

GLOBAL COMPACT 2020-2021 COP REPORT

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CVO STATEMENT

16th June 2021

To our staff and all stakeholders:

I am pleased to confirm that Green Lemon Company Limited reaffirms its support of the United Nations Global Compact. I will take this opportunity to remind us of the principles of the UN Global Compact to which we are committed. Corporate sustainability starts with a company's value system and a principles-based approach to doing business. This means we are obliged to operate in ways that, at a minimum, meet fundamental responsibilities.

Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into our strategies, policies and procedures, and establishing a culture of integrity, we not only uphold basic responsibilities to people and planet, but also facilitate long-term success. Doing good is good business.

The ten principles require that we:

- support and respect the protection of internationally proclaimed human rights
- ensure that we are not complicit in human rights abuses
- uphold freedom of association
- support elimination of all forms of forced and compulsory labour
- promote the abolition of child labour
- actively seek to eliminate of discrimination in respect of employment and occupation
- support a precautionary approach to environmental challenges
- undertake initiatives to promote greater environmental responsibility
- encourage the development and diffusion of environmentally friendly technologies
- work against corruption in all its forms, including extortion and bribery.

In this annual Communication on Progress, I describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

Sincerely yours,

Matt Thompsett



Chief Vision Officer

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2 SOURCES OF REFERENCE

2.1 DERIVATION OF THE TEN PRINCIPLES

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

2.2 GLOBAL COMPACT SDG GUIDANCE

More information and considerable resources are available here:

<https://www.unglobalcompact.org/sdgs>

<https://www.unglobalcompact.org/participation>

<https://www.unglobalcompact.org/what-is-gc>

3 HUMAN RIGHTS

We are committed to support and respect the protection of internationally proclaimed human rights, how are we delivering this commitment?

3.1 ACTIONS

- We promote the tenets of the international declarations and conventions stated in 2.1 in our channel messaging, posts and published standards.
- We use our messaging channels to call-out human rights infractions and highlight positive interventions.
- We publish and support a Modern Slavery statement;
<https://www.greenlemoncompany.net/modern-day-slavery>
- We publish and operate to our Development Manifesto;
<https://www.greenlemoncompany.net/development>
- We publish and stand by our Ethics Manifesto;
<https://www.greenlemoncompany.net/ethics>
- We encourage and mentor staff in having their own voice and the freedom to express themselves through many different forums, formal and informal.
- We encourage our supply chain to learn about the UN SDGs especially in respect of the GC Principles, and to create policies/take actions accordingly.
- We actively promote the tenets of the UN SDGs and GC Principles through podcasts and speaking opportunities.
- We express our support of human rights through our website.
- We support and promote human rights through our Green Leaf Values

4 HUMAN RIGHTS ABUSE

We are committed to ensure that we are not complicit in human rights abuses, how do we monitor and resolve this?

4.1 ACTIONS

- We evaluate our suppliers and customers to ensure that parties are not involved in abuses or in supporting regimes, destructive economies and/or policies that enable abuses, directly or indirectly.
- We maintain respect and protection of human rights in all our communities, business operations and internally.
- We support and engage with agencies and communities that work to protect human rights wherever possible.

5 ASSOCIATION

We are committed to ensure that we support freedom of association, how do we do this?

5.1 ACTIONS

- We respect the right of all staff to form their own associations, working parties, etc in order to get involved in applications for employment and decisions on advancement, dismissal or transfer.
- We support the activities of staff representatives while they carry out their functions in ways that are not disruptive to regular company operations.
- We encourage staff to build good relations between all management levels.
- We support the appointment of staff representatives for the purpose of addressing working conditions, terms of employment and relations between employers and staff, including;
 - any problem-solving or other needs of interest to workers and management
 - restructuring and training
 - safety and health issues
 - grievance and dispute settlement procedures
 - disciplinary rules
 - family and community welfare
- We proactively seek to improve staff relations and conditions at every opportunity, for example;
 - SODA scheme - accessible to all full-time staff, including personal growth training, career mentoring, etc
 - MyLife scheme - accessible to all full-time staff

6 MODERN SLAVERY

We support elimination of all forms of forced and compulsory labour, how do we support this?

6.1 ACTIONS

- We publish and support a Modern Slavery statement;
<https://www.greenlemoncompany.net/modern-day-slavery>
- We investigate suppliers and customers who do not publish a Modern Slavery statement to discover why and what this means, i.e., does it infringe our policy and create the potential for abuse?
- We publicly state that we will not work with organisations that directly or indirectly support forced labour in any form.

- We publicly state that we will not develop technologies or systems that enforce or support degradation of the human condition.
- We support the requirements of the Living Wage standards and are members of the Living Wage Foundation

7 CHILD LABOUR

We are obliged to promote the abolition of child labour, how do we amplify this message and take action?

