



COMMUNICATION ON ENGAGEMENT: OCTOBER 2020

GOLDEN SWAN G.E S. L

Period covered by this Communication on Engagement:

10 DECEMBER, 2018 – 9 DECEMBER 2020

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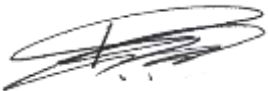
Statement on Continued Support

To our stakeholders:

I am pleased to confirm that **Golden Swan** reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Rakesh H Dudhat

CHAIRMAN & MANAGING DIRECTOR

GOLDEN SWAN

RAKESH H DUDHAT

CHIEF EXECUTIVE OFFICER

We see the environmental effects by rapid industrialisation with or no more stringent actions. Consequently, it leads towards a tremendous consequence to sustain the industrial applications. Now it's time to resilient in our approach by adhering the SDGs as the main priority for effective operations. We as an entity, always strived to keep our sustainable approach in our daily operations. We are more focussed to develop the skills and monitoring the services to maintain these qualities.

Envisaging the concept to implement the whole integrated waste management in one platform that could be the best way to handle both the industrial and domestic wastes. Seeing the tremendous growth per capita of solid waste, we are cooperating with the governing bodies and communities to interact and convey the issues on the reduction of waste in a safe way based on 4R's. Meantime, promoting the long waste haulage and preventing the impacts of transboundary waste shipment. It is important to maintain the gap between the environment & economics. Furthermore, in order to see that hope, we need vibrant and sustainable global market. Subsequent to that, we are maintaining the gap so well throughout the journey. At the same time, we are more focussed in recycling sector that would be the key strategy for us in order to transform the product and reuse diligently. Ultimately, it will reflect the real environmental conservation benefits. Golden Swan is also considering the other alternative techniques such as the waste to energy and composting concept to deliver these applications across the African continent.



GOLDEN SWAN CREDENTIALS

Commitment towards the goals vowed by the Golden Swan, highlighting the following actions accomplished in the past two years:

1. Golden Swan excellent technical credentials and great track record for successful operations enabling us a strong contender in the waste management. Our one of own proprietorship in the waste Management applications – a state-of-the-art Incineration technique has gained wide acceptance which tends to dispose the perilous waste sustainably.
2. We have been seamlessly putting our efforts in the energy recovery techniques from waste such as Waste to Energy, Pyrolysis to gasification, Used tyres/Plastics to Pyrolysis oil, Recycling Solutions – Used/waste to lube oil – Distillation method.
3. We have been effectively treating the Drill Cuttings/Oily Sludge by adopting an advanced incineration combustion system where it not only combusts the waste properly but also taking care of emission standards with latest air emission control system. Successfully handling the task in compliances with the international standards.



GOLDEN SWAN'S SDGs COMMITMENT

Golden Swan is intended to anticipate the sustainable business development goals in their endeavours. Subsequently, we submitted the commitment letter to H.E. António Guterres, Secretary-General of the United Nations at the end of year 2018. We are thankful for the acceptance of Non-Business Participant letter by the UN Global Compact.

Subsequent to the letter of engagement, we foresaid the commitment and expressed our intent to support the ten principles of the UN Global Compact in our business operations. The activities are in the following ways:

1. Our organization assures and support the ten principles through the medium of waste management 4R's concept across the African continent.
2. Expanding the awareness programme on hazardous and non-hazardous waste handling among the local communities and decision makers within the sphere of influence.
3. By using the sustainable techniques, mitigating the industrial and domestic waste within the regions of Equatorial Guinea.
4. Participation in cleaning the shorelines and educate on toxic emissions & its consequences. Educating the household domestic waste treatment methods to the rural community across the West Africa such as state-of-the-art incineration technique.
5. Coordinating with the local government to implement the best possible waste management techniques pertinent to the ten principles of United Nation Global Compact.
6. Assuring the accountability in our activities for the sustainable development goal.



