



# UNLOQ

## Corporate Social Responsibility Pledge

As the world faces growing global challenges, the quest for sustainable development has transformed from an aspirational desire to a corporate requirement worldwide. Working with many private and public organisations, UNLOQ acknowledges the importance of addressing these challenges and is becoming more persistent in our commitment to incorporating the concepts of Corporate Social Responsibility (CSR), and Sustainable Development Goals (SDGs) into our work internally and in our collaborations with our clients. Besides, we also want to contribute to a better environment and create the smallest possible footprint.

UNLOQ specialises in learning and development activities at workplace that help individuals, teams and organisations reach their maximum potential. Our approach doesn't solely expand on learning but also the practical application of skills in a self-reflective way that enables our clients to adapt, grow, and reach their goals. As a company, we are aware of the potential links between personal/organisational development and development at the global level. At UNLOQ, we been working to integrate our mission with the broader goals established in the United Nations' 2030 Agenda for Sustainable Development. We realise the needs within the *Capacity Building* pillar of SDG 17 (United Nations, 2023) by integrating our services in which we bring expertise, experience, access to knowledge, and an aptitude to innovate according to our clients' needs. We understand that *Capacity Building* pillar refers to communicating knowledge and facilitating an environment where individuals and organisations can discover and leverage their potential. We do this by:

- **Knowledge and Skills Development**

UNLOQ specialises in comprehensive capacity building through our learning and development activities for both individuals and organisations. Through tailored training programs, coaching, and bespoke hands-on skill development sessions, our aim is to provide our clients with the knowledge and mindsets necessary to thrive in their career paths. We provide a wide range of services, such as leadership development programmes, coaching services, masterclasses, workshops, webinars, peer supervision groups on themes like DEI, gender diversity, gender equality, psychological safety, non-violent communication, etc. We work both with the humanitarian and corporate sector and partner with organisations in women in leadership programmes, and programmes that support gender equality and empower people of colour in leadership roles.

- **Institutional Strengthening**



Our mission and strategy are to enable organisations, businesses, and governmental bodies to not only operate at peak efficiency but also adjust and flourish in constantly changing work environments, guaranteeing long-term growth and adaptability. By targeting areas such as workspace and leadership skill enhancement, diversity and increased productivity in the workplace, alignment with goals, changing mindsets to flourish leaders, and team cohesion; we contribute to our clients with institutional strengthening.

## Elaboration on our External CSR Initiatives

Further, our growing commitment to SDG 17 *Capacity Building* pillar directly intersects with the *Inner Development Goals* that have been set to accelerate the achievement of SDGs (Inner Development Goals, 2023), particularly in the context of the workplace learning and development services we provide:

- ✓ Through our learning and development activities, people working for NGOs, international organisations, and private enterprises can develop their skills and grow in their workplaces. We support the fostering and creation of a workforce that is competent and skilled by facilitating their progress. In doing so, we consider and respond to different learning needs by offering varied forms of work and, where necessary, tailoring the form of our services to people with special needs.
- ✓ Effective workplace abilities also generate better team dynamics, which corresponds with the inner development goal of facilitating healthy and productive work settings. Our learning and development services encourage better team collaboration and diverse leadership. Tools and strategies we provide contribute directly to the goal of building a harmonious and healthy workplace.
- ✓ Fostering workplace-related skills through capacity building can also be considered as an investment in leadership capabilities, aligning with the program's internal objective of helping supervisors/leaders flourish. By providing individuals/groups with coaching in building these exceptional skills, we not only help them succeed in their career, but we also help to develop a pool of talented leaders and circulate the knowledge among the organisations.
- ✓ Through our learning and development activities, we also facilitate innovation within the organisations that we work with. A culture of adaptability and continuous improvement adds to the capacities of institutions, as mentioned in SDG 17. Through our coaching, we encourage individuals to flourish in their learning journey by facilitating critical thinking, and innovative problem-solving skills.



- ✓ The adoption and commitment to SDG 17 is a direct reflection of UNLOQ's objective to make an impact. By supporting international organisations and NGOs in their efforts to build their workforce capacity, through our coaching services, we are actively contributing to SDG 17 and making use of IDGs (Inner Development Goals) to make a positive impact.

