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UN GLOBAL COMPACT NETWORK UK

2025 ANNUAL REPORT & ACCOUNTS



Global Compact
Network UK

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INTRODUCTION



Expanding our reach

Now in my third year as Chair of the UN Global Compact Network UK, I am energised by the commitment of our community to drive responsible business practices and accelerate progress towards the UN Sustainable Development Goals (SDGs).

Throughout 2025, the delivery and direction of the UK Network were shaped by an evolving global landscape – from geopolitical uncertainty to a changing climate, deepening social inequalities, and the rapid pace of technological development. The world in which we operate is complex and demanding, but it also brings new opportunities.

The conversations, partnerships, and events within our Network remind me of the power of collaboration and how, together, we can help shape a more resilient, sustainable, and equitable future where business and society can thrive.

In 2025, building on the strong foundations laid over the previous years, we continued to expand our reach, strengthen our operations, and deepen our impact. The year saw strong progress on our strategic plan, many new members, and culminated in our largest Annual Summit to date. We made significant progress in our advocacy and policy work, championing a stronger voice for responsible business directly with the UK government and beyond, while expanding our support for small and medium-sized enterprises – the backbone of our economy and a vital part of the sustainable transition.

Throughout this period of growth, we have remained grounded in our purpose: to help UK companies do business responsibly. This means embedding sustainability into every day business considerations, from the boardroom to the supply chain. We are not only expanding our membership but also strengthening the quality of our engagement opportunities, supporting companies of all sizes to move from commitment to concrete action that they and their stakeholders benefit from.

As we look ahead to the future, we remain committed to investing in our people, programmes and partnerships, strengthening our governance and our ability to help members navigate complexity and drive meaningful impact. We will continue to expand our reach beyond London, deepening regional engagement and fostering collaboration across industries and communities. We will continue to help businesses address emerging challenges in the most pragmatic ways, with shared learning not duplicated efforts, and we will work smart to help shape the policy environment we all operate in.

I want to personally thank our members, Trustees, Advisory Group, and partners for their dedication and leadership throughout 2025, and to recognise the entire UN Global Compact Network UK team for their hard work through the year. It was not an easy year but with shared purpose, we are moving forward – helping to create a future where business delivers both positive societal impact and long-term growth.



David Schofield
Chair, UN Global Compact Network UK

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FOREWORD



2025 was a year of reflection and renewed purpose for the UN Global Compact Network UK, marked by the 25th anniversary of the UN Global Compact and ten years guided by the Sustainable Development Goals (SDGs). We took the opportunity to look back on how far responsible business has come, and to set our sights on what needs to be done to achieve a sustainable and inclusive global economy.

A quarter of a century on, the UN Global Compact has become the world's largest corporate sustainability initiative, grounded in a simple yet powerful idea: that business, guided by our Ten Principles, can take shared responsibility for achieving a better world. The 25th anniversary was not only a moment of pride but also a reminder of the urgency of the work ahead. Progress has been made, but the gap between ambition and action remains. Our Network is focused on helping companies bridge that gap by turning values into measurable impact.

The tenth anniversary of the SDGs brought the same dual message. As we move closer to 2030, progress tracking proves that the latter part of this journey must be faster, bolder, and more collaborative if we are to meet the world's shared commitments. In this context, our role as a Network is clearer than ever: to equip companies with the tools to drive change.

Throughout 2025, we strengthened our capacity to do just that. We invested in our internal systems, people, and programmes to ensure that our support for members was both practical and ambitious. Our thematic teams continued to deliver high-quality programming across Environmental, Social, Governance, and Cross-cutting topics, engaging members on issues ranging from climate resilience and social mobility to human rights, and transparent governance. This report presents highlights from 2025, but if you missed them when first on offer, almost all can be found on our website and on The Academy, our digital learning platform.

Our flagship event, the 2025 Annual Summit at Church House Westminster, convened more than 800 forward-thinking business leaders, policymakers, and partners in person and online to reflect on how businesses can unlock competitive advantage through ESG. Conversations on the day reaffirmed the enduring relevance of the UN Global Compact's Ten Principles and the collective power of partnership to drive change.

Internally, we continued to strengthen our foundations, ensuring our organisation is well-equipped to deliver on its mission. We developed our advocacy work, expanded regional engagement, and strengthened collaboration across teams, while keeping our focus on supporting members at every stage of their sustainability journey.

The anniversaries we celebrated last year remind us that progress takes persistence, and that meaningful change happens when values are lived, not just stated. Together, let's carry forward the momentum of the UN Global Compact into its next 25 years and continue working towards the world envisioned by the SDGs.



Steve Kenzie
Executive Director
UN Global Compact Network UK

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ABOUT US



UNITED NATIONS GLOBAL COMPACT

As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies to align their operations and strategies with Ten Principles in the areas of human rights, labour, environment, and anti-corruption.

64
country networks

178
countries

25,928
global participants

UN GLOBAL COMPACT NETWORK UK

As one of 64 Country Networks, the UN Global Compact Network UK connects UK-based organisations that are part of the UN Global Compact in a global movement dedicated to driving sustainable business. Through an extensive programme of activity, we promote sustainability leadership to create a world we want to live and do business in by inspiring ambition, enabling action, and collaborating to shape the business environment.

936
UK participants

884
business participants

52
non-business participants

6,446,355
UK employees

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GOVERNANCE AND CHARITABLE STATUS

The UK Network is governed by a Board of Trustees who are elected by Network members to oversee the running of the organisation.

Trustees also sit on the Network Advisory Group, along with a diverse panel of Network members, providing invaluable guidance to the Network Secretariat on strategy, programmatic activity, and growth ambitions.

We believe that an effective Board must be diverse. Our Board is currently gender balanced and represents companies of different sizes from a range of industry sectors. Going forward, our Board have committed to strive for diversity across other protected characteristics.

Our Board



David Schofield
Sustainability Director,
Aviva



Charlie Bronks
Head of Responsible
Business,
Crown Agents Bank



Ruth Chapman
Executive Managing
Director,
Dulas



Samuel Gardner
Head of Climate Change
and Sustainability,
ScottishPower



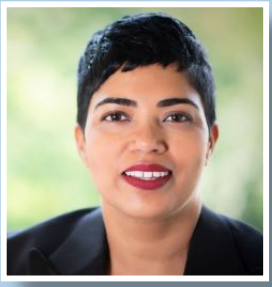
Hiba Khan
Civil Engineer, Rivers
and Catchments,
Mott MacDonald



Rachel Moseley
Director, Sustainability,
London Stock Exchange
Group (LSEG)



Matthew Sparkes
Sustainability Director,
Linklaters



Preeti Srivastav
Group Head of
Sustainability,
Asahi Group Holdings

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The UN Global Compact Network UK was registered as a charity with the Charity Commission for England and Wales on 2 March 2023 (charity registration number 1202147).

OUR CHARITABLE OBJECTS

The objects of the Charity are to promote sustainable development for the benefit of the public by:

(a) the preservation, conservation and the protection of the environment and the prudent use of resources;

(b) the relief of poverty and the improvement of the conditions of life in socially and economically disadvantaged communities; and

(c) the promotion of sustainable means of achieving economic growth and regeneration, in particular, but not limited to, through the advancement of education in subjects relating to sustainable development.

