



United Nations Global Compact

Reporting Team UNCG

Communication on Progress (CoP)

Report No. 6

March 2022

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1 Statement of Continued Support by the Chief Executive Officer

I hereby affirm that Econoler will solemnly uphold the UN Global Compact (UNGC) ten principles regarding human rights, labour, environment, and anti-corruption.

We at Econoler are committed to abiding by the UNGC principles across all our activities. This report presents an overview of the measures and actions we undertook over the past year to put these principles into practice. This report will be shared with our stakeholders via our primary channels of communication.

Sincerely,



Pierre Langlois
Chief Executive Officer
Econoler

2 Company Profile

Econoler is a world-renowned consulting firm specialized in the design, implementation, evaluation and financing of energy efficiency (EE) projects and programs. The firm also boasts experience in renewable energy (RE), energy performance contracting (EPC), climate change mitigation and carbon financing.

In addition to its headquarters in the City of Québec, the firm maintains offices in Montréal and Toronto (Canada), Sofia (Bulgaria) and Washington D.C. (USA). Other members of the permanent staff are based in Cotonou, Lomé, Tunis, Cairo, Accra, Paris, Geneva, Barcelona, Chile, Portland (Oregon).

Company's Administration Structure

The firm currently operates via two main divisions: International Projects (managed by two international directors each with responsibility over several regions; and together supervising the entire portfolio of Econoler international assignments); and National Operations (Canada) comprised of a consultancy branch; a branch specialized in energy efficiency evaluation and planning services for the utilities industry; and the training department comprised of a specialized training center: the Canadian Institute for Energy Training (cietcanada.com).

In addition to counting on its team of specialized staff, Econoler is relying on a worldwide network of associate consultants and partners contributing to the implementation of its projects. Econoler particularly excels thanks to its expertise in managing complex multi-disciplinary projects. One critical aspect valued by the firm is partnering with regional and local firms and experts. The local experts are led by a project management team comprised of a technical director in charge of the quality of the firm's outputs and a contract manager who oversees contractual and legal obligations to both clients and subcontractors. Lastly, technical directors and contract managers report to Econoler's Director of Operations.

International Experience



Econoler has been operating for the past 40 years in industrialized, emerging and developing countries on over 5,000 assignments worldwide.

Most of these projects have been carried out for utilities, private firms and governments, as well as for major multilateral and bilateral organizations.

