

**Verlion Pte Ltd**  
**Communication of Progress & Commitment**  
**to the UN Global Compact**  
**October 20, 2022**

To Our Stakeholders and the Community:

We at Verlion Pte Ltd continue to support the UNGC Ten Principles covering Human Rights, Labor, Environment and Anti-Corruption both in our commitment to those principles and in our actions.

During the past year we have continued our efforts in all areas, and increased them in some:

1- Human Rights:

**Our Policy:** Verlion actively supports the rights to self-determination for all individuals in all countries of the world. Verlion supports the respect of cultural, ethnic, religious and all other specificities that define the identity and self-determination of individuals as an essential human right. We further support the fair treatment of all individuals, regardless of gender, race, nationality, age, religion or other characteristics and we condemn exploitation in any form of all peoples.

**Our Actions:** To bring these values to life, not only do we practice them in our business dealings, we communicate frequently this policy in our business presentations to clients, in our teaching in universities and in our talks in international conferences, as well as within our own company activities. Through this way of working, we encourage our ecosystem to understand the value of these principles as part of the business consulting advice we give, and therefore to also support these principles actively.

2- Labor:

**Our Policy:** We support the UN GC Principles and as well as the International Labor Organisation 8 core Principles. We are particularly concerned with practices that deny labor decent working conditions, limitations to their freedoms especially freedom of expression, unfair or unequal treatment at work, and exploitation in any form. We recognize that in the short term, poverty may lead to children contributing to family incomes through labor in order to avoid starvation but strongly encourage governments to engage in and accelerate economic policies that bring a living wage to adult workers in families, and thereby eliminate child labor, allowing children healthy development through education and play.

**Our Actions:** While a small company, we are actively inclusive in our talent recruiting, our selection of suppliers and even in the standards to which we expect our clients to adhere. We have signed client pledges as to Verlion's labor practices which has given us the confidence of our clients. In our business dealings we do not only strictly comply with Labor legal and regulatory requirements in every country in which we operate. We go beyond by ensuring a positive work environment where our employees can develop themselves personally and professionally. We have an open communication policy and regular feedback. We are updating the Verlion Internal Principles for Employees to include relevant aspects of the UNGC.

3- Environment:

**Our Policy:** Verlion is in support of improving the conditions and sustainability of human life and the environment through a more enlightened use of resources, more conscientious business practices, more informed individuals' decisions and more relevant government policies.



Our Actions: We are actively involved in the UN APBF ESNB Green Deal, and support the 5 Goals of the Green Deal. As Vice Chair of an ESNB Task Force on Disaster and Climate Risk Reduction (DCRR), I am personally involved in developing and promoting, through the Task Force, awareness, projects and education regarding Climate and disaster risks. I have recruited individuals and companies to this effort, and I am working with others at ESNB to communicate on how companies can use their ecosystem to accelerate the achievement of their Green Goals. These projects are on-going.

4- Anti-Corruption:

Our Policy: Verlion believes that corruption destroys economic value and creates unacceptable social injustices. This strong belief in the toxic effect of low ethical standards by companies, individuals or governments, leads us to support fully the UNGC Principles of Anti-Corruption.

Our Actions: Verlion continues its policy of applying not only in word but in action the principles of ethical business practices. We make this clear to our employees in writing and remind them regularly of this obligation to our clients, suppliers, each other and society. We are careful when we engage suppliers to ensure they also have ethical business practices, and cut relations with any who may later appear otherwise. We sign written commitments with many of our clients to declare our adherence to ethical business practices. We have discontinued relations with suppliers or clients on occasions when we had reason to believe some aspect of their conduct did not comply with ethical practices as promoted by the UNGC.

As a result, we have a known reputation of being a company with leadership of high ethical standards and fair practices.



Maggie Gorse  
Managing Director  
Verlion Pte Ltd