We also promote ethical standards of conduct and compliance with the law in the administration and management of the public and private sectors with a focus on the protection of people and the environment.

We use the oft-cited definition of "sustainable development" from the report of the World Commission on Environment and Development, Our Common Future (1987), which defines it as "development which meets the needs of the present without compromising the ability of future generations to meet their own needs."

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, Charities and Public Benefit.

We engage the general public, government departments, and business and non-business organisations of all sizes through our programmes. We benefit those who attend our events and access our resources, and the public more widely, by improving business practices in line with the UN's Sustainable Development Goals and the UN Global Compact's Ten Principles. We also engage policy-makers to advocate for increased focus on sustainable development in policy and to seek to further educate decision-makers about its importance. Promoting responsible corporate citizenship is recognised as one of the most direct ways to have an impact on the environment, on poverty, and to achieve sustainable development.

The Trustees are satisfied that any private benefit to our members from their membership in the Global Compact Network UK is incidental to the greater and wider public benefit achieved from changing these organisations' business practices.

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STRUCTURE, GOVERNANCE AND MANAGEMENT

STRUCTURE

Global Compact Network UK is a registered charity (England and Wales number: 1202147) and a company limited by guarantee (England and Wales number: 08567552) operating as UN Global Compact Network UK.

The charity's governing document is in the form of Articles of Association dated 13 June 2013 and amended by Special Resolution dated 9 February 2022.

UN Global Compact Network UK is governed by its Board of Trustees, which meets formally at least four times each year and determines the overall strategic direction of the charity. The Board must operate – and ensure that the UN Global Compact Network UK operates – within the rules set out in our Articles of Association, MOUs signed with the United Nations Global Compact Office and The Foundation for the Global Compact, the Global Compact Local Network Quality Standards, and the laws set out in the Insolvency Acts, the Companies Act 2006, and Charity Acts.

The Board is supported by a Network Advisory Group. The Advisory Group provides strategic guidance to the Board of Trustees and Network Secretariat on issues including, but not limited to, the Network's programmatic priorities and delivery, communications, and member recruitment. While the Advisory Group is an important component of the UN Global Compact Network UK's governance model, it does not have legal standing. Group members do not have a formal fiduciary duty to Network members or exposure to any personal liability with regard to the UN Global Compact Network UK.

Prior to 1st September 2024, the day-to-day management of the UN Global Compact Network UK was delegated to another legal entity, The Sustainability Hub, which provided the Network Secretariat. The Board transferred all day-to-day management from The Sustainability Hub to the direct control of Global Compact Network UK personnel from 1st September 2024.

MEMBERS

As a company limited by guarantee, not having share capital, the members of the company Global Compact Network UK have agreed to act as guarantors of the company's liabilities. Each member undertakes to contribute up to £1 in the event of insolvency or of the winding up of the company, as specified in our Articles of Association. This is a common form for non-profit organisations (including charities) in the UK.

Participants of the UN Global Compact and UN Global Compact Network UK are not automatically members of the company. To join the company, an application must be submitted to the UN Global Compact Network UK Board for approval. While being a member of the Network gives access to all our programmes, only members of the company can vote at general meetings and sit on the Board and Advisory Group of the Global Compact Network UK. Only UK-based United Nations Global Compact participants are eligible to join the company; joining is optional, but all participants are encouraged to do so.

On 31 December 2025, there were 343 company members, representing 37% of Network participants. All company members are listed in our Register of Members.

TRUSTEES

Trustees of the UN Global Compact Network UK are committed to the principles and values of the United Nations Global Compact. The Board have overall legal responsibility for the UN Global Compact Network UK and therefore are the persons with general control and management of the administration of the Network. Trustees are also members of the UN Global Compact Network UK Advisory Group.

Trustees are nominated by the Board and their appointment confirmed by company members at the Annual General Meeting. Training is provided for all new Trustees and the current Board received formal third party training during the year to better understand their obligations and duties in applying charity law and guidance issued by the Charity Commission.

Trustees may serve for a period of three years, with the option of re-election or nomination for a further three-year term.

The Trustees during the year are included in the Reference and Administrative details on page 41.

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2025 AT A GLANCE

The UN Global Compact Network UK Community in 2025

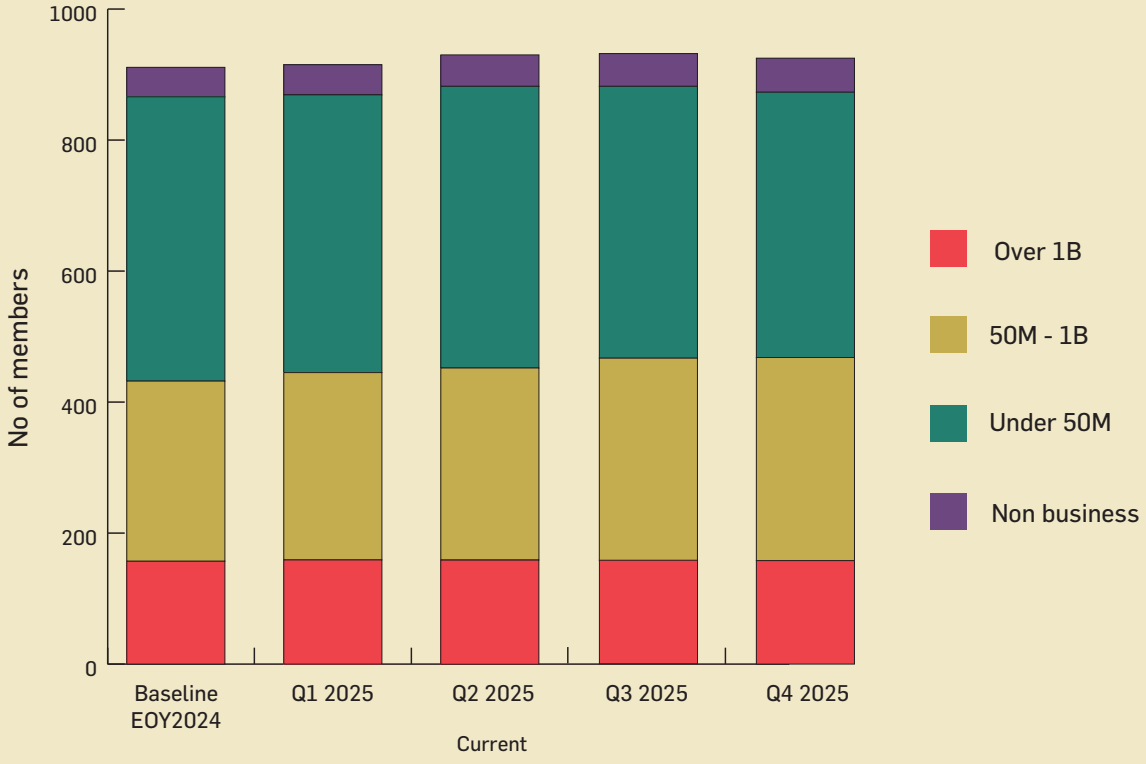
936 UK participants

884 business participants

52 non-business participants

6,446,355 UK employees

Membership breakdown



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Our programming in 2025

Over

9,100

attendees joined our 65 events

On average

89%

of event attendees were highly satisfied by their experience and 81% were inspired to take action after participating

44

companies attended our 3 accelerator programmes

155

companies attended 7 Working Groups

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2025 PROGRAMMING











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Environment

Our Environment Programme supports businesses in setting net zero targets and implementing transition plans in line with science across climate, nature, and water, while also connecting environment and climate issues to social, economic, and governance issues.