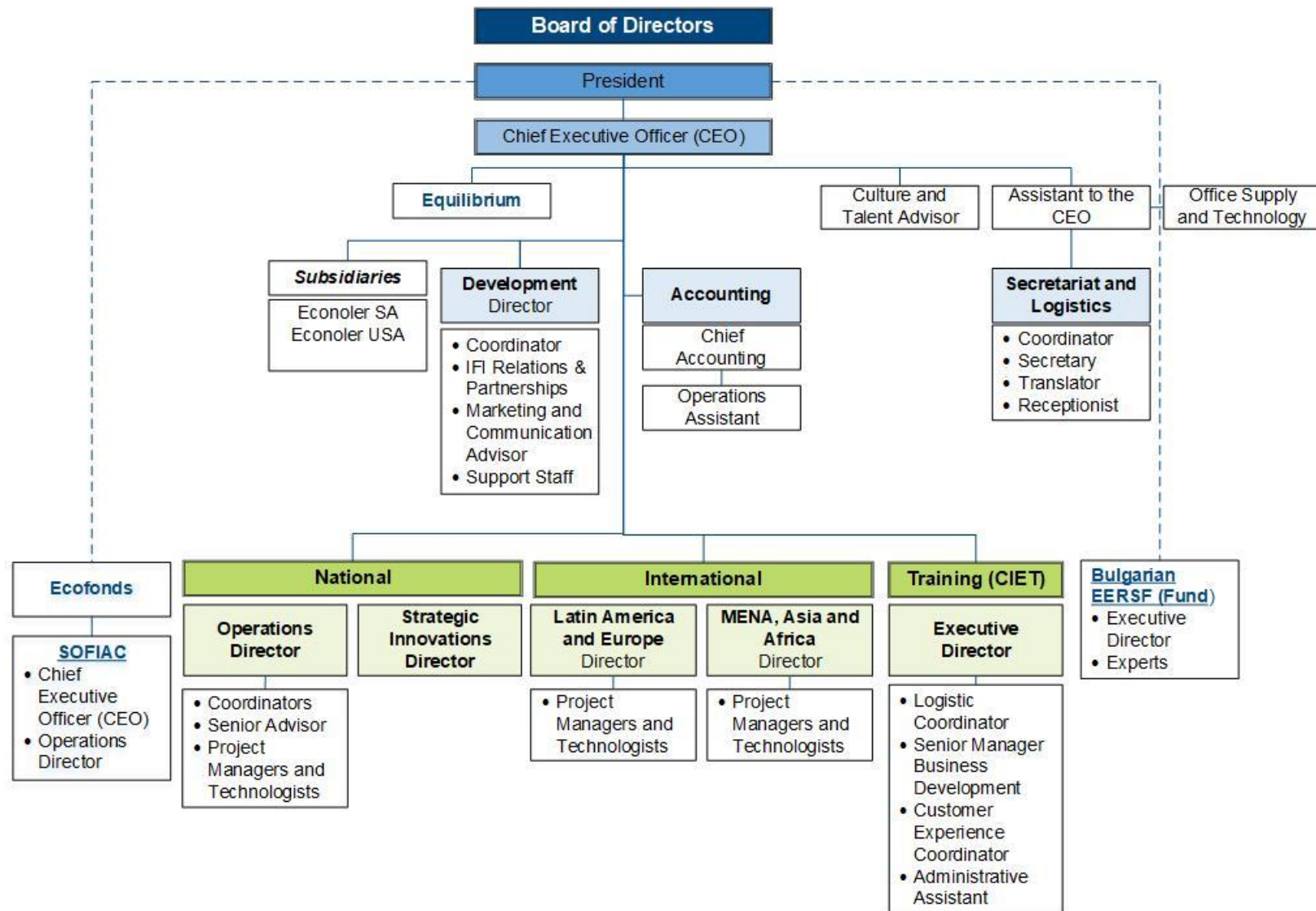
3 Description of Practical Actions

Econoler is keenly aware that properly fulfilling its corporate social responsibility (CSR) plays a major role in maintaining its standing as a leading energy-efficiency consulting firm in a rapidly growing and increasingly competitive global market. The firm wants the UNGC principles to be some of the core values driving its staff's and its firm's tireless pursuit of professional excellence. For this reason, Econoler joined the UN Global Compact in 2013.

Over the past year, we took actions that are consistent with our commitment to workplace anti-discrimination, environmental protection, anti-corruption and human rights. The specific actions related to each of these aspects are reviewed below.

3.1 Labour

Econoler is committed to creating and maintaining a physically and psychologically healthy and safe work environment, where no current or prospective employee is at a disadvantage because of their age, colour, disability, gender, marital status, national or ethnic origin, race, religious belief or sexual orientation. Physical, mental and sexual harassment will automatically result in dismissal.



Employee well-being is a great concern for Econoler and the company provides its staff members with competitive benefits and a comprehensive healthcare insurance package. With the desire to further improve its health benefits offering and promote employee well-being, the company introduced a new virtual healthcare service available to all its employees in February 2022.

Econoler also makes many efforts to create a pleasant and supportive work environment by organizing social activities whenever possible. Despite government restrictions on gatherings in the past year, the company's social club has managed to organize several virtual activities such as follow-along training sessions and lunchtime chats to reinforce employees' sense of belonging in these unusual times.

Econoler guarantees an objective treatment of all decisions pertaining to the selection of local sub-contractors that are purely based on experience, education and merits. Econoler does not hesitate to hire junior resources and to provide opportunities for internships. From March 2021 to March 2022, Econoler's directors supervised a total of seven interns.

3.1.1 Goal

The ultimate goal of Econoler's labour policy is to create and maintain a safe, healthy and pleasant work environment, where every employee is treated equally to enable them to achieve their professional aspirations. This goal is not only applied to Econoler's permanent staff, but also to the project sub-contractors and partners.

3.1.2 Performance Monitoring and Evaluation

Econoler's department directors assess the services and inputs of its staff so as to improve their management skills and knowledge of each staff member's professional profile. Employees can use an anonymous complaint mechanism to comment on their work relations and environment and report issues and problems.