GOLDEN SWAN'S SDGs COMMITMENT

Human Rights

Golden Swan considers the work as a value. Education is an added value to the company and to the company client's and overall to the society. Our staffs are allowed to continue their post education at universities, institutes or at any education party. Golden Swan supports the staff aiming to continue their post education either by using the company expertise and resources or by supplying the staff with books, references that will enhance their education. In addition to that; the company allocates a proper time needed for this.

Golden Swan commit to social responsibility and do not accept to operate neither with any party nor with any organization complicit in human rights abuses. Golden Swan workers are committed to our principles.

Labour

Golden Swan guarantees the freedom of speech to the employees; this is affected on the company clients, suppliers and partners. Anyone has the right to be a part of an organization based on their orientations and personal opinions without any implementations that may prevent it.

Golden Swan labor laws secure the rights and the responsibilities for all employees. No employee is forced to perform or practice their work services against his/her will. Golden Swan strict laws ensure the ideal workplace. Working hours, lunch break is set to be identical to universal work standards. Any employee has the right to apply for vacations in addition to the right of sick leave, maternity leave or any leave in case of death cause.

It is strictly a forbidden- since establishment of Golden Swan or at any of its branches to hire or use the child force at workplace. Employment of minor age (age 5-14) is illegal at Golden Swan nor its clients and relevant stakeholders. Child labours under the competent legal age are not allowed to perform any tasks or missions whatever their types are. Golden Swan barred child force involvements and it considers using it as abusing to human rights.

Golden Swan regulations impose the commitment and responsibilities towards the employees. The employees' rights are granted regardless the social region, sex, color and religion. Capabilities, education, expertise, self-improvements classify their hierarchy. Work promotions, incentives, staff training and education is accessible to all with no regard but to their efficiency and qualifications.

Environment

We believe that with just a few simple changes we can save a lot. Thus; we are taking steps to create a more energy efficient workplace approaching the protection of environment and natural resources. Many Eco-friendly actions are being applied in the workplaces of Golden Swan; starting from using environmentally friendly products along with minimizing the use of electricity, computers and ending up with recycling and paper saving which has an extremely high effect on the environmental challenges and saving the cost as well.

Anti-Corruption

Golden Swan believes that the clean business is always the good business; incorporation with stakeholders we advocate for a stronger and more effective anticorruption environment in order to sustain the good possible standard of ethics and good practice. We believe that corruption is a strategic business risk and fighting corruption is a strategic imperative for everyone.



GOLDEN SWAN'S ACTIONS

Golden Swan is looking for more improvisation in the operations and implementing the best possible waste management applications. During the year 2018-2020, we focussed to undertake our pledge while implementing them at root levels by adhering the ten principles of SDG's - UN Global Compact:

- Installed the start-of-the-art Solid Waste Incineration facility, comprised of robust technology. Reducing the carbon footprint with the help of efficient combustion system and stringent air control system.
- Our imperative efforts such as plantation of over 300 trees which could be the best way to reduce the emissions rates and make clean & green environment.
- Golden Swan has given utmost preference to SDG's 10 principles while empowering our workforce to steer their choices towards the environmental and community stewardship such as Personnel Training, Skill Development, Management on Environment Science.
- Moreover, waste minimisation by over 90% into residual that can be reused. These facts led us to interact with various waste management applications.
- In the year 2019, we treated perilous waste of over 1000 tons while taking utmost importance of hazardous waste implications to the environment.
- Golden Swan has always recognised the environmental impacts & its severe effects. Golden Swan is promoting the techniques and events which greatly support environment. On the occasion of World Environmental Day 2019, Golden Swan has practised a small but effective programme to overcome with unmannerly disposal of plastics. Golden Swan joined & support beat plastic movement – successfully initiated a movement across the shores of Malabo. Practises/ Awareness programmes were being held within the facility for a sustainable development.
- Golden Swan's constantly looking into the tools to convey the sustainable practices to the stakeholders, communities through various platforms such as Twitter, Facebook, Golden Swan's website, campaigns, conferences and exhibitions.