In 2025, over 5,000 people joined our various webinar series, including Adaptation and Resilience for Business, Nature Action for Business Starter Series, and Elevating Scope 3 Strategy, gaining the knowledge needed to drive business action in these key areas. We continued our Circular Economy, Nature, and Climate Working Groups, engaging more than 50 participant organisations. We also co-hosted events at London Climate Action Week on water resilience and carbon footprinting, bringing together business and academic leaders to advance collective climate action.

We expanded our influence and strategic partnerships through participation in the Broadway Initiative's alliance on net zero, the European Peer Learning Group on Climate, and the UK Business Group Alliance for Net Zero, as well as through joining the Aldersgate Group.

ENVIRONMENT

Principle 7:
Businesses should support a precautionary approach to environmental challenges;

Principle 8:
undertake initiatives to promote greater environmental responsibility; and

Principle 9:
encourage the development and diffusion of environmentally friendly technologies.



HIGHLIGHTS

ADAPTATION AND RESILIENCE FOR BUSINESS WEBINAR SERIES

We hosted a five-part webinar series designed to help companies embed climate adaptation into their sustainability strategies. It provided the knowledge and tools for building business resilience to climate change, including guidance on climate risk assessments, adaptation planning, and business continuity plans. Participants also learned how leading businesses and financial institutions are driving adaptation through concrete actions and capital flows.

> "This series is a fantastic forum for learning from others who are on the front lines of addressing this topic. First-hand meaningful content, knowledgeable and highly regarded speakers with a wealth of practical experience in the space, a great call to action on adaptation in all types of organisations and countries too. Informative, inspiring, and actionable. Excellent event!"
>
> *Webinar attendee*

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THE UK NETWORK AT LONDON CLIMATE ACTION WEEK 2025

As part of London Climate Action Week, we co-hosted Collective Actions for Water Resilience alongside the Water Resilience Coalition and the CEO Water Mandate. This in-person event spotlighted corporate leadership in water stewardship and pathways to achieving net positive water impact, exploring how collective action can drive scalable solutions for water security and climate resilience.

> **"As somebody who works in this field and is exploring new working opportunities in water management, this was such a great event, and I appreciate the information shared!"**
>
> *Event attendee*

NATURE ACTION FOR BUSINESS STARTER SERIES

We designed this series as an entry point for companies at the beginning of their strategic work on nature, helping them to cut through the complexity and get started. Sessions explored the business risks of nature loss, evolving policy landscapes, how to secure leadership buy-in, practical tools and frameworks, including TNFD and SBTN, and best practice examples.

> **"Very informative and inclusive, from big corporations to micro businesses. Extremely inspiring, hit the brief, and provided practical advice and links."**
>
> *Webinar attendee*





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Social sustainability

Our Social Sustainability Programme supports businesses to integrate human rights and social sustainability standards across their operations and value chains.

In 2025, our flagship Business & Human Rights Accelerator completed its third cohort, guiding 19 companies from policy to practice across a six-month programme.

Our Modern Slavery, Climate & Human Rights, and Diversity, Equity, & Inclusion Working Groups continued to provide space for members to explore the challenges arising in these areas and the strategies that businesses are developing to address them.

We delivered the final sessions of our Social Sustainability for SMEs series, concluded our CCEM Modern Slavery Project, and launched a cross-country consultation on social mobility.

HUMAN RIGHTS

Principle 1:
Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2:
make sure that they are not complicit in human rights abuses.

LABOUR

Principle 3:
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4:
the elimination of all forms of forced and compulsory labour;

Principle 5:
the effective abolition of child labour; and

Principle 6:
the elimination of discrimination in respect of employment and occupation.











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HIGHLIGHTS

SOCIAL MOBILITY CONSULTATIONS

In partnership with Slaughter and May, we hosted five regional consultations across the UK to explore the unique barriers to social mobility. Over 65 business leaders, subject matter experts, and government representatives shared insights and strategies that will inform our upcoming Social Mobility Blueprint Report, launching in April 2026. This project is central to our efforts to advance inclusive business through stronger advocacy, evidence gathering, and policy work.

> **"The Bridge Group was delighted to partner with the UN Global Compact and Slaughter and May on their social mobility regional consultations. The discussions were thoughtful, considerate of local context, and rightly focused on practical solutions.**
>
> **It was particularly heartwarming that representatives from all sectors came together with a collective desire to build a fairer, more inclusive, and resilient nation."**
>
> *Jenny Baskerville, The Bridge Group, CEO*

CONSORTIUM CONTRE L'ESCLAVAGE MODERNE (CCEM)

The UK Network participated in the Consortium Contre l'Esclavage Moderne (CCEM), a 2.5-year project funded by the UK Home Office to tackle modern slavery in the eastern region of the Democratic Republic of Congo. Working with local partners, we developed resources and practical tools that could be used in challenging environments to operationalise global frameworks and build local capacity for long-term impact.



EUROPEAN BUSINESS & HUMAN RIGHTS PEER LEARNING GROUP MEETING

Our Peer Learning Group convened 67 organisations from 13 European countries to prepare for changes to the EU Corporate Sustainability Due Diligence Directive. Expert-led sessions covered legal and financial impacts, stakeholder engagement, and disclosure strategies. The event fostered collaboration, emphasised human rights due diligence as a continuous journey towards sustainable business, and reinforced the importance of collective learning and action as drivers of meaningful change.

> **"Really excellent few days – thank you! So many of us commented on the value in meeting one another and came away feeling inspired."**
>
> *Event attendee*

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Governance and SDGs

Our Governance & SDGs Programme supports businesses in strengthening effective, accountable, and transparent governance, as well as aligning corporate strategies and finance with the SDGs.

In 2025, over 3,500 people joined our webinar series on Corporate Governance and Sustainability Reporting, delivered in partnership with MHA Baker Tilly, gaining practical guidance on ESG integration, risk management, and reporting excellence. Our Sustainability Reporting Working Group continued to support members in navigating evolving regulatory frameworks, ensuring compliance, and meeting the expectations of investors and other stakeholders.

As part of our Programme, we ran the sixth cohort of the SDG Innovation Accelerator for Young Professionals, engaging 10 companies and over 40 innovators to drive sustainable business progress through new technologies and business models. In its final year, the team delivered the SDG Ambition Accelerator, supporting 12 organisations in implementing strategies that strengthened their positive contribution to the SDGs.

In 2025, we also launched the European Alliance Against Illicit Financial Flows, a cross-border initiative uniting Western and Eastern European financial gatekeepers to strengthen integrity, compliance, and responsible investment practices.

HIGHLIGHTS

SAFEGUARDING DEVELOPMENT: MITIGATING CORRUPTION RISKS

In July, we hosted a side event at the Fourth International Conference on Financing for Development in Seville, attended by over 15,000 participants and nearly 50 Heads of State and Government. Our session, 'Safeguarding Development: Mitigating Corruption Risks,' addressed corruption risks in development finance, showcased transparency tools, shared best practices, and outlined measures to embed anti-corruption across all financing streams.

