

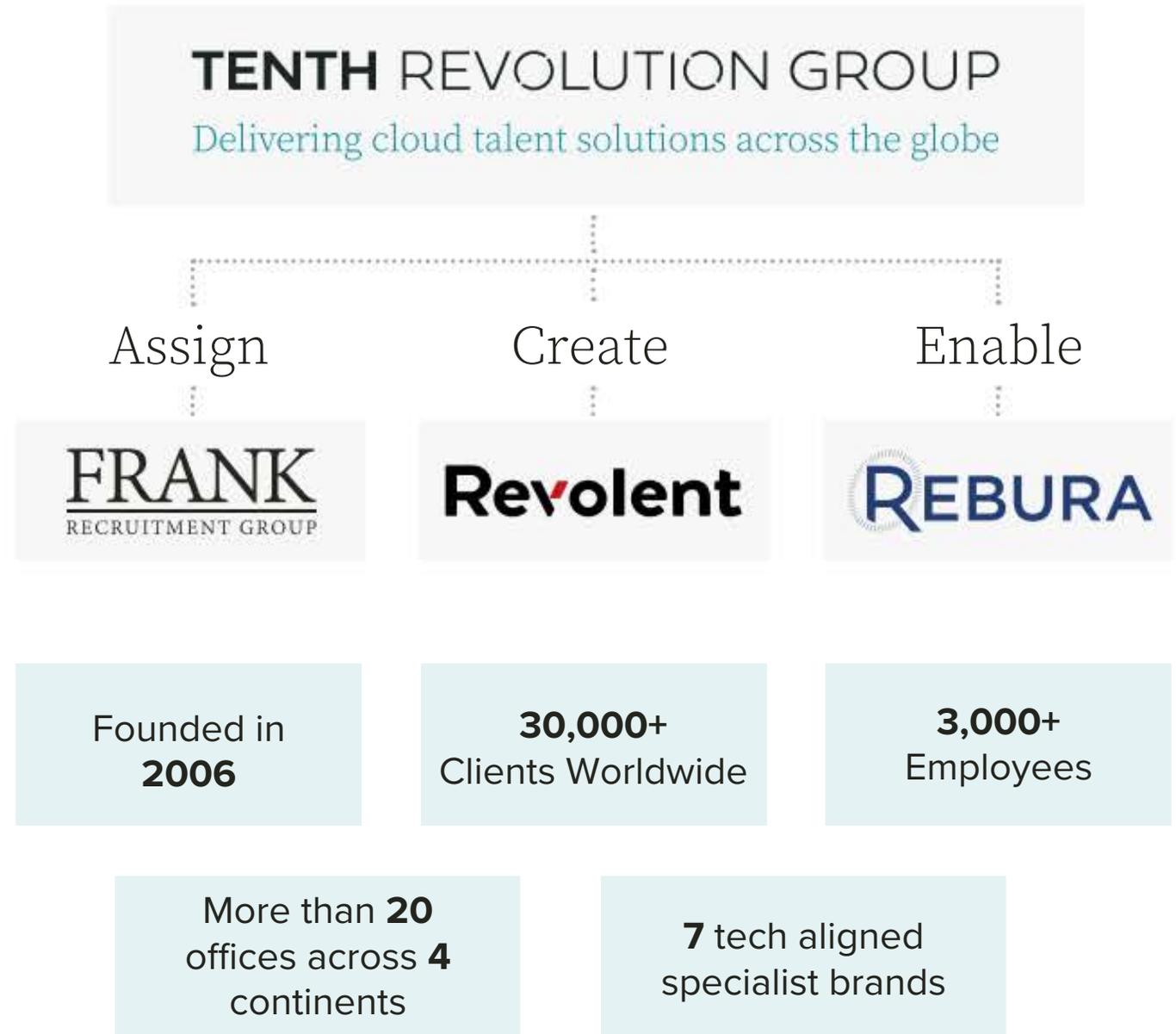
United Nations Global Compact

# Tenth Revolution Group 2022 Communication on Progress

# Who we are

Tenth Revolution Group is the global leader in cloud talent solutions, uniquely equipped to deliver digital transformation through people. Cloud technology has the power to transform businesses across every industry, in every corner of the world, but tech can't work without talent.

