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December 20, 2022; Tuesday.

The Global Compact,
United Nations,
New York, NY 10017,
USA.

RE: Statement of Continued Support for the Global Compact

Dear Sir/Madam:

I am pleased to confirm that Green Decision Labs and Research Pvt. Ltd. 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.

Sincerely yours,

Samip Sigdel

Chief Executive Officer



Green Decisions Labs and Research

UNGC ID 147233

Member since December 20, 2021

Communication on Progress (COP)

December 20, 2022

Green Decision Labs and Research Pvt. Ltd. (GD Labs) is a venture building company working across the themes of air, waste, mobility and green city in promoting urban sustainable lifestyle. GD Labs is registered on November 17, 2019 under the Companies Act, 2006 with the inspiration among the alumni of Kathmandu University from the Environmental Engineering program. GD Labs is based on Jwagal, Lalitpur along with its sister company E.G Labs. E.G Labs is a venture of GD Labs, helps in providing laboratory accessories. The founding members are young and enthusiastic environment engineers striving to make a positive impact in Nepal.

1. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- The company has ensured safe working environment for women employees. There is a provision of grievance and complaint mechanism on the Slack software, where employees can share their complaints directly to the CEO.
- The company is highly focused on providing a safe and sanitary working space for all its employees.
- Regular cleaning of toilets and the rooms is done
- The company does not tolerate workplace harassment which includes physical, verbal, sexual or psychological harassment, abuse or threats. If any complaint is registered along this matter, the company policy demands a quick and decisive action against the accused. The accused is offered an explanatory chance to plead not guilty.
- The organization has taken swift actions to place danger and do not enter with permission signs to chemical storage areas.

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- The company offers a minimum salary of NRs. 15,000 per month to all its employees
- The company does not participate in any form of forced or bonded labour
- Recruitment is done based on merit and no other influence is tolerated.
- Employment decisions are based on relevant and objective criteria.

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- All the instruments used in laboratory are regularly calibrated
- The company promotes a culture of cycle to work
- The company uses portable air pollution monitoring devices to monitor indoor air quality and under unhealthy conditions working sessions are dismissed
- Pollution sequestrating indoor plants are used to maintain a healthy motivation
- First aid kits are available and a trained first aider is present among the employees.
- The office is placed on the ground floor and emergency phone numbers and nearest open area is communicated to the employees.
- Minimized the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

2. MEASUREMENT OF OUTCOMES

- In terms of diversity, there are: 3 female employees and 3 male employees.
- The employees belong to different ethnic backgrounds such as marginalized (1) and indigenous (2)
- Occupational injury is zero
- The total waste paper that has been recycled include 50 kgs of paper
- Two complaints have been registered regarding cleanliness of latrine which has been addressed.
- No complaints have been registered against harassment.