



GPM Global | UN Global Compact - Communication on Progress Report

2018-2019

December 10th, 2018

I am pleased to confirm that GPM Global 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 describe the SDG targets that we have aligned our core project with.

We also commit to share and communicate this information to our stakeholders and the general public using our primary channels of communication.

Sincerely yours,



Dr. Joel B. Carboni
Founder and President

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Human Rights:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;

Principle 2: make sure that they are not complicit in human rights abuses.

GPM is an organization that honors and actively advocates for human rights. We promote diversity and equal opportunity and practice nondiscrimination. Our training and education products and services are built with the ten principles at the core and as such we as an organization do not condone disrespectful behavior, intimidation and harassment on any level.

Our policy does not tolerate sexual harassment, verbal or physical conduct of sexual nature. In our ten years, we have not come across any such behavior. We would take immediate action if we became aware of any harassments or misconducts. We are committed in maintaining a safe, clean and healthy work environment for our employees. We are committed to continuously challenge our employees in order to promote their individual growth as persons.

Labor

Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labor;

Principle 5: The effective abolition of child labor;

Principle 6: The elimination of discrimination in respect to employment and occupation.

GPM does not discriminate against employees who voluntarily establish and or join organizations of their own choice. We maintain a good remuneration and work environment for all our staff. We adhere to all business and company legislation and our staff are employed on their own free will. All staff are free to terminate their employment at any time in accordance to the employment contract they have signed.

Our [Code of Ethics](#) was established to publicly proclaim that Forced Labor and Child Labor shall not be tolerated and we ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. We are committed to uphold the protection of human rights for all workers and are committed to ensure that we are not complicit in any human rights violations and hold our business partners to the same standard policy.

All of our business partners are required to sign a [supplier code of conduct](#) to ensure we do not source or participate in any unethical business. GPM supports and practices the labor principles proclaimed by the United Nation and believes our business partners should ensure that they are not complicit in human rights abuses. In accordance to promote inclusiveness, we do not discriminate on the basis of race, color, religion, gender, national origin and disability and age.

Environment

Principle 7: Business should support a precautionary approach to environmental challenge;

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

GPM is committed to follow a sustainable business practice into the company's operations according to our existing Environmental policy. We recognize our responsibility to our employees, customers and suppliers to operate in environmentally conscious and responsible manner. We support various certification and principle such as Forest Stewardship Council (FSC), Global Wood Tracking Program and WWF's Global Forestry Trade Network.

We ensure that all our suppliers are environmentally conscious and responsible. If a supplier fails to adhere to this policy, we will not continue our cooperation with them. We conduct regular performance audits and training for our employees and suppliers to ensure that environmental commitments have been met. **In 2018, we enjoyed our second carbon neutral year.**

Anti-Corruption

Principle 10: Business should work against corruption in all its forms including extortion and bribery.

GPM Global is a signatory # 107 to the [UN Global Compact Anti-Corruption](#) call to action and is committed to working against corruption in all its forms, including bribery and extortion.

Our commitment to dealing legally and ethically with governments applies worldwide. Organizational policy, the U.S. Foreign Corrupt Practices Act, UN Convention against Corruption and similar anti-bribery laws around the world prohibit us from giving or offering to give money or anything of value - whether cash or not, or whether directly or indirectly through others - to any government official (e.g., any employee of any government or of any government-owned or operated enterprise, entity or corporation) to induce that official to affect any governmental act or decision, or to assist the organization in obtaining or retaining business or securing any improper advantage.

GPM Global suppliers and partners may not act in any way, in their business relationship with GPM Global or otherwise, that violates the U.S. Foreign Corrupt Practices Act or any other anti-bribery law around the world. GPM Global suppliers and partners must only use suppliers that do not violate ethical standards through bribes, kickbacks, or other similar improper or unlawful payments.