SDG ROADSHOW 2025

We partnered with DWF to deliver our 2025 SDG Roadshow, a series of regional events across the UK. The Roadshow provided a unique platform for business leaders and sustainability professionals to connect with peers, engage with local authorities, and explore how the SDGs can serve as a strategic framework for making meaningful steps towards achieving ESG objectives, while fostering regional partnerships. You can find the Key Takeaways Report here.

> **"This was a great event. Not only did we engage in very useful discussions with colleagues from very different backgrounds and areas, but this was also an excellent opportunity for networking. I would strongly recommend it to anyone working in a sustainability leadership role."**
>
> *SDG Roadshow attendee*

TRAILBLAZERS & TRANSFORMERS: UK BUSINESS SECTORS REDEFINING SUSTAINABILITY REPORT



We launched this report in collaboration with University College London, Newcastle University, Euromonitor International, and Sustainable Development Solutions Network (SDSN) UK. It examines how six high-impact sectors in the UK are performing against the SDGs. Drawing on rigorous data and market insights, the report identifies sector-specific challenges, benchmarks performance, and presents actionable recommendations to support more effective sustainability strategies.

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CROSS-CUTTING THEMES



Alongside our core programmes, we delivered a range of cross-cutting initiatives designed to strengthen business engagement with sustainability.

SUSTAINABILITY POLICY DISPATCH

Launched in September, our Sustainability Policy Dispatch delivers monthly insights into key UK and global legislative developments shaping the sustainability landscape. Each edition highlights upcoming advocacy opportunities, provides practical guidance for policy engagement, and keeps participants informed of emerging trends, all in one accessible update. Network members can subscribe here.

SUSTAINABILITY FOR CORE FUNCTIONS IN-PERSON EVENTS

Supported by Clyde & Co, we launched this in-person event series to empower professionals across key business areas to integrate sustainability into their day-to-day work. Held across four sessions focused on Procurement, Legal, Finance, and Marketing, the series equipped attendees with the knowledge and tools needed to embed sustainability considerations into the decision-making of each function.

> **"Being around other sustainability professionals is always uplifting – a shared understanding of the challenges we all face – but this particular session, which focused on legal, has also helped drive increased collaboration internally, which is even better!"**
>
> *Core Functions attendee*

SUSTAINABLE SUPPLIERS TRAINING PROGRAMME 2025

In 2025, we launched the first edition of the Sustainable Suppliers Training Programme, collaboratively delivered with the UN Global Compact Network Spain.

With participation from 56 partners and over 6,000 supply chain businesses across more than 70 countries, the programme focused on capacity-building and supplier engagement, empowering companies to leverage sustainability as a driver of operational resilience and long-term growth.

Building on the success of the programme, we also released the toolkit, Navigating Your ESG Journey: A Toolkit for Sustainable Suppliers, designed to help companies integrate sustainability across their operations.

> **"This programme has been eye-opening and extremely informative. I am very much enjoying it and look forward to implementing what I am learning!"**
>
> *Participant*

> **"It is an all-around great programme, start to finish."**
>
> *Participant*

> **"I sincerely hope to bring what I've learned into the company to improve our processes with a focus on sustainability and in line with the SDGs."**
>
> *Participant*

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Flagship events

2025 was marked by three flagship events, representing a unique opportunity for participants of the UK Network to come together and discuss sustainability challenges, successes, and solutions with experts and key stakeholders

JANUARY





2025 KICK-OFF EVENT – 28 JANUARY

Held at the beginning of the year, our annual Kick-off event provided an opportunity for members of the UK Network to maximise the value of their participation by connecting with peers and hearing about upcoming engagement opportunities. Hosted in a hybrid format, the event brought together over 200 members.

OCTOBER





ANNUAL SUMMIT – 14 OCTOBER

The year culminated with a major milestone, as we convened forward-thinking business leaders, policymakers, and sustainability experts at Church House Westminster for the 3rd edition of our Annual Summit to explore how to deliver tangible business benefits by driving progress on sustainability. More than 800 attendees joined us in person and online.

The Summit offered thought-provoking panel discussions, fireside chats, and hands-on workshops aimed at empowering businesses to unlock competitive advantage through ESG. We heard from more than 35 sustainability leaders across the UK's most influential companies, including Aviva, Unilever, H&M, MHA Baker Tilly, Federated Hermes, Accenture, Asahi Group Holdings, SSE, and AstraZeneca.

As the world navigates an increasingly complex sustainability landscape with geopolitical disruption, regulatory uncertainty, and rising climate risks, managing ESG-related opportunities and risks is an effective pathway for businesses to gain commercial benefits and futureproof against uncertainty. Key themes explored throughout the day included sustainable finance, innovation, supply chain transformation, and addressing inequalities.

Participants also had the opportunity to network and share insights with industry professionals, fostering collaboration among leading business figures. The recordings are available for download here.

JUNE



ANNUAL GENERAL MEETING – 17 JUNE

Our Annual General Meeting (AGM) offered members an opportunity to reflect on the past year and discuss how we can continue to support their sustainability progress. Hosted in person at Dukes Education's offices in London, as well as online, this year's AGM featured a fireside chat with Jerome Frost, CEO of Arup and internationally recognised expert in urban planning and economic development. The meeting also featured a panel discussion with speakers from twentyfifty, London Business School, Santander UK, Severn Trent, and HH Global, focused on navigating the evolving ESG landscape and addressing the ongoing backlash.

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ACCELERATING MEMBERS' PROGRESS



We empower our members to accelerate action towards the Ten Principles and the SDGs. In addition to our programming, we provide tailored support and guidance to advance our members' sustainability goals, as well as networking opportunities independent of our core thematic streams.

NEW JOINER BRIEFINGS

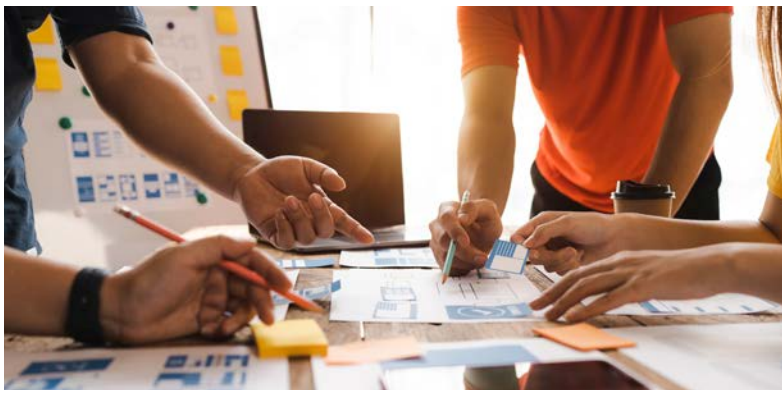
We continued to run 'New Joiner Briefings' to support new members, or individuals from existing ones who are new to the UN Global Compact, in navigating the wide range of programmes, activities, and resources available to them. These quarterly briefings equipped more than 70 individuals with best practices to start making the most of their participation in the UN Global Compact.

MEMBERS' BREAKFASTS

We continued hosting our Members' Breakfasts to provide a safe and informal forum where members can share and discuss ideas, challenges, and experiences with peers.

Over the course of 7 sessions, bringing together over 90 sustainability professionals, participants discussed a wide range of topics, including the backlash against ESG in the US, the EU Omnibus, supply chain management, communicating about Diversity, Equity, & Inclusion internally and externally, and the relevance of the SDGs as we approach 2030.

