



experts of ingenious built environments

UN Global Compact  
Communication on Progress 2021

# 1. CEO's Statement

To our stakeholders

I am pleased to confirm that GRFN 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 day-to-day operations. We have engaged in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. We recognize that a key requirement for participation in the UN Global Compact is the annual submission of the Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles for the period (1<sup>st</sup> April 2021 until 19<sup>th</sup> April 2022). We support public accountability and transparency, and therefore we are explaining in this report the actions and decisions taken over the last year to achieve sustainability goals, have a greater social impact, and fulfil the UN Global Compact Principles. This report includes, in addition to this statement, the below:

- A description of practical actions (i.e. disclosure, policies, certifications, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, and anti-corruption)
- A measurement of outcomes (i.e. the degree to which targets/ performance indicators were met, or other qualitative or quantitative measurements of results)

We also commit to sharing this information with our stakeholders using our primary channels of communication (add the channels of communication)

Sincerely yours,

Mrs. Omnia Halawani  
[Co-CEO & Founder]

# 2. ISO Certificates

**ISO 45001:2018:** Occupational Health & Safety Management Systems

**ISO 14001: 2015:** Environmental Management Systems

**ISO 9001: 2015:** Quality Management Systems





# 3. Description of Actions

## Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights

**Principle 2:** Make sure that they are not complicit in human rights abuses

All our employees working on sites and around hazards are provided with proper PPE (Primary Protective Equipment) and receive safety inductions. This is implemented in line with our commitment to adhere to the standards of ISO 45001:2018 Occupational Health & Safety Management Systems. Our workplace is equipped with necessary safety measures (fire suppression & first aid).

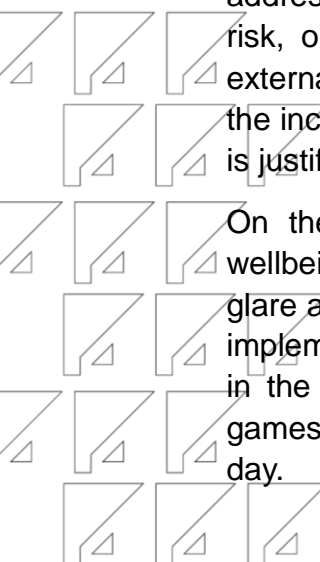
A red flag policy is developed and introduced to all employees that addresses the actions and mitigation measures to any harassment, abuse, risk, or threats they suffer from within the company or with any of our external projects on site. The HR and direct manager will be informed of the incident and a mitigation action will be taken to guarantee the employee is justified.

On the other hand, the company has plans to improve the health & wellbeing conditions for workers by installing blinds on windows to reduce glare and heat gain and improve visual comfort. Other initiatives have been implemented this year is introducing the activity corner and breakout area in the office. The space is supplied with ping pong table and kit, board games, and other facilities they can enjoy in their break times during the day.

In addition, the company has supplied a number of bicycles where cycling activities are organized every week. These initiatives aim at improving productivity, brain function, and physical health.

Furthermore, the company is aiming to certify the head offices in Dubai under LEED Interior Design & Construction (ID+C) or WELL, this comes in line with our objectives to provide a healthy and comfortable work environment to our employees as well as improving the environmental performance and reduce the negative impact on the environment.

Women empowerment and gender equality are principles we strongly support and believe that they promote human rights and yield to society resilience. On this basis, we provide equal opportunities for men and women, and we certainly understand the social differences and personal needs of both. This is interpreted under our considerate work flexibility policy, comfortable work environment, and equal pay ratio.



