



## Letter of Commitment

March 30, 2021

I am pleased to confirm Alinea International's commitment to the United Nations Global Compact. As a company, we champion this initiative by integrating the ten universally accepted principles in the areas of Human Rights, Labour, Environment and Anti-Corruption into our corporate culture and business practices. As an international development consultancy, we take this initiative further by providing technical and management expertise to implement projects around the world that focus specifically on issues addressed by the Ten Principles and Sustainable Development Goals.

Previously Agriteam Canada, we announced a new name and brand – Alinea International – on June 1, 2020. Agriteam Canada started in agriculture consulting, but diversified to provide services in a wide range of sectors. We grew to include Alinea Whitelum, which represents and manages our operations in Australia, as well as Alinea Capital leading our impact investment projects worldwide. Alinea Whitelum, led by Dr. Bernadette Whitelum, is a certified B Corp, which further speaks to our dedication to corporate sustainability, a values- and principles-based approach to how we do business, and upholding the highest ethical standards in our head offices and project offices around the world.

Our growth extended to the composition of our team, which reflects our commitment to the Ten Principles. We welcomed a dedicated Compliance Officer, Director of Climate Change and Biodiversity, and Climate Change Gender Advisor. We are also proud to look to the leadership of our Senior Management Committee where the team is two thirds female. As we continue to grow and make key personnel decisions in our head offices and project offices around the world, we remain committed to building a team that embodies and is equally committed to the Ten Principles and SDGs.

We look forward to continuing to work every day as members proudly and concretely committed to the UN Global Compact.

A handwritten signature in blue ink that reads "Robert Francis".

Robert Francis  
President & CEO  
Alinea International



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H.E. António Guterres Secretary-General United Nations  
New York, NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to confirm that Agriteam supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Agriteam will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

A handwritten signature in black ink, appearing to read "Robert B. Francis", with a horizontal line underneath.

Mr. Robert B. Francis  
President and Chief Executive Officer