

Implementing UN global compact principles in:
EDUCADEMY® Consulting and Research Firm

Communication on Progress



EDUCADEMY



Statement of continued support by the chief executive officer (CEO)

EDUCADEMY

I am pleased to confirm that EDUCADEMY® supports the Ten Principles of the United Nations Global Compact with respect to: Human rights, Labor, Environment and Anti-corruption. With this communication, we express our intent to implement and advance the Global Compact principles within our sphere of influence as part of the strategy, culture and day-to-day operations of our company.



Ms. Paula Diaz Antonopoulos Wolfe
Chief Executive Officer
EDUCADEMY - Consulting and Research



EDUCADEMY® -Consulting and Research creating business opportunities

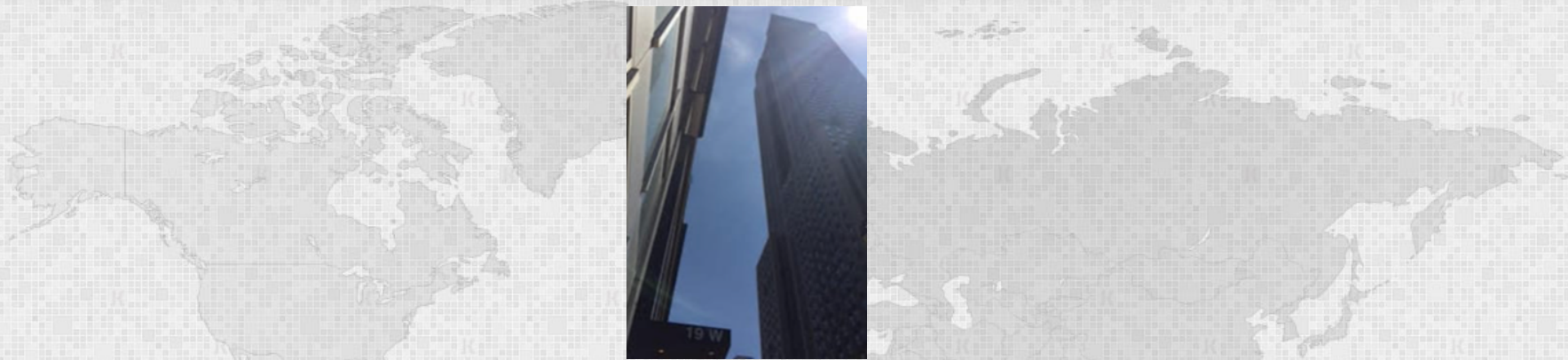
EDUCADEMY® is a consulting and a research group comprised of dedicated individuals.

Supporting intellectual, psychological, social and physical development of different communities and building a business/education partnership one that would actively support education, enhance community presence, and social responsibility to deliver positive results for our work force in the future.

EDUCADEMY® Identifies underserved geographies and segments of society, which could benefit from innovative services developed in a sustainable way. It also invests in education, capacity building and work opportunities to stimulate the economy through increasing the local economic power while preserving the environment.



EDUCADEMY® Consulting and Research, Inc., is a registered and licensed consulting and research firm that is based in New York City – New York.