3.2 Environment

As a professional consultancy firm, Econoler is committed to meeting the requirements of all applicable safety and environmental legislation, regulations, and accepted standards for environmental protection in the performance of its services. Moreover, it is natural for Econoler, a firm dedicated to the rational use of natural resources and renewable energy, to engage in and promote environmentally sustainable management practices.

In addition to incorporating concrete actions into its operations and participating in environmental initiatives, Econoler has voluntarily adopted a green policy. Throughout all its activities, Econoler is committed to integrating the UNGC and its principles, and the firm has taken genuine actions toward environmental management in daily operations as follows:

- › To further mitigate the environmental impacts of its activities, Econoler pledges to offset a part of the carbon emissions it generates due to travel of staff. Reliable and recognized calculators are used to estimate the carbon footprint of those activities.
- › Offices are centrally located, near public transit and bicycle paths. When relocating its Quebec City's office in 2020, Econoler paid special attention to choosing an easy-to-reach location using public transportation.
- › Econoler encourages the use of public transit by paying 50% of the costs.
- › Electronic documents are favored over printing. When printing is needed, our office has a dedicated printer to reuse sheets with an unused side.
- › All our office devices bear the ENERGY STAR label.
- › The firm has a recycling policy for paper and other recyclable waste, as well as battery collection bins. Therefore, all materials are recycled as needed. Old computer equipment is also recycled by a specialized firm.

Furthermore, Econoler endeavours to promote a procurement process that integrates environmental and social standards to make sure that goods and services are used to protect the environment and follows health and safety standards to eliminate hazards for humans and the ecosystems.

Finally, Econoler has expanded its service offering to address climate change mitigation more broadly. Indeed, the company has been actively involved in developing and implementing climate change mitigation strategies and projects in support of its international clients. Econoler makes sure to share its knowledge and competencies with public and private sector clients throughout the world, and to be a change agent in the promotion of EE, sustainable energy, and green and climate finance, thus supporting countries in achieving of their Sustainable Development Goals (SDGs) and transitioning to a low carbon economy as called for under the Paris Agreement.

3.2.1 Goal

The ultimate goal of Econoler's environmental policy is to limit the company's carbon emissions and environmental impacts by adhering to strict environmental principles and practices.

3.2.2 Performance Monitoring and Evaluation

At Econoler, we closely monitor our performance in reducing carbon emissions as part of the international voluntary initiatives and we communicate the results to relevant stakeholders.

3.3 Anti-Corruption

Since our professional activity spans diverse national and cultural contexts around the world, including countries where the rule of law is weak, Econoler is committed to avoiding and denouncing any form of corruption and bribery. We prohibit offering, giving, solicitation or acceptance of any bribe, whether in

cash or in other forms of inducement, or engaging in any other corrupt practices. Econoler strictly follows its anti-corruption principles and steers clear of any proposal that lacks transparency, particularly at the stage of project development. If any abnormal situations arise in the course of project implementation, Econoler does not hesitate to denounce them and report them to relevant authorities.

Econoler has a Procurement Policy and Procedures in place to foster the company's transparency in all its transactions for purchasing goods or consulting services. These policy and procedures apply to Econoler's staff, contractors and suppliers and ensure that the highest ethical standards are always maintained.

For instance, the policy enables the company to honour the following two core procurement principles:

- › **Transparency:** This principle applies to public announcements about contract opportunities and rule-based decision-making that limits discretion of the procuring entity.
- › **Integrity:** Goods, works and services must be acquired without any incidence of corruption or conflict of interest.

3.3.1 Goal

The ultimate goal of Econoler's anti-corruption policy is to ensure the moral decency, ethical integrity and legal soundness of the assignments undertaken by strictly avoiding association with any corruption or bribery practices.

3.3.2 Performance Monitoring and Evaluation

Econoler's staff is required to report any issues and questions regarding potential abnormal situations to the Development Director, especially at the early stage of project development. When such suspicions are confirmed, the firms or actors in question are put on a black list. Econoler's staff is well informed about our anti-corruption policy and any misconduct on their part will result in their dismissal.

