

# GLOBAL COMPACT

## THE UNITED NATIONS

Progress Report

Report No. 1

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**ECONOLER**



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## **1 STATEMENT BY CHIEF EXECUTIVE OFFICER**

I hereby affirm that Econoler will solemnly uphold the UN Global Compact (UNGC) ten principles regarding human rights, labour, environment and anti-corruption.

We at Econoler are committed to abiding by the UNGC principles across all our activities. This report presents an overview of the measures and the actions we undertook over the past year to put these principles into practice. This report will be shared with our stakeholders via our primary channels of communication.

Sincerely,

Pierre Langlois  
Chief Executive Officer  
Econoler





### 3 DESCRIPTION OF PRACTICAL ACTIONS

Econoler is keenly aware that properly fulfilling its corporate social responsibility (CSR) plays a major role in maintaining its standing as a leading energy-efficiency consulting firm in a rapidly growing and increasingly competitive global market. The firm wants the UNGC principles to become some of the core values driving our staff's and our firm's tireless pursuit of professional excellence. For this reason, Econoler joined the UN Global Compact in 2013.

Over the past year, we took actions to develop a set of ethics policies setting out our positions on workplace anti-discrimination, environmental protection and anti-corruption. Our specific actions related to each major aspect are reviewed below.

#### 3.1 Labour

Econoler is committed to creating and maintaining a physically and psychologically healthy and safe work environment, where no current or prospective employee is at a disadvantage because of their age, colour, disability, gender, marital status, national or ethnic origin, race, religious belief or sexual orientation. Physical, mental and sexual harassment will automatically result in dismissal.

In 2014, Econoler commissioned a *Banque de Développement du Canada* (BDC)<sup>1</sup> expert to assess its business structure and human resources practices. One of the key recommendations made by this expert is to attract and retain adequate and qualified human resources. Indeed, since Econoler is always expanding, high-quality HR will help create a healthy, supportive and productive work environment.

In addition to providing its staff members with a competitive healthcare insurance package, Econoler also makes many efforts to create a pleasant and supportive work environment by organizing sport activities, social gatherings and the monthly staff lunch party.

##### 3.1.1 Goal

The ultimate goal of Econoler's labour policy is to create and maintain a safe, healthy and pleasant work environment, where every employee is treated equally to enable them to achieve their professional aspirations.

##### 3.1.2 Performance Monitoring and Evaluating

Econoler's department directors assess the services and inputs of its staff so as to improve their management skills and knowledge of each staff member's professional profile. Employees can use an anonymous complaint mechanism to comment on their work relations and environment and report issues and problems.

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<sup>1</sup> The *Banque de développement du Canada*: <http://www.bdc.ca/EN/Pages/home.aspx>



## 3.2 Environment

As a leading international energy-efficiency and renewable-energy consulting firm, it is only natural for Econoler to make every effort to engage in and promote environmentally sustainable practices. We have adopted a green policy and incorporated concrete actions into our environment-management and daily operations, and participated in a number of voluntary international environmental initiatives, as highlighted below.

- › Our office space has undergone energy retrofits featuring high-efficiency lighting, presence detectors, setback thermostats and other devices that allow us to reduce our energy consumption. Employees have been made aware of the importance of saving on energy resources.
- › We encourage the use of electronic documents to minimize printing. When printing is needed, our office has a dedicated printer to reuse sheets with an unused side.
- › All our office devices are ENERGY STAR labelled.
- › We have a recycling system in place for paper and other recyclable items and a battery collection bin. Our old computer equipment and components are also recycled by a specialized firm.

In addition to our daily environmental-friendly operations at the office, Econoler voluntarily provided funding for the work of registering emission reductions as part of an energy efficiency project in Yemen (registered as PoA 9557 on January 31, 2013<sup>2</sup>) from 2010 to 2013, in collaboration with the World Bank's Carbon Finance Group, and the Dutch government, with which Econoler signed an agreement on the carbon credits of this project. In 2014, Econoler agreed to support a new international development project together with the West African Economic and Monetary Union (WAEMU) and the *Institut de la Francophonie pour le Développement durable* (IFDD). As a voluntary consultant, Econoler is also helping implement a major West-African regional initiative involving the development and implementation of energy efficiency codes for buildings and regulations on minimum performance standards and energy labelling.

### 3.2.1 Goal

The ultimate goal of Econoler's environmental policy is to limit the company's carbon emissions and environmental impacts by adhering to strict environmental principles and practices.

### 3.2.2 Performance Monitoring and Evaluating

At Econoler, we closely monitor our performance in reducing carbon emissions as part of the international voluntary initiatives and communicate the results to relevant stakeholders.

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<sup>2</sup> Clean Development Mechanism website:  
[http://cdm.unfccc.int/ProgrammeOfActivities/poa\\_db/1NM5O6Y38049SXHR7ZGUDWTJFKBPVE/view](http://cdm.unfccc.int/ProgrammeOfActivities/poa_db/1NM5O6Y38049SXHR7ZGUDWTJFKBPVE/view)



### **3.3 Anti-Corruption**

Since our professional activity spans diverse national and cultural contexts around the world, including countries where the rule of law is weak, Econoler is committed to avoiding and denouncing any form of corruption and bribery. We prohibit offering, giving, solicitation or acceptance of any bribe, whether in cash or in other forms of inducement, or engaging in any other corrupt practices. Econoler strictly follows its anti-corruption principles and steers clear of any proposal that lacks transparency, particularly at the stage of project development. If any abnormal situations arise in the course of project implementation, Econoler does not hesitate to denounce them and report them to relevant authorities.

#### **3.3.1 Goal**

The ultimate goal of Econoler's anti-corruption policy is to ensure the moral decency, ethical integrity and legal soundness of the assignments undertaken by strictly avoiding association with any corruption or bribery practices.

#### **3.3.2 Performance Monitoring and Evaluating**

Econoler's staff is required to report any issues and questions regarding potential abnormal situations to our Development Director, especially at the early stage of project development. When such suspicions are confirmed, the firms or actors in question are put on a black list. Econoler's staff is well informed about our anti-corruption policy and any misconduct on their part will result in their dismissal.



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