



Sustained Value Advisors **Sustainability Policy Statement**

April 01, 2025

1. Introduction

Sustained Value Advisors is a purpose-driven consulting firm committed to integrating the principles of sustainability, ethical business, and social responsibility into our work. As a supporter of the **United Nations Global Compact**, we are dedicated to aligning our operations with its **Ten Principles** in the areas of **Human Rights, Labour, Environment, and Anti-Corruption**, and to advancing broader UN goals such as the **Sustainable Development Goals (SDGs)**.

2. Scope

This policy applies to all members, employees, contractors, and operations of Sustained Value Advisors.

3. Guiding Principles

A. Human Rights

- We support and respect the protection of internationally proclaimed human rights.
- We strive to ensure that we are not complicit in human rights abuses in our work or in our value chain.
- We prioritize equity, dignity, and inclusion in all client engagements and internal decision-making.

B. Labour

- We uphold freedom of association and the effective recognition of the right to collective bargaining.
- We do not tolerate forced labour, child labour, or any form of discrimination in employment or client selection.
- We promote flexible, safe, and respectful working environments for ourselves, collaborators, and members.

C. Environment

- We take proactive steps to reduce our environmental footprint, including:
 - Prioritizing remote work and low-impact travel
 - Preventing and minimizing waste and energy use
 - Choosing environmentally responsible suppliers and service providers
- We aim to track and offset our emissions and support environmental initiatives when feasible.
- We advocate for sustainability in our consulting engagements and encourage clients to adopt long-term, climate-conscious thinking.

D. Anti-Corruption

- We reject all forms of corruption, extortion, and bribery.
- We maintain transparency in our financial and business dealings and comply with all applicable laws and professional standards.
- We avoid conflicts of interest and ensure independence in our work and recommendations.

3. Governance and Implementation

Given the nature of our consulting firm consortium of individuals, each team member plays an active role in upholding these commitments. We:

- Integrate these principles into project planning, business development, and vendor selection
- Reflect annually on our progress and opportunities for improvement
- Remain open to feedback from clients, partners, and peers to enhance accountability

4. Reporting and Communication

We are committed to transparent communication and intend to report informally on our sustainability practices and alignment with the UN Global Compact (e.g., through a yearly update on our website or in client materials). We are also open to collaborating with clients and other partners on joint sustainability and impact initiatives.

5. Policy Review and Accountability

This policy will be reviewed annually. All employees, employees, contractors, suppliers and operations of Sustained Value Advisors are responsible for upholding the guiding principles outlined, and we welcome open discussion about new ways to improve our sustainability approach.