3.4 Human Rights

Equal Opportunity Policy

Econoler is dedicated to protecting human rights in its work environment and within its work agreement with external consultants (local sub-contractors and partners). The company does not tolerate any form of discrimination on the basis of sex, nationality, ethnicity, religion, or sexual orientation. Clear statements to this effect and procedures for submitting any claims are included in the Employee Handbook given to each new employee upon signature of an employment contract with the company. The non-discrimination policy must be reflected by each individual employee and business partner: discriminatory behavior of any kind is not tolerated at Econoler and the firm has set procedures for reviewing and dealing with any perceived infringements swiftly.

Gender Policy

Econoler has established a Gender Equality Policy to achieve the following three main objectives:

- › To capitalize on its existing internal gender parity as a tool for gender mainstreaming in project development and management;
- › To provide a framework for developing project-based understanding of and technical capacity in gender mainstreaming;
- › To generate knowledge and information about the gender-energy nexus.

Promoting Gender Equality at the Company Level

Econoler values the wealth and intelligence offered by diversity and believes that, to reach its full potential, an organization needs to have a proportionate representation of men and women. This belief is no better exemplified by Econoler's own staff composition, with 58% of all its positions currently held by women. Gender parity also shows at Econoler's higher management level with women holding half the top managerial positions; at the project-manager level, women account for 57%.

Applying a Gender-responsive Approach to Project Development and Implementation Process

Econoler's gender policy has been developed based on due consideration of the fact that the issues related to energy access and climate change impact women and men differently and generally to the disadvantage of women and that those inequalities are likely to be exacerbated by climate change in the future. Since it is actively involved in energy and climate-related initiatives undertaken by governments and communities in developing countries, Econoler is aware that its activities may affect women and girls. The company is committed to empowering women as actors in the energy sector, lifting them out of energy-related poverty and implementing energy policies that are gender-sensitive.

We share the vision outlined by Goal 7 of the Sustainable Development Goals (SDGs), whose aim of "ensure access to affordable, reliable, sustainable and modern energy for all" can be better accomplished if energy issues are assessed through a gender-sensitive lens to enable our projects to be adapted to this endeavour. Furthermore, as a Canadian company, Econoler is inspired by Canada's Feminist International Assistance Policy, which places gender equality and empowerment of women and girls at the front and center of international development initiatives.

The company encourages all its project managers and higher management staff to develop a basic understanding of gender mainstreaming and adequate technical capacity to implement it in all of Econoler's activities. This understanding and capacity allows for applying a gender-sensitive approach to implementing each phase of a project (including development, implementation and evaluation) to help achieve sustainable results regarding gender equality and women's empowerment.

Econoler's recent and ongoing experiences show its continued commitment to gender sensitivity in its projects:

- › In the context of support provided by the AFD - Agence Française de Développement to the Covenant of Mayors in Sub-Saharan Africa (CoM SSA), Econoler conducted a project to elaborate gender-sensitive tools and methodologies to help municipalities and other actors identify, prepare, implement, as well as monitor and evaluate urban public lighting projects.
- › In the framework of its Energy2Equal program, the International Finance Corporation (IFC) of the World Bank Group contracted Econoler to conduct research across Sub Saharan Africa to analyze and demonstrate the business case for closing gender gaps in the renewable energy (RE) private sector. This work provided IFC with not only valuable primary sex-disaggregated data on the RE workforce in SSA, but also implementable recommendations for enhancing the engagement of women across energy source sectors and the RE value chain.
- › In the Pacific Region, Econoler developed the Pacific Energy and Gender Strategic Action Plan (PEGSAP) for 2020-2030 for the Secretariat of the Pacific Community. The Action Plan seeks to increase women's participation in the energy employment market as entrepreneurs, tradespeople and professionals.

3.4.1 Goal

Provide a safe, pleasant and harassment-free work environment to all employees and external consultants equally.

3.4.2 Performance Monitoring and Evaluation

Employees who have reason to believe they are or have been a victim of harassment may file a complaint, verbally or in writing, with their immediate superior or the Deputy Managing Director. Any complaint will be treated in strict confidence and in the event that the accusations are found to be true, appropriate actions will be taken, as appropriate, as quickly as possible.



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