



Annual Communication on Progress 2021

January 2020 – December 2020

Greenstone 
Data that talks to you

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Introduction

February 2021

We are pleased to confirm that Greenstone⁺ Ltd reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Since our last submission, Greenstone has had its 2030 science-based emissions reduction target formally approved, as consistent with levels required to meet the goals of the Paris Agreement, by the Science Based Targets initiative (SBTi). This further demonstrates our dedication to reducing our carbon footprint.

As a next step to this commitment, in 2021 we will put a strategy in place to ensure Greenstone becomes a net-zero business. Although we already have a relatively low carbon-impact, we are fully committed to providing carbon-neutral software and services to our clients in the future.

With this Communication on Progress, we continue to demonstrate our commitment to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects, which advance the broader development goals of the United Nations.

We support public accountability and transparency and we are committed to share this information with our stakeholders using our primary channels of communication.

Yours sincerely,



Matthew de Villiers
Chief Executive Officer

Greenstone +
Data that talks to you



Our commitment to UNGC Principles

At Greenstone, we provide software and services that enable our clients to advance their sustainability strategies and become responsible businesses. Through our sustainability software and services, we enable our clients to collect, manage, analyse and report the data required to fulfil their non-financial, environment, health, and safety (EHS), corporate social responsibility (CSR), environmental, social, and governance (ESG), risk and compliance and supply chain reporting requirements.

We actively use and promote the UN Global Compact Principles as a standard for our clients and are dedicated to improving the transparency of corporate reporting in the 4 key areas of Human Rights, Labour, Environment and Anti-Corruption. We also promote engagement with the Sustainable Development Goals (SDGs), as well as the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD) across our client base and in our software solutions. Greenstone is also a signatory to the United Nations Principles for Responsible Investment (UNPRI) and enables other organisations to engage with the principles through our sustainability software solutions.

Sustainability software – enabling responsible business

Through our Enterprise software, we enable organisations to measure, understand and communicate their environmental, frameworks and health & safety performance and impacts. Reporting on sustainability provides transparency to consumers, employees, investors and other stakeholders. It also enables organisations to reduce their environmental footprint, achieve their sustainability goals and become a responsible business.

Greenstone is an easy-to-use, secure, software solution used by organisations to support the collection, management, analysis, and reporting of sustainability and ESG data. The user-friendly platform includes Environment, Frameworks, and Health & Safety modules to provide organisations with a complete picture of their sustainability performance, better quality data, and increased confidence in their reporting.

In 2020, Enterprise was used to calculate **6.48 million tCO₂e across more than 12,000 sites**.

Supply chain software – enabling responsible supply chains

Through our SupplierPortal software, we are helping our clients to improve transparency across their supply chains. SupplierPortal is an online platform for suppliers and their buyers to track and monitor relevant sustainability information, for example: environmental, labour, health & safety and anti-bribery & corruption information.

Using a series of questionnaires, suppliers are able to disclose information about their policies, compliance and the procedures they have in place. This helps buying organisations to get a better understanding of the companies they work with across their supply chain to help them make informed business decisions.

