

# GLOBAL COMPACT

## COMMUNICATION ON PROGRESS (COP) - 2022



enviroearth



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# CEO SUPPORT DECLARATION

I have the privilege, herein, to confirm that Enviroearth supports the ten principles of the United Nations Global Compact with regard to human rights, international labor standards, environmental protection, and the fight against Corruption.

United Nations Global Compact principles are core to Enviroearth Vision. Our vision defines our 5 Company Strategic Orientations and therefore our developments, our operating priorities and methods.

We acknowledge that our active participation in the global partnership for development is paramount in advancing the goals of the United Nations,

We are committed to make a clear and public statement on this topic and to inform our employees, business partners and customers. We also agree that one of the obligations that conditions our participation in the French Global Compact network is the preparation and publication of a communication on progress, an exercise of accountability and transparency that publicly reports our results and actions in favour of the good application of the ten principles of the Global Compact. This 2022 report addresses our present values, implemented practices and 2021 perceived results.

Hugues LEBEL

## Reminder of the 10 principles

1. Businesses should support and respect the protection of internationally proclaimed human rights

2. Make sure that they are not complicit in human rights abuses
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

4. The elimination of all forms of forced and compulsory labor

5. The effective abolition of child labor

6. The elimination of discrimination in respect of employment and occupation
7. Businesses should support a precautionary approach to environmental challenges

8. Undertake initiatives to promote greater environmental responsibility

9. Encourage the development and diffusion of environmentally friendly technologies
10. Businesses should work against corruption in all its forms, including extortion and bribery



## OUR HISTORY

### 2001

Company creation by Olivier DECHERF under the name of Enviroconsult, an engineering company specialized in environmental monitoring, air quality and climate change.

### 2002-2005

Consulting missions in about 30 countries worldwide (Chine, India, Mongolia, Cameroon, Tanzania, Brazil...).

### 2006

First mission on Tristan Da Cunha, the remotest inhabited island in the world, for an UN agency. 13 years later, the UN continues to trust in us.

### 2007

Enviroconsult opened a branch dedicated to Climate, Air and Energy in Lyon (France).

### 2008

Contracts for the operation and maintenance of scientific stations on Saint-Helena Island and in Cape Verde. These contracts are still ongoing.

### 2010

Presence in Brazil and transfer of the Rio Grande Do Sul and of the Minas Gerais Climate Plan Method.

### 2011

Enviroconsult celebrates 10 years in operations! The company's turnover is achieved with project 70% in exports areas with new markets in Kenya, the Azores, and the Juan Fernandez archipelago...

### 2013

Solar farms in isolated zones on Easter Island, in Paraguay,

### 2015

Merge of Enviroconsult with "I Care Environnement". To support its growth ambitions, Enviroconsult changed its name to Enviroearth.

### 2019

Enviroearth remains on course and becomes a known player in the environmental monitoring sector and renewable energy.

The Energy Department enables the company to address the growing need for sustainable energy especially in remote areas, especially in Saharan Africa.

Moreover, Enviroearth, has reinforced its product offer for the Infrasound market with standardized products and solution.

### 2020

Due to COVID-19, 2020 has been very demanding for company. Thanks to its strong agility, Enviroearth succeed to match its client expectations (especially UN agencies) to deliver envisioned projects. This ability to deliver has reinforced our client trust and strengthen our relation with International Organisation.

Enviroearth has validated ISO9001 follow-up audit.

### 2021

This year has required a lot of adaptability to mitigate COVID-19 impacts. Even though, Enviroearth demonstrated for a second year its capacity to deliver and implement International Organisation projects.

Olivier Decherf has achieved its company transfer to a German Foundation RAG Stiftung (Foundation in charge to mitigate all environmental obligation of German Coal Industry). Hugues Lebel, new CEO has been induced for 2021 first six months and appointed on the 1<sup>st</sup> Of July 2021.

Enviroearth choose to unify its management tool with ISO9001 recommendation. ISO9001 certificate has been renewed





## COMPANY PROFILE

In 2015, the management decided to separate its two poles. The Lyon-based consulting branch merges with I Care Environnement, a company based in Paris. And the engineering branch, which now only includes activities in the fields of environmental monitoring and renewable energy, is changing its name to Enviroearth.

