages indirectly reducing poverty.

1,667
Trees Planted

Carbon Emissions

We support the use of any type of transport for business purposes only when it is necessary and, in this way, are doing our part for reducing carbon emissions in our society. Prior to the pandemic, almost half of our business meetings were in person with use of transport to travel to a business meeting, by being in the office or other facilities. Despite the end of all previously imposed travel restrictions in our society from the Coronavirus pandemic, today almost all of our business meetings are virtual with all of our people working from home or when necessary on client premises or from elsewhere.

09/19-09/20

53%

09/20-09/21

100%

09/21-09/22

97%

% Virtual business meetings where employee did not have to travel to attend the meeting

Which of the Ten Principles of United Nations Global Compact have we met:

[Principle 7](#): Businesses should support a precautionary approach to environmental challenges

[Principle 8](#): undertake initiatives to promote greater environmental responsibility

Which United Nations Global Compact SDG's have we advanced:



Business Conduct in Focus

We respect, support and protect human rights with the number of relevant policies we have:

- [Privacy Policy](#): We ensure that the privacy of people is protected when we collect, use and disclose their personal information through our website
- [Data Protection and Data Security Policy](#): We have in place legally compliant standards of data protection and data security, and we adhere to all relevant data protection laws relating to the processing of personal data e.g. EU General Data Protection Regulation (GDPR)
- [Anti-bribery and Corruption Policy](#): We are committed to conducting business in an ethical and honest manner. Additionally, in all business dealings and relationships, we have a strong commitment to act professionally, fairly, and with integrity. We are bound by the laws of the UK, including the Bribery Act 2010, in regards to our conduct both at home and abroad.

Cyber Security

Cyber Security is at the center of our decisions for all information we make available in our website. Our website is safe and secure with appropriate safeguards in our browser's address indicating to every person visiting and/or providing information to us through our website the high level of data encryption.

Which of the Ten Principles of United Nations Global Compact have we met:

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights

[Principle 2](#): make sure that they are not complicit in human rights abuses.

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

Which United Nations Global Compact SDG's have we advanced:

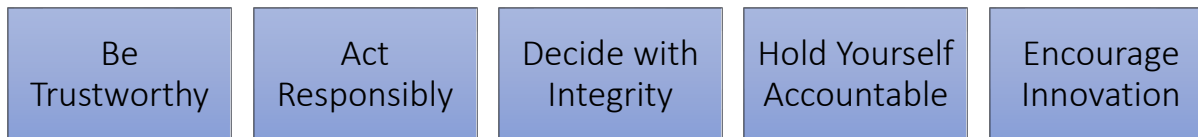


Encouraging Innovation

Innovation within Eupnea

We are focusing on innovation that can make a real difference to our world for the better. For example, innovative technologies for which we have expertise are part of our consulting recommendations to clients for deployment of them in their businesses. Additionally, during the last 12 months we have looked constantly for ways to compete in areas that encourage promotion of innovation. For example, in June 2022 we entered the Innovate UK competition with a project focusing on the identification of use cases of Quantum Computing in business.

We are developing our organisational culture where encouraging innovation is amongst our 5 core values:



Based on our values, across all of our business activities we have strived to protect human rights, eliminate discrimination in our workplace or while accommodating flexible working arrangements with our people with appropriate decisions and working practices.

Innovation through Partnerships

Since last year, we have partnered with various technology innovators including global technology organisations with aim to promote responsible technology and innovation in technology.

Which of the Ten Principles of United Nations Global Compact have we met:

[Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights

[Principle 6](#): the elimination of discrimination in respect of employment and occupation

[Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

Which United Nations Global Compact SDG's have we advanced:



Want to learn more?

Visit www.eupnea.co.uk



Eupnea

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At Eupnea, our purpose is to create a brighter future for businesses. We are a management consulting firm based in London, UK, who are committed to delivering outstanding consulting services to clients across our areas of expertise and providing great insights about the market and their industry and business. Our services range from Strategy and Operations to Digital and Technology consulting.