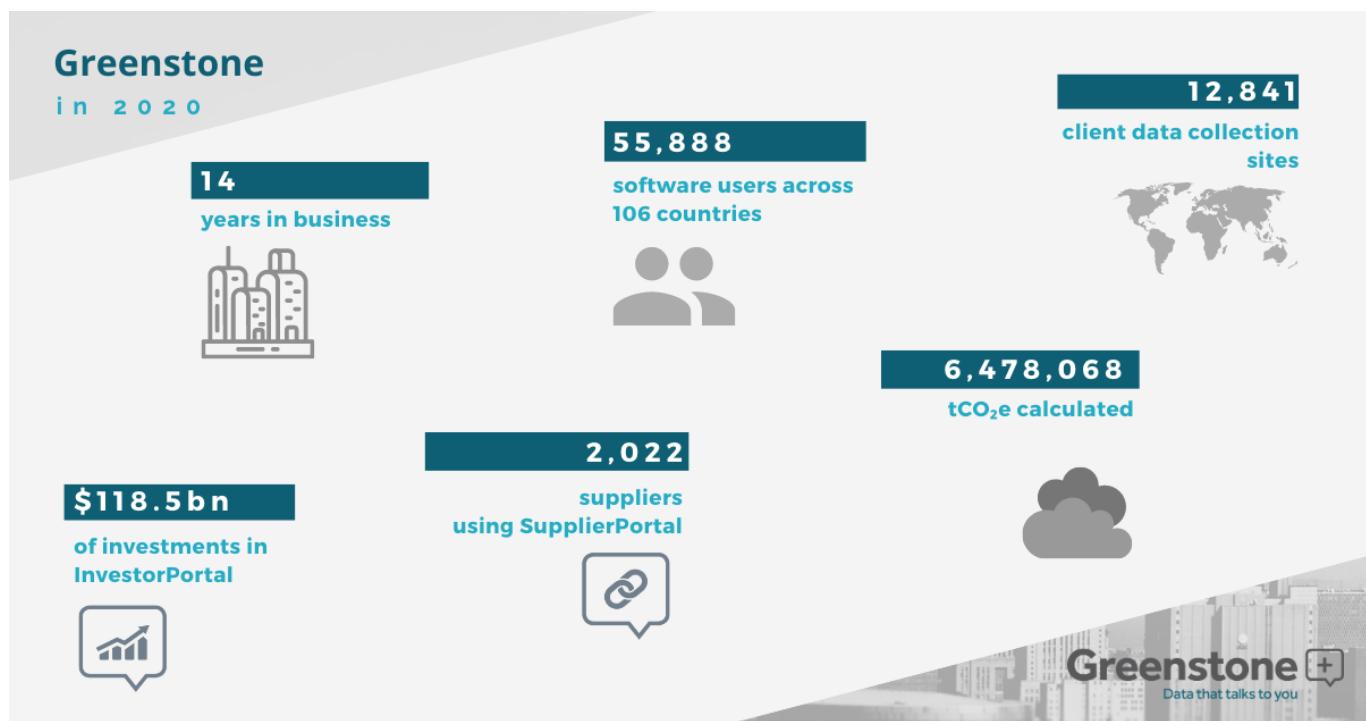
In 2020, SupplierPortal was used by over **2,000 suppliers globally**.

Investor ESG software – enabling responsible investing

Incorporating ESG performance into investment decisions and portfolio management strategies is becoming increasingly intrinsic to investor decision making. However, although responsible investment and ESG reporting is increasingly being considered, investors are faced with many challenges when it comes to gathering, maintaining and analysing ESG data. Greenstone has developed InvestorPortal as a solution to address this challenge.

Through our InvestorPortal software, we enable the collection, management and analysis of customisable ESG data across investments, portfolios and funds. This allows investors to better understand and monitor the ESG performance of their portfolios, helping them make better-informed investment decisions. The platform is also integrated with the SDGs and the TCFD's recommendations, which helps investors track their progress, accurately manage climate-related risks and opportunities and assess the impact of their investments.

In 2020, InvestorPortal enabled ESG management across **assets with a collective value exceeding US\$100 billion.**



Materiality assessment

With the wide range of sustainability topics organisations can report on, assessing which aspects are most material enables Greenstone to focus our reporting. Both internal and external factors are used to determine ‘materiality’ involving organisational stakeholders such as customers or company investors.

Materiality is a key part of the Global Reporting Initiative (GRI) reporting framework. As a member of the GRI Community we aim to align Greenstone’s Communication on Progress (COP) with the GRI Standards and disclosure aspects.

In 2016 we undertook a materiality assessment to determine our key stakeholders: our investors, clients, employees and partners. In our 2021 report we continue to report based on these material aspects.

In defining our material aspects we considered the following factors:

- Greenstone’s estimated main sustainability impacts
- Topics and future challenges highlighted on a sector-wide level
- Relevant laws, regulations and international or voluntary agreements
- Greenstone’s key organisational values and policies
- Expectations or interests of our stakeholders
- Significant organisational risks for Greenstone as an SME
- Organisational core competencies

The assessment of materiality yielded five key areas which were most material to Greenstone and we believe should be reported against and linked to the UNGC Principles. These continue to be included in our 2021 COP submission across Human Rights, Labour, Environment, and Anti-Corruption.

In our 2020 Communication on Progress, we stated that we would carry out a further materiality assessment in 2020/21 to check that the material aspects we are reporting on are still relevant. However, after reviewing this, we decided that a new assessment was not necessary and we will continue to report on the current topics with our stakeholders.

Sustainable Development Goals

We acknowledge the importance of advancing the 2030 Agenda for Sustainable Development and have identified five of the Sustainable Development Goals where we are committed to catalysing action.

