



Contributions towards the Sustainable Development Goals

Reporting on our progress in relation to
the attainment of the Sustainable
Development Goals

The 17 Sustainable Development Goals

The Sustainable Development Goals (SDGs), also known as the the Global Goals, are a set of 17 integrated and interrelated objectives to end poverty, protect the planet, and ensure that humanity enjoys peace and prosperity by 2030.

Sterling Lexicon welcomes the SDGs and will play our part in helping governments and societies to achieve them. We have considered all of the SDGs during the development of our Environment, Social and Governance (ESG) strategy and understand that the actions we take as part of our ESG activities help contribute to all 17 of the SDGs.

More information about the SDGs can be found [here](#).



Priority Sustainable Development Goals

Sterling Lexicon is committed to all 17 of the United Nations Sustainable Development Goals (SDGs), focusing on those of highest priority, where we can have the biggest impact through our business activities, while ensuring our chosen SDGs cover all four principle areas of the United Nations Global Compact Agreement, to which we have been a signatory since 2013.

3 GOOD HEALTH
AND WELL-BEING



10 REDUCED
INEQUALITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Priority Goal 1

3 GOOD HEALTH
AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages

Sterling Lexicon fosters a culture and environment in which our workforce can thrive, while providing solutions for our clients that support happy and productive assignees and supporting local initiatives that benefit the health and well-being of the communities in which we live and work.



Supporting expatriate well-being

Client solutions

Solutions to support expatriate health and well-being such as tailored services to individual needs, adapting services to meet local requirements and post-assignment support.

Thought leadership

Hosting webinars and panel discussions, partnering with industry experts, and utilizing industry events and publications, to highlight the importance of expatriate well-being and how this can benefit relocating employees, and improve assignment success rates.

Policy consulting

Provision of policy support and consulting to encourage the inclusion of expatriate well-being, such as personalized services, mentor programs, and training sessions, into assignment policies.

Sterling Lexicon has partnered with [Positive Expatriation](#) to empower companies to support their expatriate employees while driving organizational success.

Our partnership has resulted in:

- ["Supporting Global Workforce Well-being" Whitepaper](#): Exploring actionable strategies designed to build a resilient, high-performing expatriate workforce.
- Meaningful panel discussions at top industry events, providing valuable insights and practical advice.
- Featured [Article in International HR Advisor Magazine](#)

We are committed to addressing the unique challenges expatriates and their families face, including:

- The power of positive psychology in fostering lifelong skills.
- Why well-being is integral to organizational resilience and success.
- Tailored approaches that support expatriates and their families.
- Practical strategies for implementing effective well-being programs.





Supporting Global Workforce Well-being
Highlights from a collaborative discussion


Featuring research from: 
WERC INNOVATION THEATER
Surviving to Thriving:
How fostering holistic expatriate well-being benefits employers & employees
October 23rd
12:35 - 12:55pm EST
Presenters:

Janet Olkowski

Patrick Michaels

Well-being in the workplace

Sterling Lexicon is committed to its duty of care, ensuring the health, safety, and welfare of all employees, as well as others who may be affected by our business. We uphold this responsibility by embedding initiatives that prioritize physical and mental wellbeing, fostering a supportive and healthy workplace culture.

Our approach includes:

- Proactive measures: Implementing actionable strategies to manage and mitigate risks to employee wellbeing
- Comprehensive training: Equipping all employees and line managers with the tools and knowledge to identify and address physical and mental health challenges effectively
- Ongoing support: Providing individual assistance and regularly running awareness programs to reduce stigma and foster open conversations about physical and mental health

Sterling Lexicon actively works to reduce workplace stress and create an environment where employees feel supported and empowered. By integrating these principles into our daily business practices, we demonstrate our unwavering commitment to protecting our teams while promoting a culture of safety and care.

Proactive measures

- Dedicated Well-being Policy which sets out our obligations to maintain the mental health and well-being of all employees.
- A suite of policies underpinning our commitment to employee health and happiness, including Health & Safety, Workplace Violence and Bullying, and Discrimination and Harassment
- A dedicated well-being hub provides access for all employees to advice covering all aspects of well-being including mental and physical health, safety and financial well-being
- Employee Champions focused on well-being are in place to support and communicate business initiatives as advocates of this focus area

Comprehensive training

- Mandatory induction and refresher training for all employees covering Health & Safety, Workplace Violence and Bullying, and Discrimination and Harassment
- Additional development courses to enhance productivity, teamwork and communication skills

Ongoing support

- Employees with a minimum of six months service can apply for flexible working, including amending working hours and working from home
- Hybrid working arrangements provide a work structure that supports flexibility, productivity and engagement
- A confidential Employee Assistance / Well-being Program, offering programs, webinars and free online coaching opportunities
- U.S.-based employees benefit from a Wellness Day Off, which can be claimed by uploading an annual wellness screening to our HRIS.

