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PRESS RELEASE

VaLUENTiS today announces the industry-wide (open) release of draft Human Capital Reporting Standards, guidance and reporting templates for organisations in the UK. The Standards and reporting template are the first real working solution to a problem that has perplexed many, including various working parties. VaLUENTiS' white paper provides a roadmap for organisations (both private and public) to adopt a standard reporting template internally and externally as well as providing the rationale behind the standards, together with a comprehensive taxonomy regarding human capital reporting and analysis. Reporting templates include the provision for a Human Capital Operating Statement, Operating Principles (SHCROPs), a PeopleFlow Statement and an HC Productivity Statement. Provision is also made for a human capital value statement though it is acknowledged that this will require more industry collaboration before release.

Chief Executive, Nicholas J Higgins, stated that *"Organisations finally have the opportunity to implement a structured approach to human capital reporting. Our white paper provides the necessary rigour and argument for adopting this approach as well as providing critical observations regarding current industry practice, particularly around benchmarking. We have been disappointed with the lack of output by supposed representative HR bodies and believe too often there are hidden agendas. The HC Reporting framework is designed to replace the now rescinded OFR code but link with the planned Enhanced Directors Report (as part of the European Accounts Modernisation Directive due in 2007). A recent CIMA study showed that many organisations still wanted to disclose performance related information along the lines of an OFR, thus we believe this innovation will assist those who wish to be at the forefront of reporting.*

*To assist organisations, we are also putting in place a supporting infrastructure, the HCR Council, the HCOS Board/Panel as well as a representative organisation user group. The Council and Board will be made up of serious players not necessarily from the HR space. However, we believe clients will still require expert advice and guidance on both external and internal reporting, as well as more advanced HC modelling analytics. VaLUENTiS corporate university has been expanded into the **International School of Human Capital Management** to assist clients, HR professionals and Managers.*

Clients and knowledgeable observers realise that we are a commercial enterprise, being a professional services firm - in fact the only one dedicated to the area of human capital management and measurement. The launch of the VB-HR™ Rating portfolio last year has proved a great success but we uncovered a widespread lack of structure in this whole area which is why we have provided this open (free) solution to the market. Benchmarking particularly comes in for some critical comment which questions the approaches of certain suppliers.

We would like to think that this is a positive move for the market and that organisations have, at last, a draft reporting standard to take forward."

To download the white paper or find out more about VaLUENTiS HCR corporate solutions visit: www.valuentis.com and/or www.vbhr.com.

VaLUENTiS is a leading global professional services firm providing clients with human capital management, human capital measurement, organisational effectiveness and organisational measurement solutions to enhance performance. Clients include FTSE100, Euro300, and S&P500 companies, as well as a variety of public sector organisations.