7.1 ACTIONS

- We publish and support a Modern Slavery statement which encompasses child labour as a form of slavery.
- We investigate suppliers and customers who do not publish a clear statement to discover why and what this means, i.e., does it infringe our policy and create the potential for abuse?
- We publicly state that we will not work with organisations that directly or indirectly support child labour in any form.
- We publicly denounce child labour in our channel messaging at relevant opportunities.
- We provide technology services free of charge to organisations such as Peace One Day that work to eliminate child labour.

8 INCLUSION & DIVERSITY

We are committed to actively seek the elimination of discrimination in respect of employment and occupation, what do we do to meet this commitment?

8.1 ACTIONS

- We publish and stand by seven Green Leaf Values that support diversity and inclusion amongst other standards that form the foundations for our culture.
<https://www.greenlemoncompany.net/green-leaf-values>
- We recruit, train and promote based on competence regardless of age, gender, race, religious belief or sexual orientation.
- We interview as a team and encourage all staff members to be involved.
- We run a collaborative appraisal system based on common values.
- We evaluate staff using common standards for performance and ability.
- We operate an open-door policy where staff can discuss challenges in a safe environment
- We have a zero-tolerance approach to exclusion and discrimination

9 THE ENVIRONMENT

- We are committed support a precautionary approach to environmental challenges, how do we meet this commitment?

9.1 ACTIONS

- We openly support many projects and organisations working to protect the environment and biodiversity, for example; Rebalance Earth.
- We use our channels to amplify the messages of responsible organisations and individuals via our podcasts and other activities.
- We manage our business to have a minimal impact in carbon emission, energy consumption and resource consumption, e.g., paperless operation.
- We publicly state that we will not develop technologies or systems that have the potential to damage the environment or enable abuse of natural systems.
- We encourage our customers to design and build systems that support the UN SDGs especially where carbon emission and resource consumption can be reduced.

10 TECH & THE ENVIRONMENT

- We are committed to encourage the development and diffusion of environmentally friendly technologies and undertake initiatives to promote greater environmental responsibility, how do we support this commitment?

10.1 ACTIONS

- We provide technology services, free of charge, to start ups and NFP organisations that support environmentally friendly services.
- We publicly state that we will not develop technologies or systems with potential to abuse natural systems or create negative environmental impact.

<https://www.greenlemoncompany.net/corporate-social-responsibility-policy>

11 ANTI-CORRUPTION

We are committed to work against corruption in all its forms, including extortion and bribery, how do we deliver this commitment?

11.1 ACTIONS

- We provide a policy explaining and encouraging whistleblowing.
- We have a zero-tolerance approach to any form of corruption.
- We work open book with customers where feasible.
- Our accounts and other statutory documents are available publicly.

- We have a robust Ethics Manifesto that requires us to operate our business ethically and responsibly with open commitment from the board.
- We operate a transparent engagement process with suppliers ensuring they are paid according to contract, promptly and fairly.

12 SUMMARY

As a small company with limited resources and 'footprint' we deliver against the GC Principles at a very high level and continue to extend our influence and messaging by every means possible.

We are continuing to find methods and technologies that embrace the UN SDGs and GC Principles. These programmes are shaping our future and delivering value to every stakeholder.

During the June 2021-2022 period, we shall be introducing metrics to report against where it is beneficial and meaningful. These metrics will enable us to use KPIs to measure impact, adding a perspective to enhance the sentiment of our analysis.

12.1 SUMMARY REPORT

GC Principle	Active	2020-21 Score	202-22 Target	Comment
Protect Human Rights	Yes	75%	90%	We can do more to promote the UN message through our channels and podcasts.
Human Rights Abuse	Yes	75%	90%	We will be using podcast to highlight interventions and abuses.
Freedom of Association	Yes	80%	100%	We can do more internally to provide safe spaces for staff to raise issues and grievances.
Eliminate Modern Slavery	Yes	75%	90%	We can do more to promote the UN message through our channels and podcasts.
Abolish Child Labour	Yes	75%	90%	
Eliminate Discrimination	Yes	85%	100%	As we grow, we will need to formalise and measure against audits and performance KPIs.
Environmental Challenges	Yes	60%	80%	As a software business our internal impact is small, we need to focus more on working with environmentally engaged businesses and projects.
Environmental Responsibility	Yes	60%	80%	We will be developing designs through the SDG 'lens' going forward.
Environmental Technology	Yes	75%	100%	We will be developing an SDG management application through the period.
Work Against Corruption	Yes	75%	100%	We can do more to formalise our auditing process.