



—
Ecometrica

—
Bringing Clarity.

ecometrica.com

—
Ecometrica Ltd
Orchard Brae House
30 Queensferry Road
Edinburgh
EH4 2HS

VAT Number: GB 938 1021 40
Registered in Scotland (SC339323)

Mr António Guterres
Secretary-General
United Nations New York,
NY, 10017
United States of America

14 February 2022

Dear Secretary-General

UN Global Compact – Communication on Progress

I am happy to reaffirm Ecometrica's continued commitment to and support for the Ten Principles of the Global United Nations Compact in the areas of human rights, labour, environment and fight against corruption.

In this first annual communication on progress, we describe the actions we are implementing to constantly improve the integration of the Global Compact and its principles into the strategy, culture and the day-to-day operations of our company since our membership in February 2021. All our efforts are deployed to implement and continuously improve our internal sustainability strategy by reducing our environmental impact and meeting the expectations of our stakeholders, as well as maximising the impact we have on our customers and partners through our technology.

As a small, growing business, Ecometrica is committed to continuing to embed Global Compact and Sustainability Principles throughout its operations as it scales. A sample of initiatives carried out under the guidance of our framework and in alignment with the UN Global Compact's Ten Principles are highlighted below.

Sincerely Yours,

Gary Davis, CEO, Ecometrica



—
Ecometrica

—
Bringing Clarity.

ecometrica.com

—
Ecometrica Ltd
Orchard Brae House
30 Queensferry Road
Edinburgh
EH4 2HS

VAT Number: GB 938 1021 40
Registered in Scotland (SC339323)

Communication of Progress - Our Actions

Human Rights

Ecometrica supports and respects internationally proclaimed human rights standards, including the International Bill of Rights and the International Labour Organisations Declaration on the fundamental principles and rights of work.

We live up to the human rights standards and continually spread our values to all employees and other stakeholders to reduce inequality. We protect our employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats and we ensure employees are provided safe, suitable and sanitary work facilities. We have in place policies covering Modern Slavery, Equality & Diversity, and Health and Safety.

We continue to increase our understanding of the company's human rights impacts and risk, particularly when working in new territories. As a SME, we have a small supply chain, and as such we procure goods and services from a restricted range of UK and overseas suppliers.

Labour

Ecometrica is an equal opportunity employer. We believe our success is a direct result of the experience and quality of our employees. We are, therefore, committed to focusing our employment procedures and practises on maximising the potential of each unique individual. We believe this is best achieved by developing our employees' talents, whilst recognising and embracing their differences. By treating people fairly and equally, and by accepting and embracing their diversity, we can also improve our market competitiveness, foster innovation, enhance our corporate social responsibility and create an inclusive and positive working environment for all employees. Covid-19 and the restrictions that led most employees to be homebased for a number of months highlighted the importance of mental health among our employees and this is something we take very seriously. The company has trained mental health advocates and provides mental health facilities via our private healthcare.



—
Ecometrica

—
Bringing Clarity.

ecometrica.com

—
Ecometrica Ltd
Orchard Brae House
30 Queensferry Road
Edinburgh
EH4 2HS

VAT Number: GB 938 1021 40
Registered in Scotland (SC339323)

These principles apply to recruitment and selection, training, promotion, transfer, pay and benefits and performance appraisal procedures, in addition to all terms and conditions of employment. Ecometrica has policies in place covering Equality and Diversity, Modern Slavery and Child Protection. We also do regular health & safety and fire risk assessments, which include mitigation actions such as regular fire safety training. Our policies cover all Ecometrica employees, regardless of position or status, and where applicable, contractors and subcontractors.

Where possible, we aim to monitor and measure diversity at every stage of employment to remove any direct, indirect and associative discrimination

Environment

Environmental reporting is our core business; our mission is to provide highly effective environmental monitoring solutions so that businesses, governments and society can better manage resources and build resilience, so our Environmental Policy is one close to our hearts.

Within the policy, Ecometrica is committed to:

- Being compliant with environmental legislation
- Embedding the mitigation of adverse environmental impacts across Ecometrica's business;
- Leveraging Ecometrica's diverse opportunities to generate positive environmental impact
- Engaging employees in a culture of environmental awareness and responsibility, and;
- Monitoring the company's environmental impact

As an office based company that rents its offices, our most material environmental impact related to greenhouse gas (GHG) emissions, we take seriously our responsibility to accurately measure and disclose our GHG emissions. The group recognises its effect on the environment by accounting for it during each financial year using the World Business Council for Sustainable Development and World Resources Institute's (WBCSD/WRI) Greenhouse Gas Protocol Corporate Standard. It also purchases at least an equivalent amount of carbon offsets each year, from providers that meet the highest offset standards.



—
Ecometrica

—
Bringing Clarity.

ecometrica.com

—
Ecometrica Ltd
Orchard Brae House
30 Queensferry Road
Edinburgh
EH4 2HS

VAT Number: GB 938 1021 40
Registered in Scotland (SC339323)

Ecometrica conducts its annual GHG assessment using our proprietary software and measures Scope 1,2 and 3 emissions over the period, which it also uses to track its energy consumption, and waste generation.

As well as measuring and offsetting our own environmental impact, Ecometrica supports businesses, governments and NGOs globally to report on their impact and risks using best practice principles to make suitably informed decisions. There are currently hundreds of organisations using the Ecometrica Sustainability Platform to calculate and report on their annual GHG emissions across thousands of sites globally.

From 2017 - 2021, Ecometrica led the Forests 2020 project, a £14.9 million project working across seven countries to improve the use of Earth Observation (EO) data from satellites to measure change in forest cover and health. Through this project, 94 million hectares of tropical forest are monitored via the Ecometrica Platform, and it is estimated that improved monitoring has contributed to over 1 million hectares of avoided forest loss - the equivalent to 825,000 football fields.

We aim for continuous improvement: for the year 21/22, we will be increasing the scope and ambition of our internal sustainability reporting to deepen our Scope 3 reporting and set Science Based Targets.

Anti-Corruption

Ecometrica holds its employees, board members and any subcontractors that represent the company accountable for their conduct and expects everyone with which Ecometrica does business to adhere to the spirit and letter of our Anti-Corruption Policy. To ensure compliance with our Anti-Corruption Policy, Ecometrica asks its Representatives to:

- Review the Policy and commit to abide by it;
- Ensure that questions about the Policy are addressed promptly and all
- Representatives know how to seek guidance about complying with the Policy;



—
Ecometrica

—
Bringing Clarity.

ecometrica.com

—
Ecometrica Ltd
Orchard Brae House
30 Queensferry Road
Edinburgh
EH4 2HS

VAT Number: GB 938 1021 40
Registered in Scotland (SC339323)

- Ensure that non-compliant conduct is reported through any means including Company email, telephone or Ecometrica Whistle-blowing mechanism as soon as practicable; and
- Report any known or suspected unlawful or unethical conduct related to Ecometrica.

Self-reporting of non-compliance is encouraged. Ecometrica will investigate any credible report of a violation of the Policy or any unethical or unlawful conduct.

Ecometrica monitors and logs the number of whistleblower incidents via an online project management tool we use for operations