

GOLDEN SWAN G.E.S.L
United Nations Global Compact Communication on Engagement
Period Covered: December 2020–December 2022
CEO Statement of Continued Support

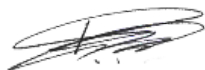
To our stakeholders:

I am thankful to reaffirm that Golden Swan continue our ongoing support of the United Nations (UN) Global Compact and firmly uphold our commitment to its ten principles in the areas of human rights, labor, environment, and anti-corruption.

GoldenSwan is a renowned environmental and waste management service provider working on sustainable environmental technologies & protection, awareness programmes in communities around the world. With more than a decade of extensive experience, we underpin competitive, integrated and sustainable environmental project technologies, waste remediation & innovative recycling solutions, effective emission control systems, and participating in social health programmes to promote the environmental protection technologies and address the consequential waste management services. In the years of engagement, our sustainable operations support international and local oil producers, industrialist for their by and large waste treatment projects which ultimately minimise the risk of hazardous waste to the environment. With an initiative of clean beaches and its ecological importance, we work in partnership with governments, NGOs, communities and individuals to drive our programme of environmental protection.

We recognise the principles adopted by the UN Global Compact and keep continuing on the commitment to implement them into the business operations and partnership. This is our Communication on Engagement with the UN Global Compact, illustrating the outcomes and actions that Golden Swan has practised significantly to support the UN Global Compact and its core principles. We ensure and look forward to share this commitment with our stakeholders.

Sincerely yours,



Rakesh H Dudhat

Chairman & Managing Director

Rakesh H Dudhat

Managing Director

Golden Swan's consequential drive to uphold the sustainable standards by promoting the environmental protection, fulfilling the social responsibility, participation in good governance scheme, leveraging the sponsorship with leading international sports team. The recent global socio-economic instability and the drastic environmental repercussions made us think to push the boundaries of our businesses in this rapid industrialisation. With new innovative and effective environmental technologies, we bring in change with more resilient approach within the businesses and communities. We as a responsible entity, keep our sustainable approach by adhering the SDGs as the main priority for effective operations. We are more focussed to develop the skills and monitoring the services to maintain these qualities. We constantly bringing the product solutions to implement an integrated approach in the services we death with.

As we could observe the tremendous growth per capita of solid waste, we constantly keep in touch with the governing bodies and communities to drive our environment protection awareness programmes especially the issues on waste treatment and minimisation based on 4R's. Within the company's policy, we promote the precautionary measures for long waste haulage and the impacts of transboundary waste shipment. It is important to maintain the gap between the environment & economics. With decades, we consistently uphold the sustainability in the business operations and creating the strategies that illustrates product transformation in the waste management operations. We lead in the environmental services by treating and recycling tons of waste not only for the businesses but reflecting the long term environmental conservation benefits.

Golden Swan commitment towards the SDGs which proactively promote us to take steps into the following actions in the past two years:

Golden Swan is a fastest growing environmental and waste management service provider working to implement high quality and innovative environmental project solutions which reflects sustainable waste remediation product engagement with communities and industrialists. With more than a



decade of experience in Africa, India, and Middle east, we are committed to improving the effectiveness of environmental protection and waste remediation project programmes. Preferential hazardous waste treatment and recycling product solutions to the untouched offshore areas with a special focus on environmental impacts and unethical waste dumping. Golden Swan promotes sustainable leadership within the management and ensure our partners to fulfill the SDGs through the awareness programmes conducted by us.

1. With the proven environmental & waste management technologies, we successfully commissioned the holistic approach to overcome with Municipal Solid Waste remediation project. Incorporating with another prolific equipment installed in the hazardous waste treatment facility to stringent emissions.

2. Furthermore, Golden Swan continuously investing its time in cutting edge technologies to keep competitive and efficient in the energy recovery solutions - Waste to Energy, Pyrolysis to gasification, Used tyres/Plastics to Pyrolysis oil, Recycling Solutions – Used/waste to lube oil – Distillation method.

3. Introduced the stringent control system for incineration chambers, filtration system, and effluent waste. As the core objective to protect the environment in every possible manner and the people who invested in the operations. We have taken some accurate measures to safeguard our working personnel regarding their safety & health measures such as standardised the PPE kits, regularly health check ups, periodic safety & health training, ultimately drives the task in compliances with the international standards.