> **"Very informative and well thought out briefing."**
>
> *New Joiner Briefing attendee*



> **"Getting together as a group is inspiring and positive to hear similar pain points and how people have overcome them."**
>
> *Members' Breakfast attendee*

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INSPIRING UK BUSINESSES TO TAKE ACTION

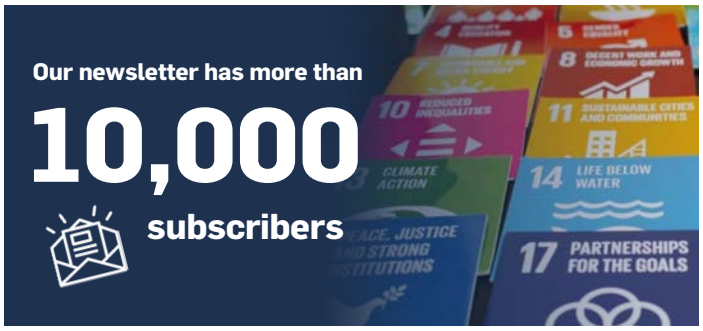
2025 saw an increased effort to reach more businesses and stakeholders in the UK to further advance our strategic goals to raise awareness of the responsible business agenda, promote the Network as a credible and reliable source of information, and establish ourselves as the space for businesses to convert ambition into action. Over the course of the year, we held a total of 42 open events, doubling our efforts compared to 2024, and launched several resources open to the public. Below we highlight some of these.

SUSTAINABLE BUSINESS LEARNING PLATFORM

Our Sustainable Business Learning Platform continued to provide users with access to an exclusive selection of our resources on-demand. The platform allows users to easily navigate our offering while tracking their progress and access key resources to help tackle their business sustainability challenges. The platform is open to all users.

EXTERNAL NEWSLETTER

Our external newsletter, launched in 2023, continued to update the UK business community on upcoming events and activities, share the latest sustainability developments, initiatives, resources, and tools, as well as showcase our members' achievements. To date, more than 10,000 subscribers receive the newsletter. You can subscribe here.





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OUR SUSTAINABILITY EFFORTS



Our commitment to sustainability is aligned with the dedication and standards we ask of our members. By trying to integrate good practice in social, environmental, and governance sustainability into our organisation, we embody and action our values, making our own commitment to creating a more sustainable world.

DIVERSITY, EQUITY, AND INCLUSION

We are committed to promoting and respecting diversity, equity, and inclusion in our workforce and our external stakeholder community. We believe that having a diverse workforce and fostering an inclusive culture where everyone feels valued and able to fully express themselves is a key element of a successful business. Our Diversity, Equity, and Inclusion Policy outlines these commitments.



INCLUSIVE COMMUNICATIONS AND MARKETING

We prioritise inclusive and accessible digital marketing and communication materials. For example, our website uses EqualWeb, an accessibility widget that allows users to adapt web content to their individual accessibility needs.



SPEAKER DIVERSITY

The UK Network hosts more than 60 events each year, offering speakers a platform to inspire and share their expertise with hundreds of attendees. To promote equal opportunities for speaking roles and ensure a diversity of perspectives across our events, we conduct a bi-annual anonymous Speaker Diversity Monitoring Survey, to track key diversity indicators. The results of the survey are shared and discussed with the team annually to support continuous improvement.



LIVING WAGE EMPLOYER

The UN Global Compact Network UK has been a Living Wage-accredited employer since 2019. We pay interns and volunteers the real living wage, and staff on permanent contracts above the real living wage. We recognise that paid internships are key to enabling decent work, equal opportunity for employment, and growth within the organisation for young people, particularly for candidates of varying socio-economic backgrounds.

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RECRUITMENT VIA APPLIED

Since 2019, we have used Applied's blind hiring platform to reduce bias in our hiring process. By assessing anonymised applications and using predictive, skill-based assessments, we identify talent that might have been overlooked by reviewing CVs alone. Each job posting includes diversity disclaimers and, where possible, we use gender and ethnically diverse interview panels.

CELEBRATING SHARED PURPOSE AND WELLBEING

Our team is made up of a passionate group of professionals working closely together to inspire business ambition, enable practical action, and shape a responsible business environment. Our work is grounded in a shared commitment to **integrity**, **collaboration**, and **professionalism**. These values shape how we work as a team and how we engage with our community. The camaraderie and sense of shared purpose are driven, in part, by taking time to connect beyond the workplace.

In August 2025, we came together for our Summer Team Day, a full-day retreat and overnight stay designed to reconnect us with one another, reflect on our shared purpose, and recharge in nature. Hosted at The Hive in Epping Forest, the day blended nature connection, creativity, and fun.

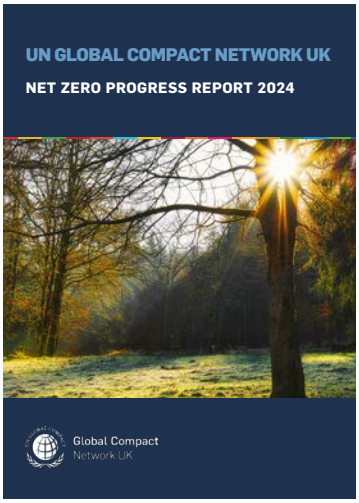
Our team days are more than just a day out – they are an investment in wellbeing and collaboration. By taking time to connect beyond our daily routines, we build stronger relationships and align more deeply with our mission to advance sustainable business practices in the UK.

NET ZERO TARGET

We have made a commitment through the SME Climate Hub to:

- Halve our carbon emissions before 2030;
- Achieve net zero by 2050; and
- Share our progress yearly.

As the UK Network team and programmes have expanded substantially, in 2025 we have seen an increase in business travel, employee commuting, and other Scope 3 emissions sources. To address these challenges, we established a cross-functional Net Zero Taskforce to enhance alignment and coordination, driving more effective progress toward our climate goals.



Our Net Zero Taskforce is comprised of one team member from each of the programming teams, one member each from the Participant Engagement and Outreach teams, and our Executive Director.

The taskforce works together to publish our Net Zero Progress Report on an annual basis, which provides details on our emissions data, the practical actions we have taken, and the ongoing challenges we face in fulfilling our net zero commitment.

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LOOKING AHEAD



With foundations strengthened over the past three years, guided by our concluding 2022-2025 strategy, we are accelerating our work in 2026.

Empowered by the progress of 2025, we are extending our impact and ambition, supporting UK businesses as they navigate an increasingly complex global landscape.

We will continue to focus on our key priorities, which include deepening member engagement, expanding our regional reach, and strengthening our advocacy efforts so that the UN Global Compact Network UK remains a thought leader and credible voice for responsible business.

We look forward to making 2026 our most impactful year yet, working together to create a world we want to live and do business in.

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REPORT OF THE TRUSTEES



FINANCIAL REVIEW

RESULTS FOR THE YEAR

Income for the year totalled £3,803,447 (2024: £3,691,128) of which income from membership fees was £3,287,750 (2024: £3,022,632).

After total expenditure of £3,687,039 (2024: £3,585,909) the years activities showed a surplus for the year of £116,408 (2023: £105,219) which, when accumulated with the funds brought forward from previous years, leaves the charity with total funds at the year-end of £482,055 (2024: £365,647).

