

# webneutralproject



## Communication on Progress

### Web Neutral Project

April 21, 2021

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Los Angeles, CA

90014



## Overview

Period Covered Nov 2020 - April 2021

I am pleased to confirm that the Web Neutral Project (WNP) 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 yours,  
Mr. John Amend  
Founder, CEO

## Human Rights

1. **Actions:** All new and current staff are reminded of the Ten Principles of the UN Global Compact and are aware of the commitment WNP 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
2. **Plans:** By committing to Principle 2 of the UN Global Compact, WNP 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.
3. **Measurement:** Since its inception, WNP 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 (3) in our organisation, an external audit on human rights performance is not required.

## Labor

WNP's policies and procedures, including our Health and Safety policy, employment contracts, and non-discrimination policies, 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 labor both within WNP and within our clients. We also do not tolerate any form of child labour or discriminatory practices within our own organization or our supply chain.

### 1. Equality & Diversity Policy

WNP 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.

### 2. Measurement

The feedback of all employees is continuously reviewed to ensure that the WNP team is happy in their work environment and that they are fulfilled and motivated by their work.

Where necessary, we take external advice to ensure that we enforce Labour principles compliant with the Global Compact position.

## Environment

WNP is committed to acting responsibly and adopting best practice to minimize 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.

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

1. Comply with all relevant environmental legislation and approved codes of practice in force, co-operating fully with the appropriate regulatory authorities;
2. Foster an understanding of the environmental issues arising from our business activities among our employees, suppliers, contractors, customers and the local community.
3. Set out environmental targets for significant activities, and carry out regular environmental audits of these WNP activities.
4. We continuously measure and manage our environmental performance (including energy, waste and recycling) using our Enterprise software (see GHG Footprint below).

### WNP's Impact

We have certified over 450 companies which in turn has eliminated the production of over 7 million pounds of CO<sub>2</sub> annually. According to the EPA, that is equivalent to burning 3,471,153 pounds of coal or consuming 357,280 gallons of gasoline.

We have an additional 100 clients using our on-site 100% solar powered hosting solutions for their websites and digital platforms. The only emissionless hosting solutions in the industry.

We've diverted over \$5,000+ to United Nations certified emission reductions (CERs) through the Climate Neutral Now initiative.

#### OUR IMPACT

# 7,003,323

LBS OF CO<sub>2</sub>E NEUTRALIZED

## Our Principles

Sustainability is ingrained in our company DNA. We're a 100% paperless business with all employees working remotely and no brick-and-mortar establishment. We offset 100% of business related travel and donate 5% of annual profits to sustainability & environmentally focused non-profit organizations. All digital based business operations are hosted by 100% on-site solar-powered data centers.

The Web Neutral Project Certification Program Follows the ISO 14024:1999 Principles and Procedures.

## Anti-Corruption

WNP 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.

WNP 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.

## Measurement

The WNP 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 our advisory board, who makes an independent assessment of the adequacy of the policy and discloses any material non-compliance.

WNP 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.

## 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 catalyzing action.



Our partnered carbon offset investments ensure access to affordable, reliable, sustainable and modern energy for all through access to electricity and clean cookstoves (7.1)



Our carbon neutral certification program ensures sustainable consumption and production patterns through the internet's infrastructure and data centers.



WNP is a team of sustainability professionals who are passionate about promoting positive climate change and environmental awareness. Our efforts have been featured in Forbes, Wired, New York Times, Huffington Post, and Fast Company.



We plant 100 trees per certification through our partnered carbon offset provider (Cool Effect) which addresses sustainably managed forests, combating desertification, halting and reverse land degradation, and halt biodiversity loss.



Our internet focused initiative with impact areas of internet decentralization and sustainability revitalizes the global partnership for sustainable development (17.8).

# THANK YOU

