

Period covered by your Communication on Progress (COP)

From: July 2016 To: July 2017

**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.

Year after year we have been 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 years, Treedom srl will make a clear statement of this commitment to our stakeholders and the general public and as in 2016, we 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 read 'Federico Garcea', with a circular stamp or mark at the end of the signature.

## Human Rights

### Assessment, policy and goals

*Description of the relevance of human rights for the company (i.e. human rights risk assessment).*

*Description of policies, public commitments and company goals on Human Rights.*

All the Treedom activities, both related to its direct employees or external partners are based on the respect of human rights.

For this reason, our external activities have been developed so far only with NGOs that can prove to respect and promote human rights principles.

Here's an updated list of our partners:

COSPE (project in Senegal) AVSI Foundation (project in Haiti) Bambini nel Deserto, (project in Burkina Faso); Libera Terra and Cooperativa Sociale Resistenza Anticamorra (projects in Italy); WRIO (project "Wirio" in Kenya); MMO (project "Busia" in Kenya); COOPI (project in Malawi), ASIA (project in Nepal).

Here a list of the 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 has drafted in 2016 an important corporate internal code related to the implementation of human rights in all its operations. Based on this document we choose all the NGOs we collaborate with or we establish new business relations. To better ensure the compliance of the new partners with our human rights code, 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.*

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.*

Every employee in Treedom knows the importance that labour rights has for the company. In fact, every employee received a copy of the corporate labour rights code drafted by the company board which shows the commitments of Treedom toward the defense of their rights on the job place. Treedom 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, Treedom 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.

Treedom 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.*

As already mentioned, Treedom drafted a corporate labour rights code which shows the commitments of Treedom toward the defense of their rights on the job place.

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

Furthermore, Treedom'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, Treedom 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.*

Treedom's team is now composed of 16 employees with an average age of 32 years and it is composed of about 50% women.

Regularly, Treedom asks its employees to fill a labour rights report in order to understand their satisfaction on their job place.

Treedom also supervises how its partners carry on the projects and if there are any irregularities regarding the respect of communities' rights.

Treedom 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.*

Environmental protection is the reason why in 2010 Treedom was created. In fact Treedom 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:

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

We annually produce 110kg 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.*

Transparency is one of the core Treedom's values. 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.*

As reported in the previous reports, 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.

To avoid a conflict of interest, the appearance of a conflict of interest, or the need for our employees to examine the ethics of acceptance, our company, and its employees do not accept gifts from vendors, suppliers, customers, potential employees, potential vendors or suppliers, or any other individual or organization, under any circumstances.

Finally, 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. According to Italian law we provide national authorities our financial documentation and we respect the National and International procedures and law for the obtainment of grants and public funds.