All funds held at the year end are unrestricted (2024: all funds held were unrestricted).

RESERVES POLICY

In establishing a Reserves Policy, the Trustees considered income risk, expenditure risk, general operating environment, and cost of closure. After a formal assessment of these considerations, the Trustees determined that UN Global Compact Network UK requires reserves equal to at least 3 months of operating expenses.

As of 31 December 2025, UN Global Compact Network UK held unrestricted reserves of £482,055, representing approximately 2.6 months of the budget for 2026.

With activity and membership numbers continuing to increase in 2026 the Trustees remain confident that the reserves of the charity will be sufficient to meet at least 3 months of operating expenses by the latter half of 2026.

RISK REVIEW

UN Global Compact Network UK has a Governance & Risk Committee of the Board with robust processes for identifying, analysing, and mitigating material risks. The Trustees confirm that controls are in place to mitigate the current major risks identified which are:

RISK CATEGORY:	RISK:	MITIGATION:
Operational	Loss of key staff, resulting in additional workload pressures, and loss of institutional memory	Consultant engaged to undertake culture review. System for regular performance appraisals implemented to monitor job satisfaction. Job descriptions being updated to clarify roles. Remuneration benchmarked and updated. Increased focus on career progression and professional development.
Financial	Inadequate reserves; Errors in budget forecasts.	Forecasts scrutinised by Board. Regular reviews of key financial indicators to ensure early warning of developing problems.
Compliance	Inadvertent failure to comply with regulations.	Identifying key requirements for an organisation of our size and type and assigning responsibility for compliance.

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COMPLAINTS

The charity received no complaints during the year (2024: none).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the legal entity Global Compact Network UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

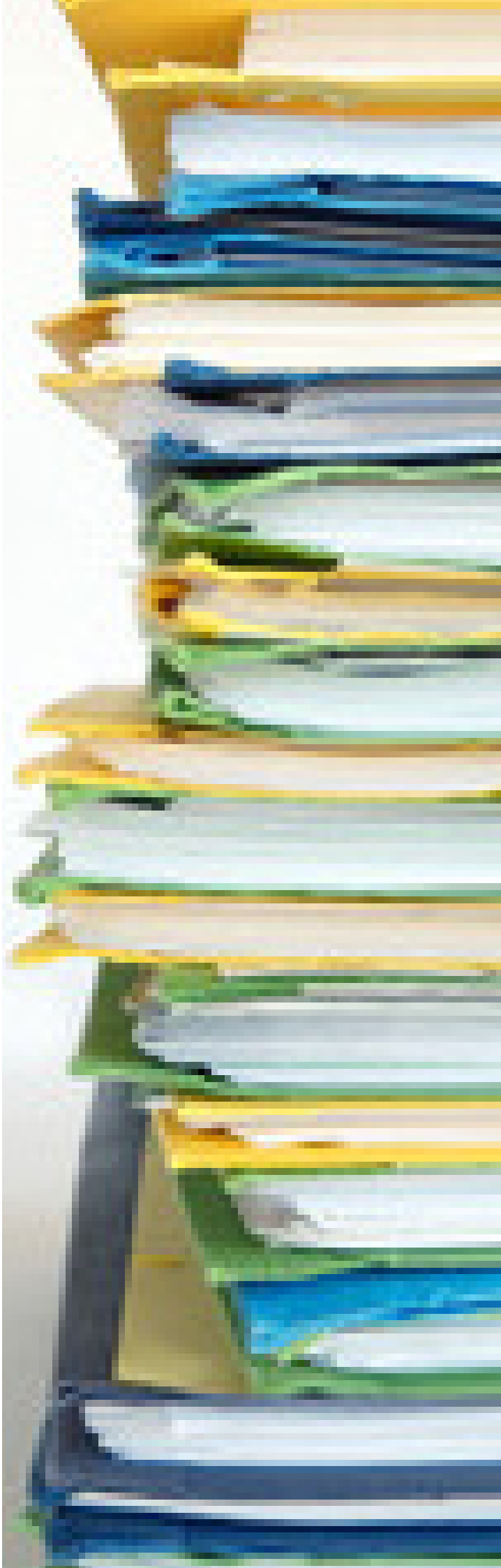
AUDITORS

During the year Mercer & Hole LLP were re-appointed as auditors of the charitable company and will be proposed for re-appointment at the next Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the Board of Trustees, as the company directors, on 21 May 2026 and signed on the Board's behalf by:

DocuSigned by:
David Schofield
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D G Schofield – Chair of Trustees



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INDEPENDENT AUDITOR'S REPORT

Independent Auditor's Report to the Trustees and Members of Global Compact Network UK Limited

OPINION

We have audited the financial statements of Global Compact Network UK Limited for the year ended 31 December 2025 which comprise the statement of financial activities, incorporating the income and expenditure account, the balance sheet, the cash flow statement and the related notes numbered 1 to 15. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2025, and of the charitable company's incoming resources and application of resources, including the charitable company's income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees, with respect to going concern, are described in the relevant sections of this report.

OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Report of the Trustees' including the Directors' and Strategic Report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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Independent Auditor's Report to the Trustees and Members of Global Compact Network UK Limited (continued)

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report, including the Directors' and Strategic Report for the financial period for which the financial statements are prepared, is consistent with the financial statements; and
- the Report of the Trustees', including the Directors' and Strategic Report, has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees' Report including the Directors' and Strategic Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the Directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under the Companies Act 2006 and report in accordance with regulations made under that act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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Independent Auditor's Report to the Trustees and Members of Global Compact Network UK Limited (continued)

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

- we gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. These included, but were not limited to, the Companies Act 2006.
- we evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements and the financial report (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate entries including journals to overstate income or understate expenditure and management bias in accounting estimates.

Audit procedures performed by the engagement team included:

- discussions with management, including considerations of known or suspected instances of non-compliance with laws and regulations and fraud;
- gaining an understanding of management's controls designed to prevent and detect irregularities; and
- identifying and testing journal entries.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities is available on the Financial Reporting Council's website at frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Jolene Upshall - Senior Statutory Auditor
22 May 2026

Mercer & Hole LLP
Statutory Auditor
Trinity Court
Church Street
Rickmansworth
WD3 1RT

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Global Compact Network UK

Statement of financial activities incorporating income and expenditure account for the year ended 31 December 2025

	NOTES	31.12.25 UNRESTRICTED TOTAL FUNDS £	31.12.24 TOTAL FUNDS £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Membership fees		3,287,750	3,022,632
Sponsorship		185,520	162,502
Projects		18,825	273,708
Programmes and Working Groups		289,904	198,569
	2	**3,781,999**	**3,657,411**
Other trading activities	3	11,463	18,217
Investment income	4	9,985	15,500
TOTAL		**3,803,447**	**3,691,128**
EXPENDITURE ON			
Raising funds		0	5,446
Charitable activities			
Membership fees		3,215,221	2,983,716
Sponsorship		179,749	150,345
Projects		19,914	275,102
Programmes and Working Groups		272,155	171,300
TOTAL		**3,687,039**	**3,585,909**
NET INCOME		**116,408**	**105,219**
RECONCILIATION OF FUNDS			
Total funds brought forward		365,647	260,428
TOTAL FUNDS CARRIED FORWARD		**482,055**	**365,647**

The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derives from continuing operations.

