

Communication on progress

UN GLOBAL COMPACT

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GREENFISH
THE POSITIVE IMPACT COMPANY

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BACKGROUND

Our Vision.

Conscious of the human impact on our planet, we believe in a fully sustainable and profitable future.

Our Mission.

We provide sustainable consulting services and smart green tech solutions to organisations caring about their future and willing to remain competitive. We constantly position our consultants and client's needs at the heart of our business while actively looking for the latest innovations and trends in sustainability.

Our Core Values.

As the Positive Impact Organisation, we are committed to sustainable development through our core values:



TRANSPARENCY

Believing in honest and transparent relationships with our stakeholders



COMMITMENT

Assisting our clients to achieve their sustainable business objectives through our range of services and greentech solutions



RESPONSIBILITY

Striving to positively impact our environment and minimize our human impact on the planet by carefully choosing our daily actions

MESSAGE FROM OUR CEO

At Greenfish, we believe in a fully sustainable and profitable future. Growing rapidly, we are showing that success and profitability goes hand in hand with sustainability. With more than 200 of us across Europe, we provide sustainable consulting services and smart greentech solutions to organisations caring about the future. As a leader of opinion, we continuously innovate ourselves and create knowledge in the sustainable sector by setting up synergies between our consultants and our clients.

As the Positive Impact Company, we are committed to sustainable development through our three core values: Transparency, Commitment and Responsibility. These are translated into our two service lines:

- **TECHNICAL ADVISORY** provides you engineering support and know-how on the following competences: QHSE Management, Energy Transition, and Operational Performance.
- **STRATEGIC ADVISORY** targets strategic projects, evaluates your needs and provides expert advice on CSR & Sustainability, Energy Transition, Environmental Intelligence, Mobility, and Change Management.

Both service lines are supported by our Marketing & Communication Intelligence team, concentrating on knowledge creation and management.

Last year, our **“Scale”** program supported us in growing our network and further improving the positive impact we have on businesses. In that context, we fully embraced our ecosystem into our day-to-day activity and have been accepted as a participant of the UN Global Compact, which highlights our continuous commitment to further develop our sustainable business conduct.

This year, our **“Unify”** program will reinforce our commitment to conduct business and pursuing our goals in an innovative and unified way, across all of our locations. We do this in keeping with our mission, vision and values as a one global company. This will strategically strengthen our positive and sustainable impact on society, as well as foster value creation for all our stakeholders.

Not only current opportunities, but also the technologies of the future to solve environmental issues make me optimistic. Today's awareness about climate change convinced businesses to take into account sustainability into their long-term business strategies.

As the Chief Executive Officer of Greenfish, I am resolute to maintain the leadership and provide the resources to make sure that this policy is fully endorsed by our company. Finally, I would like to invite all our stakeholders to join us on the journey to sustainable growth for the future.

Thank you,

Nassim Daoudi
Chief Executive Officer

Brussels, January 31st, 2020

HUMAN & LABOUR RIGHTS

Assessment, policy and goals.

As Greenfish' first core value indicates the organisation's transparency and commitment to honest relationships, it implies a fundamental need to create a corporate culture that ensures and promotes Human Rights both internally and externally across its stakeholders.

Therefore, Greenfish aims to apply all principles of the International Human Rights Charter and the fundamental conventions of the International Labour Organisation (ILO). As a committed equal opportunity employer, the organisation will abide by all fair labour practices and ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

In addition, Greenfish is based on collaboration, which is closely linked to our core values. This state of mind requires tolerance and mutual respect between colleagues and teams that are shaped as these various projects unfold. This respect is related to the freedom of believe and personal convictions. It requires openness, honesty and integrity. In this context, any discrimination of any sort will not be tolerated. The organisation specifically emphasises its willingness to implement a fair and equal remuneration, eliminating any gender wage gap within the workforce. Thus, all colleagues will be paid fairly by assessing their work on an equal basis.

Implementation and Measurement of outcomes.

In order to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations, Greenfish came up with real initiatives and concrete actions regarding gender equality, diversity and inclusion, charters, and employee's well-being.

Over the past year, Greenfish has taken care of increasing the diversity of its workforce. Arising from this initiative, the ratio between the number of women and men across the staff committee has reached 30,5% and efforts to keep this figure improving are part of Greenfish's daily task. Also, all our legal documentation has been adjusted to ensure gender friendly language. Alongside these improvements, and to improve transparency, Greenfish has recently published a salary grid applicable to all employees according to their level.

