

UN Global Compact Communication on Progress 2021

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1 Statement of support from CEO

To our stakeholders:

I am pleased to confirm that Green Energy Options 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.

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,

Steve Cunningham



Chief Executive Officer

2 The Ten Principles of the UN Global Compact

Human Rights

- [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.

Labour

- [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.

Environment

- [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.

Anti-Corruption

- [Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

3 About geo

At **geo**, our vision is to help consumers save money on their home energy bills, reduce their carbon footprint and mitigate the burden on the power networks as countries move away from fossil fuels. Our smarter energy devices make it simple for consumers to control how much energy they consume. One device at a time, we're showing customers that they can have a big impact on their energy bills. Our concept of the Hybrid Home will allow even more savings for consumers. By bringing multiple smart technologies together, simply and seamlessly for the home, households will be given a huge boost in energy efficiency. This will drive energy bills to an all-time low without compromising on home comfort.

Part of the Cambridge high-tech cluster, our products are widely adopted throughout the UK and Western Europe, with more than 6.5 million energy monitors delivered to households to date.

4 Human Rights

Assessment, Policy and Goals

geo's goal is to ensure that all our employees and business partners respect the Declaration of Human rights. Based on our commitment we have set up various policies, such as our CSR and Diversity and Inclusion policies to make our position clear to all stakeholders. The statement below comes from our Diversity and Inclusion policy which can be found on our corporate website:

“**geo** will recruit people on the basis of the qualifications and abilities needed to do the job, while promoting diversity and development throughout our business. We will not operate any form of discrimination, harassment or bullying in the workplace. Dealing openly and fairly, where confidentiality does not prevent, we will be open, transparent and fair in communications and dealings with our business partners and other stakeholders affected by its supply chain activities.”

Implementation

geo has taken the following measures to prevent human rights violations in its work locations:

- A whistleblowing policy is in place and is outlined in the company handbook. This allows employees to submit complaints and/or issues with regards to human rights violations. These complaints are reviewed by senior management and acted upon immediately.

Listed below are some of the policies **geo** has in respect of Human Rights:

- Health & Safety Policy
- Corporate Social Responsibility Policy
- Diversity & Inclusion Policy
- Data Retention Policy
- Information Security Policy

Measurement of outcomes

In the past year **geo** has received no complaints by employees or other stakeholders through **geo**'s whistleblowing policy or other means in regard to Human Rights infringements.

5 Labour

Assessment, Policy and Goals

geo has an anti-slavery policy in place that states our commitment to operating with a zero tolerance to any acts of slavery within our organisation and supply chain.

geo's company handbook states that all workers have the right to join a trade union. The company handbook also has policies in place outlining equal opportunities, equal pay and zero tolerance to any form of discrimination, bullying and harassment.

We monitor environmental and safety risks on an ongoing basis, and we will continue to amend our employee handbook and/or policies as required to further incorporate the principles of the Global Compact.

Implementation

All employees participate in mandatory health and safety awareness training and are entitled to private medical insurance.

All employees are encouraged to complete the annual staff survey, with the results of these being published to all employees via **geo's** senior management team.

All employees fill in a 'workstation health check' form to ensure that their work areas are of satisfactory standard and all employees are given quarterly performance appraisals.

Formal annual performance appraisals are mandatory for all employees and wage reviews take place when required.

geo participates in the EcoVadis rating platform to further monitor, review and improve our performance in labour & human rights.

As a result of the Covid-19 pandemic **geo** employees moved to home working. Looking forward we plan to continue this, but with the extra attention to both mental and physical wellbeing that remote working requires.

Measurement of outcomes

The health and safety of our employees' is a top priority and we do everything we can in our offices to prevent the likelihood of accidents occurring. We have emergency cut-off systems in place in the hardware laboratory areas and any chemicals/hazardous substances are kept in a locked cupboard along with all required documentation.

geo obtained an EcoVadis rating of 70/100 in the area of labour and human rights after review of our documents and policies over the past year.

6 Environment

Assessment, Policy and Goals

geo is committed to minimising the impact we have on the environment through our operations in the UK. The products we make have a direct impact on people's ability to monitor and reduce energy consumption in their homes – providing benefit to both people and the planet.

Implementation

geo has an environmental policy listed on both our corporate website, intranet, and company handbook. Our Manufacturing Policy also details the steps we expect all of our suppliers to take in ensuring they minimise the impact their operations have on the environment.

We are taking steps to be as environmentally friendly as possible in the office. We have placed recycling bins throughout the office and have a car sharing policy in place to encourage employees to lift share to reduce their environmental impact on their commute to the office. We also take part in the 'cycle to work' scheme and have several employees who regularly use bicycles to commute to and from the office.

The increased remote working, remote meeting and focus on absolute need to travel across the business and means that our carbon footprint is significantly lower than it was last year.

We use the EcoVadis rating platform to monitor, review and improve our environmental impact above mandated requirements.

Measurement of outcomes

geo does not manufacture in the UK, however our selected manufacturing partner is committed to minimising its impact on the environment and as part of our manufacturing policies we insist our manufacturing partner remains ISO14001 compliant..

Our EcoVadis environment remains 70 this year – providing us with feedback that the steps we are putting into place are having a positive impact.

geo has never been involved in any legal cases or events related to the environment.

7 Anti-corruption

Assessment, Policy and Goals

geo has a zero-tolerance policy for corruption, bribery, and extortion. The following statement comes from our CSR policy on our corporate website, as evidence of our commitment to anti-corruption:

“geo will not engage in bribery or any form of unethical inducement or facilitation payments and will not tolerate or accept any such behaviour from its suppliers.

This includes:

bribes of any form including as a minimum, kickback payments and facilitation payments.

using gifts or donations, politically or otherwise, to influence a stakeholder or business partner.”

Implementation

All employees participate in mandatory anti-bribery training as part of several training courses that the business provides to employees.

Measurement of outcomes

geo has not been involved in any legal cases, rulings or other events related to corruption and bribery.