Supporting expatriate well-being

Applying the right approach to our service delivery;
retaining the human touch to ensure alignment with
individual relocating employee requirements enhanced
by user-friendly technology

Our approach includes:

- Applying the right approach to our service delivery: retaining the human touch to ensure alignment with individual relocating employee requirements, tailored services to individual needs and adapting services to meet local requirements.
- Client Solutions: Highlighting the benefits of considering expatriate well-being in assignment policies, such as mentor programs, post-assignment support and training sessions.
- Thought leadership: Hosting webinars and panel discussions, and utilizing industry events and publications, to highlight the importance of expatriate well-being and how this can benefit relocating employees, and improve assignment success rates.

In 2024, Sterling Lexicon partnered with Positive Expatriation



In two sessions moderated by Sterling Lexicon's Chief Commercial Officer, Daniel Halfpap, several industry professionals shared their unique perspectives and expertise.

Global assignments are often exciting adventures and career-enhancing opportunities for employees. But they also inevitably present some bumps in the road at various times throughout the entire journey, raising a variety of emotions for everyone involved. Recognizing that – and sufficiently educating employees and their family members about it before they accept an assignment – are key ingredients for success.

Priority Goal 2



To reduce inequality within and among countries

Sterling Lexicon advocates for inclusion, diversity and social mobility within, and on behalf of, our community, and ensures Sterling Lexicon is a fair and inclusive place to work.



Diversity, Equity and Inclusion in the workplace

Sterling Lexicon is committed to fostering a diverse and inclusive working environment while providing equal employment opportunities to all.

Sterling Lexicon understands that diverse and inclusive teams are best positioned to ensure happy, productive people to contribute to innovative, industry-leading ideas. Thus, Sterling Lexicon has implemented measures to create equal employment opportunities and promote diversity, equity and inclusion in our working environment:

- Recruit, hire and promote: we recognize the value of recruiting, hiring and promoting Employees and potential employees with different backgrounds, experiences, perspectives and beliefs. Company focuses its internal and external hiring practices on creating equal employment opportunities with diverse and inclusive applicant pools at all levels.
- Compensation: Sterling Lexicon's compensation and performance review processes are objective and consistent with industry standards. We consider the duties, functions, and competencies required to perform the core functions of a job when making compensation decisions and conducting performance reviews. In addition, we actively monitor our compensation and performance review practices to avoid a potential violation of applicable law or adverse impacts on our employees.
- Professional development: Sterling Lexicon encourages all employees to develop and advance their careers through learning and training opportunities, and we actively find new and innovative ways to encourage employees to further enhance their skills and experiences while broadening their personal and professional development.
- Training: Sterling Lexicon has, and makes available to all employees, training on diversity, equity and inclusion in the working environment. The training promotes sensitivity, facilitates open and honest communication, and increases self-awareness on matters relating to equality, diversity and inclusion. The training also reinforces employees' responsibility to report good-faith concerns.

Supply chain

Look at your data. Analyse your assignment population and compare it to the overall employee population. Are there groups that are underrepresented (or not represented at all)? Why?

Global mobility can contribute to DE&I by making assignment information and opportunities more readily available throughout the organization, widening candidate selection processes and providing different types of policy support to encourage underrepresented individuals to be able to successfully take on assignments.

Sterling Lexicon shares our industry insights and communicates trends to our client portfolio through our Client Solutions and Thought Leadership teams.

Global Mobility for (Crash Test) Dummies

Gender gaps in data collection have serious consequences. Firms are increasingly investing in Environmental Social Governance (ESG) and Diversity, Equity and Inclusion (DEI) initiatives, both of which are integral strategies in attracting and retaining talent.

Global mobility can contribute to ESG and DE&I by making assignment information and opportunities more readily available throughout the organization, widening candidate selection processes and providing different types of policy support to encourage underrepresented individuals to be able to successfully take on assignments.

Please click on the image to read Sterling Lexicon's white paper on how Diversity, Equity and Inclusion fit into your Global Mobility and Talent Management programs.



Interns: A Golden Opportunity to Win at DEI

While they may not be the first group to come to mind when seeking to fill your talent pipeline, overlooking interns could be putting your company at a disadvantage in more ways than one. Undervaluing or underinvesting in the intern population could not only lead to missed opportunities to fill key roles, but it could also be the reason many organizations are falling behind on meeting diversity, equity and inclusion (DEI) goals.

Many employers are already deliberately investing in those about to enter the workforce with better salaries, more benefits and relocation packages. Integrating their DEI strategies within their intern programs further helps them stay a step ahead of the competition.

Please click on the image to read Sterling Lexicon's article on how Interns can influence the success of a Diversity, Equity and Inclusion programs.

Interns: A Golden Opportunity to Win at DEI

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According to the National Association of Colleges and Employers (NACE), 88 percent of employers had formal diversity recruiting efforts in 2021. They also noted 67 percent of employers allocated more resources to recruit historically marginalized students.

