



# UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS 2021



# A STATEMENT FROM THE PRESIDENT



I am proud to re-confirm that Compugen Finance Inc. is continuing our commitment to support and integrate the 10 principles of the United Nations Global Compact into our operations. By supporting these principles, we work to meet and surpass our fundamental responsibilities in relation to human rights, labor, environment, and anti-corruption.

Since our beginnings in 2007, sustainability has been central in our business strategy, decision making and solutions development. Compugen Finance Inc. has always been guided by a triple bottom line approach, helping businesses find economic opportunities by improving the quality of life for our communities, creating a positive impact for the environment, and supporting our team members.

2020 was a year filled with unusual challenges but despite these circumstances, we were able to continue growing our business, help organizations reduce their environmental footprint and provide additional support to charity partners who were hit the hardest by the pandemic.

This Communication on Progress will highlight the actions we have undertaken to improve our operations as it relates to the UNGC's 10 principles, and our recent achievements in advancing the sustainable development goals.

Sincerely,  
**Steve Glover**  
President

# HUMAN RIGHTS

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

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

## Assessment, policy and goals

CFI is committed to supporting and protecting the human rights of all its team members and external partners. CFI has implemented the Respectful Working Relationships Policy, Professional Code of Conduct, and Workplace Safety Policy to ensure that all team members can prioritize their health, safety, and dignity in our working environment. Although we are a small team of 19 staff, we take these policies seriously to ensure that our team members can work together in a productive and respectful workplace, where managers and supervisors are accountable to enforce these policies.

## Description of Policies:

**Respectful Working Relationships** – The policy protects all employees from harassment, including sexual harassment, bullying and violence while they are working for Compugen Finance Inc. It provides for meaningful consequences for persons who harass, bully or commit physical violence against others, and includes procedures for reporting and investigating related incidents and consequences that may include sanctions or termination for perpetrators. It outlines opportunities for formal and informal complaint resolution, as well as confidentiality protocols

**Professional Code of Conduct** – The policy asks staff to act professionally (consistent with professional standards of their profession, trade or skill), seek the good of each other and the business, and serve the public interest in all matters, while scrupulously abiding by the laws and regulations of where they perform their duties.

**Workplace Safety Policy** – The policy describes the right to refuse unsafe work, procedures to identify hazards and for risk mitigation, incident and accident reporting protocols, lines of responsibility for each role, and the role of related internal and external actors. The policy also describes the procedures for persons who have suffered work-related injury to safely transition back to the workplace.

## Implementation

CFI conducts consistent reviews of its policies as it relates to human rights. All staff are required to review the policies and sign off acknowledging that it is their responsibility to be aware of their rights in the workplace.

As a small tight-knit group, all team members including managers and staff have the responsibility to uphold a culture of respect, trust, and inclusion. CFI is committed to creating an environment where employees feel that they are a valued member of the group, and where they can voice any challenges in a respectful way.

We understand that embracing diversity, equity, inclusivity, and transparency will improve our day to day operations, better employee satisfaction, and contribute to a culture of collaboration leading to stronger business health.

## Measurement of Outcomes

Employees have regular check-ins with their manager and supervisor as well as annual reviews. The company conducts consistent staff sentiment surveys to get an idea of the mental state of team members and develop solutions to improve the working environment. A recent staff sentiment survey was conducted, and it was found that employees were experiencing online meeting fatigue. The executive team took this feedback seriously and have implemented solutions to help employees reduce their fatigue and improve their mental health.

CFI understands that enabling strong communication between team members and senior management is crucial in maintaining the health of the organization.

Additionally, CFI has developed relationships with local charities and provided continuous support to their causes as part of CFI's business model.

# LABOR

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

**Principle 4:** Elimination of all forms of forced and compulsory labor

**Principle 5:** The effective abolition of child labor

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

**When it comes to labor, Compugen Finance Inc. is focused on fostering a company culture based on cooperation. Compugen Finance Inc. is committed to creating a supportive, engaging, and respectful working culture.**

## Company Culture

As a smaller sized corporation, our company culture is that of a close-knit team that works well together. We ensure that internal procedures and decisions are made to support the company as a whole and benefit all team members and related workforce. No decision is made without the involvement of any related team member to ensure we have weighed all perspectives and gained any relevant input to make the best decisions moving forward. CFI remains committed to delivering the fair treatment for all team members regardless of background and protected characteristics.

## Implementation

All staff on our team are full-time permanent employees who are entitled to benefit programs, training and learning opportunities, and time off. When it comes to wages, all employees receive compensation that is better than the living wage as it stands in Canada.