3 GOOD HEALTH AND WELL-BEING



SDG 3 - Good Health & Well being

Greenstone invests in employee Health & Wellbeing by procuring resources such as an online wellbeing platform and private healthcare. It also gives staff the opportunity to take social impact days and sabbaticals and enrol in schemes such as ride-to-work. We are also members of a wider Wellbeing Programme provided by our Landlord.

5 GENDER EQUALITY



SDG 5 - Gender Equality

We value our diverse workforce. Our recruitment process allows fair and equal access to employment opportunities. Any acts of gender discrimination will be addressed through existing codes of conduct. We aid our clients to capture CSR metrics which help address gender equality within the workforce.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



SDG 9 - Industry, Innovation & Infrastructure

Providing software and advisory services to clients with large commercial assets and infrastructure enabling them to measure and monitor their non-financial data. In this demanding and constantly evolving context – Greenstone provides innovative solutions to enable our clients meet their goals and obligations.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 12 - Responsible Consumption & Production

We encourage responsible consumption within our office and are constantly looking for ways to reduce our plastic and paper use in particular. We are also very focused on mitigating our business travel through modal shift and alternatives such as online conferencing.

13 CLIMATE ACTION



SDG 13 - Climate Action

Greenstone has a team of sustainability professionals who are passionate about promoting positive climate change and environmental awareness.

Human Rights

As an employer, Greenstone is committed to providing employees all basic Human Rights guaranteed by the Universal Declaration of Human Rights and UN Global Compact Principles.

We believe that business can only flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

Actions

All new and current staff are reminded of the Ten Principles of the UN Global Compact and are aware of the commitment Greenstone has made through the Employee Handbook.

Any and all updates in legislation are communicated to employees in a timely manner through education and awareness training.

Forthcoming Plans

By committing to Principle 2 of the UN Global Compact, Greenstone will strive to ensure we are not complicit in human rights abuses connected with our supply chain. We will therefore, where relevant, further strengthen our supplier assessment mechanisms with regards to human rights aspects.

Measurement of outcomes

Since its inception, Greenstone has not been subject to any investigations, legal cases or incidents involving human rights violations.

Due to the scope of our activities and number of employees (24) in our organisation, an external audit on human rights performance is not required.

Labour

Greenstone's policies and procedures, including our Health and Safety policy, employment contracts, and non-discrimination policies, comply with both UK legislation to ensure that our staff are treated fairly and without discrimination.

As a team, we have a zero tolerance policy for all forms of forced and compulsory labour both within Greenstone and within our clients and suppliers. We also do not tolerate any form of child labour or discriminatory practices within our own organisation or our supply chain.

Equality & Diversity Policy

Greenstone is an equal opportunities employer and welcomes and encourages diversity in its team. We will not tolerate or condone discrimination, intimidation, harassment or any other inappropriate behaviour based on age, race, colour, sex, gender, religion, national origin, marital status, sexual orientation, or disability. Equally, all decisions and actions related to applicants, employees, agency workers or contractors will be made without regard to these factors.

Our commitment to equality of opportunity applies to all policies, practices and procedures covering recruitment, selection, assignment, conditions of employment, compensation, training, promotion, transfers and termination of engagement. It is based on our belief that respect for the individual, for our colleagues, our clients and everyone with whom we interact is the foundation for a productive workplace – that is, a place where all individuals can reach their full potential. Similarly, we believe that making decisions based solely on individual merit fosters mutual respect.

Measurement of outcomes

The feedback of all employees is continuously reviewed to ensure that the Greenstone team are happy in their work environment and that they are fulfilled and motivated by their work. We encourage a workplace approach designed to ensure that employees are committed to the organisation's goals and values, motivated to contribute to organisational success, and are able at the same time to enhance their own sense of wellbeing.

Where necessary, we take external advice to ensure that we enforce Labour principles compliant with the Global Compact position. Greenstone has never had a breach or complaint about unfair treatment since the Company's formation in 2006.

Environment

Greenstone is committed to acting responsibly and adopting best practice to minimise our environmental impact.

We are committed to the continuous improvement of our environmental performance, as part of our overall goal of implementing the principles of sustainable development in all areas of our work. Our aim is to ensure that environmental objectives are integrated into relevant business objectives in a cost-effective manner.

Greenstone is continually improving its environmental targets and plans. Our sustainability policy and ongoing goals include:

- Comply with all relevant environmental legislation and approved codes of practice in force, co-operating fully with the appropriate regulatory authorities;
- Foster an understanding of the environmental issues arising from our business activities among our employees, suppliers, contractors, customers and the local community.
- Set out environmental targets for significant activities, and carry out regular environmental audits of these Greenstone activities.

