



# **Oasis Management Consultancy**

## **United Nations Global Compact Communication on Progress Report**

**July 2021**

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## MAKING AN IMPACT FOR A BETTER WORLD IS ALL OF OUR RESPONSIBILITY

Oasis Management Consultancy is an independent management consulting business, established in 2014. We work with companies operating in complex environments, helping to resolve strategic, operational and commercial challenges.

Providing genuine value to all of our customers through the work that we do is of utmost importance. Our practices are based on professional, ethical and sustainable principles, enabling our clients to become part of an ever-growing community of responsible businesses.

As a business, we have high aspirations to provide tangible and genuine value for our customers through the work that we do and our work ethos is driven from a desire to help businesses to reach excellence. Our services are aligned with ISO 20700:2017 Guidelines for Management Consultancy Services.

## WE CAN ALL MAKE CHOICES OR EXCUSES, THAT POWER IS ALWAYS WITHIN OUR REACH

We firmly believe that it is all of our responsibility to jointly tackle global challenges in the areas of human rights, labour, environment and anti-corruption, regardless of the size of the organisation.

Promoting socially responsible business behaviour in these areas, forms an integral part of our company strategy, culture and our day-to-day operations.

## GENDER EQUALITY MEANS BETTER BUSINESS FOR EVERYONE

We promote gender equality and women's empowerment in the workplace, marketplace and community. To truly achieve equality, we need a paradigm shift in the way we think and run our businesses today.

We are committed to be the leaders of a positive change, not only for the women of today, but also for the generations of the future.

For more details about Oasis Management Consultancy, please visit <https://omcdxb.com>.

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## STATEMENT OF CONTINUED SUPPORT

01-July-2021



**To our stakeholders,**

I am pleased to confirm that Oasis Management Consultancy reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Promoting socially responsible business behaviour has formed an integral part of our strategy, culture and our day-to-day operations, ever since the business was established in 2014.

Since joining the UN Global Compact in July 2020, Oasis Management Consultancy has continued to demonstrate our support and make progress in areas included in the UN Guiding Principles. Our initiatives in this first year of UN Global Compact reporting have particularly focused on human rights and anti-corruption.

In this first annual UN Global Compact Communication on Progress report, 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 also commit to sharing this information with our stakeholders using our primary channels of communication.

**Julia Bannister**

Founder & MD

Oasis Management Consultancy

## HUMAN RIGHTS

UN Guiding Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and
UN Guiding Principle 2	make sure that they are not complicit in human rights abuses

### Our Policy Commitment, Assessment and Goals

Ethical and responsible business practices are essential for what we do and are embedded in our [Code of Ethical and Professional Conduct](#). Integrating human rights responsible practices in daily business operations is gaining an increasing amount of attention among socially responsible businesses for all the right reasons; pursuing human rights compliance leads to better business for everyone, and an increasing number of companies and investors have started to realise that.

Human rights compliance is essential for all businesses, regardless of the size of the organisation. At the local level, it is often the small businesses, which can influence the positive change the best, through committed and shared efforts with their networks.

Oasis Management Consultancy has played a significant focus on human rights compliance in the past year. We have adopted a standalone Human Rights Policy and worked with a number of stakeholders to identify key focus areas. Our [Human Rights Policy](#) is released on our company's website and is shared with stakeholders within our network, to raise awareness.

As a business, we respect all human rights principles and recognise that there are some human rights that are especially relevant in the context of the organisation and for the work that we do, such as:

- Supporting the elimination of all forms of forced and compulsory labor and the effective abolition of child labor and human trafficking
- Complying with applicable laws regulating minimum working age for each individual's position, including laws pertaining to the employment and internships

- Protecting our current and prospective personnel from discrimination based on race, colour, gender, language, religion, political or other opinion, national or social origin, property, birth or other status
- Prohibiting workplace harassment of any kind, including verbal or physical conduct designed to threaten, intimidate or coerce an employee, co-worker, or any person working for or on behalf of us

We systematically work to identify, monitor and control human rights risks as part of our internal risk assessment framework. We have also introduced a process to assess human rights impacts as relevant to our business, to systematically evaluate our human rights practices potential operational impact. These assessments are reviewed on a regular basis, and are used to guide our policy and decision making.

## Our Actions in this Reporting Period

### Advocacy

- Throughout this reporting period, we have actively participated in a wide range of seminars and workshops highlighting human rights issues, facilitated by leading intergovernmental organisations.
- We have also been actively networking and engaged in new partnerships with specialist industry groups and experts focusing on human rights advocacy, in order to achieve mutually beneficial partnerships to positively impact our stakeholders.

### Training and Development

- In early 2021, we introduced an organisational human rights training programme, embedded in our induction and onboarding process.
- We also introduced training on the human rights risk and impact assessment framework, to raise understanding of potential human rights risks and impacts at all organisational levels.

