



# UNITED NATIONS GLOBAL COMPACT

2021

Annual Communication  
on Progress

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PERIOD COVERED:  
OCTOBER 29, 2020 - OCTOBER 29, 2021

# INTRODUCTION

## About Green Powered Technology:

**Green Powered Technology LLC (GPTech) is a consulting firm guided by the principle that a business can do good. We help governments, private-sector enterprises, and other stakeholders in countries worldwide develop renewable power generation projects, improve their procurement practices, and ensure that the benefits of modern energy systems are shared by all members of society.**



Our Mission is to lead the world in employing innovative energy and engineering solutions to sustainably manage the earth's resources and to meet society's needs.

GPTech is proud to share our dedication to the United Nations Sustainable Development Goals, aiming to create a healthy environment, good living conditions, and access to opportunities for all. Here at GPTech, we aspire to implement the UN Sustainable Goals internally and throughout our work. We strive to create a future where sustainable sources of energy are accessible to all. GPTech supports a future where people value the social, economic, and environmental benefits that green energy provides.

GPTech is committed to the realization of all 17 UN Sustainable Development Goals, or SDGs. In this pursuit, GPTech has prioritized the following goals:

- **SDG 6** - Clean Water and Sanitation
- **SDG 7** - Affordable and Clean Energy
- **SDG 9** - Industry, Innovation and Infrastructure
- **SDG 11** - Sustainable Cities and Communities
- **SDG 13** - Climate Action
- **SDG 17** - Partnerships for the Goals



### **SDG 6** **Clean Water and Sanitation**

*Ensure availability and sustainable management of water and sanitation for all*

GPTech supports sustainable management of water and sanitation for all through our work. We believe that everyone should have access to clean water. GPTech assists in the procurement of infrastructure services related to improving the management of water resources, increasing access to safe water supplies, and improving the processes for treating water waste. Our engineering design and construction supervision projects support equitable access to clean water for all.



### **SDG 7** **Affordable and Clean Energy**

*Ensure access to affordable, reliable, sustainable and modern energy for all*

GPTech strives to limit the gap between communities with and without affordable, reliable, or sustainable energy. GPTech endeavors to meet the goal of accessible energy for all by promoting renewable energy solutions. We work domestically and internationally to ensure that energy is not a limiting factor for anyone. GPTech takes pride in our work and we are continuously expanding our reach and impact.



## **SDG 9** **Industry, Innovation and Infrastructure**

*Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation*

We aim to develop high-quality, reliable, sustainable, and resilient infrastructure. Our core focus is to implement sustainable solutions and push the boundaries with every project to ultimately meet the needs of our stakeholders. Our goal is to bring long-lasting change that continues to benefit communities for years to come. GPTech's core value of "Technology" leads our company to employ innovative solutions to provide the best results for the communities we serve.



## **SDG 11** **Sustainable Cities and Communities**

*Make cities and human settlements inclusive, safe, resilient and sustainable*

GPTech aims to make cities and human settlements resilient and sustainable. To do so, we support the improvement of infrastructure in impoverished areas through new transportation projects and increased access to clean energy. GPTech project teams identify sustainable approaches during planning, design and construction of infrastructure projects that will continue throughout the project's operations and maintenance and end-of-life phases.



## **SDG 13** **Climate Action**

*Take urgent action to combat climate change and its impacts*

GPTech strives to combat climate change and reduce the amount of greenhouse gases released into the atmosphere. Our work toward this goal involves supporting the establishment of renewable energy sources both domestically and internationally. GPTech also provides training and services to our clients on best practices related to clean energy, including energy audits, greenhouse gas reduction, and energy management.



## **SDG 17** **Partnerships for the Goals**

*Strengthen the means of implementation and revitalize the global partnership for sustainable development*

GPTech partners with government agencies to support sustainable initiatives for domestic and international development projects. Through our projects, we invest in the future of countries by introducing new technology and new infrastructure. We strive to aid in providing sustainable development solutions.

# A LETTER FROM LEADERSHIP

10 | 28 | 2021

To Our Stakeholders,

I am pleased to confirm that Green Powered Technology LLC (GPTech) supports the Ten Principles of the United Nations (UN) Global Compact on human rights, labor, environment, and anti-corruption. With this communication, and as demonstrated in the attached action plan, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engage in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. GPTech will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact and annually thereafter, according to the UN Global Compact COP policy. Our progress reports will include the following:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met or other qualitative or quantitative measurements of results).

