



# UNITED NATIONS GLOBAL COMPACT

2022

Annual Communication  
on Progress

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PERIOD COVERED:  
OCTOBER 29, 2021 - OCTOBER 29, 2022

# INTRODUCTION

## About Green Powered Technology:

Green Powered Technology, LLC (GPTech) is a sustainable energy and infrastructure consulting firm based in Arlington, Virginia, with field offices in Uganda, Liberia, South Africa, Solomon Islands and Ukraine. We are guided by the principle that business can do good. We help governments, private-sector enterprises, and other stakeholders in countries worldwide develop renewable power generation projects, improve their procurement practices, and ensure that the benefits of modern energy systems are shared by all members of society.



Our mission is to lead the world in employing innovative energy and engineering solutions to sustainably manage the earth's resources and to meet society's needs.

GPTech is proud to share our dedication to the United Nations (UN) Sustainable Development Goals, aiming to create a healthy environment, good living conditions, and access to opportunities for all. Here at GPTech, we aspire to implement the UN Sustainable Goals, or SDGs, internally and throughout our work. We strive to create a future where sustainable sources of energy are accessible to all. GPTech supports a future where people value the social, economic, and environmental benefits that green energy provides.

GPTech is committed to the realization of all 17 SDGs. In this pursuit, GPTech has prioritized the following goals:

- **SDG 6** - Clean Water and Sanitation
- **SDG 7** - Affordable and Clean Energy
- **SDG 9** - Industry, Innovation and Infrastructure
- **SDG 11** - Sustainable Cities and Communities
- **SDG 13** - Climate Action
- **SDG 17** - Partnerships for the Goals



### **SDG 6** **Clean Water and Sanitation**

*Ensure availability and sustainable management of water and sanitation for all*

GPTech supports sustainable management of water and sanitation for all through our work. We believe that everyone should have access to clean water. GPTech assists in the procurement of infrastructure services related to improving the management of water resources, increasing access to safe water supplies, and improving the processes for treating water waste. Our engineering design and construction supervision projects support equitable access to clean water for all.



### **SDG 7** **Affordable and Clean Energy**

*Ensure access to affordable, reliable, sustainable and modern energy for all*

GPTech strives to reduce the gap between communities with and without affordable, reliable, or sustainable energy. GPTech endeavors to meet the goal of accessible energy for all by promoting renewable energy solutions. We work domestically and internationally to ensure that energy is not a limiting factor for anyone. GPTech takes pride in our work and we are continuously expanding our reach and impact.



## **SDG 9** **Industry, Innovation and Infrastructure**

*Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation*

GPTEch aims to develop high-quality, reliable, sustainable, and resilient infrastructure. Our core focus is to expand new technologies and push the boundaries with every project to ultimately meet the needs of our stakeholders. Our goal is to bring long-lasting change that continues to benefit communities for years to come.



## **SDG 11** **Sustainable Cities and Communities**

*Make cities and human settlements inclusive, safe, resilient, and sustainable*

GPTEch aims to make cities and human settlements resilient and sustainable. To this end, we support the improvement of infrastructure in impoverished areas through innovative transportation projects and increased access to clean energy.



## **SDG 13** **Climate Action**

*Take urgent action to combat climate change and its impacts*

GPTEch strives to combat climate change and reduce the amount of greenhouse gas (GHG) emissions released into the atmosphere. Our work toward this goal involves supporting the establishment of renewable energy sources both domestically and internationally. GPTEch also provides training and services to our clients on best practices related to clean energy, including energy audits, GHG reduction, and energy management.



## **SDG 17** **Partnerships for the Goals**

*Strengthen the means of implementation and revitalize the global partnership for sustainable development*

GPTEch partners with government agencies to support sustainable initiatives for domestic and international development projects. Through our projects, we invest in the future of countries by introducing new technology and new infrastructure. We strive to aid in providing sustainable development solutions.

