

## COMMUNICATION ON PROGRESS (2019)

Period covered by your Communication on Progress (COP)

From: November 14, 2018 To: November 14, 2019.

[ 14<sup>th</sup> November, 2019]

To our stakeholders:

I am pleased to confirm that Geo-Tech Consultancy Services reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, 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,

Muhammad Zarar

CEO.

The following actions are taken: -

1. Workers are provided QHSE standard according to Geneva convention to conduct their field duties. Where harsh environments are existing such as Gilgit-Baltistan and Northern Khyber Pakhtunkhwa area of Pakistan, a special ration arrangements are made which is called snow ration and contains more proteins & natural fats rich diets. Female staff is particularly encouraged to report any kind of workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. Female staff involved in field work has armed guards for safety & security. Field work is managed in such a way that it minimizes the side-effects to other members of the society taking into account their cultural and religious values.
2. Company does not participate in any form of forced, bonded and child labour. Comply with minimum wage standards of Rs. 18,000/- per month and age limit of 18 years. Ensure that HSE related principles of international standard should be observed during all labor works. Unless necessary, labor is engaged on monthly basis with proper written agreement with all the defined terms and conditions and maternity leave option for female labor.
3. Special care procedures has been introduced in the environment sector such as spray for eradication of dengue, minimum use of paper, establishing no smoking area in the business premises, installation of Pollen counts equipment for safeguarding against pollen allergies. Furthermore, use of mineral water for drinking is introduced.

Furthermore, a monitoring and evaluation policy for the environment within the projects limits is adopted which provided the top management to intervene in the environment policy matters and introduce real-time amendments according to requirements. In this regard, a commitment is also made with Science Based Targets Initiative (SBTi) of United Nations Global Compact. Now, study is in progress to achieve this goal and a workable plan in this regard would be submitted to SBTi soon. Efforts are also started to expand this initiative to our projects in MENA and also bring them under this important UNGC Platform.

4. Corruption in business is a wide spread phenomena and I try my level best to assess the chance of corruption when dealing with the client and always discourage dealing which have chances of corruption or which may emerge as a contract involving kickbacks in the later stage. One way to avoid these contracts is doing business with all the prevailing laws of business of the country because no law is made for doing the corruption but it is its compliance and if compliance is not made then there are chances for the corruption.

**The Outcomes: -**

Our compliance with the UNGC principles has shown clear cut benefits in our business. Our suppliers are also trying to adopt these principles and our company's projection is also felt in other regions and we are planning to extend our operation beyond the borders.

Our reputation index among the people is also improving and more people are interested to join our company. Governments of some countries also prefer our services because these are aligned with the UNGC principles and 17 SDGs and more sustainable. Female workers/staff trust also increased on company's strategies regarding human capital, gender equality and security. Hence, there is nil report of occupational diseases and consequently absenteeism is also showing downward trend during the second consecutive year.

To further strengthen our operation in line with Climate Action (SDG 13) and Corporate Social Responsibility a subsidiary with the name of "GCS Institute Pakistan" is established which is a non-profit and purely engage with R & D activities in eradicate extreme poverty through nature's based "Green Infrastructure Development Projects in Energy, Climate Adaptation and Disaster Risk Management/Reduction.