**COMMUNICATION ON PROGRESS (COP)**

Period covered by your Communication on Progress (COP)

From: March 2016 to August 2017 (according to the Grace Letter)

1. **STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESS)**

Please use the space below to include the statement of continued support signed by your company’s chief executive:

August 29, 2019

To our stakeholders:

I thank you for allowing me to be a part of this initiative. I am pleased to confirm that Global Fertility & Genetics, (GFG) LLC reaffirms its support of the Ten Principles of the United Nations Global Impact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress (COP), 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 are also committed to sharing this information with our stakeholders using our primary channels of communication, culminating at our yearly board meeting.

Sincerely yours,

Annie Liu

CEO Global Fertility & Genetics, LLC

1. **DESCRIPTION OF ACTIONS**

**Human Rights**

Please use the space below to describe actions your company has taken in the area of human rights such as:

**- Ensure workers are provided safe, suitable and sanitary work facilities.**

Answer:

All of GFG employees must take mandatory annual Occupational Safety and Health Administration (OSHA) training to provide continuous employee safety training. GFG company’s headquarters are divided into very distinct departments and sub-companies with its own cardkey access controlled entrance to ensure security and privacy. Due to the nature of our busy, safety and privacy are the key elements to providing high quality care to our patients.

GFG also employs a private cleaning company to ensure, patient waiting rooms, examination rooms, corridors and office areas are clean at all times. The cleaning staff covers everyday to ensure a sanitary work space.

All exit areas are highlighted in case of an emergency or any power failures and exit pathways areas are illuminated for a rapid evacuation. GFG also has its own personal back up battery power source in case of outages.

**- Protect workers from workplaces harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.**

Answer:

GFG employees conduct mandatory New York State Harassment Prevention Training which is documented and stored into each employees file to ensure courses are taken every year. Every new hire must agree to conduct this training within three months of their hiring. This training is provided by New York State which keeps GFG in accordance with New York State laws.

GFG location has security guards on duty for 24 hours, there is also 24 hour security surveillance CCTV monitoring protection of the security of the headquarters’ staff.

**- Take measures to eliminate ingredients, designs, defects or side-effects that harm or threaten human life and health during manufacturing, usage or disposal of products.**

Answer: As mentioned, all employees of GFG are required to take mandatory Federal safety training provided by OSHA to ensure employees are safe from any hazardous materials

All hazardous materials are disposed in accordance to OSHA rules and the waste is removed by an outside waste disposable company.

**Labor**

Please use the space below to describe actions your company has taken in the area of labor. Examples include:

**- Ensure that the company does not participate in any form of forced or bonded labor.**

Answer: The company follows New York State and governmental guidelines in regards to labor with no exceptions

**- Comply with minimum wage standards.**

Answer: GFG complies with the standard wages of New York State.

**- Ensure that employment-related decisions are based on relevant and objective criteria.**

Answer: Recruitment is made through professional websites to attract talents. The interviews are conducted in many rounds and evaluation is made by the management team involved in the interview process.

**Environment**

Please use the space below to describe actions your company has taken in the area of environment. Examples include:

**- Avoid environmental damage via regular maintenance of the production processes and environmental system (air pollution control, waste, water treatment systems, etc).**

**- Ensure emergency procedures to prevent and address accidents affecting the environment and human health.**

**- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances.**

Answer (comprehensive): GFG headquarters are divided into three areas : an office s and a clinical area and laboratory area and each has its own advanced air conditioning and air extraction systems which ensures a continuous flow of fresh air in the different parts. Normal waste and medical waste are separated to avoid contamination. Finally, the company provides a healthy and safe environment to all its employees thanks to the use of advanced software and systems. Due to the nature of the business of GFG an emphasis is required in clean laboratory air.

**Anti-Corruption**

Please use the space below to describe actions your company has taken to fight corruption. Examples include:

**- Assess the risk of corruption when doing business.**

N/A

**- Mention “anti-corruption” and/or ethical behavior in contract with business partners.**

Answer: All the company’s contracts include a clause that says the parties involved in the transaction / cooperation must treat each other equally and show mutual respect in order to obtain beneficial results.

**- Ensure that internal procedures support the company’s anti-corruption commitment.**

N/A

1. **MEASUREMENT OF OUTCOMES**

Please use the space below to include the most relevant indicators to measure outcomes. Examples include:

**- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.).**

Answer: The management of GFG is extremely diverse. There is a 60% female and 40% male equation in regard to management. At GFG there is a multitude of ethnicity comprised of Chinese, African American, Hispanic, Turkish, Italian and Russian.

**- Rate of occupational diseases, injuries and absenteeism.**

Answer: The overall absenteeism rate due to illness – calculated on sickness leave – is of 0.71% and the overall rate of injury is of 0.00% for the whole company.

**- Percentage of recycles materials.**

N/A