# 3. Description of Actions

## Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

**Principle 4:** The elimination of all forms of forced and compulsory labour

**Principle 5:** The effective abolition of child labour

**Principle 6:** The elimination of discrimination in respect of employment and occupation

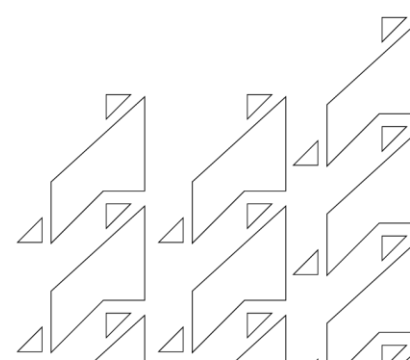
When it comes to our relationship with employees and stakeholders, we strive to uphold labour standards, which include freedom of association, eliminating forced, compulsory, and child labour, and eliminating discrimination. The sentiment is also reflected in our core values, code of ethics, and human resources manual.

The company is committed to providing equal employment and human resources opportunities, regardless of race, ethnicity, culture, gender, age, or social status. Additionally, Grfn adheres to the local labour laws in Dubai, UAE that govern its relations with its employees. Employment decisions are made based on specific criteria and standards pertaining to an applicant's skills and experience.

Our people are the backbone of our business, with their diversified skills, experience, knowledge, and potential, they maintain the variety of our services, and that is what makes grfn exceptional. To help its employees achieve their goals and increase the value of the company, grfn offers continuous training and career development opportunities to its workforce

and helps them overcome career challenges and constantly grow new skills. Having this diverse team in house; we also pay attention to our women force and make sure they grasp their opportunities fairly.

As we have more women in the management board, we have tendency to appreciate women and support them in all forms, we appreciate their needs, and encourage them to grow in their careers. We currently have 30% women employment ratio, and we hope to reach the 50% gradually during the next 1-2 years. As a next step, we aim to support and comply with the UN Global Compact Women's Empowerment Principles and make it part of our internal strategies.



# 3. Description of Actions



## Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges

**Principle 8:** Undertake initiatives to promote greater environmental responsibility

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

Sustainability is the essence of our business. Our design decisions are constantly affected by this in every project as we recognize that we are capable of driving change in the construction industry by means of our business activities. As a part of our sustainability approach, we continually work to provide solutions that cater towards the reduction of energy, water, and resource consumption. We continue to educate our partners and clients on the importance of green designs and sustainable construction. This is also reflected on our responsible employees and their actions within the company and outside, so they represent the company in the very best manner.

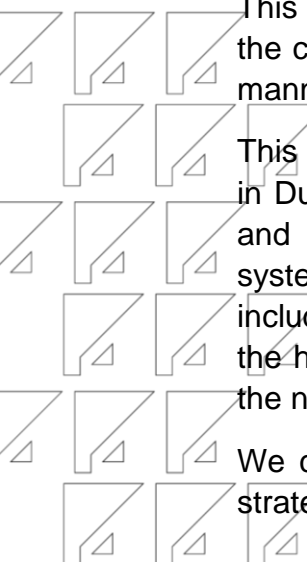
This has been demonstrated in an Energy Audit done for our head offices in Dubai to evaluate the energy performance and energy use index (EUI) and suggest energy efficiency measures that can optimize the energy systems we operate. Some measures had been implemented as a result, including replacing light fittings with LED's, and installing blinds to reduce the heat gains. Retrofitting our office to become "Net-zero energy" will be the next step in enhancing our performance.

We constantly strive to improve our performance and develop mitigation strategies; this is reflected in the sustainability compliance measures and

initiatives within the company. We also educate our employees and raise the awareness of environmental issues and climate related matters via Sustainability Tips sent on daily basis to boost their knowledge and give them simple solutions that have major impact on their daily life and the wider context.

In addition, a waste management strategy has been developed and implemented recently which aims at reducing waste generation, sorting waste in house, and divert the recyclable waste from landfills. The strategy involves food waste composting as well where the compost is used as fertilizer for indoor and outdoor plants.

By all means, sustainability is our main goal and all what we do at grfn translates our commitment to make the change. Energy efficiency in the built environment and infrastructure not only improves the efficiency of systems and saves energy, but it also reduces the carbon footprint and emissions in buildings and saves a chunk of the utility bills payment per month. We always recommend to our clients to seek the most sustainable solutions and help them see the difference in real figures and data analysis.



