

UN Global Compact Communication on Progress 2022

UN Global Compact Communication on Progress 2022

Contents

1	Statement of support from CEO.....	3
2	The Ten Principles of the UN Global Compact.....	4
	Human Rights.....	4
	Labour.....	4
	Environment.....	4
	Anti-Corruption.....	4
3	About geo	5
4	Human Rights.....	6
	Assessment, Policy and Goals.....	6
	Implementation.....	6
	Measurement of outcomes.....	6
5	Labour.....	7
	Assessment, Policy and Goals.....	7
	Implementation.....	7
	Measurement of outcomes.....	7
6	Environment.....	8
	Assessment, Policy and Goals.....	8
	Implementation.....	8
	Measurement of outcomes.....	8
7	Anti-corruption.....	9
	Assessment, Policy and Goals.....	9
	Implementation.....	9
	Measurement of outcomes.....	9

UN Global Compact Communication on Progress 2022

1 Statement of support from CEO

To our stakeholders:

I am pleased that Green Energy Options 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 provide an update on the work **geo** is undertaking to extend the carbon and money savings that smart energy systems can provide to households. We also review our actions, post-COVID, to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We affirm our commitment to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Steven Cunningham



Chief Executive Officer

UN Global Compact Communication on Progress 2022

2 The Ten Principles of the UN Global Compact

Human Rights

- [Principle 1](#): Businesses should support and respect the protection of internationally proclaimed human rights; and
- [Principle 2](#): make sure that they are not complicit in human rights abuses.

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; and
- [Principle 6](#): the elimination of discrimination in respect of employment and occupation.

Environment

- [Principle 7](#): Businesses should support a precautionary approach to environmental challenges;
- [Principle 8](#): undertake initiatives to promote greater environmental responsibility; and
- [Principle 9](#): encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- [Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

3 About geo

geo (Green Energy Options) is an established smart energy specialist and is a leading supplier of in-home energy displays (IHDs) – the customer-focused energy displays being delivered as part of the GB smart meter rollout to help British households save money on their energy bills and reduce carbon emissions. The company has delivered more than 7.5 million IHDs to British households to date, saving customers an estimated 25 terawatt hours of energy as a result. Its innovation in providing customers with information about their energy use has also been recognised with a Queen's Award for Enterprise and Innovation.

geo focuses on the energy element of the smart home and its aim is to make energy smarter and help customers save money on their energy bills.

In 2020, working with industry partners, geo led the BEIS funded Core4Grid trial in which they were able to show how effective use of data generated by smart meters could deliver significant savings in both energy costs and carbon emissions. The trial, which also involved EDF Energy, saw households saving an average of 49% on their annual energy bills and cutting their carbon footprint by 14%.

Building on the results of Core4Grid and its experience in designing and producing intuitive IHDs, in January 2021 geo began the development of the world's first truly mass-market home energy management system (HEMS). That HEMS will launch in late 2022 and will be so accessible and cost effective that it can be deployed in place of a standard IHD as part of the GB smart meter rollout, enabling every smart meter-equipped household to access the level of savings seen in Core4Grid.

1. geo's unique capability enables connected energy devices and systems to work together across millions of homes, making automated, smart decisions that keep more money in consumers' pockets, reduce carbon emissions and help meet the demands of both household and grid.
2. By providing a capability for every household, geo helps consumers to keep their hard-earned money in their pockets, and by doing this for millions of homes, also make a material impact on Britain's net zero journey.
3. geo's HEMS cuts bills, emissions, and Britain's dependence on fossil fuel all at the same time, balancing the needs of both household and grid
4. geo's system can help to ensure that the vulnerable never go without heating or vital energy.

UN Global Compact Communication on Progress 2022

4 Human Rights

Assessment, Policy and Goals

geo's goal is to ensure that all employees and business partners respect the Declaration of Human rights. Based on our commitment we have set up various policies, such as our CSR and Diversity and Inclusion policies to make our position clear to all stakeholders. The statement below comes from our Diversity and Inclusion policy which can be found on our corporate website:

“**geo** will recruit people on the basis of the qualifications and abilities needed to do the job, while promoting diversity and development throughout our business. We will not operate any form of discrimination, harassment or bullying in the workplace. Dealing openly and fairly, where confidentiality does not prevent, we will be open, transparent and fair in communications and dealings with our business partners and other stakeholders affected by its supply chain activities.”

Implementation

geo has taken the following measures to prevent human rights violations in its work locations:

- A whistleblowing policy is in place and is outlined in the company handbook. This allows employees to submit complaints and/or issues with regards to human rights violations. These complaints are reviewed by senior management and acted upon immediately.

Listed below are some of the policies **geo** has in respect of Human Rights:

- Health & Safety Policy
- Corporate Social Responsibility Policy
- Diversity & Inclusion Policy
- Data Retention Policy
- Information Security Policy

Measurement of outcomes

In the past year **geo** has received no complaints by employees or other stakeholders through **geo**'s whistleblowing policy or other means in regard to Human Rights infringements.

