

COMMUNICATION ON PROGRESS (2022)

Period covered by your Communication on Progress (COP)

From: August 14, 2021 To: August 12, 2022.

[12th August, 2022]

To our stakeholders:

I am pleased to confirm that Geo-Tech Consultancy Services 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,

Muhammad Zarar

CEO.

The following actions are taken: -

1. With the onset of COVID-19 endemic in 2021, Workers were provided liberty in QHSE standards according to Geneva convention and World Health Organization to conduct their field duties. Wherever necessary, workers were given the liberty in wearing PPE to protect themselves from this endemic and when vaccines were made available by the Government of Pakistan, it was administered to all the staff starting from the upper age limit as the priority and then decreasing the priority age wise with the gap of 10 years and now all the staff is fully vaccinated including booster dose and following the SOPs according to the guidelines issued by NCOC, Government of Pakistan.

Where harsh environments are existing such as Gilgit-Baltistan and Northern Khyber Pakhtunkhwa area of Pakistan, a special ration arrangement are made which is called snow ration and contains more proteins & natural fats rich diets. Female staff is particularly encouraged to report any kind of workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. Female staff involved in field work has armed guards for safety & security. Field work is managed in such a way that it minimizes the side-effects to other members of the society taking into account their cultural and religious values.

2. Company does not participate in any form of forced, bonded and child labor. Comply with minimum wage standards of Rs. 25,000/- per month, along with 15% increase in the salaries as announced in the current budget of the Government of Pakistan for 2022-2023 and comply with age limit of minimum 18 years. Ensures that HSE related principles of international standard should be observed during all labor

works. Unless necessary, labor is engaged on monthly basis with proper written agreement with all the defined terms and conditions and maternity leave option for female labor.

3. Special care procedures has been introduced in the environment sector such as spray for eradication of dengue, minimum use of paper, establishing no smoking area in the business premises, installation of Pollen counts equipment for safeguarding against pollen allergies. Furthermore, use of mineral water for drinking is introduced. To have a check on COVID-19, special Air Purifiers are installed to decrease the risk of COVID-19 infection. It has resulted in minimum No. of cases of infection in our organization and people are not required to forced lockdown unless it is enforced by the Government agencies. This is the reason that area of business does come under the enforced lockdown of the Government since this pandemic hit our country in 2020. That's why we are enjoying a great privilege of not having any recession in our business, instead we are having progress in the sense that we are providing some online services in consultancy to organizations of other countries.

Furthermore, a monitoring and evaluation policy for the environment within the projects limits is adopted which provided the top management to intervene in the environment policy matters and introduce real-time amendments according to requirements. In this regard, a commitment is also made with Science Based Targets Initiative (SBTi) of United Nations Global Compact. Now, study is in progress to achieve this goal and a workable plan in this regard would be submitted to SBTi soon. Efforts are also started to expand this initiative to our projects in MENA and also bring them under this important UNGC Platform.

4. Corruption in business is a wide spread phenomena and I try my level best to have my assessment for the chance of corruption when dealing with the client and always discourage dealing which have chances of corruption or which may emerge as a contract involving kickbacks in the later stage. One way to avoid these contracts is doing business with all the prevailing laws of business of the country because no law is made for doing the corruption but it is its compliance and if compliance is not made then there are chances for the corruption.

The Outcomes: -

Our compliance with the UNGC principles has shown clear cut benefits in our business. Our suppliers are also trying to adopt these principles and our company's projection is also felt in other regions and we are planning to extend our operation beyond the borders. Specially, in the present scenario of COVID-19 recovery, prevailing almost all over the world, a working collaboration with University of Southampton, U.K. and Deep Ocean Stewardship Initiatives (DOSI) under SDG 14 of United Nations Global Compact is established to have practical involvement in the matters of deep sea environment protection through United Nations Conventions on the Law of the Sea (UNCLOS) and International Seabed Authority (ISA) for supporting the efforts of world community in matters of deep-sea mining with all precautions to minimum damages to the deep-sea environment ecosystems and biodiversity. In this connection we are providing feedback on certain matters of legal and technical interests to the ISA and other related organizations, such as CBD, SBSTTA, IPBES and DOSI working groups for Climate Change and Minerals and developing international standards for the exploitation of minerals with reasonably safe means of biodiversity concerns and risk assessment with subsequent mitigation measures using REA (Regional Environmental Assessment), EIA (Environmental Impact Assessment) and SEA (Strategic Environmental Assessment) tools to prevent future environmental deterioration. In this connection, help from "National Oceanography Centre" University of Southampton, U.K. and DOSI Secretariat is also sorted, which is generating the best results. A study about the relationship between the Climate Change and deep sea is also initiated which may be useful in understanding the connection between Global Warming and the Climate Change.

Our reputation index among the people is also improving and more people are interested to join our company. Governments of some countries also prefer our services because these are aligned with the UNGC principles and 17 SDGs hence more sustainable. Female workers/staff trust also increased on company's strategies regarding human capital, gender equality and security. Hence, there is nil report occupational diseases and consequently absenteeism is also showing downward trend during the fourth consecutive year.

To further strengthen our operation in line with Climate Action (SDG 13) and Corporate Social Responsibility a subsidiary with the name of "GCS Institute of Pakistan" is established which is a non-profit and purely engage with R & D activities in eradicating extreme poverty through nature's based "Green Infrastructure Development Projects in Energy, Climate Adaptation and Disaster Risk Management/Reduction. In this connection we also get involved ourselves with UNDRR Sendai Framework and working with some NGOs, such as "Women Youth Development organization", Jamshoro, Sindh, Pakistan and "Rural Infrastructure & Human Resources Development Organization", Lakki Marwat, Khyber Pakhtunkhawa, Pakistan. Further details on the websites given below:

<https://www.facebook.com/wydojamshoro.org/>

<https://wateractionhub.org/organizations/973/d/rural-infrastructure-human-resource-development-orga/>

Our organization is also accredited with United Nations Ocean Conference 2022 and participated in it from 27th June to 1st August, 2022 at Lisbon, Portugal. This participation further strengthen our relations with other organizations endeavoring for the sustainable growth of the Blue Economy resources. Hence, we are now working with "Intergovernmental Science-policy Platform for Biodiversity and Ecosystem Services (IPBES)", Ocean Decade Alliance and International Oceanographic Commission for the African countries and hope that it will bring out remarkable development of these nations in the years to come.