Golden Swan is intended to anticipate the sustainable business development goals in their endeavours. Subsequent to the letter of engagement, we foresaid the commitment and expressed our intent to support the ten principles of the UN Global Compact in our business operations. The activities are in the following ways:

1. We as an entity ensure the core objectives should be met in the business operations and optimise the due Standards for the environmental services we death with.
2. Our Corporate social responsibility reflects the fullfilment of SDGs ten principles, assuring the communities, stakeholders and clients with sustainable management through the medium of waste management 4R's concept.
2. Commencing and spread periodic awareness programme on hazardous & non-hazardous waste and its safety & health measures among the local communities and decision makers within the sphere of influence.
3. Mitigating & overcome with industrial & domestic waste in the regions we operate sustainably.
4. Proactive participation in cleaning the shorelines and educate on toxic emissions & its consequences. Educating the household domestic waste treatment methods to the rural communities around the regions.
5. Coordinating with the local government to implement the best possible waste management techniques pertinent to the ten principles of United Nation Global Compact.
6. Assuring the accountability in our activities for the sustainable development goal.
7. Uphold the social responsibility by benefiting the needy people & communities in reference to the social health, alleviate poverty, sponsoring on health care, education infrastructural development and sports in untouched areas and communities.

Human Rights

Golden Swan considers the work as a value. Education is an added value to the company and to the company client's and overall to the society. Our staffs are allowed to continue their post education at universities, institutes or at any education party. Golden Swan supports the staff aiming to continue their post education either by using the company expertise and resources or by supplying the staff with books, references that will enhance their education. In addition to that; the company allocates a proper time needed for this. Golden Swan commit to social responsibility and do not accept to operate neither with any party nor with any organization complicit in human rights abuses. Golden Swan management team & workers are committed to our principles.

Labour

Golden Swan guarantees the freedom of speech to the employees; this is affected on the company clients, suppliers and partners. Anyone has the right to be a part of an organization based on their orientations and personal opinions without any implementations that may prevent it. With Golden Swan's labor laws & gender equality policy, we secure the rights and the responsibilities for all employees. No employee is forced to perform or practice their work services against his/her will. Golden Swan strict safety & health policy ensure the ideal workplace. Working hours, lunch break is set to be identical to universal work standards. Any employee has the right to apply for vacations in addition to the right of sick leave, maternity leave or any leave in case of death cause. It is strictly a forbidden- since establishment of Golden Swan or at any of its branches to hire or use the child force at workplace.

Employment of minor age (age 5-14) is illegal at Golden Swan nor its clients and relevant stakeholders. Child labours under the competent legal age are not allowed to perform any tasks or missions whatever their types are. Golden Swan barred child force involvements and it considers using it as abusing to human rights. Golden Swan regulations impose the commitment and responsibilities towards the employees. The employees' rights are granted regardless the social region, sex, color and religion. Capabilities, education, expertise, selfimprovements classify their hierarchy. Work promotions, incentives, staff training and education is accessible to all with no regard but to their efficiency and qualifications.

Environment

We believe that with just a few simple changes we can save a lot. Thus; we are taking steps to create a more energy efficient workplace approaching the protection of environment and natural resources. Many environmental policies are made in reference to the UNEP, reflecting Eco-friendly actions in the workplaces of Golden Swan; starting from using environmentally friendly products along with minimizing the use of electricity, computers and ending up with recycling and paper saving which has an extremely high effect on the environmental challenges and saving the cost as well.

Anti-Corruption

Golden Swan believes that the clean business is always the good business; incorporation with stakeholders, we advocate for a stronger and more effective anticorruption environment in order to sustain the good possible standard of ethics and good practice. We believe that corruption is a strategic business risk and fighting corruption is a strategic imperative for everyone.



Golden Swan is looking for more improvisation in the operations and implementing the best possible waste management applications. During the year 2020-2022, we further forward the engagement to undertake our pledge while implementing them at root levels by adhering the ten principles of SDGs - UN Global Compact:

- Successfully commissioned and running efficiently the start-of-the-art Solid Waste Incineration facility, comprised of robust technology.
- As we pledge to take necessary steps to reducing the carbon footprint with the help of efficient combustion system and stringent air control system.
- Our imperative efforts such as plantation of over 300 trees which could be the best way to reduce the emissions rates and make clean & green environment.
- Golden Swan has given utmost preference to SDGs 10 principles while empowering our workforce to steer their choices without any gender discrimination towards the environmental and community stewardship such as Personnel Training, Skill Development, Management on Environment Science.
- Our core objective is waste minimisation by over 90% into residual that can be reused which drives us to interact with various waste management applications.
- During the UNGC communication on engagement, we treated perilous waste of over 1000 tons while taking utmost importance of hazardous waste implications to the environment.
- Waste segregation of wet & dry waste practises/ awareness programmes - 2020 were being held at the rural areas of schools and villages for a sustainable development.
- We have been significantly contributed and participated in cooperation with local government bodies to improve the water supply infrastructure development programmes during the engagement.
- Golden Swan's appreciates the UNGC efforts to organise various webinars as it's our learning source to enhance our corporate and operational goals. Also, we constantly look into the tools to convey the sustainable practices to the stakeholders, communities through various platforms such as Twitter, Facebook, Golden Swan's website, campaigns, conferences and exhibitions.