Experienced during its first ten years, Enviroearth's engineers work in isolated and remote locations (Tristan Da Cunha Island, Easter Island, Galapagos Islands, Greenland ...) and in developing countries (Papua New Guinea). Guinea, Madagascar, Maldives ...), in the following areas:



### • Environmental monitoring

The establishment of a means of monitoring and observation of the environment, allows to develop a strategy to reduce impacts as well as environmental risks, but also in the monitoring of nuclear tests.

→ Engineering, Procurement, Installation and Commissioning of geophysical & environmental monitoring stations,

→ Operation & maintenance of remote geophysical & environmental monitoring stations and networks (mainly Infrasound, Radionuclide, Air Quality / Greenhouse Gases / Weather & Geopositioning).

### • Renewable energy deployment

The company develops integrated renewable energy solutions adapted to local resources and conditions, whether or not connected to the grid.

→ Engineering, Procurement, Construction of Turnkey PV hybrid Solar power plants,

→ Design and supply of renewable energy systems for isolated Industrial & scientific sites.

### • Turnkey containerized and standardized solutions

For Scientific and Energy applications (up to 2MWh/1MVA for BESS and 4MW for grid-tied systems).

→ Re-deployable, climate-controlled, marinized and IP65 ingress protection, made for the harshest conditions,

→ Save on logistic, installation and maintenance cost while greatly mitigating commissioning risk (full factory pre-tested containers).

## ISO 9001

Since 2019, Enviroearth is an ISO 9001 certified company. This certification and the associated new quality management system has been a large opportunity for the company. Thanks to the ISO 9001, Enviroearth has in 2021:

- Expressed its Company Vision which demonstrate to be in line with Un development goals
- Re-assessed the overall context of our organization,
- Valued involved stakeholders in our activities : expectations, opportunities and associated risks. Companies' goals and objectives have been reassessed.
- Deployed a 9001 company management system which leverage the Quality System added value,
- Given priority to customers by constantly ensuring that their needs and requirements are met in order to ensure new customers and developing our business,
- Worked more efficiently: all company processes have been aligned and understood by our team,
- Identified and meet applicable legal and regulatory requirements,
- Conquered new markets because, in certain sectors and for certain customers, compliance with ISO 9001 is an essential condition,
- Identified and managed the risks associated with our activities.



In 2021, Enviroearth completed its last follow-up audit and was brilliantly certified.

## Employee's training

In 2021, an internal training plan has been followed. All new employees have been trained to internal operation process to grant a continuous quality of delivery for our client.

This training was essential for our projects and to follow the proper functioning of our installations.

In 2021, employees were able to attend ISO 9001 awareness trainings supervised by internal Quality leader.





# HUMAN RIGHTS

## HUMAN RIGHTS



1. Businesses should support and respect the protection of internationally proclaimed human rights
2. Make sure that they are not complicit in human rights abuses labour

## OUR VALUES

Enviroearth's policy is fully focused on the fight against human rights violations. The main points of our "Code of Ethical Conduct" relate to fair and transparent working conditions for all.

## IMPLEMENTED PRACTICES

The environment being the core business of the company, a CSR charter was set up by the company in 2014. This charter makes it possible to understand and respect the importance of our actions on the environment (the principles of development sustainable development) and to improve our actions in order to better take on our environmental responsibilities

To pursue our progress in international human rights law protection, Enviroearth has planned a future supplier charter. The implementation of this charter will allow the company to work with suppliers on responsible purchasing. Company is committed to work with pre-selected suppliers which shall assist us in the fight against all forms of forced or compulsory labour. Once approved the charter will be implemented on the future contracts.

## PERCEIVED RESULTS

In 2021:

- ✓ 2014 Enviroearth corporate social responsibilities application have been extended to 2021.
- ✓ No breach to human rights has been identified.
- ✓ The new supplier chart has been pursued for a 2022 completion.
- ✓ A new CEO has been recruited to follow to company founder in summer 2021. This induction has proved to be very efficient by insuring a smooth and continuous transition which has been very appreciated by the UN agencies we are collaborating with.
- ✓ In 2021, Enviroearth have been ISO 9001 recertified for the next three years which ensure the continuity of Enviroearth good governance.