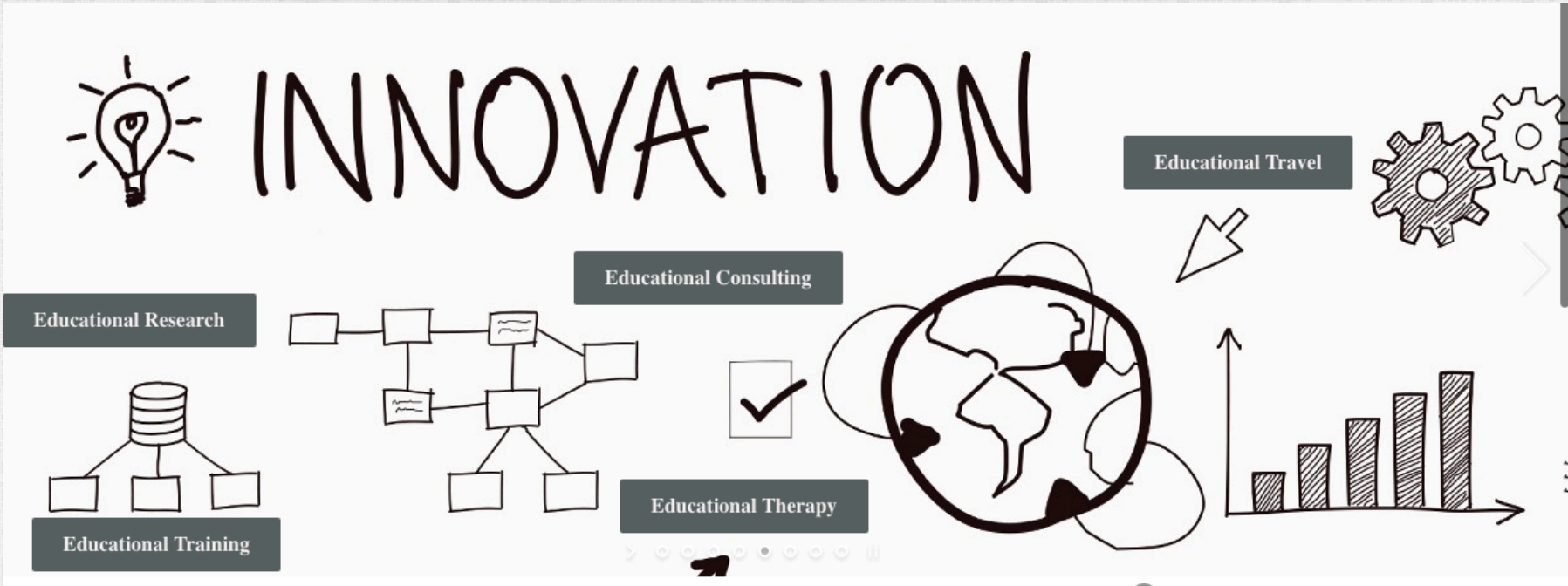


EDUCADEMY

1. EDUCADEMY® Consulting and Research, Inc., is a client – focused and result driven education consulting firm that provides standard and professional education consulting services to all to our individual clients, and corporate clients at local, national, and international level. We ensure that we work hard to meet and surpass our clients' expectations whenever they hire our services.
2. EDUCADEMY® Consulting and Research, Inc., demonstrates commitment to sustainability, both individually and as a firm, by actively participating in our communities and integrating sustainable business practices wherever possible. We hold ourselves accountable to the highest standards by meeting our client's needs precisely and completely. We also cultivate a working environment that provides a human, sustainable approach to earning a living, and living in our world, for our partners, employees and for our clients.



The firm handles all aspects of education related services through but not limited to:



EDUCADEMY



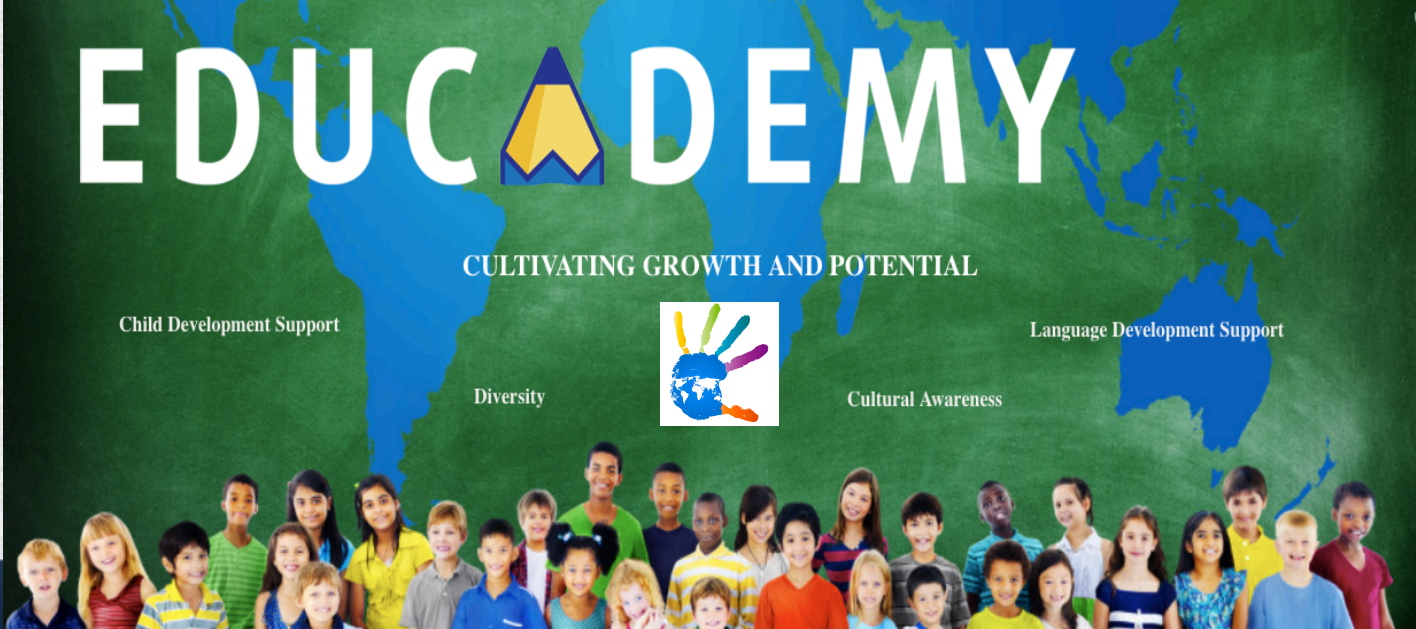
Supporting Quality Education and Gender Equality