Tenth Revolution Group is the only business in the world that provides a unified cloud talent pipeline through our portfolio of specialist technology recruitment experts and talent creation brands.



# Statement of Support from our CEO

Tenth Revolution Group (trading name of Frank Recruitment Group Services Ltd) and all of our subsidiaries and indirectly controlled affiliates, reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

These fundamental principles are reflected in our own core values of Responsibility and Inclusivity and we recognise the role we can play as a responsible business to both people and planet.

In this, our first 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 are pleased to report our progress since joining last July and remain focussed to make more advances in the year to come. We commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



**James Lloyd-Townshend,**  
**Chairman and Chief Executive Officer**





# Contents

**Social:** Principles 1-6

**Environmental:** Principles 7-9

**Governance:** Principle 10

As a member of the UN Global Compact, we are committed to upholding its 10 Principles in the areas of human rights, labour, environment and anti-corruption. This Communication of Progress is structured around those principles and lays out our policies, actions and future aspirations.

**TENTH** REVOLUTION  
GROUP

# Social



## Human Rights

**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.



## 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.

# Our core values

**Our core values drive us forward and inform the decisions we make as a business.**

## Expertise

Knowledge and skill are key contributors to achieving high performance. That's why we invest in world-leading learning and development programmes to enable our employees to reach their potential, achieve their goals, and stay up to date with the specialist expertise our customers expect.

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## Entrepreneurialism

We equip our people with the tools to proactively pursue opportunities, overcome challenges, and consistently build on their success. We operate a meritocracy where rewards, recognition, and professional advancement are within reach for everyone with an entrepreneurial spirit.

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## Responsibility

A high trust environment fuels personal responsibility, and that personal responsibility fuels great performance. We're all responsible for our own success; we hold ourselves accountable for our actions, performance, accomplishments and are always striving to be better.

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## Tenacity

Tenacity is an essential contributor to success. We stand out because we don't back down from a challenge. Where our competitors would give up, we go the extra mile; we value energy, determination, and the drive to Go Beyond to deliver in a highly competitive industry.

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## Inclusivity

We believe in creating an environment where everyone can thrive and employees feel empowered to bring their whole selves to work. We value individual strengths and perspectives and celebrate our successes together.

# Our commitment

**Tenth Revolution Group are committed to upholding Human Rights as laid out by the United Nations Global Compact principles and the Universal Declaration of Human Rights.**

We believe in creating a supportive, respectful and welcoming environment, where everyone feels empowered to bring their true, authentic self to work, regardless of personal characteristics or background and where the contribution of each individual is respected, valued and encouraged and a diverse culture of equality and inclusion is actively promoted.

Our Employee Charter documents our core values, the principles that guide how we act and make decisions both individually and collectively. We fulfil these values with the support of Our People Promise; a mutual commitment between the business and our employees to create a positive working environment for all.

This is our first communication of progress to the UNGC since becoming signatories in Aug 2021, but our work in this area is established. Our position on human rights is included in our policies and communicated to our employees during our onboarding process and via our Employee Handbook.

This understanding is strengthened through ongoing training programs, our communication structure and multiple internal and external EDI initiatives. We operate a zero-tolerance policy for all forms of discrimination and implement a robust strategy for dealing with non-compliant behaviour including an internal grievance process through our HR team and partnership with an independent and confidential whistleblowing service.

Led by our most senior leaders, our policy for Equality, Diversity & Inclusion is to “Think Global, Act Local”, which is why we set up regional employee-led committees across our global business. These Committees represent employees in their area to ensure that our global program is relevant, useful and interesting to everyone in our organisation.

“We are committed to making sustainable, authentic change across our organisation to ensure a more inclusive work environment for everyone. Our EDI strategy evolves in line with the makeup of our business, feedback from our employees and societal changes that happen around us. We are pleased that we have already seen the positive impact of these actions and are confident that we will continue to see improvements. We have created a pathway to change that we acknowledge will take time but will lead to long-term, stable success.”

**Caroline Fox**  
Global EDI Strategy Lead



Our **Global Diversity Matters Steering Committee** meets every 6-8 weeks to discuss progress within the program and further requirements for our ongoing strategy on Equality, Diversity & Inclusion.

