

General

Period covered by your Communication on Progress (COP) From: **September 2020** To: **August 2021**

Statement of continued support by the Chief Executive Officer (CEO)

Please provide a statement of your company's chief executive expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles (Please include name and title of the chief executive at the bottom of the statement).

4 Aug 2021

To anyone concerned,

I am pleased to confirm that EPRO consulting JSC 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 our annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication, including our website.



Tang Thi Hong Loan
Director

Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

Assessment, Policy and Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.)

EPRO is a small consultancy company dealing with climate change, energy efficiency, cleaner production, etc activities. EPRO has incorporated a company code and culture where human rights are embedded in the core of the organization. Including: proper pay and working times for all staff, respect for local sensitivities, promoting gender equality, etc. ...

Implementation

Description of concrete actions to implement Human Rights policies, reduce Human Rights risks and respond to Human Rights violations.

EPRO consulting JSC is a company of 10 employees, all well-educated and qualified consultants with university degrees. All staff is aware of human rights issues. EPRO encourages open communication among all team members through weekly meetings and a home-style office environment. Any concern or observation in this respect of any staff member is treated with high priority.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

EPRO has not encountered any human rights issues or problems during this period.

Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities).

Description of written policies, public commitments, and company goals on labour rights.

EPRO is a company of 10 employees, all well-educated consultants. EPRO's company handbook and policies fully comply with the Vietnam labor code covering all rights and obligations of employees.

Implementation

Description of concrete actions taken by your company to implement labour policies, reduce labour risks and respond to labour violations.

EPRO is providing all employees with an additional health insurance package (PVI) which provides additional benefits above the basic compulsory government health insurance scheme. Beside the compulsory insurance by the Government where staff can consult a fixed clinic, staff now can enjoy the flexibility of PVI in most of clinics and hospitals throughout the country. Additionally, the insurance is extended to their spouses (All staff with over 1 year of service, have one additional health insurance for a family member. Staff with more than 5 years of service can have 2 additional insurances.

EPRO is providing all employees a bi-annual fully paid staff 3 days outing to a location of their choice (within budget). Flexible working time scheme was introduced to accommodate the special needs for staff with special family or child care issues or to allow for personal development activities. This year due to the corona restrictions any social event was canceled. Our commitment is to continue once the crisis is over.

At the start of this year (jan 2020) all staff got an 3 month salary bonus for their extra efforts completing an extremely busv program this year.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Staff concerns and issues are regularly discussed during the weekly staff meetings. Furthermore, as ERPO has only 10 staff, everyone can address any issue at any time directly with the director.

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments, and company goals on environmental protection.

EPRO provides consultancy services on environmental issues to a range of industries, impacting their environmental policies and practices.

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents.

EPRO has installed energy savings lights everywhere in the office. Whenever the weather permits, windows are opened and aircons are switched off.

New EPRO services are focused on community awareness on waste to profits, including cleaner production, energy efficiency, and improved cook-stoves. With this EPRO does not only bring awareness to its own staff members, but also to agro-industrial communities as well as enterprises.

EPRO has provided policy advice in energy efficiency, GHG emission reduction for various industrial sectors as chemical fertilizer, plastic, chemical industry for the Ministry of Industry and Trade.

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

EPRO continuously monitors its electricity, water and paper consumption and has regular maintenance on aircons, printers, copy machines etc to ensure optimal operation.

Several training workshops on environmental protection (including policies), and cleaner production were conducted to both government' and business' stakeholders.

EPRO has obtained an ISO 9001 certificate since 2015 - this includes review on quality management issues, including, staff performance, human rights beside quality of services

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policy and Goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

EPRO has a zero-tolerance policy for corruption, bribery and extortion.

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to incidents.

All financial transactions as well as procurement activities are checked and confirmed by the director. This ensures full accounting transparency.

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

ERPO has never been involved and any event related to corruption.