The notes on pages 32 to 40 form part of these financial statements.

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Global Compact Network UK

Balance Sheet as at 31 December 2025

	NOTES	31.12.25 £	31.12.24 £
FIXED ASSETS			
Tangible assets	10	5,613	7,834
CURRENT ASSETS			
Debtors	11	1,151,889	1,213,669
Cash in hand		1,226,731	978,941
		2,378,620	2,192,610
CREDITORS			
Amounts falling due within one year	12	(1,902,178)	(1,834,797)
NET CURRENT ASSETS		**476,442**	**357,813**
TOTAL ASSETS LESS CURRENT LIABILITIES		**482,055**	**365,647**
NET ASSETS		**482,055**	**365,647**
FUNDS			
Unrestricted funds		482,055	365,647
TOTAL FUNDS	**13**	**482,055**	**365,647**

The financial statements on pages 29 to 40 were approved and authorised for issue by the Board of Trustees on 21 May 2026.

DocuSigned by:
David Schofield
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D G Schofield - Chair of Trustees

The notes on pages 32 to 40 form part of these financial statements.

UN Global Compact Network UK is the operating name of Global Compact Network UK, a charity registered in England and Wales (1202147) and a company limited by guarantee in England and Wales (company number 08567552).

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Global Compact Network UK

Statement of cash flows for the year ended 31 December 2025

	NOTES	31.12.25 £	31.12.24 £
Cash flows from operating activities			
Net cash provided by operating activities	a	237,805	249,966
Cash flows from investing activities			
Investment income		9,985	15,500
Net cash provided by investing activities		**9,985**	**15,500**
Change in cash and cash equivalents in the year		247,790	265,466
Cash and cash equivalents at the beginning of the year		978,941	713,475
Cash and cash equivalents at the end of the year	b	**1,226,731**	**978,941**

a. Reconciliation of net income to net cash flow from operating activities

	31.12.25 £	31.12.24 £
Net Income for the year (as per the statement of financial activities)	**116,408**	**105,219**
Interest from investments	(9,985)	(15,500)
Depreciation charges	2,929	953
Purchase of tangible fixed assets	(708)	(8,787)
Decrease/(Increase)in Debtors	61,780	(56,662)
(Decrease)/Increase in Creditors	67,381	224,743
Net cash provided by operations	**237,805**	**249,966**

b. Analysis of cash and cash equivalents

	31.12.25 £	31.12.24 £
Cash at bank and in hand	**1,226,731**	**978,941**

	01.01.25 £	Movement £	31.12.24 £
Cash at bank and in hand	978,941	**247,790**	**1,226,731**

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1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). UN Global Compact Network UK meets the definition of a public benefit entity under FRS102 and has therefore prepared the financial statements in accordance with the Statement of Recommended Practice (second edition - October 2019) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

GOING CONCERN

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The Trustees have reviewed the charity's forecasts and concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

INCOME

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Membership fees are recognised in the period for which the membership relates.

Sponsorship income is only received from organisations that are registered participants of the UN Global Compact Network UK.

EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Fees due to the UN Global Compact Head Office in New York on subscriptions are recognised in the period for which the subscription relates.

JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In applying the charitable company's accounting policies, the Trustees are required to make judgements, estimates and assumptions in determining reliable evidence available at the time when the decisions are made, and are based on historical experience and other factors that are considered to be applicable. Due to inherent subjectivity involved in making such judgements, estimates and assumptions, the actual results and outcomes may differ.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

TAXATION

The charity was granted charitable status on 2 March 2023 and is exempt from corporation tax on its charitable activities from this date. The organisation is liable to corporation tax on the profits arising up to and including 1 March 2023.

FINANCIAL INSTRUMENTS

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

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1. ACCOUNTING POLICIES (CONTINUED)

DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

FUND ACCOUNTING

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Throughout the year the charity did not hold any Restricted funds.

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2. INCOME FROM CHARITABLE ACTIVITIES

	31.12.25 £	31.12.24 £
Membership fees	3,287,750	3,022,632
Sponsorship	185,520	162,502
Projects	18,825	273,708
Programmes and Working Groups	289,904	198,569
	3,781,999	**3,657,411**

3. OTHER TRADING ACTIVITIES

	31.12.25 £	31.12.24 £
Sales of flags and pins	11,463	18,217
	11,463	**18,217**

4. INVESTMENT INCOME

	31.12.25 £	31.12.24 £
Deposit account interest	9,985	15,500
	9,985	**15,500**

5. RAISING FUNDS

	31.12.25 £	31.12.24 £
Purchases	0	5,446
	0	**5,446**

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6. CHARITABLE ACTIVITIES COSTS

	NOTES	FEES PAYABLE TO HEAD OFFICE £	UK NETWORK SECRETARIAT FEES* £	DIRECT COSTS*	SUPPORT COSTS	TOTAL
2025						
Membership Fees		1,403,445	0	1,694,860	116,916	**3,215,221**
Sponsorship		77,815	0	97,808	4,126	**179,749**
Projects		0	0	18,538	1,376	**19,914**
Programmes and Working Groups		0	0	257,025	15,130	**272,155**
		1,481,260	**0**	**2,068,231**	**137,548**	**3,687,039**
UK Network Secretariat - time on indirect activities (0%)	7		0			
Total UK Network Secretariat Fees	**12**		**0**			
2024						
Membership Fees		1,307,371	1,017,467	559,969	98,909	2,983,716
Sponsorship		79,502	0	67,352	3,491	150,345
Projects		0	47,881	220,239	6,982	275,102
Programmes and Working Groups		0	83,791	80,527	6,982	171,300
		1,386,873	**1,149,139**	**928,087**	**116,364**	**3,580,463**
UK Network Secretariat - time on indirect activities (4%)	7		47,881			
Total UK Network Secretariat Fees	**12**		**1,197,020**			

* All staff and operations previously carried out by the UK Network Secretariat were transferred to Global Compact Network UK on 1 September 2024

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7. SUPPORT COSTS

Support costs are allocated to the core activities of the charity based on an estimate of time spent supporting each workstream.

	31.12.25 £	31.12.24 £
Staff costs	49,069	19,077
Advertising	311	147
Training	645	278
Office rent	5,899	1,760
Depreciation	2,929	953
Audit	8,600	9,000
Accountancy	19,007	16,958
Bank Fees	5,805	5,578
Insurance	4,138	3,376
Legal	21,207	237
IT costs	19,938	11,119
	137,548	**68,483**
UK Network Secretariat - estimate of time on indirect activities (support) - 2025 0% (2024 4%)	0	47,881
	137,548	**116,364**
Membership Fees - 2025: 85% (2024: 85%)	116,916	98,909
Sponsorship - 2025: 3% (2024: 3%)	4,126	3,491
Programmes - 2025: 1% (2024: 6%)	1,375	6,982
Programmes - 2025: 11% (2024: 6%)	15,130	6,982
	137,548	**116,364**

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8. EMPLOYEE REMUNERATION

	31.12.25 £	31.12.24 £
Salaries*	1,396,614	413,777
Employer's national insurance*	147,580	43,653
Employer's pension contributions*	91,444	19,490
	1,635,638	**476,920**
Staff costs are allocated based on time spent by staff supporting the charity's activities*:		
Membership Fees	1,390,293	405,382
Sponsorship	32,713	0
Projects	16,356	19,077
Programmes	147,207	33,384
Support costs	49,069	19,077
	1,635,638	**476,920**

*The average number of staff employed during the year was 31. In 2024, all operations of the charity were delegated to The Sustainability Hub Limited until 31 August, so no direct staff costs were incurred for this period. An average of 30 staff were employed for the period 1 September to 31 December 2024.

