

Period covered by your Communication on Progress (COP)

From: May 2014 To: May 2015

Statement of continued support by the Co-Chief Executive Officers

To our stakeholders:

I am pleased to confirm that Treedom srl supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

Since 2012, we are seriously committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and the engaging in collaborative projects with advance the broader development goals of the United Nations, particularly the Millennium Development Goals.

As the previous two years, Treedom srl will make a clear statement of this commitment to our stakeholders and the general public. For this purpose, we also plan to include this statement in the next sustainable balance sheet to further increase the visibility of the ten principles of the Global Compact.

We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,

Federico Garcea

CEO Treedom S.r.l.

A handwritten signature in black ink, appearing to be 'F. Garcea', written over a horizontal line.

Human Rights

Assessment, policy and goals

*Description of the relevance of human rights for the company (i.e. human rights riskassessment).
Description of policies, public commitments and company goals on Human Rights.*

The respect of human rights is guaranteed in all our internal activities and in all our external operations. Internally, Treedom respects the rights of its employees.

Externally, our activities have been developed so far only with NGOs that respects and promotes human rights principles. Here's a short list of our partners: COSPE (project in Senegal) AVSI Foundation (project in Haiti) Bambini nel Deserto, (project in Burkina Faso); Libera Terra (project in Italy); WRIO (project "Wirio" in Kenya); MMO (project "Busia" in Kenya); COOPI (project in Malawi).

This is a list of the main programmes, that these NGOs implement:

- protection of human rights
- promotion of women's rights and equal opportunities
- support for refugee populations and victims of war
- antiracism training and support of equal-opportunity policies for citizens from
- ethnic minorities
- right to education and intercultural awareness

Implementation

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

Treedom gives great attention to respecting human rights in all its operations. It is on this assumption that we choose all the NGOs we collaborate with or we establish new business relations. For this reason, before signing new agreements, Treedom asks possible partners to fill a questionnaire in which they inform the organization about their human rights commitment.

Furthermore, Treedom promotes human rights within the activities of our business partners and clients by advising them on human rights issues and measures to respect, protect and promote human rights.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Treedom requests the participation in a survey by all farmers involved in our agroforestry projects to verify possible human rights violations by partner NGOs.

So far, Treedom has not received any complaint from employees, business partners, clients or farmers in relation to human rights violations.

Because of the scope of our activities and the limited number of employees, an external audit on human rights performance is not required.

Labour

Assessment, policy and goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

Labour rights are one of the pillar of Treadom's internal and external activities. For this reason, Treadom conducts business in accordance with the Italian and US law, including nondiscrimination and equal opportunities, freedom of association and the right to collective bargaining, workplace health and safety, as well employment conditions and work (wages, working hours, leave, benefits etc).

In addition, Treadom develops its projects in the South of the world respecting the labour rights as indicated in the ILO Core Conventions, rejecting child labour and employment discrimination.

Treadom adheres to the Global Compact Labour principles for achieving its goals.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

Treadom CEO discusses monthly with each employee regarding his/her work conditions and satisfaction, collecting any useful comment to improve the work environment.

Furthermore, Treadom's staff holds weekly meetings to discuss its activities and verifies the state of its initiatives and new ideas are proposed during the meetings.

Internally, the health and safety of all employees is ensured in accordance to the Italian and United States law requirements. Externally, in our projects across the world, Treadom operates through NGOs that involve local communities respecting human and labour rights and giving them a fair income.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Treadom's team has an average age of 31 years and it is composed of about 50% women. Regularly, Treadom supervises how its partners carry on the projects and if there are any irregularities regarding the respect of communities' rights.

Treadom has received no grievances or complaints from employees or others in relation to labor rights violations.

Because of the scope of our activities and the limited number of employees, an external audit on labor rights performance is not required.

Environment

Assessment, policy and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

Treedom was created in 2010 to promote agroforestry projects, with the goal to produce multiple environmental benefits. For this reason, environmental issues are at the core of every Treedom's action. We have an environmental policy based on the principles of green procurement and energy savings.

The online CO2 calculator, by which people can calculate their emissions, is based on reference protocols and international standards, as:

- UNI ISO 14064-1
- The Greenhousegas Protocol (World Research Institute & World Business Council for Sustainable Development).

Implementation

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

The annual CO2 emissions of Treedom are calculated by same methodology used to calculate the carbon footprint of its customers.

Appropriate bins, provided by the city municipality for the collection of paper, plastic, glass, cans are present in our office in order to reduce the environmental impact of our activities.

Furthermore, we also adopt the following measures:

- the usage of only recycled paper in the office;
- all members of the staff go to the office by bicycle;
- recycling 100% of the waste we produce;
- Treedom's communication material provided to clients is made by recycled paper;
- using energy- saving lights.

Finally, we encourage our team to commute by bike or public transports.

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

We annually consume:

- 40 reams of 100% recycled paper (A4 size);
- electricity (6000 kw / h).

We annually produce 100kg of waste, all of which flows into recycling.

As each year, we plant the proper number of trees necessary to offset our carbon footprint

Anti-Corruption

Assessment, policy and goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption riskassessment).

Description of policies, public commitments and company goals on anticorruption.

Treedom repudiates any form of corruption and consequently it is committed to the Italian and US anti-corruption laws.

The organization does not engage with business partners and clients with a track record of corruption.

Implementation

Description of concrete actions to implement anti-corruption policies, address anticorruption risks and respond to incidents.

Treedom organizes every month an anti-Corruption Training Course to enable its employees to become better-acquainted with the intertwined manner in which corruption manifests itself, and the social complexities surrounding it.

The organization only accepts assignments which are within the range of our expertise and experience and are compatible with our vision and mission.

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

There have been no cases of corruption over the course of the Treedom's existence.