# A LETTER FROM LEADERSHIP

10/28/2022

To Our Stakeholders,

I am pleased to confirm that Green Powered Technology LLC (GPTech) supports the Ten Principles of the United Nations (UN) Global Compact on human rights, labor, environment, and anti-corruption. With this communication, and as demonstrated in the attached action plan, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engage in collaborative projects that advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. GPTech will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact and annually thereafter, according to the UN Global Compact COP policy. Our progress reports will include the following:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met or other qualitative or quantitative measurements of results).

Sincerely yours,



Mr. Phillip S. Green CEO / President



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# **HUMAN RIGHTS**

# UN GLOBAL COMPACT ACTION PLAN

## Green Powered Technology

### Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

**Principle 2:** Make sure they are not complicit in human rights abuses.

#### 1. Assessment, Policy, and Goals

“People” – healthy, passionate and bold-thinking – is a core value at GPTech. We believe in a diverse workforce, encourage personal development, and reward excellent performance. GPTech is committed to ensuring workers’ safety and prioritizes human rights. We ensure safe working conditions, fair and equal treatment, and freedom from harassment for all employees and contractors. All employees and contractors have the right and responsibility to report any incidents violating these principles without fear of retaliation. All policies and procedures respect the “General Duty Clause” aligned with the Occupational Safety and Health Administration (OSHA) requirements.

**GPTech has taken the following actions to implement, assess, and respond to human rights concerns:**

- Developed the Health and Safety Plan that implements policies and approaches that will lead to the development of an Occupational Health, Safety and Environmental Management System (OHSEMS).
- Documented workplace safety policy and protocol in the GPTech Employee Handbook, including:
  - » company-wide background checks,
  - » drug and weapon policies,
  - » health and safety guidance (to be provided by 2022–2023),
  - » COVID-19 vaccination requirement that align with the Safety Federal Task Force, and
  - » employee harassment policy.
- Established a company-wide open communication policy to ensure that grievances or concerns related to workplace safety and harassment are reported.
- Prepared a COVID-19 protocol, procedure, and communication plan that follows guidance from the City of Arlington Health Department, Centers for Disease Control and Protection (CDC), and the World Health Organization to advise and protect employee health.
- Augmented GPTech staff with security professionals to provide guidance and support for all security concerns across our domestic and international locations.
- Developed the Safety and Security Reference Guide to better support our personnel. The Guide provides tools and step-by-step guidance to safeguard personnel, assets, and operations in multiple environments.

#### 2. Implementation

##### Background Checks

- » All offers of employment are conditioned upon receipt of a background check report and/or satisfactory completion of reference checks as determined by GPTech management. All background checks are conducted pursuant to the Federal Fair Credit Reporting Act, the Americans with Disabilities Act, and state and federal privacy and anti-discrimination laws. Reports are kept confidential and are viewed only by individuals involved in the hiring process.

## Subcontractors

GPTEch subcontractors operate under the following conditions:

- » Undergo evaluation and approval as part of GPTEch's subcontractor approval process;
- » Identify and manage their own risks associated with their activities; and
- » Comply with any specific health and safety plan, policy, or procedure when working in a GPTEch-controlled workplace and are properly consulted on all work health and safety matters.

## Zero-tolerance drug and weapons policies

- » GPTEch supports a zero-tolerance drug and weapon policy in compliance with federal law, Virginia state law, and company mandates.

## Employee Harassment Policy

- » GPTEch has a zero-tolerance policy on sexual harassment. As stated by the U.S. Equal Opportunity Employment Commission, "It is unlawful to harass a person because of that person's sex."
- » Company policy prohibits all types of sexual harassment, including sexual harassment of any employee by another employee, a supervisor, or a third party.
- » GPTEch has established annual training to comply with internal and contractual requirements.

## Hazard Identification and Protection Protocol

- » GPTEch's approach to the identification and management of hazards and risks aligns with International Organization for Standardization (ISO) 31000.