## Internal anchoring of our CSR: walking the talk

At UNLOQ, we believe that impactful responsible business practices start within the culture of a company. Our commitment to the CSR framework in our collaboration with our clients is an extension and a strong reflection of our company culture. Our dedication to CSR is embedded in all aspects of our interactions, both in our collaboration with our clients and within our organisational framework. We walk the talk and lead by example. UNLOQ's dedication to promoting a company culture of inclusivity, and diversity, and advocating for social responsibility is deep-seated in our internal approach and company profile. Our vision is shaped around integrating CSR ideas into our internal practices and company culture which represents our belief in DEI values and strengthening our corporate responsibility internally and using this as a driver to facilitate a positive societal change. At UNLOQ:

- ✓ We believe in the infinite power of people. Our purpose is to inspire change from within – impacting those they lead, work & live with. We are aware of the privilege and the responsibility that comes with this. To live up to that purpose, we have a code of conduct and ethical behaviour from which we operate. This code can be found online here: [Our Commitment](#) because we firmly believe in transparency. We want people working for and with us to know what drives us and the behavioural approach they can expect from us, and we want to be held responsible and accountable.
- ✓ Our associates are coaches and facilitators from a wide variety of backgrounds and identities. We understand that we look at our work, each other, and the world from a wide range of perspectives. To nurture this diversity, we organise regular Community calls, so that we can learn with and from each other about topics relevant to our profession and our relationships. For example, we have been organising a series of Community calls around the Inner Development Goals (IDGs). Our facilitator's profile is based on these IDGs to support our facilitators in working and behaving in a sustainable way.
- ✓ Collaboration constitutes the core of our CSR strategy. We believe in strategically forming partnerships with our clients to facilitate social impact. We co-create with our clients to offer tailor-made services and synthesise diverse visions. The programmes we offer are delivered by a diverse team of coaches or facilitators, so that participants can recognise themselves in the people who guide them.



- ✓ Our commitment to inclusive language is reflected in the thorough update of our materials, ensuring the use of gender-neutral language. Our website serves as a visual representation of our commitment, depicting a diverse community. This portrayal symbolises our dedication to inclusivity and representation, fostering an environment where everyone feels valued and respected.
- ✓ We encourage flexible work policies and supportive measures within our company. Our approach to flexible work practices showcases our dedication to the welfare of our co-workers. We believe that enabling flexible scheduling facilitates a healthy work-life balance for them. Furthermore, through a comprehensive package of days off and leave arrangements, including maternity leave, parental leave, and transition leave we support our staff through the important events in their lives.
- ✓ We not only want to integrate DEI into our services but also actively support DEI initiatives that are related to our work or network. We show solidarity with the LGBTIQ+ community by participating in events like Pride Walks. Beyond symbolic gestures, we aim to build an environment of equality and inclusion beyond our organisational borders. We are also trying to create awareness through our communication initiatives. We have a podcast series on a diverse array of topics to create awareness among our clients and the public.
- ✓ All associates who work for us as coaches also commit to special short pro-bono coaching projects that we run. This initiative aims to give back to the community while utilizing our services for social responsibility.

## **Caring for our environment and reducing our footprint**

Besides the above CSR initiatives, we also want to contribute to a better environment and create the lowest possible footprint. We therefore take a range of measures to ensure this including:

- ✓ Logistics: we try to travel as little as possible, and if we travel, to use public transport whenever possible. For this reason, our offices are always close to a bus or train station so that we are easily accessible for staff members and visitors via public transport. And when we give staff members a lease car on use, it is an electric one.
- ✓ Remote as default: we try to work remotely as much as possible. It is even possible to work 100% remotely. Because of this policy, all new staff members receive a fully equipped workplace with ergonomic (adjustable) desk and desk chair, large monitor, and laptop upon starting. In this way, we try to reduce commuting.



- ✓ Offices: our offices are sustainably designed, energy efficient i.e. heating and lights are automatically on when people are working in the office and automatically off when staff members are not in. In our offices, we choose sustainable furniture and office materials. We print as little as possible and aim for paperless offices, remote workers do not even have a printer. We have recycling bins for paper, plastic, glass, and other recyclable waste and recycle materials wherever possible. We have many green plants to improve air quality and brighten up the working environment.
- ✓ Online services: most of our services take place remotely and online, we also hold mostly virtual meetings. This way UNLOQ significance reduces (travel) emissions.

## References

Inner Development Goals. (2023). IDG framework – Inner Development Goals.

<https://www.innerdevelopmentgoals.org/framework>

United Nations. (2023). Goal 17 | Department of Economic and Social Affairs.

<https://sdgs.un.org/goals/goal17>

UN Global Compact. (2023) <https://unglobalcompact.org>