At EDUCADEMY® Consulting and Research, Inc., our client's best interest would always come first, and everything we do is guided by our values and professional ethics.

EDUCADEMY® supports United Nations Sustainable Developmental Goals:

Goal 4 to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Goal 5 to achieve gender equality and empower all women and girls.



The graphic features the EDUCADEMY logo in large white letters over a green and blue world map. The letter 'A' is replaced by a yellow and blue arrow pointing upwards. Below the logo is the tagline "CULTIVATING GROWTH AND POTENTIAL". Four service areas are listed: "Child Development Support", "Diversity", "Cultural Awareness", and "Language Development Support". A central icon shows a globe with colorful hands. At the bottom is a diverse group of children and adults smiling.

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CULTIVATING GROWTH AND POTENTIAL

Child Development Support

Diversity

Cultural Awareness

Language Development Support



EDUCADEMY
EST. 1995

Alignment of sustainability and corporate strategy toward targets

EDUCADEMY® is governed by the firm's Founder-CEO along with Managing Director and management oversees the daily activities of individuals involved in the various projects. They also co-ordinate the activities of the large number of subcommittees and network groups linked to the firm.

EDUCADEMY® has been able to integrate The Ten Principles and influence interconnected SDGs. Our infrastructure to projects are consistent with the Ten Principles and are consider in how the project affects the local, national or global community. The SDGs has an important impact on the purpose of our company locally, nationally and around the world. Contributing to the SDGs is a way to create shared value for all stakeholders and therefore EDUCADEMY® has a strong driving force to galvanize stakeholders around a common shared outcome. Our purpose is rooted in creating value for others, improving the world we live in and inspiring the organization at all levels leading to the increase of our ability to drive profits and create sustainable value.

The SDGs has led to guide the company's purpose through allowing us to focus on challenges that act as a catalyst for innovation, engage and motivate our learning community and members, open up new markets and opportunities, and may future-proof the company against a wide range of risks. For purpose to be activated, to resonate and ultimately to reach its potential, purpose should have business relevance, be implementable and have a transformational impact.

The SDGs helps EDUCADEMY® define its aspirational purpose in a way that is relevant and inspiring to stakeholders, allow purpose to become the foundation for its strategy, and ignite long-lasting positive change that may increase shareholder value over the long term.



Development of targets and (KPIs)-Key Performing Indicators and Implementation

EDUCADEMY® wanted to make a difference within the natural context of our business. Ensuring that all members and the learning community understand UNs basic principles and ensure the willingness to implement sustainable solutions throughout the organization by directing initiatives outside the organization locally and finally globally.

These are the groups intended to participate:

- People (employees and members)
- Society (locally) –Parents, students, professionals, organizations, corporations or any individual that is interested in learning and making a positive impact in our society.
- Society (globally) –Parents, students, professionals, organizations, corporations or any individual that is interested in learning and making a positive impact in our society.

We have decided to implement our initiatives in five ways:

- Organizational Change: Initiating new ideas, proposed improvements, and implemented operational changes that resulted in enthusiastic acceptance and positive results.
- Humans Relations: Building positive, motivational relationships with team members and customers to ensure confidence during difficult process changes.
- Communication: Explaining and clarifying thoughts and ideas as an important part of a leadership role.
Planning ahead for meetings and conversations to effectively mix information and inspiration.
- Problem Solving: Track record of finding solutions to troublesome situations through careful research, analysis, and planning.
- Directed and guided research in all areas regarding Early Childhood, Childhood, Gifted and Talented, Language Acquisition.



Collaboration/Commitment

EDUCADEMY® engages in collaborative projects to make a clear statement of this commitment to our stakeholders and the general public. We also pledge to take part of the United Nations Global Compact activities, specialized initiatives and work streams of engagement in partnerships projects

- Business models have been adjusted
- Products or services are developed accursedly
- Innovation and R&D are refocused
- Sustainability strategies are realigned to achieve both corporate goals and the SDGs



EDUCADEMY® has Identified underserved geographies and segments of society, which could benefit from innovative services developed in a sustainable way through our programs. This has let us to invest in education, capacity building and work opportunities to stimulate the economy through increasing the local economic power while preserving the environment.