Extract from the supplier charter to be set in place in 2022 (included on following page)



Saint-Cannet, the 15<sup>th</sup> of February 2022

**Object: Enviroearth Local Supplier Chart**

**Introduction**

On a general matter, Enviroearth is committed to respect competition rules, confidentiality and transparency. This applies even more specifically on our local supplier's choice and relations.

We commit onto building sustainable relation with our suppliers with responsible business relationship, by refusing all illegal practices and/or financial advantages.

Enviroearth sustainability relies on building long-term relations with trusts with its local suppliers.

Enviroearth takes accountability of its impact on human through its suppliers' network.

As such, this policy aims at engaging our supplier in Enviroearth principle of collaboration.

**Required Supplier Commitment:**

Our Enviroearth supplier is required to respect and commit to the following practices:

- ✓ Respect local applicable rights and laws especially social dimension and as such especially, and notwithstanding, obligation of non-discrimination, child and/or forced labor prohibition, and recognition of the right to collective bargaining
- ✓ Respect of signed contract terms and conditions
- ✓ Ensure Employee safety
- ✓ Employee and subcontractor working conditions development and improvement
- ✓ Respect of local regulations for Environment protection and execute any corrective actions if required

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TIME TO  
QUANTIFY



- ✓ Develop and propose conditions to engage disabled people in their activity

**Supplier Commitment and Signature**

We, local supplier of Enviroearth, confirm that we:

- ✓ Have received, with a complete understanding, Enviroearth Local Supplier Chart
- ✓ Are committed to the implementation of this chart principles.
- ✓ Are aware that non-compliance may be considered as a breach of our obligation and may lead, depending of the breach importance, to Enviroearth Contract termination
- ✓ Will therefore inform all our employee and sub-contractors to follow these principles.

Company Name: \_\_\_\_\_

Company representative Name: \_\_\_\_\_

Company representative Name: \_\_\_\_\_

Date, Signature & Company Stamp

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TIME TO  
QUANTIFY



# LABOUR



## LABOUR



3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
4. The elimination of all forms of forced and compulsory labour
5. The effective abolition of child labour
6. The elimination of discrimination in respect of employment and occupation

## OUR VALUES

The recognition of the collective bargaining right and the refusal of any implication in child and/or all forms of forced and compulsory labour and the will to eliminate any possible form of discrimination. is paramount to our activity.

The company ensures that no discrimination is applied to hiring, employment or occupation. Despite the average size of the company, the culture of diversity is practiced internally. Our recruitment policy favours the hiring of workers on permanent contracts.

Enviroearth is also committed to young people employment in France. After the completion of their internship, 50% of trainees are having the benefit of recruitment proposal. For its international projects, Enviroearth Enterprises relies on the support of local experts and international volunteers, allowing graduates to gain international experience, while continuously improving their skills in competences through project operations.

Since 2021, Enviroearth has add to its value an additional focus for the employment of disable people in Enviroearth team, in our subcontracted team and in the French business environment.

In terms of employment respects, Enviroearth value as well the principle of financial results redistribution. The working condition are also part of employee respects and are part of our values.

## IMPLEMENTED PRACTICES

Also, as a small company, Enviroearth shall keen in mind a principle of pragmatism and efficiency in implementing its values. It is also important to underline that a very large part of Enviroearth employee is required to travel in very demanding conditions with a high scope of responsibility. Therefore, Enviroearth has a strong focus in a close support to employee. With these elements, Enviroearth implement an approach to avoid any possible discrimination and to encourage disable people general employment in businesses.

To promote Enviroearth agility and to facilitate employee commitment, working conditions at Enviroearth are flexible and adapted to specific constraints. Home office rules have been adapted in a common process where the priority to work from the office is given as much as possible with the option for any employee to ask for home office when needed.

For counterparts' information, Enviroearth

- ✓ Set in place a cloud computing security system for company security and employee comfort.
- ✓ Set up an additional social security (before and consistent with present obligation). above mandatory minimum legal threshold
- ✓ Has set an incentive plan for employee to have a share of annual operating profit, The incentive bonus is calculated and distributed according to the employee's attendance time and not according to the compensation or the hierarchical level. In addition, the employee has the free choice between immediately taking advantage of his incentive bonus or placing it on a savings plan.