### Projects

- In 2020, we took part in several human rights compliance projects supporting third-party requirements, including human rights impacts and risks assessments and external compliance audits.
- In the same year, we also conducted a review of several third-party human rights policies, manuals and guidance documents, aimed for senior management personnel and key industry stakeholders.

## Measurement of Outcomes

At Oasis Management Consultancy, human rights risks and impacts are monitored and measured and the results from these assessments are used as a benchmark to objectively assess our progress in order to guide policy and decision making processes.

Our 2020 human rights impact assessment looked into 14 human rights controls, as relevant to our business, most of which were found either fully or partially effective. Further improvement opportunities were raised in monitoring our supply chain human rights standards and this was addressed by implementing an enhanced supplier and third-party due diligence policy in 2021. This area continues to be monitored in our next assessments.

## LABOUR

UN Guiding Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
UN Guiding Principle 4	the elimination of all forms of forced and compulsory labour;
UN Guiding Principle 5	the effective abolition of child labour; and
UN Guiding Principle 6	the elimination of discrimination in respect of employment and occupation.

### Our Policy Commitment, Assessment and Goals

Oasis Management Consultancy is committed to raise awareness about labour rights and we have implemented several initiatives to ensure everyone working for or behalf of us has access to correct information and support, as required. We ensure compliance by providing internal induction and onboarding training. The aim of the induction and onboarding programme is to provide personnel with an acceptable level of awareness and competence that will allow them to perform their work effectively, safely and ethically. The programme focuses on the creation of awareness and understanding of the employee rights and responsibilities, company policies, standards and guiding principles, specifically in relation to the respect and protection of human rights in the day to day business context.

Throughout the lifetime of the business, we have committed to ensuring that the company does not participate in any form of forced or bonded labour. We fully adhere to all employment laws and regulations, applicable in the jurisdictions where we operate, and comply with the minimum age requirements for all staff. All personnel working for us or on behalf of us freely agree to contract with us, free from any form of forced or bonded labour.

We also take measures to identify and minimise risks of potential labour rights violations within our supply chains, by systematically assessing our supplier and third-party risks and carrying out supplier and third-party due diligence.



We protect all of our current and prospective personnel against discrimination in the workplace at all stages of employment. These measures involve recruitment and selection processes, clearly defined contractual terms and conditions, training, pay, benefits and professional development opportunities. Our approach to non-discrimination is embedded in our [Equal Opportunities Policy](#), which is published on the company's website. Non-discrimination is also embedded in our internal HR Guidelines, aligned with our [Code of Ethical and Professional Conduct](#).

We are committed to advance gender equality and have taken steps, particularly to support women in business. In 2021 we set specific gender equality action goals for the next three years, to allow us to objectively measure progress and impact. These action goals include incentive programmes for target groups, to advance professional skills through tailored training.

## Our Actions in this Reporting Period

### Advocacy

- Publishing our Equal Opportunities Policy on the company website.
- Awareness initiatives throughout the year.

### Training and Development

- Development of an induction and onboarding training programme, including information on processes on how to raise grievances.
- In 2021 we developed a dedicated Human Rights awareness onboarding training programme, specifically designed for the context in which we operate.

### Projects

- Set up measurable gender equality action goals for the next three years in 2021.

## Measurement of Outcomes

Oasis Management Consultancy works across mixed geographic regions and demographic segments. Our work impacts over 2000 stakeholder personnel in seven countries.

Our 4-hour onboarding training programme is delivered to 100% of all internal staff working for or on behalf of us.

## ENVIRONMENT

UN Guiding Principle 7	Businesses should support a precautionary approach to environmental challenges;
UN Guiding Principle 8	undertake initiatives to promote greater environmental responsibility; and
UN Guiding Principle 9	encourage the development and diffusion of environmentally friendly technologies.

### Our Policy Commitment, Assessment and Goals

Oasis Management Consultancy minimises the direct and indirect impacts of our operations for the environment.

We have implemented five environmental action principles with objectives for our business, as follows:

- **Action Principle 01: Measure and track performance**
  - Implement environmental performance indicators that will enable us to set targets and track progress, including carbon emissions.
- **Action Principle 02: Plan ahead**
  - Assess the environmental impact, when implementing new processes and plans.
- **Action Principle 03: Raise awareness**
  - Undertake initiatives to promote sustainable environmental business practices.
- **Action Principle 04: Choose sustainable supply chains**
  - Opt for sustainable and environmentally responsible supply partners and choose environmentally friendly technologies, where available.
- **Action Principle 05: Reduce, reuse and recycle**
  - Seek to reduce waste and actively recycle and reuse materials and opt for remote work practices, when practical, to reduce carbon footprint.