## COVID-19 Protocol

GPTEch has taken the following measures to combat the spread of COVID-19 in the workplace:

- » Provides regular communications to employees regarding COVID-19 safety and best practices as determined by the CDC and Virginia Department of Health;
- » Collaborates with facilities management to ensure office ventilation is current with safety standards;
- » Conducts all in-person events in adherence to current state and local public health guidelines;
- » Implemented telework policy and procedures to ensure the staff can work effectively during office closure;
- » Conducts informal health screenings upon office entry;
- » Implemented telework policy and procedures to enable staff to work effectively from home to practice social distancing and reduce in-office transmission.
- » Collected vaccination status for all office staff (on a voluntary basis prior to executive order compliance date). All staff working in the office are required to wear face coverings in all common areas; and
- » Implemented policies to support guidelines of the Safer Federal Task Force requirement for COVID-19 vaccination to promote economic and business development in the area

## Employee Benefits

GPTEch provides the following benefits for its employees:

- » Full health, dental, and vision benefits. GPTEch pays 75% of monthly contribution for full-time employees and 50% for part-time and dependents;
- » 12 weeks of paid parental leave;
- » 8 federal holidays with 3 additional floating holidays;
- » 20 days of paid vacation for employees with 0 – 4 years and 25 days of paid vacation for employees with 5+ years of full-time employment
- » 8 hours of paid time off to participate in volunteering activities.

## Work Hours and Employee Compensation

- » GPTech adheres to the Fair Labor Standard Act and Davis-Bacon Act, Service Contract Act, and Executive Orders requiring minimum wage for all contractors.
- » GPTech core business hours are from 10:00 am to 2:00 pm, Monday through Friday. Employees are expected to work 8 hours per day during the core business hours, in accordance with their local time
- » Flexibility in schedules provides work-life balance for all our staff.
- » GPTech complies with local laws and policies at all international field office locations.
- » Employees are encouraged to take lunch breaks during hours of operations and are provided with a location separate from their workstation to take occasional breaks.

## Training and Development

GPTech provides the following opportunities to all full-time personnel:

- » Provides employees with training and development opportunities throughout their careers;
- » Offers all employees annual training awards totalling \$5,250 and \$2,000 for Home Office and Field Office employees, respectively, to support continuing education; and
- » Supports education and training opportunities through inhouse “Brown Bag” presentations and resources.

## Events

GPTech held the following virtual events during the COVID-19 lockdown:

- » annual parties and holiday celebrations,
- » social committee involvement opportunities,
- » quarterly social events, and
- » peer recognition through annual “Value” awards (employees vote for the team member who most exemplifies GPTech values).

## 3. Measurement

GPTech records and reports the following metrics associated with UN Human Rights Principles:

### COVID-19 vaccination rate for home office staff

### Sexual/psychological harassment metrics

- » number of complaints per year,
- » average time to resolve complaints, and
- » follow up on harassment complaint/investigation process

### Work-related injuries

- » Displays OSHA Form 300 in areas established for employee notices
- » Conducted 4 security assessments for field offices in Uganda, Liberia, South Africa and Solomon Islands





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**LABOUR**

# LABOR

**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 labor;

**Principle 5:** the effective abolition of child labour; and

**Principle 6:** the elimination of discrimination in respect of employment and occupation.

## 1. Assessment, Policy, and Goals.

GP Tech is committed to applying the best and most equitable labor standards for our employees and subcontractors. GP Tech adheres to and supports the Trafficking in Persons Policy, U.S. labor standards, Equal Employment Opportunity (EEO) guidelines, and provides fair and competitive wages and employment benefits.

GP Tech has taken the following actions to implement, assess, and respond to labor rights:

## 2. Implementation

**GP Tech follows U.S. wage guidelines to ensure fair and equitable wages**

### Trafficking In Person Policy

- » “Annual Certification Regarding Combating Trafficking in Persons Compliance Plan,” pursuant to Federal Acquisition Regulation (FAR) 52.222 50(h)(5).

### Minimum wage standard compliance policy

- » GP Tech complies with Executive Order 14026 and increased minimum wage paid to federal contractors on January 1, 2022.

