THE PROFESSIONAL SERVICES SUSTAINABILITY ROUNDTABLE

A CASE STUDY
WEDNESDAY, MAY 27, 2015
Background

• Group of global professional services’ firms convened due to shared challenges with reporting fatigue
  – RFP requests for non-material disclosures
  – Standards organizations publishing mismatched guidelines

• Met informally for 18+ months
RFP Audit analysis: Core Ideas

• Labor Practices
  – Employee Rights, Compensation, Human Rights, etc.

• Business Practices
  – Risk Assessment, Code of Conduct, etc.

• Sustainability/Environment
  – Environmental Policy, Company Emissions, Sustainability Program, etc.

• Community/Pro Bono

• Diversity
  – Company Diversity Status and Diversity Spend

• Reporting/Disclosure
  – Health and Safety Policy, Training, etc.
RFP AUDIT ANALYSIS: NEW TRENDS

• Labor Practices
  • Employee Background Checks, Legality of Employment

• Sustainability/Environment
  • Carbon Management Systems, Environmental Policies, Disposal/Management of Hazardous Waste Materials

• Diversity
  • Supplier Diversity Spend and Policies, Diversity in the Workforce
We’re different!

• Our impact comes more from our handprint than our footprint

Our “supply chain” is chiefly our people

• Our impact comes more from our handprint than our footprint
## Early collaboration with GRI

<table>
<thead>
<tr>
<th>Training &amp; capacity building</th>
<th>Specific Standard Disclosures</th>
<th>Social: Labor Practices and Decent Work</th>
<th>Social: Human Rights</th>
<th>Investment</th>
<th>G4-LA9: Average hours of training per year per employee by gender, and by employee category</th>
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<tbody>
<tr>
<td></td>
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<td>Training and Education</td>
<td>G4-LA10: Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings</td>
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<td>G4-LA11: Percentage of employees receiving regular performance and career development reviews, by gender and employee category</td>
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<td>Healthy working conditions for both physical and mental health development</td>
<td>Specific Standard Disclosures</td>
<td>Social: Labor Practices and Decent Work</td>
<td>Occupational Health and Safety</td>
<td>G4-LA5: Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs</td>
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<td>G4-LA6: Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and gender</td>
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Becoming a “collective voice”

• Formed first BCCCC Roundtable in June 14
• 9 founding members
• Our vision: Be the leading global forum that advances a collective, proactive perspective on all aspects of corporate social responsibility and sustainability for the professional services industry
PSSR activities

• Input to standard’s organizations guidance
  – SASB Working Group members & input
  – NSF 391 to 391.1
  – SPLC TAG

• Outreach & engagement
  – Points of Light
  – GreenBiz presentation

• Best practice sharing
  – Pro bono/low bono contracts
  – Employee volunteerism standards
BCCCC MATERIALITY ANALYSIS

50 Professional Services Companies

- BDO
- Aimia
- Booz & Allen Hamilton
- Boyden
- CBRE Group
- CDM Smith
- CH2M Hill
- Clieon Larson Allen
- Colliers International Property Consultants
- Crowe Howarth
- Cushman & Wakefield
- Deloitte
- Edelman
- Egon
- EY
- Egon Zehnder
- Grant Thornton
- Hatch Mott MacDonald
- Iron Mountain Inc.
- Korn
- KPMG
- KPMGerry International
- Linklaters
- Maritz
- McGladrey & Company
- McKinsey & Company
- MSCI Inc.
- MWH Global
- Norton Rose Fullbright
- Robert Half International
- Rothstein Kass
- Seyfarth Shaw Attorneys At Law
- Shaw Attorneys At Law Worldwide
- Zachry
- Nixon Peabody
- Norton Rose Fullbright
- PwC
- Robert Half International
- Rothstein Kass
- Seyfarth Shaw Attorneys At Law Worldwide
- Waggener Edstrom Worldwide
- Zachry Holdings Inc.
BCCC MATERIALITY ANALYSIS

Total Professional Services Industry
BCCCC MATERIALITY ANALYSIS

Total Professional Services Industry
NSF 391 – Sustainable Standard for Professional Services
DRAFT DOCUMENT

1 General
1.1 Purpose
1.2 Scope
1.3 Guiding principles
1.4 Relationship with legislation
1.5 International trade aspects
1.6 Life cycle approach
1.7 Scientific basis

2 References

3 Definitions

4 Conformance Requirements

5 Prerequisite criteria

6 Management
Ongoing opportunities

Professional Services Sustainability Roundtable

The Professional Services Sustainability Roundtable at the Center for Corporate Citizenship was founded in 2014 when several members formed a collective voice in regards to the unique position of professional service firms and corporate citizenship. This sector includes law, consulting, communications/advertising, accounting, engineering, management, real estate services, research, and executive search firms among others. All member companies of the Center from the Professional Services industry are invited to participate in this industry roundtable. The Roundtable enables members to participate in an ongoing platform to exchange ideas and best practices with peers. Members meet at least twice a year in person and are able to reach a wider corporate audience through Center blogs, webinars, and conference presentations. For more information regarding eligibility, timing, and pricing of the Roundtable click here or contact ccc@bc.edu.

Members:

Anne-Josée Laquerre
Director, Social Purpose
Almita

John Bragg
Vice President, Global Government & Regulatory Affairs
Almita

David Hackett
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