EDUCADEMY® has also identified collaboration opportunities with peers, customers, suppliers, academia and nonprofit organizations, as well as across industries in corporations, to achieve mutually beneficial solutions, leverage networks, achieve scale and share responsibility. Partnering with governments, cities and civil society to deploy the educational, technological and human resources of business to promote development, stability and education.

As an example below:



Measure, assess, report and communicate/Monitoring and evaluating performance

EDUCADEMY® Aligns existing reporting and communications with the SDGs to both discuss performance in the context of the expectations set by the SDGs, and also aligns disclosures with the language of the SDGs to establish a common dialogue among stakeholders.

EDUCADEMY® Develops systems to integrate the management of SDG issues into everyday business decision-making and making new partnerships between business, governments and civil society to improve communication. We have created a road map to engage our internal and external stakeholders on how to create sustainable strategies that can transform not only with in EDUCADEMY® but with in their business models, products and services, but also the communities where they operate to promote better communication skills to lead to a peaceful development when interacting with others.

- The CSR committee regularly informs the organization, which initiatives have been initiated.
- Constant dialogue with the members, employees and the learning community is deemed the best way of securing a good working environment and preventing stress. The management therefore has a responsibility of monitoring the employees well being, both on a regular basis and through the yearly “Performance and Development review”



EDUCADEMY® Corporate Social Responsibility (CSR) Part I

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward education. Our policy outlines our efforts to give back to the world as it gives to us. This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

Policy elements: We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**.

Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent



EDUCADEMY® Corporate Social Responsibility (CSR) Part II

Business ethics: EDUCADEMY® We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Examples of Corporate Social Responsibility
- Protecting the environment

Environment: EDUCADEMY® recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Protection: When protecting people EDUCADEMY® will ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights: EDUCADEMY® is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).



EDUCADEMY® Corporate Social Responsibility (CSR) Part III

Donations and Aid: EDUCADEMY® may preserve a budget to make monetary donations. These donations will aim to: Advance the arts, education and community events to alleviate those in need.

Volunteerism: EDUCADEMY® encourages its employees to volunteer and it recommends students that are part of our internship program to volunteer as well. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment: EDUCADEMY® Apart from educational obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies
- Supporting the community

EDUCADEMY® may initiate and support community investment and educational programs. For example, it may begin partnerships with corporations to provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning: We will actively invest in R&D. We often spend resources on certain investigative undertakings in an effort to make discoveries that can help develop new services or way of doing things or work towards enhancing pre-existing services or **processes**. These activities come under the Research and Development (**R&D**) umbrella. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates. EDUCADEMY® is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Every member that is collaborating with EDUCADEMY® must communicate this policy on all levels and all are also responsible for resolving any CSR issues.



EDUCADEMY® Working environment

EDUCADEMY® working environment encourages questioning. When someone suggests a new strategy, someone else asks why it would work better than the alternative. Questions feed discussion, and because everyone's asking questions, everyone is moving the company forward. Nobody is judged or reprimanded for his or her ideas, and all ideas are considered equally.

EDUCADEMY® In an individual-focused environment, the office offers individuals flexibility to customize their own working styles. Some individuals may be allowed to work from home if that doesn't interfere with their productivity. Others may have flexible hours, and still others may customize their desks and furniture however they like. Everyone works differently, and this environment recognizes and celebrates the fact. Some individuals may want to work in the no-walls environment is all about keeping the team together. At times, there are no offices or enclosed cubicles (or if there are, the doors are open), so employees can speak freely with one another. These environments usually have a common break room, and team-building events to inspire cooperation and mutual appreciation.

EDUCADEMY® also promotes an environment that favors honest feedback above all other forms of communication. When a worker needs to improve, he or she is told about it. When a boss' approach is unproductive or inefficient, that communication is made, too. People trust one other to give, listen to and act on mutual feedback, and everyone can improve as a result. This leads to also having unified environment which allows people to operate as individuals, but still focus on succeeding as a team. This type of environment usually sets "team" goals and allows people to work together in smaller groups to accomplish team tasks. Employees are focused on working together, and individually hold themselves accountable for the quality of their work.



EDUCADEMY® plans to

- Start a campaign to get our members to register within the global compact framework
- Set the agenda for diversity and encouraging equal opportunities in recruitment, training and promotion, especially for female educators.
- Actively inspire our members to give educational advise on Corporate Social Responsibility issues .

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EDUCAD**DEMY**