- ✓ Concerned about employee's team spirit/work, Enviroearth organizes annual team building sessions. These sessions are divided into two parts:
  - A study day, during which management encourages employees to participate through a brainstorming session. It is important for management to communicate on the objectives that were set, the results achieved and the new objectives for the next two years. Regarding the employees, a feed-back on achieved mission is shared. Opinions on the new objectives set and propose solutions to favor the evolution of the company are discussed.
  - A team cohesion day to reinforce team work through a non-work-related activity.

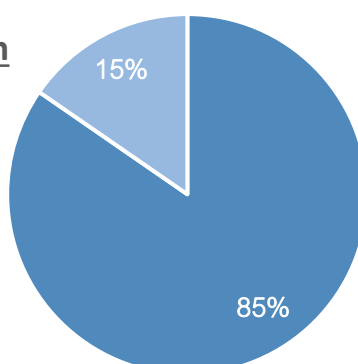
## PERCEIVED RESULTS

In 2021:

- ✓ Enviroearth employee management complies with our implemented practices
  - Despite the fact of non-discrimination in hiring, very few women apply for job offers from engineers. As a result, the gender unbalance remains.

### Male/Female breakdown

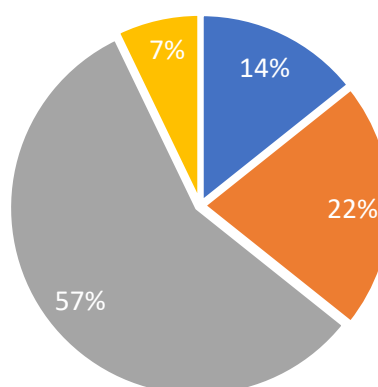
■ Male ■ Female



- Enviroearth has employed two part time students. This giving the chance to gain professional experience while gaining a new year of studies. This scheme proved in 2021 to be very efficient. One of the part time employees has accepted to join in 2021 full time after his studies completion. The company continue to promote youth employment by hiring one young intern to develop both Department.
- In addition, Enviroearth recruited 2 new engineers: one to manage and supervise a complex project for the electrification of the Village of Mont-Organisé in Haiti and the other to manage monitoring projects for UN agencies.

### Distribution of company contract types over 2021

■ Leaning contract  
 ■ CDD  
 ■ CDI  
 ■ Internship



- ✓ Thanks to CEO change, an additional focus has been decided towards disable people. Considering our agreed practices, a first set of actions has been decided for 2022 with identified associations to explore disable employment in economic world (For instance: café Joyeux and Jérôme Lejeune working with Down Syndrom affected people) and/or other actions to be defined, ...



The establishment of a specific employee policy is envisioned for the next future which should address the disability-inclusion. As for now, the Global Compact 2022 is considered as enough.

- ✓ The activity has been disrupted by the COVID-19 epidemic in the continuity of 2020. Nevertheless, thanks to 2020 gained experience, Enviroearth have confirmed the efficiency of chosen rules for home office with adaptability, flexibility and control towards our stakeholders.
- ✓ IT made choice confirmed their efficiency toward informatic security and employee comfort.
- ✓ The in-place additional social security plan proved to be satisfactory to employee.
- ✓ Based on our result and companies' expertise growth, Employee salary conditions have been reviewed and an additional exceptional bonus has been decided with the shareholder for the 2020 exceptional results.
- ✓ Enviroearth has organized its 2021 team building session. A practice especially important as employee have been very challenged by Covid 19 impact. In 2021, 2 events have been organized:
  - A Kick off meeting in February to build up a common and agreed progress plan. This day was also an opportunity to present achieved results and company future objectives.
  - A Team Building in June 2021 to take the chance of a time to reinforce company team spirit through a day on an old sailing boat in Marseille.
  - Enviroearth employees appreciate the attention that management brings to them through the information meetings and group cohesion activities.



*Figure 1 2021 Enviroearth Team Building session*

# ENVIRONMENT



## ENVIRONMENT



7. Businesses should support a precautionary approach to environmental challenges
8. Undertake initiatives to promote greater environmental responsibility
9. Encourage the development and diffusion of environmentally friendly technologies

In a context of climate change, scarcity of natural resources, pollution, growth of the human population and degradation of biodiversity, environmental issues are more than ever at the heart of the challenges of our societies and their development models.