Greenstone's science-based target

In 2019, Greenstone formally joined the Science Based Target initiative (SBTi) movement by committing to set a science based target. Following this commitment, we set our target to reduce our absolute scope 1 and scope 2 GHG emissions by 50% by 2030, and to measure and reduce our scope 3 emissions.

In 2020, Greenstone's 2030 science-based emissions reduction target was formally approved, as consistent with levels required to meet the goals of the Paris Agreement, by the Science Based Targets initiative (SBTi).

In 2021, we plan to extend this commitment to strive to become a net-zero business. Although we already have a relatively low carbon-impact, we are committing to provide carbon-neutral software and services to our clients in the future. We realise that initially this may require us to offset some of our emissions and we will look to the SBTi as the methodology for how we define our organisation as a net-zero business.

Measurement of outcomes

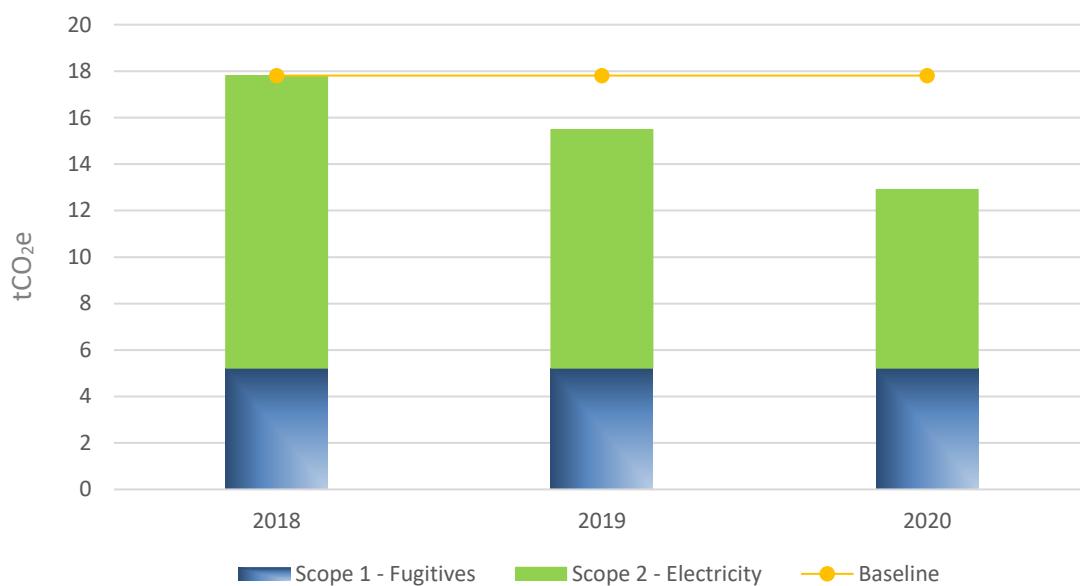
We continuously measure and manage our environmental performance (including energy, waste and recycling) using our Enterprise software (see GHG Footprint below).

Greenstone's GHG Footprint

As part of Greenstone's commitment to evaluating our environmental performance, our GHG emissions footprint is calculated across all relevant scopes. Our Scope 1-3 GHG footprint in 2020 was 177 tCO₂e. This includes emissions associated with electricity use, business travel, supply chain and waste. Our GHG footprint is calculated in Greenstone's Enterprise software for the period 1st January 2020 – 31st December 2020 using the GHG Protocol methodology.

We have committed to a Science Based Target of a 50% reduction on our 2018 baseline in our Scope 1 and 2 emissions by 2030. Although early in the target period, our 2020 Scope 1 and Scope 2 emissions have decreased 28% against the 2018 baseline year emissions.

Scope 1 & 2 emissions tCO₂e, 2018 - 2020



Scope	Type	2018 tCO ₂ e	2019 tCO ₂ e	2020 tCO ₂ e
1	Fugitives	5.22	5.22	5.22
2	Electricity	12.59	10.27	7.69
	Total:	17.81	15.49	12.91