### EEO hiring standards policy

- » GP Tech includes EEO, disability, and Veterans’ Employment and Training Service (VETS) data on all employment applications, in accordance with the following standards:
  - o All nonexempt federal contractors and subcontractors with a contract or subcontract in the amount of \$150,000 or more with any department or agency of the United States for the procurement of personal property or non-personal services are covered by the VETS-4212 reporting mechanism
  - o Employers with at least 50 employees and a single federal contract or subcontract of at least \$50,000 must comply with non-discrimination and affirmative action provisions of Section 503 of the Vocational Rehabilitation Act, including the requirement to annually prepare a written Affirmative Action Plan (AAP) for each establishment with at least 50 employees.
- » GP Tech’s recruiting process ensures that position descriptions are developed to include relevant and objective criteria for employment.

### Employee Performance Review

- » GP Tech implements a quarterly performance review strategy that empowers and supports employees in setting and achieving goals.

## Human Resources

- » GPTech ensures that all Human Resources policies and procedures are readily available to all employees and provides training on access and understanding of these materials.
- » GPTech provides manuals tailored to employees working in a Field Office , informing them of their rights and reporting procedures.
- » All international and domestic employees are required to comply with the GPTech Code of Conduct, which enforces human rights and labor standard practices.

## 3. Measurement

### Reporting

GPTech will implement the following reporting actions for fiscal year (FY) 2022–2023:

- » EEO and AAP for contracts of \$50,000 or more; and
- » VETS ata report for contracts of \$150,000 or more.

### Data Collection

- » GPTech collects and reports relevant investigations, legal cases, rulings, fines, and audits.

**GPTech participated in the 2022 Virginia Best in Business survey, which allowed employees to provide anonymous feedback on job satisfaction, work-life balance, benefits, and work culture.**



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# ENVIRONMENT

# 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.

## 1. Assessment, Policy, and Rules

"Green" – People, Planet, Profit – is a core value at GPTech. We believe in sustainable, advantageous growth through best green practices in everything we do and strive to serve as an example of green success to our stakeholders. At GPTech, we place a priority on minimizing our operational environmental impact and undertake projects to increase climate resilience.

GPTech has taken the following actions to implement, assess, and respond to environmental impact:

## 2. Implementation

### Reduced Carbon Footprint

"Green" is a leading value at GPTech and informs our company culture, day-to-day operations, policy, and growth strategy. To this end, GPTech minimizes commuting carbon emissions with the following employee incentives:

- » transportation reimbursement program for employees using public transportation (bus/metro); and
- » work-from-home program, a hybrid workplace option whereby staff may work up to 2 days a week from home.

In 2022, GPTech prepared a baseline GHG emissions report for FY 2020 – 2021. This report is the first step in developing an Emissions Inventory Management System in accordance with *The GHG Protocol*.

### Training

- » GPTech supports internal employee trainings pertaining to climate action initiatives and technologies.
- » GPTech supports and provides clients with services and training focused on energy audits, GHG reduction, and energy management. We support all our clients in meeting their environmental impact goals.
- » GPTech conducted a GHG baseline inventory brown bag about The GHG Protocol and GPTech's initiative to track, monitor, and respond to emissions caused by GPTech operations.

## 3. Measurement

### Tools

- » GPTech is in the process of identifying a monitoring and evaluation plan that aligns with the criteria against which GPTech will measure impacts of its priority SDGs.

### ISO Compliance

- » GPTech's has set a goal to research compliance with ISO 14001:2015, *Environmental Management Systems*.

### Data Collection

- » GPTech conducted a baseline emissions inventory for FY 2020 –2021, recording 20,000 metric tons of carbon dioxide equivalent.
- » GPTech is committed to developing a data collection plan that reports on internal measures related to the environment and how our work supports our priority SDGs.

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# **ANTI- CORRUPTION**

# ANTI-CORRUPTION

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

## 1. Assessment, Policy, and Rules

"Honor" – Integrity, Truthfulness, Greater Good, Collaborative – is a core value held at GPTech for all employees, both domestic and abroad. We believe honor and integrity are the cornerstones of business. We are open, honest, and trustworthy in dealing with stakeholders. GPTech implements policies and procedures to discourage and condemn behavior or business operations that violate our value of honor. GPTech is committed to creating working environments and business practices that are free from corruption.