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Priority Goal 3



Ensure sustainable consumption and production patterns

Sterling Lexicon promotes sustainable practices, working with our employees, clients, and supply chain to reduce the consumption of resources and advocate corporate responsibility.



Well-being in the workplace

Proactive measures

- A suite of policies underpinning our commitment to employee health and happiness, including Health & Safety, Workplace Violence and Bullying, and Discrimination and Harassment
- A dedicated well-being hub provides access for all employees to advice covering all aspects of well-being including mental and physical health, safety and financial well-being
- A confidential Employee Assistance / Well-being Program, offering support, guidance, and counseling that can help employees and their families resolve personal challenges
- Hybrid working arrangements provide a work structure that supports flexibility, productivity and engagement
- Employee Champions focused on well-being are in place to support and communicate business initiatives as advocates of this focus area

Comprehensive training

- Mandatory induction and refresher training for all employees covering Health & Safety, Workplace Violence and Bullying, and Discrimination and Harassment
- Additional development courses to enhance productivity, teamwork and communication skills

Ongoing support

- **Flexible working**
- A confidential Employee Assistance / Well-being Program, offering programs, webinars and free online coaching opportunities
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Responsible supply chain

All members of our supply chain are subject to compliance and governance due diligence assessment, including a review of Anti-Bribery and Corruption, Human Trafficking, Health & Safety and Environmental processes, through Jaggaer, a third party procurement platform.

Risk monitoring

Initial assessment and ongoing monitoring of supply chain risk across categories including sanctions lists, politically exposed people, adverse media and reputational screening, through Navex Risk Rate, a third party programme built around the requirements of the FCPA, UK Bribery Act, OFAC and related laws and regulations

Mandatory requirement for all members of our supply chain to adhere to our Supplier Code of Conduct, confirming they will follow Sterling Lexicon's responsible business requirements, including Anti-Bribery and Corruption, Human Trafficking, Environmental and Health and Safety

Mandatory requirement for all members of our supply chain to sign a Data Protection Agreement, confirming they will adhere to Sterling Lexicon's data protection and GDPR requirements

- Provision of a confidential Compliance Helpline allowing members of our supply chain to report a good faith concern regarding fraud, abuse, waste or other misconduct

- Wherever possible, Sterling Lexicon partners with suppliers who are committed to supporting our environmental initiatives with their own eco-friendly practices, helping us to deliver the most

Sustainable practices within our supply chain

Client solutions

Solutions to support expatriate health and well-being such as tailored services to individual needs, adapting services to meet local requirements and post-assignment support.

Thought leadership

Hosting webinars and panel discussions, and utilizing industry events and publications, to highlight the importance of expatriate well-being and how this can benefit relocating employees, and improve assignment success rates.

Supply chain

Provision of policy support and consulting to encourage the inclusion of expatriate well-being into assignment policies.

Priority Goal 4



Take urgent action to combat climate change and its impacts

Sterling Lexicon embeds environmentally friendly practices into our services and management systems to increase our impact on climate action.



Our Progress

Policy

- Environmental Policy detailing clear environmental practices and objectives
- Hybrid Working Policy reducing employee travel GHG emissions by 40%

Actions

- Maintenance of our ISO 14001 accreditation for **12 years**
- Sterling Lexicon focuses on delivering our services as sustainably as possible, this includes a circular economy for household goods packing materials and increased use virtual services to reduce travel emissions
- Environmentally conscious approach to Marketing materials and events, including reusable giveaways, paperless business cards and electronic business cards
- Provision of a confidential Compliance Helpline allowing members of our supply chain to report a good faith concern regarding environmental activities
- Sterling Lexicon partners with suppliers who are committed to supporting our environmental initiatives with their own eco-friendly practices, helping us to deliver the most environmentally conscious service to our clients
- **Sterling Lexicon has sourced the most energy efficient infrastructures for our office locations**
- Employee Champions focused on Environment and Community to support and communicate business initiatives as advocates of this focus area
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Priority Goal 5

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Sterling Lexicon follows guidelines from the most respected organisations to ensure we promote and adhere to the highest standards of professionalism, integrity and ethics.



Our Progress

Policy

- A focus on business ethics, including policies covering Human Trafficking, Anti-bribery and Corruption, and Global Trade Compliance as part of our Code of Conduct and Business Ethics
- Mandatory induction and refresher training sessions for all employees covering our Code of Conduct and Business Ethics, Human Trafficking, and Anti-bribery & Corruption

Actions

- Sterling Lexicon utilises **Navex Global** for our 24/7, confidential compliance telephone and web-based hotline. A reporting tool for employees, suppliers and clients to report a good faith concern regarding fraud, abuse, waste or other misconduct.
- Clear rules on anti-bribery and corruption including zero tolerance of bribes in any form
- Commitment to the strongest information security and GDPR processes, underpinned by our ISO 27001 accreditation and CyberVadis rating
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