



INSPIRAFARMS

InspiraFarms is a brand of
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H.E. António Guterres Secretary-General
United Nations
New York,
NY 10017 USA

Date: 16th March 2022

COMMITMENT TO UN GLOBAL COMPACT – COMMUNICATIONS OF PROGRESS (COP)

Dear Mr Secretary-General

I am pleased to confirm that InspiraFarms reaffirms its support of the Ten Principles of the United Nations Global Compact regarding Human Rights, Labour, Environment and Anti-Corruption, since it joined the pact in 2019. In our first annual Communication on Progress, we remain committed to integrating the Global Compact and its principles into our business strategy, culture, and daily operations. We are also committed to sharing this information with our stakeholders using our primary communication channels.

The principles outlined in the Global Compact fully aligns with the value systems at InspiraFarms. We, therefore, recognise the importance of transparency and public accountability and will continue to do so in the push to uphold our responsibilities to people and the planet.

To this letter, I have attached an update on our progress in upholding a principles-based approach to doing business in the four areas of the UN Global Compact.

Yours sincerely

Julian Mitchell
CEO
InspiraFarms



COMMUNICATIONS ON PROGRESS (COP)

Human Rights

Assessment, policy, and goals: At InspiraFarms we ensure all our workers are provided with safe, suitable, and sanitary work facilities, with our Human Resource Policy mandating adherence to all principles of locally and internationally proclaimed human rights. Our policy-led approach facilitates the provision of a safe, healthy, and dignified work environment for all our workers.

Implementation: We have put up human resource-related policies in place, which we regularly review, to ensure all humans are dignified at work and their rights respected. To create a culture of transparency and accountability, we have adopted safeguarding and whistleblowing policies to protect all our workers both internally and externally.

Measurement and outcomes: To ensure we provide the safest and healthiest work environment possible, we have put in place a tiered system to encourage feedback, ranging from direct feedback through line management, regular anonymous feedback forms, skip-level meetings, to safeguarding policies such as a whistleblowing line to protect all employees. Our whistleblowing line allows for anonymous tip-offs and directly reaches the CEO and our Chair of Board. To date, we have had no cases or incidents of human rights violations.

Labour

Assessment, policy, and goals: Our InspiraFarms employee handbook integrates terms inclusive to all four-labour related Global Compact principles. We placed the handbook to codify interactions with and amongst employees, and to ensure everyone understands their entitlements and expectations. We have assigned members of our human resource team to handle employee matters and adjust policies as per the geographies we operate in. With regards to our commitment to improving our gender balance at all company levels, we are striving for a gender balance, with 10 members of our current team of 25 full-time employees identifying as women.

Implementation: The employee handbook is accessible to all staff, and we schedule and conduct training on key parts of employee policies. All new employees are taken through the employee guide as part of a formal onboarding process, and we accommodate reviews and contributions to this handbook by each employee. To ensure open communication, we run weekly company meetings to guarantee every member of staff is aware of any changes we make. We recognise that unintentional formal structures and informal cultural issues can sometimes prevent employees from raising concerns and grievances. For this reason, all our



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communication channels are backed up with monthly 'pulse check' surveys and a twice a year engagement survey. All surveys are anonymised, and a report on feedback from this study is usually shared with all staff.

Measurement of outcomes: Our internal human resource statistics are compiled every quarter and reported to both management and our board of advisors. Our anonymised monthly and quarterly survey results are also shared and discussed amongst all employees. On our most recent engagement survey, our team reported a cumulative eNPS of 14% and have seen an improvement in happiness levels at work rated at 3.88 out of 5.

Environment

Assessment, policy, and goals: InspiraFarms is a company founded on the premiss of reducing post-harvest loss, which generates considerable environmental, economic, food security, food system sustainability and human benefits.

Implementation: All cold chain projects are designed according to the InspiraFarms Formula, and this sets out the design criteria of reducing post-harvest losses, extending shelf life, reducing OPEX, maximising energy efficiency, and giving access to data not previously possible. We take considerable care to make design decisions leading to sustainably lower energy solutions that last longer. To ensure its project sustainability, InspiraFarms tracks the performance of projects and energy savings generated, as well as tracking cooling system performance through IoT to ensure energy efficiency is maintained in each structure.

Measurement of outcomes: Since its inception, InspiraFarms has mitigated over 30,000 MT of CO₂e, reduced food loss by over 12,000 MT, and helped create over 700 direct and indirect jobs. We have directly deployed over 120kWp of solar capacity, with multiple clients also investing in solar through other suppliers. We recognise our role in protecting the economic livelihood of local communities and are happy to share that most of our secondary beneficiaries are rural women and small-scale farmers in the local agricultural communities we operate. With our primary customers being agribusinesses, InspiraFarms has helped grow multiple local agribusinesses through our cooling technology that minimises post-harvest losses and, in the process, increase their revenues.

Anti-corruption

Assessment, policy, and goals: All our new and existing employees, partners, clients, and stakeholders are made aware of our company policy of zero-tolerance to corruption, bribery, and extortion.



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Implementation strategies: During the onboarding process, all our new employees, partners and stakeholders are made aware of our pact against and zero-tolerance policy towards corruption, bribery, and extortion. For this reason, we have placed systems to allow for free and direct access to the CEO for all our staff and partners. Moreover, we set up an anonymous whistleblowing channel to facilitate a fair and proactive process in dealing with any information that flows through this channel.

Measurements of outcomes: Since InspiraFarms efficiently trains its existing and new employees and partners on our zero-tolerance policy, there have been no reported cases of abuse of the policy. To prevent any possibility of breaking this policy, we have declined to engage in multiple conversations that could have risked our commitment to this pact. Annually, our financial books are subject to audits by a reputable independent party. This is to help detect any form of fraud, assess our state of compliance with government regulations, and to vet the credibility of our financial statement. Thanks to these long-term systems, InspiraFarms is not involved in any legal case related to any form of bribery or corruption.