Regarding charters, in order to formalise a certain number of principles of action and minimum standards, Greenfish has made sure to publish important codes such as

an internal Code of Conduct as well as a Supplier Code of Conduct. By doing so, the organisation undertakes to observe these standards and to have them observed by its subcontractors and suppliers.

At Greenfish, the workforce's happiness is also a frontline matter. Therefore, Greenfish has taken care of further improving a healthy balance between professional and private life and has acted in many ways. For example, Greenfish made sure to create a feeling of belonging for all employees through several organised team-building events per year. The organisation has also started to provide career management and training opportunities (training for a set amount per person and a career path set per level of seniority).

As a clear outcome and measurement of these yearly initiatives, the Human Capital team has started to assess the need for special needs arrangements at the workplace through a happiness survey which is, in other words, an annual well-being evaluation. Hereafter, the positive results:

- 70% think Greenfish listens to their ideas.
- 94% would advise a friend to apply for a job at Greenfish.
- 93% wish to see the organisation grow and succeed
- 71% feel happy at work.
- 87% are satisfied with their position at Greenfish.
- 92% feel recognised as individuals.

ENVIRONMENT

Assessment, policy and goals.

Respecting and preserving the environment on the long term is an integral part of Greenfish's mission and thus of its business activities. In fact, the organisation provides sustainable consulting services and smart green tech solutions to organisations caring about their future and willing to remain competitive. Greenfish constantly positions its consultants and clients' needs at the heart of its business while actively looking for the latest innovations and trends in sustainability.



Implementation and Measurement of outcomes.

Greenfish believes in a fully sustainable and profitable future. Therefore, the preservation of the environment is one of our focus areas. Also, we are committed in taking action by positively influencing our employees towards a more responsible lifestyle through a Mobility Plan, CO₂ emissions measurement and reduction plan, etc.

The company has developed and integrated a Greenfish Mobility Plan which considers its staff and consultants' working conditions and fits perfectly into its CSR approach and its ISO 14001 & 9001 certifications. This plan offers the choice between different attractive packages composed of multi-modal commuting solutions. As the Positive Impact Organisation, Greenfish thinks more closely about mobility and the environment, and it encourages to select the one that best meets the planet's needs.

And, in terms of mobility, Greenfish has reached impressive figures. For example, 90% of employee travels between key Greenfish' key locations (Brussels, Amsterdam, Paris, and Lyon) have been made by train. Also, a reduction of the number of employees having a car has been made by 18,2%. Moreover, 30% of our employees are commuting by bike, and this number is increasing every quarter. Greenfish's top management has also decided on a 'non-conventional car' policy and completed a market study determining alternatives and viability of the 'no-company car' scheme.

Another important initiative of this past year was the creation of a Zero Emissions Club, which is an internal initiative launched to turn CO₂ objectives into action. It focuses on mobility and waste management, as well as behavioural changes within the company. Alongside this project, Greenfish has completed and presented a full CO₂ emissions calculation.

The development of an office guide has also been a main decision of 2019. It deals with topics such as: workplace strategy, energy use, information communication, technology, document handling, waste and recycling, and the progress of monitoring methods.

BUSINESS ETHICS**Assessment, policy and goals.**

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to act professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate.

Greenfish recognises that bribery and corruption are both illegal and unethical, either of these activities could cause Greenfish serious damage to our values, credibility, and reputation. It is, with this in mind, that we commit to preventing bribery and corruption in our day-to-day business activities and take our legal responsibilities seriously. To assure full compliance, we are fully committed to implement this policy into our business processes.

Each employee, regardless of his or her hierarchical position, has a personal responsibility and obligation to conduct Greenfish's business activities ethically and in compliance with all applicable laws based on all countries in which Greenfish conducts business. Failure to do so may result in a disciplinary action, up to, and including, dismissal. According to the gravity of the behaviour adopted, disciplinary action can also encompass a written warning, a blame, a fin, a suspension, etc.

Implementation and Measurement of outcomes.

In order to fully commit to honest and ethical manners, Greenfish has published 'anti-discrimination' and 'anti-bribery and corruption' charters. Moreover, to complete its engagement towards Business Ethics, Greenfish has recently set up a 'sexual harassment' and 'whistle-blower' procedure in place to enhance and enforce its human capital's safety, comfort, and human rights. Alongside these forms, Greenfish has also introduced the concept of a 'confidence person', to respond professionally in case of an event or conflict or other situations involving psychosocial risk.

Another aspect Greenfish has been cautious about, is integrating and fully enforcing the GDPR's most recent regulation which is now mentioned in all communication involving privacy data. Other actions, such as the introduction of a limit on expenses made during business lunches, have also been set in place to improve our resilience towards bribery.





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