

To: Our stakeholders

Date: 8 Oct 2021

**RE: Communication on progress (COP) - 1 October 2020 to 30 September 2021**

I am pleased to confirm that Right People Renewable Energy (RPRE) reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of:

1. Human Rights,
2. Labour,
3. Environment and
4. 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.

**Human Rights**



In RPRE, there are two female employees working as Chief Operations Officer and Renewable Energy Engineer. These are senior roles and an integral part of the company.

RPRE aims to be an equal-opportunities employer in Singapore and Indonesia.



To ensure our supply chain partners do not exploit or use child labour, a process is in place to screen our suppliers before onboarding.

## **Labour**



Education is one of RPRE's core values. From 1 October 2020, 11 employees clocked 967.5 training hours.

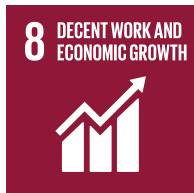
For example, we had several training sessions with Schneider Electric (Indonesia and Singapore) and are planning a visit to their showroom after COVID restrictions are eased.



We work with SG Enable and [Jesuit Refugee Services](#)/UNHCR to hire persons with Disabilities and refugees. In Jul 2021, an additional two RPRE employees were trained on "introduction to disability management", which brings our tally of trained personnel to three. Today, in RPRE, there are employees with hearing impairments, one of which is also a wheelchair user, and an Afghan refugee.

One of our strategic partnerships is being an ambassador to a clean water social enterprise called [Wateroam](#). In our work in rural villages where clean water is not available, we plan to introduce and supply clean water filtration systems to help.

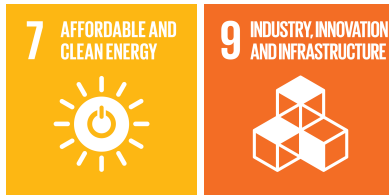
RPRE has also been appointed as B Corp Ambassador to B Lab in Singapore. This coincided nicely with us being awarded best for the world in 2 categories, workers and environment in 2021, a proud achievement by our team especially because we were compared with other B Corps Globally.



We are a signatory to the [SBF Sustainable Employment Pledge](#), which involves purposeful action by companies to cultivate their workforce for present and future needs

We emphasise safety as one of our core values. We are bizSAFE Level 2 certified, which requires us to conduct risk assessments for our work activities. Since inception, we have zero records of staff hospitalised due to accidents and unsafe workplaces. Every employee in RPRE worked from home during the COVID-19 pandemic and there are zero infections amongst our direct and indirect employees.

## Environment



Our 10 completed projects helped our clients to avoid 420 tons of carbon emissions during this reporting period.

RPRE is committed to helping our customers switch from expensive and pollutive fossil fuels to clean and renewable sources of energy.

To reduce our Scope 3 carbon emissions due to business travel, we have opted into the [Green Programme by Grab \(in Singapore\)](#) since 14 Jul 2021. Our contributions help support carbon offset and solarisation projects in Singapore and the region.

Every year, B Lab recognizes the top-performing B Corps creating the greatest impact through their businesses. We are pleased to share that RPRE was awarded as [Best for Environment 2021 and Best for Workers 2021](#).

RPRE also contributes actively to the renewable energy industry as a member of the Clean Energy Committee of Sustainable Energy Association Singapore (SEAS).

## Anti-Corruption



We assess the risk of corruption by obtaining the relevant information from the suppliers.

Our employee handbook strongly spells out our anti-corruption policy to our employees. Our CEO also underwent FCPA training and certification which was a requirement by our investor New Energy Nexus.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Robin Pho', is positioned above a horizontal line.

Robin Pho  
CEO and Founder  
Right People Renewable Energy