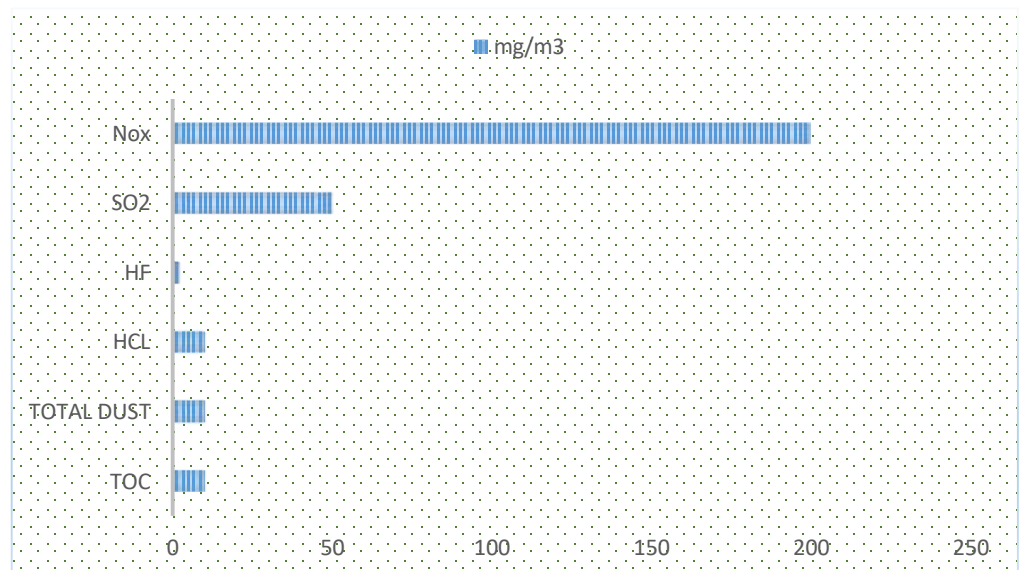


GOLDEN SWAN'S OPERATIONS

Environmental Friendly Waste Treatment

Total Actual Waste Received in 2018			Total Actual Waste Received in 2019		
SR No.	Type of Waste	Waste in Kgs.	SR No.	Type of Waste	Waste in Kgs.
1	Norm Waste	-	1	Norm Waste	4,109
2	Mix Metal Scrap	952,551	2	Mix Metal Scrap	1,283,043
3	E-Waste	62,729	3	E-Waste	10,818
4	Oily Sludge	251,568	4	Oily Sludge	311,569
5	Waste Chemicals	20,269	5	Waste Chemicals	416,417
6	Waste Oil	125,510	6	Waste Oil	176,918
7	Spent Lead Acid Batteries	122,681	7	Spent Lead Acid Batteries	55,145
8	Waste Plastic	88,360	8	Waste Plastic	111,241
9	Other Waste	1,065,230	9	Other Waste	2,565,313
TOTAL		2,688,898	TOTAL		4,934,573

Stringent Controls - Emission Parameters Half-yearly average values, 2019



Comprehensive and Customized Approach

Engaged in Industrial hazardous waste management services at optimizing efficient operations, minimizing environmental impact, imparting the standards of safety and resilient performance. Endowing the experiences to our clients across the regions through the sustainable approach. We work closely with the clients to provide comprehensive and customized solutions.

Huma Resource

As an equal opportunity employer, we are adhered and committed to keep the workplace environment free from discrimination. In compliance with the Employment equality program laid out by the Equatorial Guinea Compliance Criteria, Equality and diversity are the fundamental values in our code of conduct. Human Resource follow the standard procedures in the recruitment process without any discrimination in regard to race, color, sex, gender disability, age, national origin.

The waste management has been occupied by a particularly male gender, and the scope for women might not be seen anywhere in environmental services till now. We are sought out this issue and try to come with the solutions so we could somehow empower the women by actively indulge into this profession.

Safety Programs

Golden Swan Safety team review the regular performance data for the daily operations. We monitor and maintain the safety performance by area, service function and even equipment use, monitoring accident trends such as slips, trips, falls, sprains, lost wheels and more.

Striving for better performance, efficacy, trust among our team. Consequently, we are keeping our best pace to experience the practices over the issues and approach such as safety, training, technology.