Compliance with all relevant laws, including relevant anti-corruption laws, is a legal obligation and not an option for suppliers and partners. Noncompliance with laws places an GPM Global at risk of reputational, administrative, civil and criminal consequences, including internal costs, investigations, prosecutions, fines, loss of contracts and possible blacklisting.

Mappings to our policies and services all listed publicly at www.greenprojectmanagement.org

GPM Specific Offerings and Policies that Map to the Ten Principles

Principle	Commitment	Systems and Principles	Services
Human Rights			
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights;</p> <p>1. and make sure that they are not complicit in human rights abuses.</p>	<p>GPM Global, our partners and suppliers recognize that human rights are an integral part of corporate citizenship. We respect, support and advocate the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights: Implementing the United Nations' Protect, Respect and Remedy Framework'.</p> <p>GPM Global has a Human Rights Statement, in line with international best practice.</p>	<ul style="list-style-type: none"> - GPM Global Human Rights Statement - GPM Global Core Principles - GPM Global Supplier and Partner Code of Conduct - The GPM Global P5 Standard for Sustainability in Project Management - Sustainable Project Management; The GPM Reference Guide 	<p>Portfolio, Program, & Project Management Sustainability and Materiality Assessments (PSM3)</p> <p>Projects integrating Sustainable Methods (PRiSM) Project Methodology</p> <p>PRiSM Training</p>
Labor Standards			
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>3. the elimination of all forms of forced and compulsory labor;</p> <p>3. the effective abolition of child labor;</p>	<p>GPM Global, our partners and suppliers do not use forced, compulsory or child labor.</p> <p>GPM Global, our partners and suppliers support freedom of association and recognize the right to collective bargaining.</p>	<ul style="list-style-type: none"> - GPM Global Human Rights Statement - GPM Global Core Principles - The GPM Global P5 Standard for Sustainability in Project Management - Sustainable Project Management; The GPM Reference Guide 	<p>Portfolio, Program, & Project Management Sustainability and Materiality Assessments (PSM3)</p> <p>Projects integrating Sustainable Methods (PRiSM) Project Methodology</p> <p>PRiSM Training</p>

Principle	Commitment	Systems and Principles	Services
<p>6. and the elimination of discrimination in respect of employment and occupation.</p>	<p>GPM Global’s staff, partners, members, and certified individuals take pride in our diversity. With a global reach of over 145 countries, our purpose and passion is to advance sustainable development which begins with our own operations.</p> <p>Our culture is one that ensures inclusiveness vertically and horizontally, extending to our partners and suppliers.</p>	<ul style="list-style-type: none"> - GPM Global Code of Conduct - GPM Global Code of Ethics - GPM Global Core Principles - The GPM Global P5 Standard for Sustainability in Project Management - Sustainable Project Management; The GPM Reference Guide 	<p>Portfolio, Program, & Project Management Sustainability and Materiality Assessment (PSM3)</p> <p>Projects integrating Sustainable Methods (PRiSM) Project Methodology</p> <p>PRiSM Training</p>
Environment			
<p>7. Businesses should support a precautionary approach to environment challenges;</p> <p>7. undertake initiatives to promote greater environmental responsibility;</p> <p>7. and encourage the development and diffusion of environmentally friendly technologies.</p>	<p>GPM Global, Regional Offices and Partners are dedicated to managing environmental impacts proactively and to advocate best practice for environmental stewardship within the realm of project, program and portfolio management.</p> <p>GPM Global is a carbon neutral organization.</p> <p>GPM Global is a signatory for Climate for Action and was a participant in the COP21 Business Forum.</p>	<ul style="list-style-type: none"> - GPM Global Core Principles - The GPM Global P5 Standard for Sustainability in Project Management - The GPM Reference Guide to Sustainability in Project Management 	<p>Portfolio, Program, & Project Management Sustainability and Materiality Assessment (PSM3)</p> <p>Projects integrating Sustainable Methods (PRiSM) Project Methodology</p> <p>PRiSM Training</p>