# 3. Description of Actions

## Anti-corruption

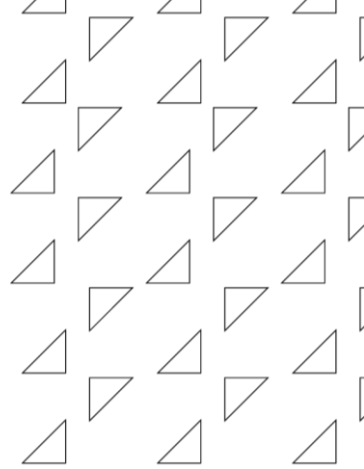
**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

As a global company, Grfn is committed to compliance with anti-corruption laws in all countries where we operate and to maintaining the highest ethical standards. In order to achieve this goal and as reflected in our internal policies and code of ethics, a section explaining the company's stance on bribery and corruption is included and communicated through internal communications.

We always emphasize on this in our contracts with clients and ensure this is included in the external contracts we sign for projects. We run our operations with integrity and high ethical standards based on our belief that this is a responsibility towards our clients and employees and is a key factor to the success and promotion of a healthy workplace. Our company's policy and employee's handbook clearly state this obligation and any such incident within the company is handled firmly and the employee committing such violations is immediately penalized.

The company stands strongly against corruption, bribery, and we strictly follow the local law and any equivalent laws and regulations in this regard.

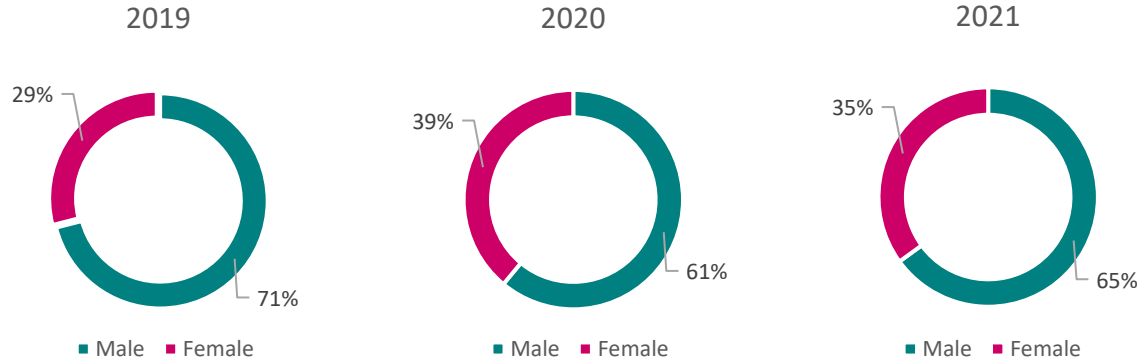
Any form of corruption, bribery, and fraudulence is taken with precaution and if such behaviors are suspected from our clients, stakeholders, or employees; prevention measures are taken to eliminate any associated risk to the company or the public.



