



## COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 1 Jan 2021

To: 31 Dec 2021

### **1. STATEMENT OF CONTINUED SUPPORT BY THE OWNER**

13 May 2022

To our stakeholders:

I am pleased to confirm that Sustinere Pte Ltd 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 daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Grace Cheah  
Sustinere Pte. Ltd.

### **2. DESCRIPTION OF ACTIONS**

Sustinere provides primarily consulting services to our clients, and the consulting services we provide cover areas relating to labour rights, business ethics, health and safety and environment.

#### **OUR POLICIES**

##### ***Human Rights***

Sustinere believes that all our employees, business associates and contractors deserve a fair and ethical workplace. Everyone must be treated with dignity and respect. No employees, business associates or contractors should discriminate against any other person based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by applicable national or local law.

Sustinere is committed to a workplace free of harassment and abuse. Employees, business associates and contractors shall not threaten other persons with, or subject them to, harsh or inhumane treatment, including but not limited to verbal abuse and harassment, psychological harassment, mental and physical coercion, and sexual harassment.

##### ***Labour***

Sustinere shall ensure that all work done by employees, business associates and contractors is voluntary. Sustinere is committed to the prevention of involuntary labour and human trafficking. There shall not be any form of involuntary, slave, forced, bonded, indentured, or prison labour in our workplace. Involuntary labour includes the transportation, harbouring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation.



### **Environment**

Sustinere is committed to protecting the environment, and maintain environmentally responsible business practices.

### **Anti-Corruption**

Sustinere is committed to uphold the highest standards of ethical conduct in all of our endeavours. Sustinere shall be ethical in every aspect of our business, including relationships, practices and operations. Sustinere shall not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage.

## **3. MEASUREMENT OF OUTCOMES**

As part of our consulting work, we have helped companies to improve their internal processes and practices to meet internationally recognised social compliance standards.

We have helped companies to comply with international core labour standards<sup>1</sup> and human rights, such as:

- There is no forced labour, bonded labour or child labour in the company
- A maximum of 60 hours a week and one day off every week for workers
- The workers do not have to pay recruitment fees to work in the company
- The workers hold their own personal identification (e.g., passports)
- Workers have a written employment contract which they understand
- Humane treatment for workers
- Whistleblowing and grievance process is in place

What we have achieved in the last one year:

- Together with our clients, we have identified approximately 200 foreign migrant workers who had paid recruitment fees to labour agents or brokers and whom later were refunded these fees, this has also enabled our clients to reduce reputational and business risk;
- Together with Global Compact Network Singapore and other partners, Sustinere has provided sustainability related training for approximately 350 individuals;
- Provided training to approximately 50 youths who are keen to learn more or embark on a career in sustainability.



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<sup>1</sup> Also known as the fundamental Conventions: the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87); the Right to Organise and Collective Bargaining Convention, 1949 (No. 98); the Forced Labour Convention, 1930 (No. 29); the Abolition of Forced Labour Convention, 1957 (No. 105); the Minimum Age Convention, 1973 (No. 138); the Worst Forms of Child Labour Convention, 1999 (No. 182); the Equal Remuneration Convention, 1951 (No. 100); and the Discrimination (Employment and Occupation) Convention, 1958