

Edelman has been a proud participant in the United Nations Global Compact since March 2001, and I am proud to affirm our continued support for the 10 principles of the Compact with respect to Human Rights, Labor Rights, Environment, and Anti-Corruption.

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. We also commit to sharing this information with our stakeholders using our primary channels of communication.

### 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.

The key tenets of Edelman's business are reputation, leadership, and transparency. Respecting human rights is therefore an essential part of how we do business and is particularly relevant to our employees, our supply chain, and our clients. As a signatory of the Global Compact, we support internationally recognized principles regarding human rights, including the United Nations Declaration on Human Rights.

Our Human Rights Policy and Code of Conduct detail Edelman's approach to ensuring human rights are respected within our company walls as well as within our supply chain and by clients. Our Human Rights Policy includes our commitment to equal opportunity, fair pay, safe and healthy working conditions, freedom of association and right to collective bargaining, security, a healthy environment, and ethical actions. We also condemn child labor, forced labor, discrimination, harassment, and bribery. Many of these commitments are echoed in our Code of Conduct, particularly

better ensures that the voices of diverse populations are heard and respected.

We have also focused on employee health, safety, and well-

there were pay gaps between white employees and employees of color as well as between men and women. The analysis, which was conducted by an independent third-party, showed parity in pay among all groups in both studies. We have committed to conducting this analysis every year to ensure we continue to do right by our employees.

We also rolled out an unconscious bias training this past year to better engage leaders and employees on understanding their biases which may contribute to unintentional discrimination or harassment at Edelman. This training is in addition to our other mandatory trainings on dignity at work and the Code of Conduct, which both address Edelman's prohibition on discriminatory behavior and harassment. This training is required for all employees globally, and we will continue to work to train all employees over the coming year.

We also have several ongoing efforts to create a work environment where DEI is woven into our culture, behaviors, processes, and operations. They include maintaining seven employee network groups, increasing training and recruitment efforts, and establishing more diverse external partnerships, among others. For more information on our DEI programs as well as demographic information, please review our [FY20-21 Global Citizenship Report](#).

Business partners are also expected to respect labor rights and standards, and these expectations are detailed in our Code of Ethics for Suppliers and Service Providers. These expectations include the rights to free speech and association, zero tolerance for forced or child labor, fair compensation and working hours, anti-discrimination and harassment, and respectful and dignified treatment of employees.

Edelman is assessed on our labor rights related impacts every year through the EcoVadis assessment. This assessment analyzes our policies and practices as they relate to labor rights, which contributes to our overall rating.

The Listen Line referenced in both the Human Rights Policy and Code of Conduct is also available for employees to report labor rights grievances. Our Legal and Compliance and Human Resources functions, who are both responsible for protecting labor rights within our organization, oversee comments that come in through the Listen Line or other channels, investigate any claims, and determine appropriate actions based on company policy or other laws or regulations.

## **Environment**

Principle 7: Businesses should support a precautionary approach to environmental challenges;

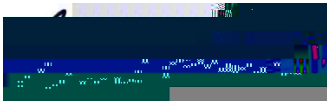
Principle 8: undertake initiatives to promote greater environmental responsibility; and

data storage that decreases the energy use of our server rooms. We also made web conferencing and video calling available to all employees to reduce the need for travel. We are committed to continuing these reductions by analyzing our office footprints and reducing square footage where practicable, putting tighter restrictions on business travel, and engaging with our suppliers to reduce emissions in our supply chain.

Edelman is committed to reducing and diverting waste wherever possible. While the pandemic has hindered our ability to implement all the waste initiatives we hoped to this year, we have still made great progress. We are actively working on achieving a 50 percent waste diversion rate in all our offices globally and hope to do so by 2025. Almost one-third of

ten principles.

Sincerely,



Richard Edelman, CEO