Sincerely yours,



Mr. Phillip S. Green CEO / President



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# **HUMAN RIGHTS**

# UN GLOBAL COMPACT ACTION PLAN

## Green Powered Technology

### Human Rights

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

**Principle 2:** Make sure they are not complicit in human rights abuses.

#### 1. Assessment, Policy, and Goals

“People” is a core value at GPTech. We believe in a diverse workforce, encourage personal development, and reward excellent performance. GPTech is committed to ensuring workers’ safety and prioritizes human rights. We ensure safe working conditions, fair and equal treatment, and freedom from harassment for all employees and contractors. All employees and contractors have the right and responsibility to report any incidents violating these principles without fear of retaliation. All policies and procedures respect the “General Duty Clause” aligned with the Occupational Safety and Health Administration (OSHA) requirements.

**GPTech has taken the following actions to implement, assess, and respond to human rights concerns:**

- Development of a Health and Safety Plan that implements policies and approaches that will lead to the development of an Occupational Health, Safety and Environmental Management System (OHSEMS).
- Workplace safety policy and protocol documented in the GPTech Employee Handbook
  - » Company-wide background checks
  - » Drug and weapon policies
  - » Health and safety guidance (to be provided by 2022–2023)
  - » Safer Federal Task Force COVID-19 vaccination requirement
  - » Employee harassment policy.
- Open communication policy operating company wide to ensure grievances or concerns related to workplace safety and harassment are reported.
- COVID-19 protocol, procedure, and communication plan to advise and protect employee health following guidance from the City of Arlington Health Department, Centers for Disease Control and Protection (CDC), and the World Health Organization. This plan is inclusive of a mandatory vaccination policy effective October 1, 2021

#### 2. Implementation

##### Background Checks

- » All offers of employment are conditioned upon receipt of a background check report and/or satisfactory completion of reference checks as determined by GPTech management. All background checks are conducted in conformity with the Federal Fair Credit Reporting Act, the Americans with Disabilities Act, and state and federal privacy and anti-discrimination laws. Reports are kept confidential and are viewed only by individuals involved in the hiring process.

##### Subcontractors

- » Are evaluated and approved as part of GPTech’s subcontractor approval process;
- » Identify and manage their own risks associated with their activities; and
- » Comply with any specific health and safety plan, policy, or procedure when working in a GPTech-controlled workplace and are properly consulted on all work health and safety matters.

## Zero-Tolerance Drug and Weapons Policies

- » GPTech supports a zero-tolerance drug and weapon policy in compliance with federal law, Virginia state law, and company mandates.

## Employee Harassment Policy

- » GPTech has a zero-tolerance policy on sexual harassment. As stated by the U.S. Equal Opportunity Employment Commission, "It is unlawful to harass a person because of that person's sex."
- » Company policy prohibits all types of sexual harassment, including but not limited to sexual harassment of any employee by another employee, a supervisor, or a third party.
- » GPTech has established annual training to comply with internal and contractual requirements by 2022.

## Hazard Identification and Protection Protocol

- » Our approach to the identification and management of hazards and risks is aligned with International Organization for Standardization (ISO) 3100

## COVID-19 Protocol

GPTech is taking the following measures to combat the spread of COVID-19 in the workplace:

- » Provides regular communications to employees regarding COVID-19 safety and best practices as determined by the CDC and Virginia Department of Health;
- » Collaborates with facilities management to ensure office ventilation is up to safety standards;
- » Conducts all in-person office events in outdoor spaces and adheres to public health protocol;
- » Implemented telework policy and procedures to ensure the staff can work effectively during office closure;
- » Conducts informal health screening procedure upon office reentry;
- » Collected vaccination status for all office staff (voluntary basis prior to executive order compliance date). All staff working in the office are required to wear face coverings in all public areas; and
- » Implemented policies to support guidelines of the Safer Federal Task Force requirement for COVID-19 vaccination to promote economic and business development in the area.

## Employee Benefits

GPTech provides the following benefits for its employees:

- » Full health, dental, and vision benefits. GPTech pays 75% of monthly contribution for full time employees and 50% for part-time and dependents;
- » Up to 12 weeks paid parental leave;
- » 7 federal holidays with 3 additional floating holidays;
- » Paid vacation 20 hours of paid vacation for employees 0-4 years and 25 hours of paid vacation for employees 5+ years of full time employment
- » 8 hours of paid time off for volunteering activities.

