
Our commitment to the UNGC: A letter from our CEO



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At Tangent our raison d'être is to facilitate global communication interconnectivity and opportunities offered by 'The Internet of Things'. In doing so, the services we provide in over 175 nations around the world ensure our clients meet their important delivery schedules whilst at the same time opening up exciting work and development opportunities for engineers working in the Telecoms, Technology & Engineering Sectors.

As a medium-sized Services Company our impact upon global communities is relatively small but we nevertheless are passionate about being a force for good and look to punch above our weight. Through our Corporate & Social Responsibility (CSR) strategy we are committed about deploying our skills, our voices and the relationships we build to influence and work with others to make a difference, generate change and create a lasting positive impact on the world around us.

The CSR articles on our website record many of the initiatives that we undertake throughout the year and towards the end of 2015 we opened ourselves up to Ecovadis*, who after assessing the various Policies and Procedures we have in place around the key principles of the United Nations Global Compact and other CSR standards, awarded the Tangent International Group with a silver rating – placing us amongst the top 17% of our peer group.

Another way that we demonstrate our commitment to CSR initiatives is by signing up to the United Nations Global Compact (UNGC).

The Tangent International CSR Strategy focuses on our relatively unique position in a 'people business' sector and looks to leverage the contacts we enjoy with individuals and corporations worldwide to create value for clients, people and communities and increasing the impact of our activities. This strategic intent manifests itself through the following main themes:-

Leadership and Influence

We want to be leaders in CSR and the promulgation of CSR initiatives, and aim to use our Management team's expertise, our position in the industry, combined with our staff's enthusiasm, to raise awareness through the supply chains we engage with. We aim to do this throughout our company, within the ICT community and, most importantly, with our supplier base.

We look to encourage and promote diversity and the hiring of disabled workers in the ICT industry.

We encourage our colleagues, clients and most importantly our suppliers to run their operations in a sustainable and responsible way – preferably to the UNGC standard.

Our People - staff

Our business succeeds because of the commitment, enthusiasm and energy of our staff. We aim to promote and maintain a happy and healthy workplace and staff wellbeing is a fundamental part of everything we do. Ingrained in to our culture is a 'can do' attitude and this is one of the key attributes we look for when hiring staff. We believe in training and developing our people, and always encourage them to take on additional responsibilities as soon as they feel able – whether at the work place or through engagements with local communities through sponsored charitable events or through giving time and experience.

Our People – consultants.

We provide numbers of consulting staff to customers all over the world. We take great care in the selection of these consultants and in their pastoral care once on-site. We do not believe in just 'parachuting' people unprepared in to a role but prefer to provide 24 hour help-lines and a global network of support which includes health, financial and interpersonal support.

The Environment

As an office-based company providing services that are centred around information systems our environmental footprint is low – certainly when compared against manufacturing companies. Nevertheless we take environmental stewardship very seriously and strive through a number of initiatives to minimise the environmental impact we have in our business activities. These initiatives have allowed Tangent International to become a Zero Landfill Company and have also substantially reduced the volume of greenhouse gas emissions from our Head Office processes. We also source office consumables from sustainable or recycled sources wherever feasible.

Tangent International will continue to engage with stakeholders and communities to have a positive impact in the places where our staff or our consultants live and work. I look forward to continuing Tangent International's work with the UNGC, and furthering Tangent International's commitment to doing the right thing and being a catalyst for positive change.

Simon Dear,

CEO, Tangent International Limited

Ecovadis – This is the first collaborative platform enabling companies to monitor the Sustainability performance of their suppliers.

Process and Methodology- EcoVadis assesses 21 criteria across four themes of Environment, Fair labor practices, ethics/fair business practices, and supply chain. It is built on international CSR standards including the Global Reporting Initiative, the United Nations Global Compact, and the ISO 26000, covering 150 spend categories and 140 countries.