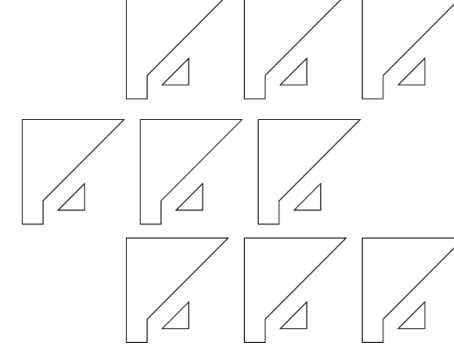
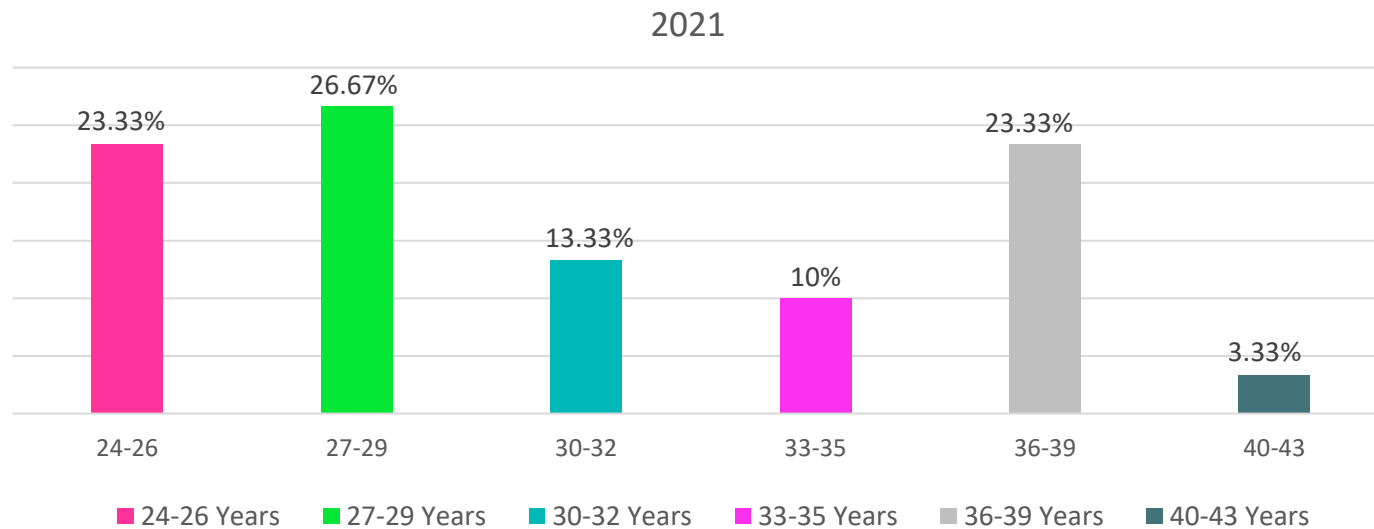
# 4. Measurement of Outcomes