Environmental issues management is included in our internal risk assessment framework and we also measure our suppliers and third-parties environmental impacts, as part of the due diligence process.

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## Our Actions in this Reporting Period

### Advocacy

- Promotion sourcing local services and products, where possible, to reduce carbon footprint.
- Supporting initiatives for remote work, to reduce carbon footprint due to work related travel and commute.
- Opting for the use of public transport, hybrid and electric vehicles, when practical.

### Training and Development

- Enhancing our induction and onboarding training programme to encompass environmental action principles and objectives training.

### Projects

- Facilitated annual third-party multi stakeholder carbon returns, providing oversight and management for returns collection and reporting process.
- Developed an automated monthly KPI dashboard to a third-party, for an improved data collection system, to track operational activities and environmental impact in several countries.

## Measurement of Outcomes

With the increased remote working practices, prevalent in many parts of the world in 2020, Oasis Management Consultancy achieved a 35% reduction in carbon emissions resulting from work related travel and commute. We have made improvements in our recycling practices and have achieved systematic plastic and recyclable materials collection.

The core environmental risk identified in our environmental risk assessment in this reporting period, indicated a potentially disproportionate carbon footprint resulting from procurement practices. This resulted in a conscientious effort to opt for local / regional suppliers, where practical. Our progress continues to be monitored in future assessments.

## ANTI-CORRUPTION

### UN Guiding Principle 10

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

### Our Policy Commitment, Assessment and Goals

Oasis Management Consultancy has zero-tolerance for bribery and corrupt activities. As a business, we constantly uphold all laws relating to anti-bribery and anti-corruption in all jurisdictions in which we operate.

We continuously work to enforce systems that ensure bribery and corruption is prevented and are committed in raising awareness of anti-bribery and anti-corruption practices with our internal and external stakeholders and third parties, particularly where there is a potential risk of bribery or corruption.

Oasis Management Consultancy [Anti-Bribery Policy](#) is released on the Company's website, Governance section. The policy describes our approach and sets expectations for our internal and external stakeholders, in several areas, including:

- Gifts and hospitality practices
- Zero facilitation payments
- Charitable contributions practices

We also ensure that the necessary anti-corruption provisions are enshrined in all our contractual agreements with our stakeholders. Agreements the business makes are subject to clear contractual terms, including specific provisions requiring compliance with minimum standards and procedures relating to anti-bribery and anti-corruption.

Our supplier and third-party due diligence processes are designed to minimise risks contracting with non-compliant entities.

Our Anti-Corruption Policy and the related procedures, form an integral part of our internal governance and compliance framework, which also involve appropriate sanctions screening measures.

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## Our Actions in this Reporting Period

### Advocacy

- Communicating company's Anti-Bribery Policy to suppliers and third-parties prior to onboarding.
- Including anti-bribery and anti-corruption as an integral part of supplier and third-party risk assessment.

### Training and Development

- Providing stakeholder training on anti-bribery and corruption requirements and company policy.

### Projects

- Carried out bribery and corruption risk assessments on all key company stakeholders, including suppliers and third parties.
- Carried out enhanced due diligence on all high and medium risk suppliers and third parties.

## Measurement of Outcomes

Oasis Management Consultancy has maintained detailed and accurate financial records, including third-party audited financial reports, containing records of all financial transactions made and received. This allows transparency and traceability of transactions, ensuring full compliance with our zero-tolerance for bribery and corrupt activities. Our supplier and third-party due diligence procedures have ensured that our supply chain is evaluated and assessed and that appropriate signed contracts and records are in place.

In this reporting period we have engaged in a total of 78 hours of training, learning and development initiatives particularly focusing in the areas of human rights and anti-corruption.

We have established four new strategic and mutually beneficial partnerships with specialist industry and interest groups in order to positively impact stakeholders within our network, to strengthen practices in the areas of human rights, labour, environment and anti-corruption.

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## ABOUT THIS REPORT

Since July 2020, Oasis Management Consultancy has been committed to the UN Global Compact corporate social responsibility initiative and its principles in the areas of human rights, labour, environment and anti-corruption.

As part of this commitment, we have agreed to provide annual reporting of our progress in these key areas.

This report has been prepared to communicate highlights of progress, initiatives and activities that Oasis Management Consultancy has undertaken to support the UN Global Compact primary goals and principles.

This report covers the period between July 01, 2020 and June 30, 2021.

For any queries relating to this report, please contact us at [info@omcdxb.com](mailto:info@omcdxb.com). Further contact details and our visiting address is provided on our website at <https://omcdxb.com/contact-us>.

Our key policies, referenced in this report, are available on the company website, governance section at <https://omcdxb.com/governance>.

This report will be published on the UN Global Compact website and communicated to our stakeholders via the company website and, in some cases, by email.

### Oasis Management Consultancy

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