

**UN GLOBAL COMPACT
COMMUNICATION ON PROGRESS (COP)**

Period covered by this COP

From: 26 August 2021

To: 22 November 2022

1. STATEMENT OF CONTINUED SUPPORT

To our stakeholders:

I am pleased to confirm that CLODE Consultants FZ LLC 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, where appropriate.

Yours faithfully,



Tim Clode
Managing Director
CLODE Consultants FZ LLC

2. DESCRIPTION OF ACTIONS

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

Labour

- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria

Environment

- Ensure policies and procedures are in place to minimise environmental impacts
- Ensure policies and procedures are in place to minimise risks to human health

Anti-Corruption

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment

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3. MEASUREMENT OF OUTCOMES

- The company comprises one female director, and two male directors
- The company’s full-time Executive Assistant is female
- The company’s two part-part Administrative Assistants are female
- Of these six, two are white, one is Arab, and three are Asian
- Of these six, one is 51-60, three are 41-50, and two are 31-40
- The company subcontracts a wide variety of experts, across its diverse network, for its various international projects
- The company has a zero rate of occupational diseases, injuries, and absenteeism