## Diversity Index

### Gender



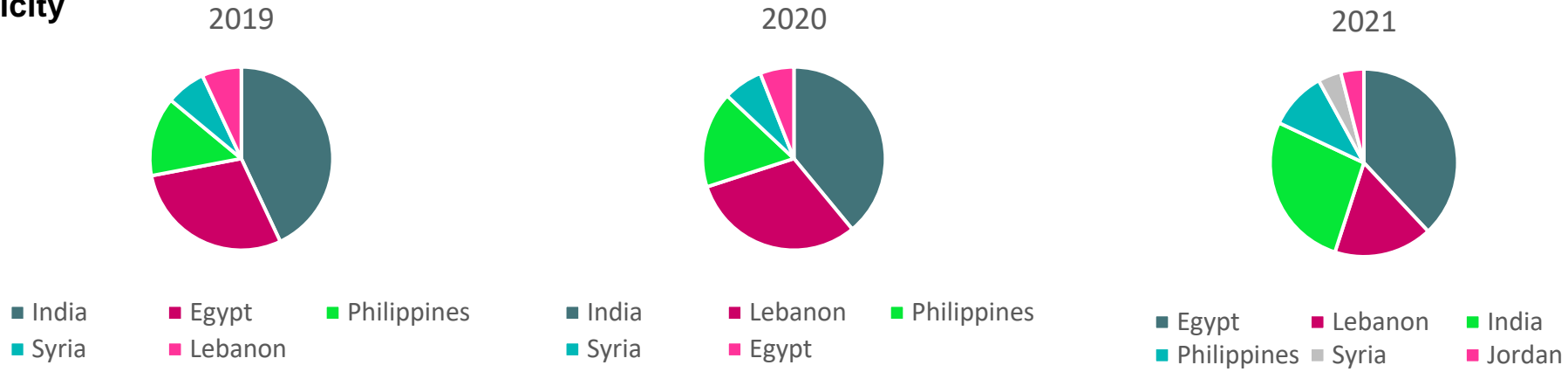
### Age



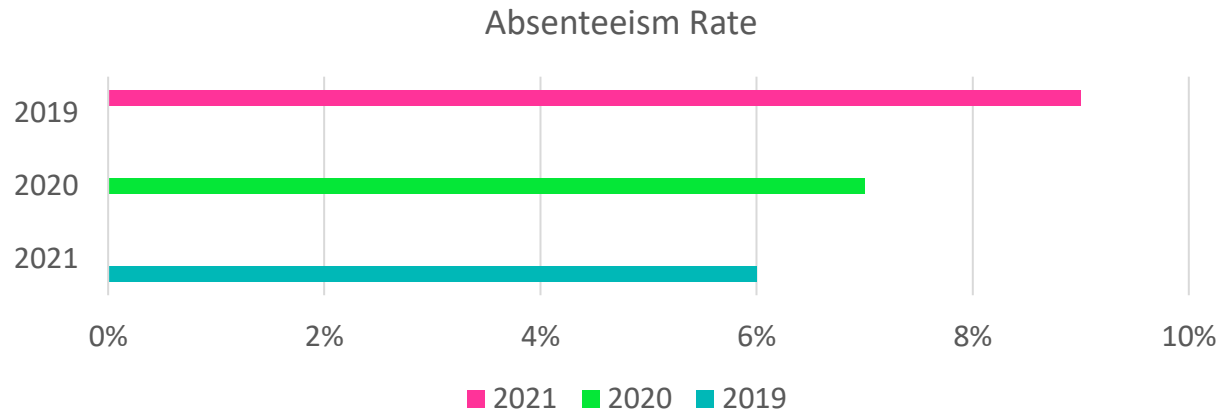


# 4. Measurement of Outcomes

## Ethnicity



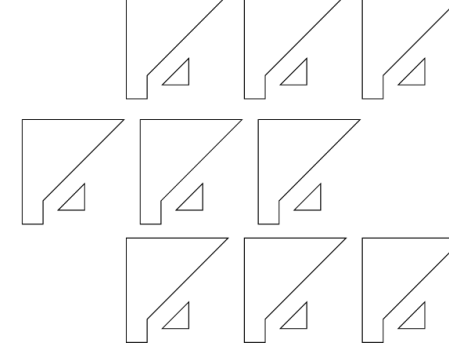
## Rate of Absenteeism



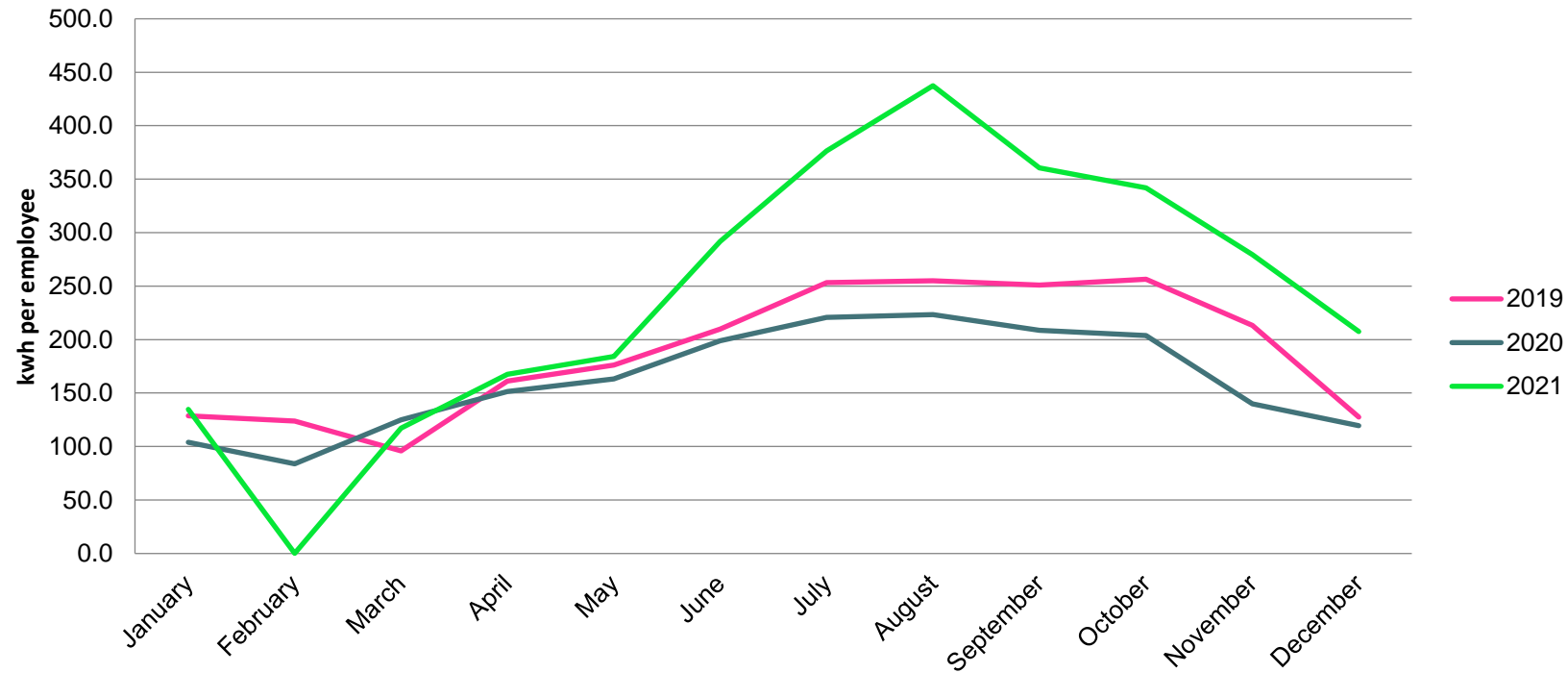
# 4. Measurement of Outcomes

## Resource Consumption

### Energy



### Energy Consumption



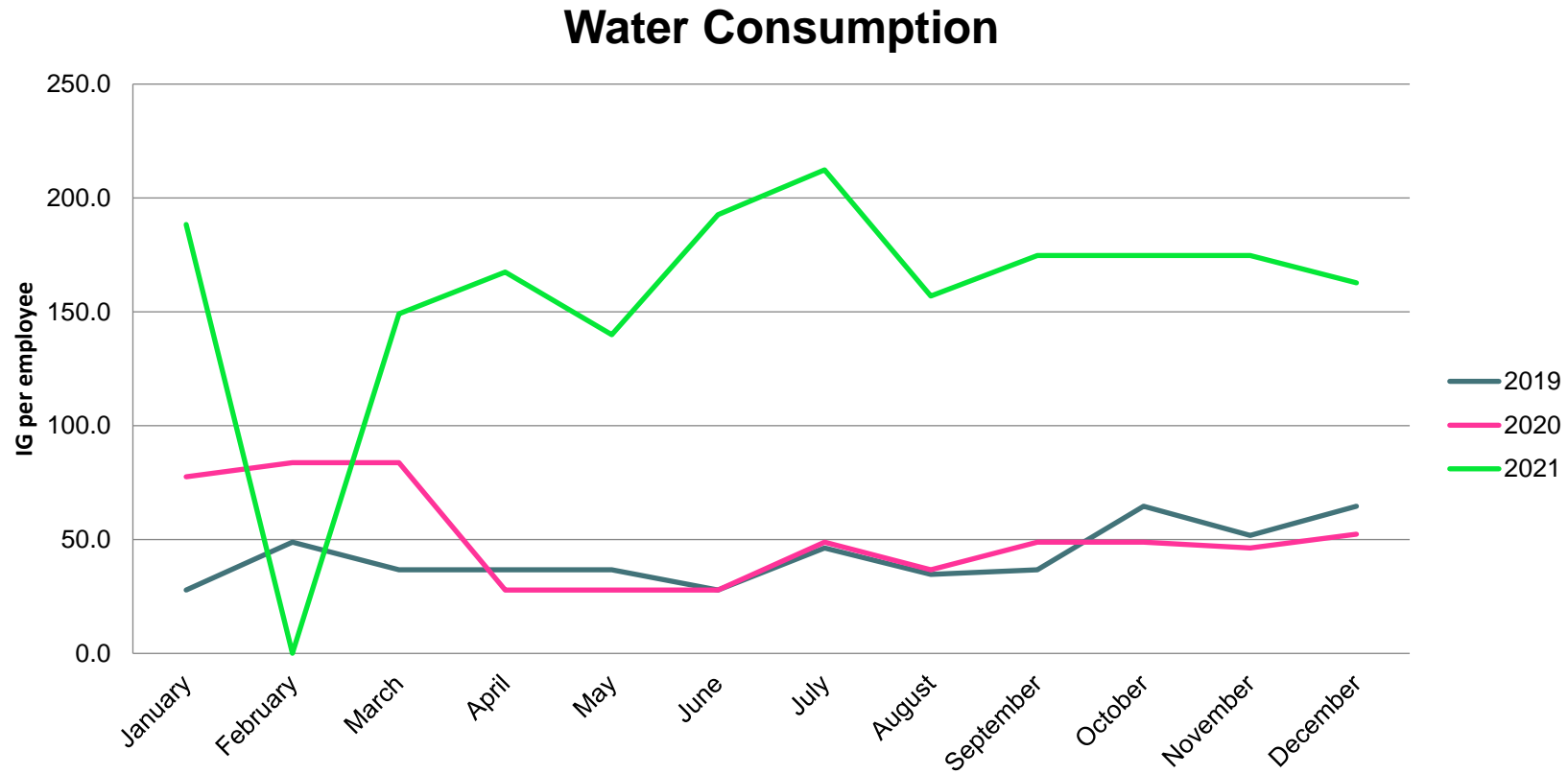
**Note:**  
- Energy consumption during the year 2020 was low due to COVID-19 lockdown.



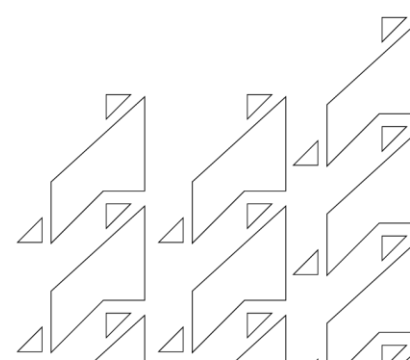