The Committee is led by our brand leaders and attended by employees from across our global organisation. In addition to program updates, we use this forum to monitor key diversity demographic data points including quarterly or bi-annual updates on the gender, ethnicity, sexual orientation and education status of both our employee population and new starters across the company.



Our Women in Tech division supports our customers in shaping a more inclusive workforce and in championing outstanding female talent in technology.

They focus solely on finding top women and guide their clients on how to elevate their diversity and inclusion recruitment activities. Spearheading and driving external initiatives and events for our clients to readdress the gender imbalance that exists across the tech industry.

We work hard to enable inclusive hiring across the IT sector but ensure that we engage in the same best practice with our own internal hiring. Our Talent Acquisition team are trained to source diverse talent through a range of resources and processes, ensure that our organisation is representative of the communities in which we operate.

Facilities Management and TRG Management team has overall responsibility for health and safety and the operation of this policy and general workplace risk assessments, which are carried out regularly to assess the risks to health and safety of employees, visitors and other third parties as a result of our activities, and to identify any measures that need to be taken to control those risks.

Our Employee Social Groups are an opportunity for colleagues to come together in an informal setting to discuss diversity topics based on shared characteristics, experiences or interests. We actively encourage ally participation to ensure a collaborative platform for listening, learning and supporting one another.

We are proud to partner with several diversity-centric initiatives around the world, particularly within the IT sector including the Tech Talent Charter, Women in IT Summit & Awards Series, the Salesforce Talent Alliance, Brown Girl Tech World and APSCo Embrace.



**ABILITY MATTERS**



**IDENTITY MATTERS**



**PRIDE MATTERS**



**ROOTS MATTER**



**MIND MATTERS**

# Our Progress

1

In 2021 we published our first whitepaper on Tech's Leading Women: Nine Lessons on Gender, Culture and Building an Inclusive Workforce. This was accompanied by a Vodcast series which was released in early 2022.

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2

Since 2021, we have been the proud hosts of the Digital Revolution Awards. This annual celebration aims to highlight and applaud excellence in Cloud technology, with dedicated categories for awards in ED&I and Sustainability.

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3

We publish annual career and hiring guides full of the latest industry insights from professionals, business and influencers around the world. We aim to represent a diverse range of characteristics and communities to ensure that we are continuously contributing to the changing face of the IT industry.

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4

An ever-increasing range of modules form our Global Inclusivity Training Program, which aims to raise awareness and understanding within our population, ensuring that our policies and values are fulfilled. These training sessions are adapted to maximise impact for different roles, departments and responsibilities, including a Mandatory Harassment and Discrimination Prevention course for all new starters.

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5

In March 2022 and as part of our commitment to the UNGC, we refreshed several our Group policies subsequent to their review and approval by our Sustainability Committee and Board Members, and our progress on Ethics and Human Rights is regularly assessed by EcoVadis, an external ESG ratings platform.

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6

We launched MentorMe in 2021 to empower the next generation of female IT leaders to succeed. We match mentors from our extensive network of senior IT professionals across the tech industry with women who are ready to take the next step forward in their career.

7

In 2022 we launched Balance, a new coaching program aimed at addressing gender disparity within our Sales leadership teams. While still in the early stages, we aim to broaden this program to ensure that even more employees can benefit from this additional support function in the near future.

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8

We rolled out our Zero Discrimination Pledge in early 2022 to unite our company in a promise to celebrate diversity, embrace inclusivity and reject discrimination.

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9

Figures from our April 2022 Gender Pay Gap Report show our mean hourly pay gap has reduced by 1.1%, and women in leadership positions have increased by 12.4% (Upper/Middle Q) and by 4.6% (Upper Q).

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10

We are proud to support the United Nations Women's Empowerment Principles (WEPs) to advance gender equality and women's empowerment in the workplace. Although we have made some progress, we are committed to go further to achieve gender parity and are taking steps to improve this. Our participation, this year in the UN Target for Gender Equality Accelerator Program, helps to reinforce our efforts in this area.