Principle	Commitment	Systems and Principles	Services
Anti-Corruption			
10. Businesses should work against corruption in all its forms, including extortion and bribery.	<p>GPM Global, our Regional Offices and partners are committed to achieving a high standard of ethical behavior in every possible way.</p> <p>GPM Global attended the UN Global Compact 10th Principle Anniversary</p> <p>GPM Global is a signatory #107 to the UN Global Compact Anti-Corruption call to action and is committed to working against corruption in all its forms, including bribery and extortion.</p>	<ul style="list-style-type: none"> - <u>GPM Global Supplier and Partner Code of Conduct</u> - <u>GPM Global Core Principles</u> - <u>The GPM Global P5 Standard for Sustainability in Project Management</u> 	<p>Portfolio, Program, & Project Management Sustainability and Materiality Assessment (PSM3)</p> <p>Projects integrating Sustainable Methods (PRiSM) Project Methodology</p> <p>PRiSM Training</p>

Sustainable Development Goals

The following outline our support for and integration of SDGs and targets into who we are and what we do.

Opportunities and responsibilities that one or more SDGs represent to our business

The Sustainable Development Goals are a central focus for our organization. Our standard, available for free at www.greenprojectmanagement.org/p5 outlines guidance on how projects can align with and contribute to Each SDG.

Goals and indicators set by our company with respect to one or more SDGs

A core objective of our organization is the establishment of the world's first carbon negative University using UN PRiME Principles as the bedrock and the SDGs as the centralized platform. The IIPSD or International Institute for Peace and Sustainable Development is being established with two initial campuses; one in Costa Rica, and the

other in Malaysia. Plans for construction are underway for 2019. The Institute’s specific targets are still expanding however at present are set as follows:

SDG	SDG Target	How the Institute Contributes
<p>SDG 1</p>	<p>1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions</p>	<p>The proposed project brings together thought leaders from over 10 different countries who have developed, contributed to or implemented global standards for organisations such as ISO, Project Management Institute, International Project Management Association and there United Nations. These individuals have already committed to the project and are listed in this proposal.</p> <p>The main campus and two proposed satellite campuses will be located in developing countries.</p> <p>The curriculum focuses on sustainable development and peace, of which a core tenet is eradicating poverty in all of its forms by 2030.</p>
<p>SDG 4</p>	<p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p>	<p>The Institute will offer scholarships to students regardless of gender. This provides opportunity for students from developing countries to not only gain a post-graduate qualification at no cost, but also through the content of the program, students will be educated in gender equality.</p>

SDG	SDG Target	How the Institute Contributes
	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<p>The Institute will offer scholarships to students regardless of gender.</p> <p>In addition, through the on-campus business incubator, spin off organisations, technologies and new products will be developed creating future job opportunities. Also the education model, being project-based learning, will bring in industry to partner therefore creating linkages between students of prospective employers.</p>
	<p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development</p>	<p>Through the content of the programs offered by the Institute, students will be educated in gender equality, sustainability, peace, human rights and sustainable development.</p>
	<p>4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all</p>	<p>The establishment of the Institute directly delivers on this goal. The Institute buildings will be designed and constructed to LEED Platinum standard which accommodates these specific aspects.</p>

SDG	SDG Target	How the Institute Contributes
	<p>4.b By 2020, substantially expand globally the number of scholarships available to developing countries, in particular least developed countries, small island developing States and African countries, for enrolment in higher education, including vocational training and information and communications technology, technical, engineering and scientific programmes, in developed countries and other developing countries</p>	<p>The Institute directly delivers on this goal, by will scholarships to students from developing countries regardless of gender. Students on scholarship will be required to work in their home countries for a specific period post graduation to promote and take action in relation to one or more SDG, thus reducing ‘brain drain’.</p> <p>The Institute will offer post-graduate university programs in peace and sustainable development.</p>
<p>SDG 5</p>	<p>5.1 End all forms of discrimination against all women and girls everywhere</p>	<p>The Institute will have strong anti-discrimination and gender quality policies which will extend to suppliers, stakeholders and partners.</p> <p>To address inequality in the region a greater percentage of scholarships will be given to women.</p>
	<p>5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>The Institute’s leadership will be comprised of individuals who are hired based on skill.</p> <p>The curriculum is specifically designed to ensure full participation and student leadership in project-based learning activities.</p>

