



## COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP):

From 1 September 2021 till 1 September 2022

### 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

19 September 2022

To our stakeholders:

I am pleased to confirm that Grey Cardinal Advisory 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,

Anastasia A. Kolodko,

Founder and CEO



## 2. DESCRIPTION OF ACTIONS

### **Human Rights**

Grey Cardinal Advisory is a small advisory firm with two permanent active members and contract-based workforce. We ensure that all our employees have a safe work environment, free of any physical, verbal, sexual, psychological, or other abuses or threats. Being a small company, we ensure ease of communication and possibility for direct and open feedback.

We also ensure to apply these principles to our customers, reporting any potential threats to their management teams. We refuse to work for companies with no Code of Conduct covering for safe work environments.

### **Labour**

Our company does not participate in any form of forced or bonded labour. Our profits are distributed in accordance with contracts and exceed minimum wage standards for countries where we operate.

### **Environment**

Grey Cardinal is strongly committed to a sustainable future for our planet. We avoid environmental damage via regulation of our work processes and following the European environmental regulations regarding air pollution control, waste separation, water treatment systems, minimizing the use and ensuring safe handling and storage of chemical and other substances, and by ensuring everyone in the organization is aware of safety procedures and environmental regulations.



## **Anti-Corruption**

We have a zero-tolerance policy towards corruption in our company and we do not do business with parties where bribes are required for conducting business. We have a strong policy framework and extensive training regarding ethical and anti-corruption behavior that is compulsory for all employees of the company.

## **3. MEASUREMENT OF OUTCOMES**

We have 50% female-male ratio in company management and a full 100% compliance towards European governance and environmental standards and regulations.