## Work Hours and Employee Compensation

- » GPTech adheres to the Fair Labor Standard Act and Davis-Bacon Act, Service Contract Act, and Executive Orders requiring minimum wage for all contractors.
- » GPTech core business hours are from 10:00 am to 2:00 pm, Monday through Friday; employees are expected to work 8 hours per day in accordance with their local time.
- » Flexibility in schedules provides work-life balance for all our staff.
- » GPTech follows local laws and policies at all international field offices.
- » Employees are encouraged to take lunch breaks during hours of operations.

### Training and Development

- » Provides employees with the best training and development opportunities throughout their careers;
- » Offers all employees annual training awards of \$5,250 for home office and \$2,000 for field office employees to support continuing education; and
- » Supports education and training opportunities weekly through “Brown Bag” presentations and resources.

### Events

#### Virtual events during COVID-19,

- » Annual parties and holiday celebrations,
- » Social committee, and
- » Peer-recognition through annual “Value” awards (employees vote for the team member who most exemplifies GPTech values).

3.

### Measurement

GPTech records and reports the following metrics associated with UN Human Rights Principles:

#### COVID-19 vaccination rate for home office staff

#### Sexual/psychological harassment metrics

- » Number of complaints per year
- » Average time to resolve complaints
- » Follow up on harassment complaint/investigation process

#### Work-related injuries

- » Will post OSHA Form 300 in established areas for employee notices.





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**LABOUR**

# LABOR

**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.

## 1. Assessment, Policy, and Goals.

GPTEch is committed to providing the best and most equitable labor standards for our employees and partners. GPTEch adheres and supports the Trafficking in Persons Policy, U.S. labor standards, Equal Employment Opportunity (EEO) guidelines, and provides fair and competitive wage and employment benefits.

GPTEch has taken the following actions to implement, assess, and respond to labor rights:

## 2. Implementation

**GPTEch follows U.S. wage guidelines to ensure fair and equitable wages**

### Trafficking In Person Policy

- » “Annual Certification Regarding Combating Trafficking in Persons Compliance Plan,” pursuant to Federal Acquisition Regulation (FAR) 52.222 50(h)(5)

### Minimum Wage Standard Compliance Policy

- » GPTEch will adhere to Executive Order 14026 and increase minimum wage paid to federal contractors beginning January 30, 2022.

### EEO Hiring Standards Policy

- » On all employment applications, GPTEch places EEO, disability, and Veterans’ Employment and Training Service (VETS) data:
  - o All nonexempt federal contractors and subcontractors with a contract or subcontract in the amount of \$150,000 or more with any department or agency of the United States for the procurement of personal property or non-personal services are covered by the VETS-4212 reporting mechanism.
  - o Employers with at least 50 employees and a single federal contract or subcontract of at least \$50,000 must comply with non-discrimination and affirmative action provisions of Section 503 of the Vocational Rehabilitation Act, including the requirement to annually prepare a written Affirmative Action Plan (AAP) for each establishment with at least 50 employees.
- » On all employment applications, GPTEch places EEO, disability, and Veterans’ Employment and Training Service (VETS) data, in accordance with the following standards:

### Employee Performance Review

- » GPTEch implants a quarterly performance review strategy that empowers and supports employees in setting and achieving their goals.

## Human Resources

- » GPTech ensures that all Human Resources policies and procedures are readily available to all employees and provides training on access and understanding of these materials.
- » Field office employee manuals are provided to each employee, informing them of their rights and reporting procedures.
- » All international and domestic employees are required to comply with the Code of Conduct, which enforces human rights and labor standards practices

## 3. Measurement

### Reporting

GPTech will implement the following reporting actions:

- » EEO and written AAP for Fiscal Year 2022–2023 upon attainment of 50+ employees and for contracts of \$50,000 or more; and
- » VETS data report for contracts of \$150,000 or more.

### Data Collection

- » GPTech collects and reports all investigations, legal cases, rulings, fines, and audits



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# ENVIRONMENT

# 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.

## 1. Assessment, Policy, and Rules

One of GPTech's core values and guiding principles is "Green," meaning we believe in sustainable, advantageous growth through best green practices in everything we do and hope to serve as an example of green success to our stakeholders. At GPTech, we prioritize minimizing our operational environmental impact and undertake projects to increase climate resilience.