# 4. Measurement of Outcomes

## Resource Consumption

### Water




**Note:**  
- Water consumption during the year 2020 was low due to COVID-19 lockdown.



# 4. Measurement of Outcomes

## Percentage of recycled waste

Summary				
Total Recycled Waste %	46.5%			
Total Waste Generated (m <sup>3</sup> )	12.16			
Total Waste Recycled (m <sup>3</sup> )	5.66			
Total Waste Landfilled (m <sup>3</sup> )	6.5			
Waste Tracking Log				
	Landfilled	Recycled/ Composted		
Date of waste collection	General waste	Mixed Recyclables	Food Waste	Electronic Waste
<b>March 2022</b>				
08/03/2022	1.25	0.86	0	0.25
15/03/2022	1.25	1	0.1	0
22/03/2022	1	0.86	0.15	0
29/03/2022	1.25	1.29	0.1	0
<b>April 2022</b>				
05/04/2022	1	0.45	0	0.15
12/04/2022	0.75	0.45	0	0
<b>Total</b>	<b>6.5</b>	<b>4.91</b>	<b>0.35</b>	<b>0.4</b>

### Notes:

- Waste quantity is calculated by volume
- Volume of waste collection bag (General waste) is 0.25 m<sup>3</sup>
- Volume of waste collection bag (Recyclable waste) is 0.43 m<sup>3</sup>
- Food waste composter size is 0.1 m<sup>3</sup>

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