GPTech has taken the following actions to implement, assess, and respond to corruption.

## 2. Implementation

- **GPTech will not pursue a project if corruption is present in the planning or execution of any project task. GPTech follows a "go/no-go" procedure to determine the appropriateness, among other things, of pursuing a project.**
- **GPTech adheres to U.S. federal law and the Foreign Corrupt Practices Act in all business practices, whether domestic or abroad.**
- **GPTech standards align with contract and teaming agreement requirements that include anti-corruption clauses and standards.**
- **GPTech employs internal processes that support anti-corruption practices, including procurement best practices for both employees and subcontractors.**
- **GPTech supports education and training on anti-corruption with officials in collaboration with our U.S. partners and clients.**
- **GPTech supports projects that assess and monitor projects that support anti-corruption in their implementation.**

## 3. Measurement

- **GPTech is committed to working against corruption in all business activities, domestically and abroad. GPTech is working to collect training and financial data regarding our involvement in anti-corruption initiatives across our projects.**
- **GPTech has delivered dozens of workshops for more than 1,000 procurement professionals representing a wide array of ministries, utilities, and state-owned enterprises. GPTech has trained procurement officials from Botswana, Brazil, Colombia, Ethiopia, India, Indonesia, Jordan, Mexico, Myanmar, Panama, Philippines, Romania, Turkey, Vietnam, Jamaica, Thailand, and Indonesia on the importance of acquisition planning and understanding the whole-life costs of their investments. Topics include designing technical specifications, conducting life-cycle cost analyses, and developing objective evaluation criteria to transparently and fairly assess value in large-scale infrastructure tenders in the energy, transportation, and environmental sectors.**
- **GPTech has conducted five workshops, some spanning multiple days, in Egypt, Haiti, Pakistan, and Brazil, and trained more than 50 delegates on the importance of acquisition planning and anti-corruption measures.**

## PROGRESS ON GOALS FOR FISCAL YEAR 2021–2022

### Completed:

- Develop on-site safety policy: Developed safety and security assessment guide
- Validate our *Trafficking in Persons Compliance Plan* and provide supplemental training to all employees.
- Ensure all GPTech employees have knowledge and interest in working with SDGs with new hire screening
- Expand GPTech's *Health and Safety Plan* to implement policies and approaches to develop OHSEMS
  - » Refresh Combating Trafficking in person compliance plan
  - » Trained all new staff in Combating Trafficking in Persons

### In Progress:

- Reach compliance in accordance with the following standards:
  - » Researched ISO 45001/14001 – Environmental and Occupational Health and Safety Set and outlined OHSEMS in *GPTech Health and Safety Guide*
    - o Researched ISO 45001: 2018 – *Occupational Health and Safety Management Systems*
    - o Researched ISO 14001: 2015 – *Environmental Management Systems*
    - o Researched ISO 14001: *Set the environmental management systems*
  - » Researched ISO 9001:2015 – *Quality Management System*
- Hold annual Brown Bag for all GPTech employees about SDGs
  - » GPTech held an internal Brown Bag on the *Greenhouse Gas Emissions Baseline Report* project in alignment with SDG 13.
- Develop monitoring and evaluation plan on priority SDG indicators company wide
  - » GPTech researched the development of a monitoring and evaluation plan for reporting on priority SDG indicators company-wide, prompting a focus on a GHG emission data collection project.
- GPTech provided paid time off for GPTech employees to conduct volunteer activities.

## GOALS FOR FISCAL YEAR 2022 – 2023

- Begin compliance implementation to achieve ISO 9001:2015 – Quality Management System standard
- Complete Annual SDG and UN COP Brown Bag presentation for all employees
- Operationalize GPTech Green House Gas Inventory Management Plan
- Set annual goal for GPTech employees to conduct volunteer activities
- Research compliance for GPTech participation in UN SDG Impact Accelerator to bolster GPTech's SDG monitoring and evaluation plan

## CONTACT

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