



COMMUNICATION ON PROGRESS (COP)

August 8, 2022

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017 USA

Dear Mr. Secretary-General,

I am proud to reaffirm Explorance's commitment to corporate sustainability and to a principles-based business this year. Explorance culture has been built on purpose, growth, and impact. In line with our values, I will continue to ensure that we uphold UN Global Compact's Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption.

This Communication on Progress lays out our commitment, measurement of outcomes and actions toward continued improvement and the integration of the Ten Principles into our business strategy, daily operations and workplace environment. Explorance also commits to communicating this information with stakeholders and encouraging participation toward the common goal of social responsibility.

Sincerely,

Samer Saab
Founder and CEO





OUTCOMES AND MEASUREMENT

Human Rights

- Ensure a safe and healthy environment for personnel, visitors and clients, taking the appropriate measures to ensure physical and psychological health at the workplace.
- Ensure all personnel are aware of health and safety requirements.
- Protect workers from discrimination, harassment, bullying, violence, and all forms of abuse.
- Ensure employee and partner human rights concerns are heard, evaluated and acted upon.
- Promote inclusive and equitable quality education.
- Ensure gender equality in the workplace.
- Support equality for all globally.

Labor

- Comply with wage standards and offer incentives and rewards to employees to show appreciation for their work.
- Ensure that the company abstain from all forms of labor associated with human rights abuse.
- Ensure that employment-related decisions continue to be based on objective criteria that take into account only relevant factors pertaining to job function.
- Ensure labor-related employee and partner concerns are heard, evaluated and acted upon.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Support health and wellness for all.

Environment

- Ensure sustainable consumption and production patterns.
- Strengthen relationships with global partners for sustainable development.
- Ensure that safety procedures are communicated and implemented to prevent and address events that could negatively affect the environment and human health.
- Ensure that environmental employee and partner concerns and suggestions are heard, evaluated and acted upon.
- Build and improve our resilient infrastructure, promoting innovation and sustainable growth.



Anti-corruption

- Assess the risk of corruption when doing business with third parties and partners.
- Protect employees who report suspected illegal, fraudulent activities and violations via the implementation of anonymous reporting.
- Implement anonymous reporting to encourage and enable employees and third-party representatives to raise concerns regarding corruption.

Policies, tools and resources

Since our last COP, we have implemented tools and developed our resources to further our success and rigor in multiple areas, including:

- Compliance
- Privacy
- Risk management
- Anti-corruption
- Communication and awareness (including via anonymous reporting)

Measurement of outcomes

We continue to monitor and evaluate our progress using innovative tools and data-driven insights. Some notable tools and indicators include:

- [360 degree feedback](#)
- [Metrics that Matter](#)
- Employee wellness indicators
- Resource efficiency metrics
- Demographics
- Regulatory compliance data