5 Labour

Assessment, Policy and Goals

geo has an anti-slavery policy in place that states our commitment to operating with a zero tolerance to any acts of slavery within our organisation and supply chain.

geo's company handbook states that all workers have the right to join a trade union. The company handbook also has policies in place outlining equal opportunities, equal pay and zero tolerance to any form of discrimination, bullying and harassment.

We monitor environmental and safety risks on an ongoing basis, and we will continue to amend our employee handbook and/or policies as required to further incorporate the principles of the Global Compact.

Implementation

All employees participate in mandatory health and safety awareness training and are entitled to private medical insurance.

All employees are encouraged to complete the annual staff survey, with the results of these being published to all employees via **geo's** senior management team.

All employees fill in a 'workstation health check' form to ensure that their work areas are of satisfactory standard and all employees are given quarterly performance appraisals.

Formal annual performance appraisals are mandatory for all employees and wage reviews take place when required.

geo participates in the EcoVadis rating platform to further monitor, review and improve our performance in labour & human rights.

Measurement of outcomes

The health of our employees' is a top priority, and we do everything we can in our offices to prevent the likelihood of accidents occurring. We have emergency cut-off systems in place in the hardware laboratory areas and any chemicals/hazardous substances are kept in a locked cupboard along with all required documentation.

geo obtained an EcoVadis rating of 70/100 in the area of labour and human rights after review of our documents and policies over the past year.

6 Environment

Assessment, Policy and Goals

geo is committed to minimising the impact we have on the environment through our operations in the UK. The products we make have a direct impact on people's ability to monitor and reduce energy consumption in their homes – providing benefit to both people and the planet.

Implementation

geo has an environmental policy listed on both our corporate website, intranet, and company handbook. Our Manufacturing Policy also details the steps we expect all of our suppliers to take in ensuring they minimise the impact their operations have on the environment.

geo request and review the ISO14001 credentials of our key suppliers and perform regular audits to ensure that our supply chain follows good manufacturing and environmental practices. Whilst this has been difficult during the Covid-19 pandemic, we have used local audit companies to both ensure both audit continuity and to reduce carbon emission through a reduced need for travel.

We are taking steps to be as environmentally friendly as possible in our office environment. We support a working from home policy which reduces the need for travel to and from the office.

On site we have placed recycling bins throughout the office. We also take part in the 'cycle to work' scheme and have several employees who regularly use bicycles to commute to and from the office.

Measurement of outcomes

geo is fully committed to the launch of its new HEMS platform in late 2022. The platform includes knowledge-based disaggregation of energy data to help consumers make decisions on their energy usage by highlighting sources of high energy use. In addition, the HEMS includes the "smart management" of electricity, gas and heating, helping to reduce energy demand and to shift that demand to the cheapest, lowest-carbon parts of the day. **geo's** services help individuals who are struggling to pay their energy bills or who are experiencing fuel poverty to save money and make their electricity and gas work harder for them. At the same time, those services also help the planet by helping consumers to use less energy and to shift their usage to times of the day when renewable energy is most abundant.

Our EcoVadis environment was rated advanced (70%) over the past year – providing us with feedback that the steps we are putting into place are having a positive impact.

geo has never been involved in any legal cases or events related to the environment.

7 Anti-corruption

Assessment, Policy and Goals

geo has a zero-tolerance policy for corruption, bribery, and extortion. The following statement comes from our CSR policy on our corporate website, as evidence of our commitment to anti-corruption:

“geo will not engage in bribery or any form of unethical inducement or facilitation payments and will not tolerate or accept any such behaviour from its suppliers.

This includes:

bribes of any form including as a minimum, kickback payments and facilitation payments.

using gifts or donations, politically or otherwise, to influence a stakeholder or business partner.”

Implementation

All employees participate in mandatory anti-bribery training as part of several training courses that the business provides to employees.

Measurement of outcomes

geo has not been involved in any legal cases, rulings or other events related to corruption and bribery.







UN Global Compact CoP 2022

Final Audit Report

2022-09-07

Created:	2022-09-07
By:	Samuel Dowman (samuel.dowman@geotogether.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA-FR0pNHALD0A7YcXwiWRD-13dCbb5YHi

"UN Global Compact CoP 2022" History

-  Document created by Samuel Dowman (samuel.dowman@geotogether.com)
2022-09-07 - 1:21:37 PM GMT
-  Document emailed to steve.cunningham@geotogether.com for signature
2022-09-07 - 1:22:39 PM GMT
-  Email viewed by steve.cunningham@geotogether.com
2022-09-07 - 2:08:38 PM GMT
-  Signer steve.cunningham@geotogether.com entered name at signing as Steve Cunningham
2022-09-07 - 2:09:24 PM GMT
-  Document e-signed by Steve Cunningham (steve.cunningham@geotogether.com)
Signature Date: 2022-09-07 - 2:09:25 PM GMT - Time Source: server
-  Agreement completed.
2022-09-07 - 2:09:25 PM GMT