

UN Global Compact
Communication on Progress (COP)

For Taulia, LLC

Period Covering: October 1, 2021 to September 30, 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

October 1, 2022

To our stakeholders:

I am pleased to confirm that Taulia, LLC reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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,

Cedric Bru
Chief Executive Officer

2. DESCRIPTION OF ACTIONS

Human Rights

The items below describe the actions our company has taken in the area of human rights.

- Ensure workers are provided safe, suitable and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Identify our business's human rights risks and impacts and understand our scope of responsibility
- Educate employees to ensure they are aware of basic human rights principles so they are better prepared and can help integrate them into our business
- Integrate human rights into our existing business systems and processes

Labor

The items below describe the actions our company has taken in the area of labor.

- Ensure that the company does not participate in any form of forced or bonded labor
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria
- Ensure employees have a right to work free of discrimination and job decisions are not made based on race, color, religion, sex (including pregnancy, sexual orientation and gender identity), national origin, disability, or genetic information.
- Ensure that any medical or genetic information shared with the company is kept confidential

Environment

The items below describe the actions our company has taken in the area of environment.

- Implement an Environmental policy
- Created a Taulians For the Greater Good employee group that focuses on all areas of ESG
- Comply with all applicable environmental regulations
- Reduce our carbon footprint to 0 by end of calendar year 2023 for all direct (Scope 1), indirect (Scope 2), and selected categories of value chain (Scope 3) carbon emissions, such as business flights, employee commuting, and external data centers.
- Train all our staff on our environmental program and empower them to contribute and participate

- Communicate our environmental commitment and efforts to our customers, staff, and our community
- Continually seek to improve environmental performance by doing a regular walk-around survey of our business to see if we are using energy and water efficiently and whether measures to reduce waste and pollution are effective
- Continually improve over time by striving to measure our environmental impacts and by setting goals to reduce these impacts each year

Anti-Corruption

The items below describe the actions our company has taken in the area of anti-corruption.

- Assess the risk of corruption when doing business
- Implement a Code of Ethics and Business Conduct policy
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment

3. MEASUREMENT OF OUTCOMES

Included below are the most relevant indicators we use to measure outcomes.

- Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- Rate of occupational diseases, injuries, and absenteeism
- Carbon Emissions Calculations
- Number of employees annually trained on human rights and workplace harassment policies