The number of employees whose emoluments excluding pension contributions amounted to more than £60,000 was:

£60,001 to £70,000	4	0
£80,001 to £90,000	1	0
£140,001 to £150,000	1	0

The total remuneration (including taxable benefits and employers pension contributions) of the key management personnel for the year was £581,326. In 2024, all operations of the charity were delegated to The delegated to The Sustainability Hub Limited until 31 August, so no direct staff costs were incurred for this period. £178,007 was the total remuneration of the key management personnel for the period 1 September to 31 December 2024.

9. TRUSTEES' REMUNERATION AND BENEFITS

No trustees received any remuneration or benefits in the year to 31 December 2025 nor in the year to 31 December 2024.

Trustees' expenses

There were no Trustees' expenses paid in the year to 31 December 2025 nor in the year to 31 December 2024.

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10. TANGIBLE FIXED ASSETS

	Year to 31.12.25 £
Cost - computer equipment	
At 1 January 2025	8,787
Additions	708
At 31 December 2025	**9,495**
Depreciation - computer equipment	
At 1 January 2025	953
Charge for year	2,929
At 31 December 2025	**3,882**
Net book value	
At 31 December 2025	5,613
At 31 December 2024	**7,834**

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	As at 31.12.25 £	As at 31.12.24 £
Trade debtors	616,678	774,728
Amounts recoverable on contracts	26,000	12,883
Other debtors	472,249	415,058
Prepayments and accrued income	36,962	11,000
	1,151,889	**1,213,669**

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	As at 31.12.25 £	As at 31.12.24 £
Payments on account	1,183,339	£ 1,092,606
Trade creditors	549,876	595,270
Taxation and Social Security	36,030	50,730
VAT	62,707	63,639
Other creditors	3,156	19,553
Accruals and deferred income	67,070	13,000
	1,902,178	**1,834,797**

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13. MOVEMENT IN FUNDS

	At 1.1.25 £	NET MOVEMENT IN FUNDS £	At 31.12.25 £
Unrestricted funds			
General fund	365,647	116,408	482,055
TOTAL FUNDS	**365,647**	**116,408**	**482,055**

Net movement in funds, included in the above are as follows:

	INCOMING RESOURCES £	RESOURCES EXPENDED £	MOVEMENT IN FUNDS £
Unrestricted funds			
General fund	3,803,447	3,687,039	116,408
TOTAL FUNDS	**3,803,447**	**3,687,039**	**116,408**

Comparative net movement in funds, included in the above are as follows:

	At 1.1.24 £	NET MOVEMENT IN FUNDS £	At 31.12.24 £
Unrestricted funds			
General fund	260,428	105,219	365,647
TOTAL FUNDS	**260,428**	**105,219**	**365,647**

Net movement in funds, included in the above are as follows:

	INCOMING RESOURCES £	RESOURCES EXPENDED £	MOVEMENT IN FUNDS £
Unrestricted funds			
General fund	3,691,128	3,585,909	105,219
TOTAL FUNDS	**3,691,128**	**3,585,909**	**105,219**

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13. MOVEMENT IN FUNDS (CONTINUED)

A current year 12 month and prior year 12 month combined position is as follows:

	At 1.1.24 £	NET MOVEMENT IN FUNDS £	At 31.12.25 £
Unrestricted funds			
General fund	260,428	221,627	482,055
TOTAL FUNDS	**260,428**	**221,627**	**482,055**

A current year 12 month and prior year 12 month combined net movement in funds, included in the above are as follows:

	INCOMING RESOURCES £	RESOURCES EXPENDED £	MOVEMENT IN FUNDS £
Unrestricted funds			
General fund	7,494,575	7,272,948	221,627
TOTAL FUNDS	**7,494,575**	**7,272,948**	**221,627**

14. RELATED PARTY DISCLOSURES

Until 31 August 2024 the Trustees delegated the day-to-day operations to a third party, The Sustainability Hub Limited, of which the Company Secretary of the charity (S E Kenzie) was the majority shareholder.

Until 31 August 2024 The Sustainability Hub Limited was solely responsible for the cost of providing all Secretariat services to the charity including the employment of staff delivering these services. The cost of providing these services to the charity in the period to 31 August 2024 was £1,197,020 (excluding VAT). At 31 December 2025 £nil was due to/from The Sustainability Hub Limited (at 31 December 2024 £33,868 was due from The Sustainability Hub Limited). At the date of signing this report £nil was due to/from The Sustainability Hub Limited.

On 1 September 2024 all the Secretariat functions previously provided by The Sustainability Hub Limited, including the employment of staff, were transferred to the charity and the previous arrangement with The Sustainability Hub Limited ceased.

15. COMMITMENTS UNDER OPERATING LICENCES

The total future minimum lease payments under non-cancellable operating licences are as follows

	31.12.25 £	31.12.24 £
Land and buildings - amounts falling due:		
within one year	216,000	42,429
between one and five years	0	0
after five years	0	0
	216,000	**42,429**

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REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company name
Global Compact Network UK (operating as UN Global Compact Network UK)

Registered Company number
08567552 (England and Wales)

Registered Charity number
1202147 (England and Wales)

Governing document
The charity is controlled by its articles of association and operates as a company, limited by guarantee, as defined by the Companies Act 2006.

Registered office
7 Bell Yard
London
WC2A 2JR

Trustees
C Bronks
R Chapman
Dr S J Gardner
H A Khan
R H Moseley
D G Schofield (Chair)
M J Sparkes
P Srivastav

Company Secretary
S E Kenzie

Auditors
Mercer and Hole LLP
Registered Auditor
Chartered Accountants
72 London Road
St Albans
Hertfordshire
AL1 1NS

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ABOUT THE UNITED NATIONS GLOBAL COMPACT

As a special initiative of the United Nations Secretary-General, the UN Global Compact is a call to companies worldwide to align their operations and strategies with Ten Principles in the areas of human rights, labour, environment, and anti-corruption.

Its ambition is to accelerate and scale the global collective impact of business by upholding the Ten Principles and delivering the Sustainable Development Goals (SDGs) through ambitious, accountable companies and environments that enable change. With more than 21,000 companies and 3,300 non-business signatories based in over 167 countries, and 64 Local Networks, the UN Global Compact is the world's largest corporate sustainability initiative — one Global Compact uniting business for a better world.

For more information, visit www.unglobalcompact.org

ABOUT THE UN GLOBAL COMPACT NETWORK UK

The UN Global Compact Network UK is part of the world's largest responsible business initiative, the United Nations Global Compact, connecting UK companies and other organisations in a global movement dedicated to driving sustainable growth. Through an extensive programme of activity, it promotes sustainability leadership to create a world we want to live and do business in, by inspiring ambition, enabling action, and collaborating to shape the business environment.

The Ten Principles of the UN Global Compact, rooted in UN treaties, provide a robust foundation for corporate sustainability and business action on the SDGs.

For more information, follow us on LinkedIn ((UN Global Compact Network UK) or visit unglobalcompact.org.uk

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