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11

James Lloyd-Townshend our CEO and Chairman, is the Executive Sponsor and a passionate supporter of our Wellbeing Matters Program. With his support we have made great progress this year; we have trained more than 30 Mental Health First Aiders, launched our charitable causes initiative, TRG Cares, which is designed to be a channel through which our employees can participate in charitable work, support our corporate charity, St Martin's School in Kenya or dedicate some of their time to volunteering using an annual day of additional PTO. Our Well Being Hub launched on our intranet which has lots of useful resources to support well being, in February we ran a 30 days of movement challenge to encourage a Healthy active lifestyle and highlight the importance of movement to aid Mental Health. Throughout July and August employees are encouraged to log off at 3pm every Friday to make the most of the summer months.



*“Tenth Revolution Group is proud to be a signatory to the Women’s Empowerment Principles. These principles align with our company’s values in creating opportunities for women in the tech industry, addressing pay inequalities, and supporting them in their careers so they can progress into leadership roles and drive innovation across the sector. As advocates for more inclusive recruitment practices, we champion women in all corners of the tech world and strive to build an inclusive community where women can gain the recognition they deserve and feel truly valued in their roles.”*

A handwritten signature in black ink that reads "JL Townshend". The signature is written in a cursive, flowing style.

**James Lloyd-Townshend**  
Chairman and Chief Executive Officer

# 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

# Our Commitment

Tenth Revolution Group are committed to continuously improving our environmental performance and are taking steps to ensure that we understand the impact of our operations.

Our Sustainability Steering Committee is a cross operations, executive level committee committed to developing a strategy to reduce our carbon footprint and our impact on the environment.

We adhere to all local legislation and compliance obligations in the regions where we operate, promoting best practice in our policies and our actions.

We work collaboratively with local communities, national and international stakeholders and organisations to promote and improve sustainability. We communicate our values to our supply chain partners and in March 2022 we strengthened supplier adherence to these principles by the creation of our supplier code of conduct.

We expect our suppliers to align with our values, ethical commitments and responsible business practices to promote responsible consumption and this is to be a focus for improvement in the coming year overseen by our sustainability team.



# Our Progress

1

In 2021 we have made significant progress in terms of data capture, analysis and understanding the scope of environmental metrics across the global site portfolio and are working towards adopting a formal reporting framework in the next reporting year.

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2

In 2021 the Sustainability Matters Committee was established, which has overall responsibility for strategy, goals and target setting and direction of the business in terms of GHG emissions reductions. The Property & Facilities department is the nominated SMEs for collection and management of GHG related data for Scope 1-3 emissions.

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3

We reviewed and implemented our Group Environmental Statement, Sustainability Statement and Supplier Code of Conduct, to set out our responsibilities as a company and our employee's personal responsibilities to the environment and our community.

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4

We are reliant on the upstream Landlord/Service Office Provider to make key decisions on the supply and purchase of green/renewable energy sources. We have been actively working with them to encourage the purchase and use of green/renewable energy sources, which in 2021, has resulted in renewable energy mix increasing by 17.3% and we now have renewable energy supplies in 15 of our 23 operational sites.

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5

As part of our continued commitment to improving our ESG performance, our Environmental and CSR performance is audited annually by EcoVadis. This year we have received a Silver Medal Sustainability Rating.

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6

We have embraced hybrid working in all our global offices, which has reduced everyday commuting. By leveraging technology and innovation, such as video conferencing, we have also reduced company travel by air/rail for meetings and training, therefore reducing our carbon footprint.

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7

We have implemented policies across all our offices to promote green behaviours, including office recycling, reduction of single-use plastic, waste reduction initiatives such as 'swipe to print' and DocuSign (digital signature tool) to discourage unnecessary paper use and reduce carbon footprint and fitted Smart lighting and temperature regulation in our leased offices.

# Governance

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



# Our Commitment

Responsibility is one of the core values embedded within our business, we foster a culture of integrity and trust ensuring all our employees act professionally, fairly and with respect. The services we provide have an impact on the lives of thousands of individuals and hundreds of businesses every day. We recognise our environmental and social responsibilities and strive to promote best practice at every level of our organisation.

We adhere to all anti-corruption rules and regulations in the regions we operate, including the US Foreign Corrupt Practices Act and the UK Bribery Act and operate a zero-tolerance approach to bribery and corruption. Our Chief Legal Officer is responsible for providing direction and oversight pertaining to compliance with our anti-bribery and corruption controls. We review our policies and our practices regularly and update where necessary.

