

2016 Corporate Citizenship Performance



Global Results (January 1, 2016– December 31, 2016)

Progress Indicators

● Meeting Target
 ● Partially Meeting Target
 ● Not Meeting Target

Overall Performance



Volunteerism



Sustainability



Engagement



Key Performance Indicator	Performance	Key Performance Indicator	Performance	Key Performance Indicator	Performance
Over 70% of employees participate in Volunteerism	Over 64% internal and external employees participated in skills-based volunteerism ●	All paper product purchased is at least 50% recycled content	100% of papers used in the office are at least 50% recycled content ●	At least 50% of leadership position is help by diverse group	2/3 of leadership position filled by diverse resources ●
At least 4 hours of pro bono work per FTE	Over 80% of employees participated in 4 or more hours of volunteerism ●	The default on all printers are set to print double-side	100% of printers are set to print double-sided ●	At least 80% of employees are trained in basic Compliance	100% of our employees are trained in basic Compliance principles and policies. ●
On-time reporting of volunteering opportunities	Quarterly communication of volunteering opportunities in all offices ●	At least 80% of paper, plastic, and glass wastes are recycled	Over 95% of paper, plastic, & glass wastes are recycled ●	At least 80% of employees are trained in Anti-Corruption	100% of our employees are trained in Anti-Corruption ●
On-time reporting of volunteer hours	100% of offices reported volunteer hours on-time ●	Increase telepresence technology in Bluehawk offices by 50% by 2016	Telepresence technology in available in all Bluehawk offices ●	At least 80% of employees are trained in labor practices and human rights	100% of our employees are trained in labor practices and human rights ●
		Reduce Corporate Air Travel by 50% by 2018	On track to exceed target by end of 2017 ●	At least 80% of employees are trained in business practices and ethics	All BH resources are trained in business practices and ethics ●
		Improve energy efficiency and reduce energy consumption by each employee 10% YoY	Continued procure energy efficient products and reduced energy consumption by more that 10% ●	At least 80% of employees are trained in protection of assets and intellectual property	All BH resources are trained in protection of assets and intellectual property ●
		At least 30% of employees carpools or rides public transportation 20% of the time	Over 30% of employees ride public transportation or carpool at least 20% of the time ●		