- Golden Swan has always recognised the environmental impacts & its severe effects. Golden Swan is promoting the techniques and events which greatly support environment. In the month of 19th June and 18th September, Golden Swan has conducted & participated the beach cleaning programme to overcome with unmannerly disposal of plastics. As Golden Swan joined & support beat plastic movement – successfully initiated a movement in shore cleaning at Eureka and Sipopo beach shorelines, Malabo, Equatorial Guinea.



- Golden Swan believes in social upliftment to the communities and so, we distribute the Edible groceries and school bags to the unprivileged communities during the celebration of Gandhi Jayanti, 2021 at the facility.



- Golden Swan and its sister concerned partner Industrial G.E S.A have significantly contributed the emergency medical utilities and protection wear in order to protect the safety & health of Guineans during the pandemic. We collaborated with the EG Government, donating 10 million XAF and 500 oxygen cylinders with medicines, covid kits, mask, sanitizers and nutrition food.



- Golden Swan supports the upliftment of sportsmanship of the youth who are aspirant towards the respective sports. We are thankful to the Equatorial Guinea Government in giving chance to sponsor Equatorial Guinea national chess players selected for the international championship organised at Chennai in India, 2022.

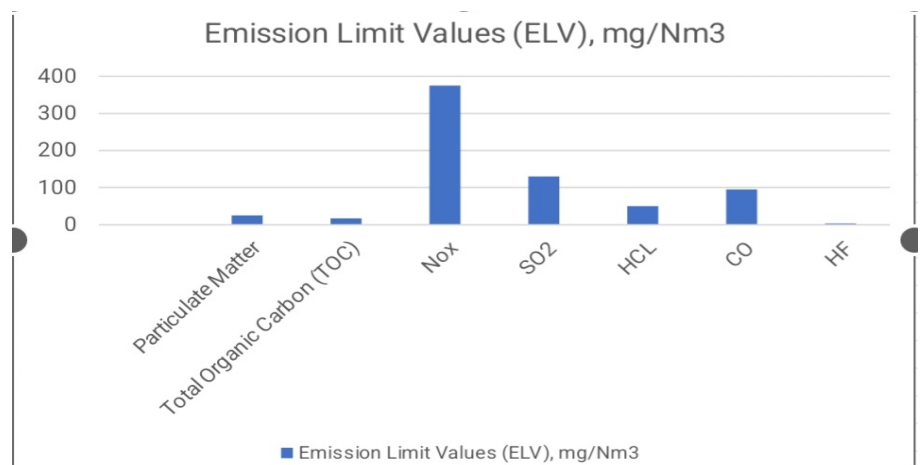


Data illustrates:

Total waste Recieved - Treated & Recycled (2020-2022)

Total Actual Waste Recieved in the financial year				
S.No.	Type of Waste	Years		
		2020	2021	2022
Waste in kgs				
1	NORM Waste	-	-	3000
2	Mix Metal Scrap	125,000	843,300	1025000
3	E-Waste	4250	7520	9520
4	Oily Sludge	152400	256200	348050
5	Waste Chemicals	18500	145200	165250
6	Waste Oil	85240	114825	135820
7	Spent Lead Acid Batteries	20000	84895	168975
8	Waste Plastic	25000	89258	758962
9	Other Waste	85695	1528965	187956

Stringent Controls - Emission Parameters Half-yearly average values, 2020-2022



Comprehensive and Customized Approach

Engaged in Industrial hazardous waste management services at optimizing efficient operations, minimizing environmental impact, imparting the standards of safety and resilient performance. Endowing the experiences to our clients across the regions through the sustainable approach. We work closely with the clients to provide comprehensive and customized solutions.

Human Resource

As an equal opportunity employer, we are adhered and committed to keep the workplace environment free from discrimination. In compliance with the Employment equality program laid out by the Equatorial Guinea. Golden Swan's Compliance Criteria, Equality and diversity are the fundamental values in our code of conduct. Our Human Resource team follows the standard procedures in the recruitment process without any discrimination in regard to race, color, sex, gender disability, age and national origin. The waste management services is a specific sector where more often the work preference is given to the male gender and the scope for women might not be seen anywhere in environmental services till now. But this year, we do lot of screenings and recruitment for women in the desk and administrative roles.

Safety Programs

Golden Swan's Safety policy introduces the holistic approach to implement the advanced equipment and procedures for safety operations. Our team review the regular performance data for the daily operations. We monitor and maintain the safety performance by area, service function and even equipment use, monitoring accident trends such as slips, trips, falls, sprains, lost wheels and more. We Strive for better performance, efficacy, trust among our team. Consequently, we are keeping our best pace to experience the practices over the issues and approach such as safety, training, technology.