

Communication in Progress



INA WANCA

FOUNDER

Period covered March 2014-March 2016

TO THE UN GLOBAL COMPACT:

I am pleased to confirm that HYBERA reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

Ina Wanca

Founder and Manager

Date



Human Rights

1. During the period covered, we followed state and federal public safety standards and laws. As a result, we adopted for our employees' workforce ethical guidelines and anti-harassment policies.
2. We have also provided materials accessible to people with disabilities such as we used CC video materials and we used universal design to ensure our content of policies and procedures are accessible.

Labor

1. We have complied with state regulations and implemented more flexible time schedules for employees with special needs.

Environment

1. We are not using any chemical materials, however we implemented crime prevention through environmental design to ensure our office is safe.
2. We are not using any hard copies and use cloud solutions to manage data.

Anti-Corruption

1. We are currently developing online ethical behavior code for our employees.

MEASUREMENT OF OUTCOMES

1. We have not had any accidents occurred at the workforce facilities.
2. Using soft copies eliminates recycling issues and save live of trees. We have not spent money on paper recycling, because we do not use paper
3. Productivity of disability employees increased 30% as reported in evaluation forms.