## OUR VALUES

Enviroearth is an energy-environment engineering company, supports scientific institutes, rural communities, industries and mines ... from the design to the implementation of environmental monitoring system, in the deployment of renewable energies, and acts as an integrator of low-carbon turnkey solutions, particularly in isolated sites. The establishment of surveillance and observation facilities is essential for the development of strategies to reduce environmental impacts and risks.

Enviroearth commits toward the development of renewable energy power plant for remote/rural areas to replace individual and/or collective fossil fuel-based solution.

## PRATICES IMPLEMENTED

### Environmental monitoring

The measurement stations allow the collection of background, radio-nuclear, infrasound and seismic data used to monitor climatic and geophysical conditions (earthquakes, volcanic eruption, tsunamis, tests, nuclear ...) and integrated into a global network of measurements.

Infrasound stations, which are sound waves whose frequency is below the threshold of human hearing (<20Hz), can detect earthquakes, tsunamis, inclement weather, energy production systems, volcanoes, nuclear tests, supersonic aircraft, meteors, aurora borealis ... Infrasound surveillance is thus a growing sector for civil security, defence and environmental monitoring. Thanks to a historic partnership with a United Nations agency, the company is a recognized operator of infrasound-type monitoring stations. The company regularly carries out maintenance missions or upgrade work on infrasound stations of the international surveillance network (Greenland, Tunisia, Easter Island, Papua New Guinea, Tristan Da Cunha, Cape Verde ...).

Over the years, Enviroearth has participated in the Measurement Network Expansion Program, which now has 80 infrasound stations uniformly distributed around the world. Since 2014, the company has developed a complete range of ambient noise filtering network dedicated to infrasound measurement, and is the leader in turnkey infrasound measurement station installations. In collaboration with our partner SeismoWave, Enviroearth engineers designed TIME (Temporary Infrasound Monitoring Equipment), the first portable infrasonic measurement station. TIME is an innovative solution dedicated to temporary measurement campaigns, whether for site surveys prior to a permanent installation, for specific measurement campaigns or for the analysis of atmospheric or climatic events.

### Renewable energy deployment

Enviroearth's energy business develop hybrid solar system for electricity production. Engineers are working on the deployment of renewable energies in isolated sites.



Our implemented practices are to provide hybrid renewable energy systems to remote/rural areas mostly alongside large international organisations. These systems aim at reinforcing local sustainability of communities and/or businesses.

### Integrator of Low-Carbon solutions

Enviroearth explore the opportunity, alongside international organisations and/or private company to develop solution that tackle carbon emission monitoring and/or reduction.

### Covenant of commitment

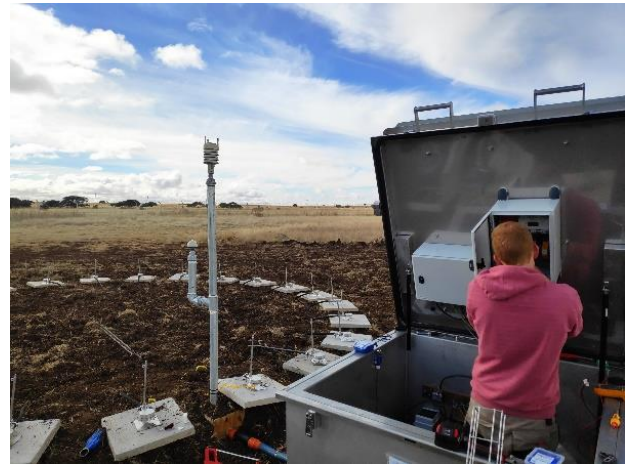
Enviroearth wish to extend its action by supporting NGO and association through donations such as, in the past, GERES and/or WeForest program.  
by donating annually.

