

Goby 2021 UNGC Communication on Progress

Timeframe

7/2020 - 7/2021

Statement of continued support by Chief Executive Officer, Ryan Nelson

Goby is proud to submit our eighth Communication on Progress and reaffirm our commitment to the UNGC's ten principles regarding human rights, labor, environment, and anti-corruption.

At Goby, we strive to help create a socially responsible & sustainable world in which companies are no longer valued simply by their financial performance but also by their ESG impact, and we believe that our commitment to the UNGC's principles and continuous efforts to incorporate them into our culture and day-to-day operations showcases our dedication to making this a reality.

Human Rights

Assessment, policy and goals

Goby has many human rights-related policies in place to ensure fair treatment for all employees.

Implementation

- Goby maintains an open-door policy across all management levels throughout our organization; employees can take complaints, suggestions, etc. to their managers or executives without fear of reprisals.
- Goby helps employees to balance work and home commitments by offering flexible work options, including a shift to and extended support for remote-first work in response to the COVID-19 pandemic.
- Goby requires all employees to complete an online anti-harassment training course, which is provided by Paycor.
- Goby implemented office safety requirements and measures throughout 2021 in response to the COVID-19 pandemic, including extensive support for remote work capabilities, limiting the number of employees allowed in the office at a time, requiring that masks be worn throughout our office space, and more.
- Goby offers competitive parental leave policies and additional attractive benefits for employees with expanding families.

Measurement of outcomes

- Goby performs a quarterly internal survey of our employees, providing a platform for our staff to anonymously provide feedback on our policies and performance, which is used to shape our future policies.
- 100% of Goby employees completed a mandatory anti-harassment training.

Labour

Assessment, policy and goals

Labor rights are very important to Goby, and we strive to ensure that our internal policies reflect this, particularly in regards equal employment and anti-discrimination.

Implementation

- Goby does not participate in any form of forced or bonded labor.
- Goby's hiring practices are based strictly on objective standards and relevant criteria in order to ensure that the most qualified candidates are selected, regardless of gender, race, belief, or other extraneous factors.
- We strive to ensure that any partners we work with in any sector of our business do not participate in any form of labor violations, such as slave labor, child labor, etc.
- Goby feels strongly about fair pay regardless of race or gender and strives to be a true meritocracy.
- The Goby office has been designed to provide a comfortable, safe working environment for our employees, with such amenities as a rooftop deck, foosball and ping pong tables, open area seating, on premises fitness center, and communal dining spaces.
- Goby provides training and self-betterment opportunities equally for all employees, including allowing employees to utilize part of their work week to participate in external training programs that would improve their performance.

Measurement of outcomes

- Goby's management and human resources teams collaborate to understand the feelings and attitudes of our employees, including strategies like open-door policies and feedback surveys that empower employees to submit feedback without the fear of reprisals.
- Goby's employee gender distribution: 58% female, 42% male

Environment

Assessment, policy and goals

Sustainable business practices and environmental protection are of tantamount importance at Goby. We received the 2021 ENERGY STAR Partner of the Year - Sustained Excellence award from the US EPA, making this our sixth year running with Sustained Excellence and our eighth as a Partner of the Year.

Implementation

- Goby earned the 2021 ENERGY STAR Partner of the Year - Sustained Excellence award, which makes this our eighth year in a row as a Partner of the Year and sixth with Sustained Excellence.
- The Goby office recycles 100% of applicable waste, including proper and responsible disposal of batteries and other technology waste.
- Goby employees have taken part in many environmentally conscious initiatives and programs in the last year, including a bike-to-work challenge designed to motivate employees to turn to alternate, healthier modes of transportation.
- Goby's offers services relating to a wide range of sustainability frameworks and certifications, helping clients achieve green building certifications such as ENERGY STAR, Fitwel, and LEED, and supporting their submissions to many ESG frameworks like GRESB, TCFD, SASB, and many more.

Measurement of outcomes

- The Goby office recycles 100% of applicable waste, including proper and responsible disposal of batteries and other technology waste
- We encourage employees to utilize alternate forms of transportation with lower environmental impact; for example, Goby provides several pre-tax deals on public transit passes for the Chicago Transit Authority.
- In the last year, Goby supported more than 600 properties across North America that were trying to become ENERGY STAR certified and benchmarked the utility usage of more than 4,000 properties in the US EPA's ENERGY STAR Portfolio Manager platform.

Anti-Corruption

Assessment, policy and goals

Goby goes to great lengths to ensure that our partners, vendors, and other organizations we work with are not associated with any form of corruption, and we encourage employees to report any form of corruption they encounter to the proper parties.

Implementation

- Goby makes it a fundamental practice to assess any history or risk of corruption when working with any new business partner.
- One of Goby's core tenets is a focus on Accountability; we emphasize taking responsibility for one's actions and expect our employees and business partners to share our dedication to this ideal.

Measurement of outcomes

- Goby has created a system of reviews for all financial transactions
- Goby takes corruption claims seriously and will take action immediately if any inconsistency or problem has been approved
- Goby follows the U.S. Department of Labor's Whistleblower Protection Act which protects workers who are reporting issues of safety or who are reporting violations of financial security, securities, consumer product, environmental, or other laws