GPTech has taken the following actions to implement, assess, and respond to environmental impact:

## 2. Implementation

### Reduced Carbon Footprint

"Green" is a leading value at GPTech and informs our company culture, day-to-day operations, policy, and growth strategy. To this end, GPTech minimizes commuting carbon emissions with the following employee incentives:

- » Transportation reimbursement program for employees using public transportation (bus/metro); and
- » Work from home program, which supports employees working from home two days a week.

### Training

- » GPTech supports internal employee trainings pertaining to climate action initiatives and technologies
- » GPTech supports and provides clients with services and training focused on energy audits, greenhouse gas reduction, and energy management. We support all our clients in meeting their environmental impact goals

## 3. Measurement

### Tools

- » GPTech is pursuing a process of identifying a monitoring and evaluation plan aligned with criteria for impact measurement supporting GPTech's priority SDGs.

### ISO Compliance

- » Goal for compliance with ISO 14001:2015 – Environmental management systems

### Data Collection

- » GPTech is committed to developing a data collection plan that reports on both internal measures related to the environment as well as reporting on how our work supports indicators for our priority SDGs.

The cover features a white background with large, abstract geometric shapes in shades of green and yellow. A light green triangle is in the top-left corner. A dark green triangle is in the bottom-right corner, separated from the white background by a diagonal line. A yellow triangle is in the bottom-left corner, also separated by a diagonal line. The text is positioned in the upper-left area of the white space.

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**ANTI-  
CORRUPTION**

# ANTI-CORRUPTION

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

## 1. Assessment, Policy, and Rules

"Honor" is a core value held at GPTech for all employees both domestically and abroad. We believe honor and integrity are the cornerstones of business. We are open, honest, and trustworthy in dealing with stakeholders. GPTech implements policies and procedures to discourage and condemn behavior or business operations that violate our value of honor. GPTech is committed to creating working environments and business practices that are free from corruption.

GPTech has taken the following actions to implement, assess, and respond to corruption.

## 2. Implementation

- **GPTech will not pursue a project if corruption is present in either planning or execution of any project task. GPTech implements a procedure of go/no-go documentation that helps us determine if we can pursue the project.**
- **GPTech adheres to U.S. federal law and the Foreign Corrupt Practices Act in all business practices, whether domestic or abroad.**
- **GPTech standards align with contract and teaming agreement requirements that include anti-corruption clauses and standards.**
- **GPTech employs internal processes that support anti-corruption practices, including procurement best practices for both employees and its partners.**
- **GPTech supports education and training on anti-corruption with officials in collaboration with our U.S. partners and clients.**
- **GPTech supports projects that assess and monitor projects that support anti-corruption in their implementation.**

## 3. Measurement

- **GPTech is committed to working against corruption in all business activities, domestically and abroad. GPTech is working to collect training and financial data regarding our involvement in anti-corruption initiatives across our projects.**
- **GPTech has delivered dozens of workshops for more than 1,000 procurement professionals, representing a wide array of ministries, utilities, and state-owned enterprises. GPTech has trained procurement officials from Botswana, Brazil, Colombia, Ethiopia, India, Indonesia, Jordan, Mexico, Myanmar, Panama, Philippines, Romania, Turkey, and Vietnam on the importance of acquisition planning and understanding the whole-life costs of their investments; specifically, how to design technical specifications, conduct life-cycle cost analyses, and develop objective evaluation criteria to transparently and fairly assess value in large-scale infrastructure tenders in the energy, transportation, and environmental sectors. GPTech has conducted anti-corruption workshops in partnership with our partners.**

## GOALS FOR FISCAL YEAR 2021 – 2022

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- Develop on-site safety policy.
- Validate our Trafficking in Persons Compliance Plan and provide supplemental training to all employees.
- Expand GPTech's Health and Safety Plan to implement policies and approaches to develop OHSEMS
- Reach compliance in accordance with the following standards:
  - » ISO 45001/14001 – Environmental and Occupational Health and Safety Set.
    - ISO 45001:2018 – Occupational Health and Safety Management Systems
    - ISO 14001:2015 – Environmental Management Systems
    - ISO 14001: Set the environmental management systems
  - » ISO 9001:2015 – Quality Management System
- As of 2021, employees screened and hired by GPTech have previous experience and knowledge of SDGs. 100% of new applicants hired and screened for prior knowledge of SDGs
- Hold annual Brown Bag training for SDGs and indicator reporting.
- Develop a Monitoring and Evaluation plan for reporting on priority SDG indicators company wide.
- Provide paid time off for GPTech employees to conduct volunteer activities
  - » Set annual goal for volunteer hours

## CONTACT

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