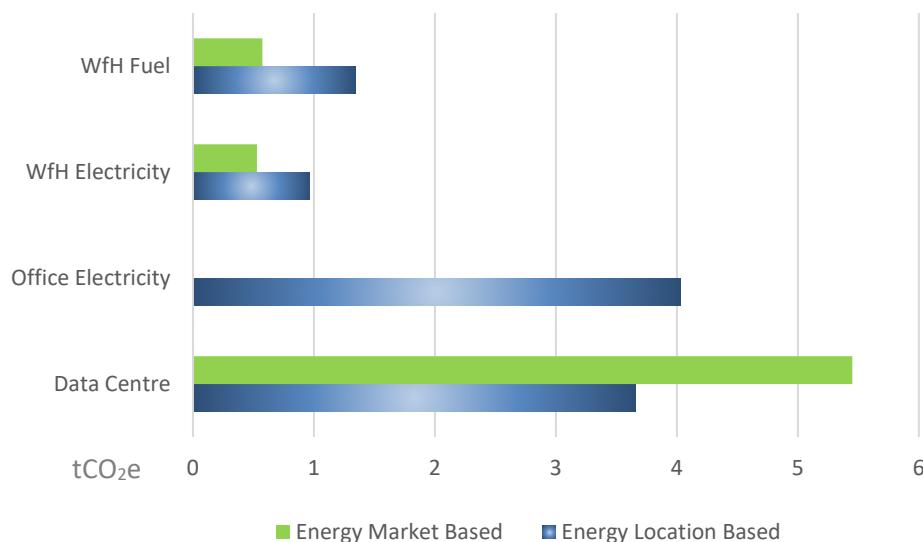
As part of our Science Based Target commitment to measure and reduce our scope 3 emissions, we are now tracking Supply Chain emissions derived from purchased goods and services expenditure for the first time in 2020. Our Scope 3 emissions from business travel have decreased in 2020 which is associated with the change in business operations due to COVID-19 travel restrictions. As part of our increased Scope 3 data coverage, we have also started to report on the GHG emissions associated with our colleagues working from home for the first time in 2020¹.

¹We surveyed staff on their home energy mix to apply market-based emissions data and used the IEA's 2020 [benchmarks on CO₂ emissions from home working](#) for location-based estimations on home energy consumption

Total Breakdown of tCO₂e by Scope and datasource

Scope	Type	2019 tCO ₂ e	2020 tCO ₂ e	% change
1	Fugitives	5.22	5.22	0
2	Electricity	10.27	7.69	-25.12
3	Business Travel	45.4	0.009	-99.98
3	Supply Chain Spend	199	156	-21.61
3	Employee Commuting	12.01	2.737	-77.21
3	Working from Home Electricity		0.96	
3	Working from Home Fuel		1.34	
3	Waste	0.1272	0.007	-94.47
3	Electricity T&D	2.43	3.00	23.61
Total:		274.46	176.96	-35.52

Total Breakdown of Energy tCO₂e by Method



Scope	Type	2020 Location Based tCO ₂ e	2020 Market Based tCO ₂ e
2	Data Centre	3.66	5.45
2	Office electricity	4.03	0
3	Working from Home Electricity	0.961	0.530
3	Working from Home Fuel	1.34	0.574
Total:		12.99	6.55

Our Scope 2 office electricity supply is derived from 100% renewable power. Electricity and waste reduction initiatives are tracked in our initiative savings module.

* Greenstone's GHG footprint was calculated using Defra 2020 (1st Jan – 31st Dec 2020) and Defra 2019 (1st Jan – Dec 2019). Scope 2 emissions relate to electricity usage within our main office facility in Regent Street, London. Emissions from external data hosting activity by our tier 1 partner Rackspace have been included under Data Centre emissions. Data for waste has been estimated across this period based on 2019 data. Data for office electricity 2020 has been estimated.

Anti-Corruption

Greenstone is committed to operating responsibly wherever we work in the world and to engage with our stakeholders to manage the social, environmental and ethical impact of our activities in the different markets in which we operate.

Greenstone does not engage in bribery or any form of unethical inducement or payment including facilitation payments and 'kickbacks.' All employees are required to avoid any activities that might lead to, or suggest, a conflict of interest with the business of the Company. We do not make direct or indirect contributions to political parties.

In 2021 Greenstone added a whistleblowing capability for staff to report any non-compliant activities confidentially.

Measurement of outcomes

The Greenstone Management Team regularly reviews the implementation of this policy in respect of its suitability, adequacy and effectiveness and makes improvements as appropriate. It periodically reports the results of this process to the Greenstone Board, who makes an independent assessment of the adequacy of the policy and discloses any material non-compliance.

Greenstone has established feedback mechanisms in order to maintain accurate records which properly and fairly document all financial transactions. Internal control systems are subject to annual audits to provide assurance that they are effective in countering bribery and corruption.