

Communication in Progress (COP)

23 January 2022

To our stakeholders:

I am pleased to confirm that International Project Development Group 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.

Osama Alghamdi – CEO

Description of Actions

Human Rights

1. Ensure workers are provided safe, suitable, and sanitary work facilities.
2. Protect workers from workplace harassment, including physical, verbal sexual or psychological harassment, abuse, or threats.
3. Take measures to eliminate ingredients, designs, defects, or side-effects that could harm or threaten human life and health during manufacturing, usage, or disposal of products.

Labour

1. Ensure that the company doesn't participate in any form of forced or bonded labour
2. Comply with minimum wage standards.
3. Ensure that employment-related decisions are based on relevant and objective criteria

Environment

1. Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment system, etc.)
2. Ensure emergency procedures to prevent and address accidents affecting the environment and human health
3. Minimize the use and ensure safe handling and storage of chemical and other dangerous substance.

Anti-Corruption

1. Assess the risk of corruption when doing business
2. Mention "Anti-Corruption" And/or "ethical behaviour" in contracts with business partners
3. Ensure that internal procedures support the company's anti-corruption commitment.

Measurements of outcomes

1. Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
2. Rate of occupational disease, injuries, and absenteeism
3. Percentage of recycled materials.