

United Nations Global Compact



Communication on Progress

GUAVA

By GUAVA Amenities

28 January 2022

Dear Mr. Secretary-General,

As a member of the United Nations Global Compact since 2020, GUAVA remains committed to the Ten Principles of the United Nations Global Compact on Human Rights, Labour, Environment, and Anti-corruption.

Our company values and our commitment of integrating sustainability in every part of our business is fully aligned to the United Nations Global Compact principles. These principles are incorporated in our business from cradle to grave; through our product development process, empowering our employees, conducting relevant annual reviews with our stakeholders as well as constant measurement of sustainability efforts done by our suppliers so as to drive tangible impacts through our solutions.

We pledged to make progress in support of these principles as we continue to contribute to our communities, working to reduce our environmental impact as well as influencing our employees and our suppliers to likewise create a positive change and as we continue to create sustainable scalable impact, together.

Gabriel Tan,
Director

In line with Ten Principles of the United Nations Global Compact on Human Rights, Labour, Environment, and Anti-corruption, GUAVA is exercising the following:

- **Human Rights**

GUAVA exercises shared values like dignity, fairness, equality, respect, and independence. The Company has established basic human rights in treating all stakeholders equally, especially among employees. This includes the provision of employee benefits above those mandated by labour laws, such as such as medical, allowance and claims, on top of the remuneration package given. Also, the Company is open to employees' voice and opinions on all matters relevant to business growth and Company's future.

Likewise, in our supplier selection, we select only suppliers that exercise the same shared values as GUAVA

- **Labour**

The Company does not hire staff based on ethnicity, race, gender or religion. The Company strongly believes that creative ideas and great solutions are generated from diversity, which will only come from people with different backgrounds. Any individual with the relevant skillsets can be part of the team. The senior management is also a believer of work life balance; employees work is mostly kept to the official working hours most days and we avoid contacting employees on work related matters outside office hours unless absolutely necessary or only in the case of an emergency, so that team members can spend their personal time with their families and/or friends, pursuing their personal interests or simply taking a break from work.

- **Environment**

GUAVA considers that it has the responsibility to protect the environment. Innovative packaging is one of the Company's successes in terms of reducing wastage. Company also encourages the 3Rs; Reduce, Reuse, and Recycle principle to protect and maintain green environment.

Our packaging takes on an approach that minimizes as much waste as possible. For example, we have recently eliminated the use of inner cartons, by replacing it with reusable plastic, which is lighter and takes up lesser volume. Our office windows are tinted so as to prevent heat from coming into the office thus reducing the air conditioning needed, and also, we use water irrigation system for our garden so as to save as much water as possible.

- **Anti-corruption**

The Company reminds all its stakeholders regularly including employees and suppliers that bribery or corruption in any form is not acceptable and will breach laws regulation and bring the company and implicated stakeholders to disrepute. Internal controls are in place within the Company to prevent and detect such activities from taking place. Employment and purchase contracts clauses are included to allow the company to take the necessary punitive measures such as termination of contractual relationships should the need arises.

Further, since Year 2020, suppliers have been asked to sign a declaration stating their compliance with respect to their local anti-corruption law and regulations and that they conduct their business and operations in an ethical and responsible manner.



United Nations Sustainable Development Goals



Using the United National Sustainable Development Goals as a framework, GUAVA is working towards helping global hospitality chains, reduce environmental impact by more than half. We are committed to achieving the following by 2030:

- 50% carbon emission reduction through in-country or in-territory manufacturing sites
- 90% plastics reduction through design innovation and material substitution
- 90% waste reduction per property served through product innovation and packaging optimization

In addition, while there are 17 United Nations Sustainable Development Goals, GUAVA is taking an action to focus on the following SDGs:

SDG 11: Sustainable Cities and Communities

- Reduction in carbon impact through product innovation and supply chain optimisation
- Creates job opportunities for the community through in-country/in-territory manufacturing
- Increased use of products with sustainable materials and products with a lower carbon footprint

SDG 12: Responsible Consumption and Production

- Design all our products and packaging from the get-go with the aim to minimize waste and enable circularity
- Working with sustainable partners in our ecosystem to ensure that products are ethically and responsibly sourced
- Avoid the use of banned and toxic materials