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## Global Compact COP

**March 28, 2012**

Statement of continues support by Chief Executive Officer:

Gossamer Crossing and myself are privileged to re-commit this company in support of the Global Compact and its ten principles. Gossamer has completed another year of business respecting our employees (local and international), upholding our labor rights policies, appreciating the environment, and free of corruption. Our goal this year is to maintain the trust and support with our stakeholders by upholding the Principles set forth by the Global Compact. Gossamer Crossing is excited to start another year with as a Global Compact participant.

Regards,

*Benjamin Folger*

## **HUMAN RIGHTS**

### Assessment, policy goals

Doing business all over the world is not always easy; however, Gossamer Crossing has taken the lead to support each project and its local workforce. Each local employee is treated with the respect they deserve and have earned on our work site. Gossamer does not only adhere to the Global Compact standards but to Gossamer Standards as well. We have taken the initiative to make sure each employee has the tools and education they need to complete the task being asked of them. The local workforce leaves our worksite with more knowledge than they began the project with. Our goal is to teach new skills so when the contract/project is complete they are left with a skill to apply in the local market.

### Implementation

Each new employee added to the Gossamer Crossing team is educated on our Human Rights policy. We have very high values and we expect our team to comply with these standards.

### Measurement of Outcomes

Monthly our senior staff on ground observes the employees to guarantee our standards are being met on a day-to-day scale. Quarterly our Executive Group reviews each member of the team (including senior staff) making sure they are following with our set objectives.

## **LABOUR**

Assessment, policy, and goals

Our company, Gossamer Crossing, does most of its work in East Africa. We employ local staff providing them with above average wages for the region. There is no discrimination within Gossamer Crossing, each employee / hired laborer are provided with meals and water during work hours and provided a skill they can use in their home communities. We support Principles 3-6 everyday and encourage the local government to do the same.

Implementation

Gossamer Crossing provides the best support to our teams in East Africa. Providing them with proper meals, liquids, and medical support when needed. We have a MEDEVAC and Trauma Unit available if/when needed. We ensure each member of our team is treated with the upmost respect and care.

Measurement and Outcomes

A Project Manager is located at each work site; it is their responsibility to ensure the safety and wellbeing of each worker. This Project Manager reports weekly to Senior Staff where the Senior Staff can maintain a watchful eye making sure the standards set forth by the Global Compact and our Company are being met daily. As a team we all support one another in respecting our employees.

## **ENVIRONMENT**

### Assessment

Working in East Africa, we are constantly trying to limit the waste we create and recycle the materials we can. Buying locally we are limiting the amount of packaging materials needed to ship items across seas or countries. Gossamer tries to purchase from environmentally friendly companies whom recycle and produce recycled goods. Preserving our environment is a top priority and we work each day at our work sites to uphold Principles 7, 8 & 9.

### Implementation

Gossamer's Environmental policy is distributed to each new employee we add to our team. It is stressed that we take this policy seriously. Our mission is to improve our environment not harm it while we are at the work site. The Environmental policy is upheld by the Project Manager and the Senior Management and reviewed quarterly to update as needed.

### Measurement of outcomes

Over the past year Gossamer has improved vendor selection to reflect our environmental policy; by choosing vendors that are environmentally conscious we have limited the damage to the work area. As a company we try very hard to limit our footprint (so to speak) on our work sites, always cleaning up any waste and limiting the amount of waste produced.

## **ANTICORRUPTION**

### Assessment

Corruption is our biggest challenge, not because Gossamer takes part (we do NOT) but because we are surrounded by it in East Africa. With Piracy at its height, Gossamer works very hard to ensure our employees are not taking part in such actions. Gossamer has a strict, but simple policy regarding corruption and bribery: DO NOT TAKE PART IN IT!! We hold each employee to these standards; no one is above this policy.

### Implementation

When each new employee is hired they are informed about the possible bribery that occurs in East Africa. They are also given the anti-corruption anti-bribery policy that they sign before they start their first day. This is a policy that is enforced from the top down, each level monitored by the senior management.

### Measurement of outcomes

Gossamer Crossing has monthly reviews where the senior staff evaluates that all of our processes are being followed and improved as necessary.