## PERCEIVED RESULTS

In 2021:

- ✓ Responding to energy and or monitoring tenders, the company was able to win several thanks to its notoriety and the technicality of its engineers and has delivered more than 15 installations all over the world such as the revamping of an hydroacoustic station in Azores for seismic wave detection (e.g., tsunami prevention) and the solar electrification for 6 rural hospitals in Zimbabwe with UNICEF.
- ✓ For more than 15 years, Enviroearth has been in charge of the operation and maintenance of a scientific base for a United Nations agency in Tristan Da Cunha, the most isolated inhabited island in the world. On this island, engineers take turns every two years to carry out various missions of environmental monitoring and deployment of renewable energies. Aware of the island's ecological footprint related to fossil fuel generation (diesel generators), Enviroearth conducted a study on renewable energy potential. A first pilot project was launched in 2015 thanks to the will and funding of the local government. The company sized, supplied, organized the logistics, installed and connected to the local electricity grid, a photovoltaic solar power plant of 6.5KW. An extension of this project is planned for coming years.
- ✓ The reputation of the company for the creation, installation and provision of the necessary equipment in the field of environmental monitoring is well established. Enviroearth ability to deliver projects for installation in isolated sites is confirmed.
- ✓ The development of the solar Hybrid division has been confirmed in 2021 to address the growing needs. The company has hired two engineers to strengthen the energy team. One engineer to support the construction of a large hybrid solar power plant in Haiti and one senior engineer to take over the division.
- ✓ The field of activity of low carbon solution integrator has so far been very little exploited. As for 2021, the focus is mostly devoted to the development of a CO2 monitoring network for the city of Paris in collaboration with the French laboratory for climate and environmental science. The 1<sup>st</sup> planned network has been completed at 90%.
- ✓ Enviroearth action towards NGO and association has been reduced because of Covid 19 overburden. Even if our world and our activities remain very impacted by uncertainties, Enviroearth aims at reinitiating such actions as those done with GERES (Passive solar buildings in the Himalayas and in Mali) or with WeForest (Association planting trees in developing countries to offset our travels greenhouse gas emissions).





Projects delivered by Enviroearth (Solar Power in Tristan da Cunha, Wind noise reduction system in South Africa, Zores hydroacoustic station, Zimbabwe rural hospital solar system commissioning

A man in a dark blue suit and tie is seated at a wooden desk. He is holding up his right hand in a 'stop' gesture, palm facing forward, towards a brown envelope being offered to him by another person's hands. The envelope is held in the foreground, slightly out of focus. On the desk, there is a black smartphone and a blue pen. The background is a blurred office setting with a window.

# FIGHT AGAINST CORRUPTION



## FIGHT AGAINST CORRUPTION



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

### OUR CASE

Working primarily with United Nations agencies (90%), Enviroearth is very cautious and pays close attention to the fight against corruption. Moreover, before transmitting our responses to organizations, the company reads the regulations transmitted by them. The United Nations is very strict on this part and has a lot of clauses concerning corruption (anti-corruption clause, anti-terrorist ...). As soon as we send our response to the organizations, we know the rules.

Subsequently, the activities of the company make all the material must be sent abroad and then be installed on the sites. This shipment is subject to customs clearance, but the formalities are handled by United Nations agencies, again to avoid corruption.

However, there are risks of corruption for the 10% of our other customers as well as our suppliers. That's why the company is committed to establishing rules and establishing an anti-corruption charter in the coming year, and having it signed for each new contract and all of our suppliers.

## OUR OBJECTIVES FOR 2022

Enviroearth objectives derive of our vision:

### ENVIROEARTH VISION

Climate change, scarcity on natural resources, and environmental pollution, jeopardise our society sustainability. The whole world is engaged on tackling these environmental and social challenges.

For 20 years, in remote areas, Enviroearth commits and contributes to this joint endeavour with innovative concrete solutions to address:

- ✓ Environmental monitoring,
- ✓ Resources optimization,
- ✓ Renewable energy,
- ✓ For and with local people.

### ENVIROEARTH OBJECTIVES :

To serve our vision, Enviroearth has defined its five most important objectives, which are:

1. Grant our ability to deliver by achieving our economic plan
2. Insure and increase cost/quality/delay client satisfaction with sustainable solutions
3. Maintain & develop employee competences & commitments
4. Increase technical expertise and product evolution to match, in a realistic manner, our client specifications
5. Improve continuously our internal processes remaining consistent with existing means while keeping our agility