SDG	SDG Target	How the Institute Contributes
SDG 8	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	Through the on-campus business incubator, spin off organisations, technologies and new products will be developed creating future job opportunities. Also the education model, being project-based learning, will bring in industry to partner therefore creating linkages between students of prospective employers.
SDG 9	9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending	The Institute intends to provide research grants and through the on-campus business incubator, will foster innovation and new business opportunities.
SDG 10	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	The curriculum focuses on sustainable development and peace, of which a core tenet is eradicating poverty in all of its forms and the promotion of non-discrimination based on age, sex, disability, race, ethnicity origin, religious or economic status.
SDG 12	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	The establishment of the Institute directly delivers on this goal. The Institute buildings will be designed and constructed to LEED Platinum standard which accommodates these specific aspects.

SDG	SDG Target	How the Institute Contributes
	<p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Through the content of the programs offered by the Institute, students will be educated in gender equality, sustainability, peace, human rights and sustainable development.</p>
	<p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Through the content of the programs offered by the Institute, students will be educated in gender equality, sustainability, peace, human rights and sustainable development.</p> <p>The Institute will practice sustainable procurement during both construction and operations.</p>
	<p>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	<p>Through the content of the programs offered by the Institute, students will be educated in gender equality, sustainability, peace, human rights and sustainable development.</p>
<p>SDG 13</p>	<p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>Through the content of the programs offered by the Institute, students will be educated in gender equality, sustainability, peace, human rights and sustainable development.</p>

SDG	SDG Target	How the Institute Contributes
	<p>13.b Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth and local and marginalized communities</p>	<p>The Institute being the first of its kind will be a catalyst for capacity building around climate change and sustainability management therefore directly supporting this goal.</p>
<p>SDG 16</p>	<p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all</p>	<p>The Institute will employ strong anti-corruption and will not engage in any bribery whatsoever. It will also sign the UN Anti-Corruption call-to-action.</p>
	<p>16.6 Develop effective, accountable and transparent institutions at all levels</p>	<p>This SDG target is a foundational building block as to what the Institute standards for</p>
	<p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<p>The management structure will be inclusive and continuous improvement will be the responsibility of all staff regardless of level or position.</p>
	<p>16.8 Broaden and strengthen the participation of developing countries in the institutions of global governance</p>	<p>The Institute will grow into a network spanning the ASEAN region to directly support this goal.</p>
	<p>16.b Promote and enforce non-discriminatory laws and policies for sustainable development</p>	<p>Through the content of the programs offered by the Institute, students will be educated in gender equality, sustainability, peace, human rights and sustainable development.</p>
<p>SDG 17</p>	<p>17.3 Mobilize additional financial resources for developing countries from multiple sources</p>	<p>This project mobilises financial resources in line with this goal.</p>

SDG	SDG Target	How the Institute Contributes
	<p>17.9 Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the sustainable development goals, including through North-South, South-South and triangular cooperation</p>	<p>The aim of the Institute is to foster leaders that can support the development of their own countries but also encourage the adoption and integrate of the SD Goals in the countries in which the Institute operates.</p>
	<p>17.16 Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p>	<p>The Institute will be a member of UN PRME thereby fostering sustainable development and also will partner with likeminded organisations to achieve that end.</p>
	<p>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<p>The Institute is comprised of a series of partnerships all of which are focussed on achieving numerous SDGs.</p>