We have identified the following risks areas for our business:

- Acceptance of gifts/payments from third parties
- Hospitality spent on third parties (particularly clients)
- Referral payments or gifts to candidates

To address these risks, we have guidance in the Employee Handbook and have implemented policies on hospitality and referral payments which govern when these can be provided or accepted and who can authorise them. Employees are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest possible stage.

Training on the Company's Anti-Bribery Policy forms part of the induction process for all new employees. All existing employees will receive refresher training as is deemed appropriate.

As part of onboarding process and via the Handbook we also communicate our policy and behavioral standards on:

- Equality and Diversity
- Anti-Harassment and Bullying
- Substance Misuse
- Whistleblowing
- Managing Performance and Capability
- Disciplinary Procedures
- Grievance Procedures
- Anti- Facilitation of Tax Evasion Policy and our Conflict of Interest Policy, which requires all staff to declare any potential or actual conflict of interest, either in work or outside employment.

# Governance Structure

We have a clear and robust governance structure meaning we can remain agile when faced with risks or opportunities to the business.



- The Tenth Revolution Group Board is responsible for oversight and provides leadership and strategic direction.
- TRG/Revolent/Rebura Management Boards meet monthly and manage day to day operations and implementation of strategy.
- In 2021 we established an executive level Sustainability Steering Committee, co-chaired by our President and CFO. This cross-functional committee ensures each area of our business is fully informed on the sustainability and governance issues affecting our business.
- Our Global EDI Committee meets every 8 weeks to inform and feedback to the regional sub-committees on all matters relating to ethics, diversity and inclusion.
- Our BCP plan is reviewed regularly by the Risk Team, who report to the Board.
- Our Regional Directors manage operations regionally and ensure there is strategic and policy alignment locally.

# Our Progress

1

Our Sustainability Committee was established in 2021 to provide insight, advice and strategy on all Environmental, Social and Governance matters. The work done by the Sustainability Steering Committee supports the principles of the UN Global Compact, ensuring an awareness on issues of environmental sustainability, human and labour rights and anti-corruption and that action is taken where required.

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2

We have recently appointed our first Global Sustainability Strategy Lead, to ensure we improve and further increase our ESG reporting.

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3

In July 2020 we updated our whistleblower policy with the introduction of a dedicated hotline operated by an external provider, ensuring anonymity. This policy has been reviewed again in March 2022. We have received no known claims of corruption to date.

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4

We believe in creating an environment that encourages everyone to bring their whole selves to work and our Equality and Ethics Statement are the foundations of this. In March 2022 we reviewed all Group policies at C-suite level including; Whistleblower Statement, Anti-bribery Statement, Sustainability Statement, Environmental Statement, Ethics Statement, Equality Statement, Health & Safety Statement, Supplier Code of Conduct, Modern Day Slavery and Human Trafficking Statement and Quality Management Statement.

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5

Our Anti-bribery statement clearly asserts that the Group adopts a policy of zero-tolerance in relation to any corruption.

# Plans for 2022/23



## Social

- Review our Child Labour Remediation Plan and revise this as necessary.
- Implement learning from the Target for Gender Equality Accelerator Program.
- Review and refresh our Health, Family and Hybrid working policies in 2022.
- Continue to build on our Wellbeing Matters program including initiatives to support our employees with Managing Stress, Mental Health Awareness and Professional Development.



## Environment

- Building on our data capture and analysis from this year, we are working towards setting comprehensive near and long-term targets to cut our emissions and achieve Net-Zero by 2050 in line with the UK Government's commitment.
- Continue to work closely with suppliers and customers to help each other in achieving mutual targets on sustainability.
- Expand on our employee engagement on Sustainability related issues via internal communication channels and by encouraging active participation in TRG Cares.



## Governance

- Continue to ensure that our Sustainability Steering Committee meets no less than every 8 weeks.
- We will continue to strengthen and review our policies to ensure lessons are identified and continual enhancement is made.
- Enhance our transparency on anti-corruption capability by ESG reporting in line with material frameworks and guidelines.
- Build on Supplier Management Reviews to minimize our bribery risk, by broadening the scope of our supplier audits and third party questionnaires.



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