## Measurement of Outcomes

Throughout the circumstances posed by the pandemic, CFI's culture has withstood challenges posed by a work-from-home environment despite our history of working together in an in person setting. The team has remained collaborative – continuing to work together, problem solve and support one another. Our leadership represents our diverse workforce with representation from multiple nationalities and women in leadership roles.

CFI continues to recognize the collective and individual efforts of all team members during monthly meetings. To support socialization and mental health, CFI has been hosting motivational speakers and entertainment events for staff.

In response to COVID-19, CFI implemented measures to ensure employees could safely enter the office if needed. We work closely with an external warehouse team who had to conduct essential services at the configuration facility. Policies and protocols were set up to ensure that the number of staff that entered the space was limited, adequate access to sanitization was provided, and social distancing rules were easily followed. Staff had to sign in and out of the office to ensure all personnel could be accounted for.

# ENVIRONMENT

**Principle 7:** Businesses should support a precautionary approach to environmental challenges  
**Principle 8:** Undertake initiatives to promote greater environmental responsibility  
**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies

## CFI is committed to reducing environmental impact via internal process and policies, and through our sustainable IT use models.

### Environmental Policy

CFI's Environmental Policy recognizes that good business practices and environmental responsibility go hand in hand. Our procedures and guidelines include:

1. Comply with applicable environmental laws and regulations regarding the environment and sustainable development.
2. Develop, design and operate its facilities and conduct its activities in accordance with sound environmental practices and recognized standards to prevent discharges or emissions to the environment and other forms of pollution.
3. To set objectives and seek out measures within all departments that demonstrates commitment to minimizing waste. To dispose of waste in an environmentally sound manner.
4. To encourage the use of innovative technology, products and services that contribute to the preservation of the environment or minimize negative environmental impacts.
5. Commit to helping Compugen Finance Inc clients continuously improve the integration of environmental protection issues into their activities. This can be achieved by working with our customers to help them manage the environmental aspects of their IT infrastructure including: product selection, logistics, management, power management, server consolidation, environmentally responsible disposal and using IT to enable more environmentally positive business processes and/or practices.
6. Communicate Compugen Environmental Policy to its staff, provide training and motivate its staff members to conduct their functions and activities in an environmentally responsible manner and in accordance with the principles set out in this Environmental Policy.
7. Monitor and continuously improve its overall environmental performance by seeking to meet or exceed established objectives and targets, periodically reviewed in light of changes to environmental aspects of Compugen Finance Inc.'s activities and facilities; undertaking regular environmental reviews to ensure that the Environmental policy is appropriately applied and updated as necessary.
8. Identify and set specific targets that demonstrate that we are committed to minimizing our impact on our environment. We will publish these targets and encourage staff to participate actively in helping to achieve them.

# ENVIRONMENT

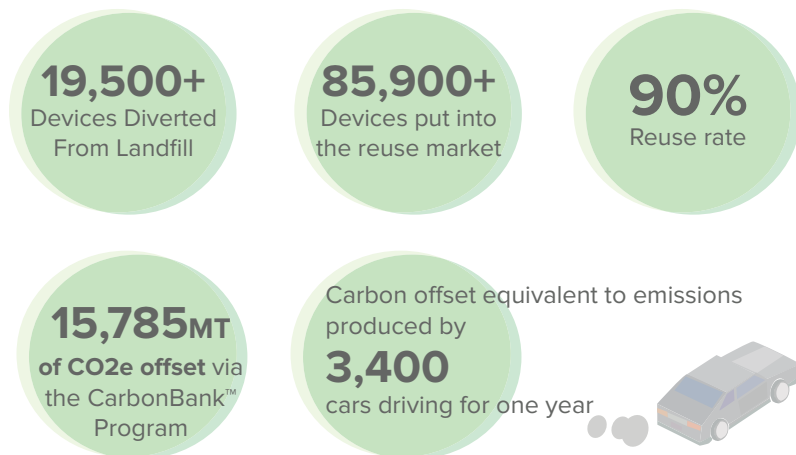
**Principle 7:** Businesses should support a precautionary approach to environmental challenges  
**Principle 8:** Undertake initiatives to promote greater environmental responsibility  
**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies



**CFI's Green4Good program** helps organizations to manage their End-of-First-Life assets and resell used devices in secondary markets. The program ensures product life extension, reduces the need for manufacturing new equipment and generates verified carbon credits through technology resale and refurbishment. The majority of electronics' lifecycle GHG emissions occur during manufacturing.

As businesses constantly replace their devices that are designed to become obsolete, the outcome is that a large amount of emissions is produced only for a device to be in use for a few years. By investing in the secondary market, we are able to extend the life of these devices while allowing users to access high quality refurbished devices at a reduced rate.

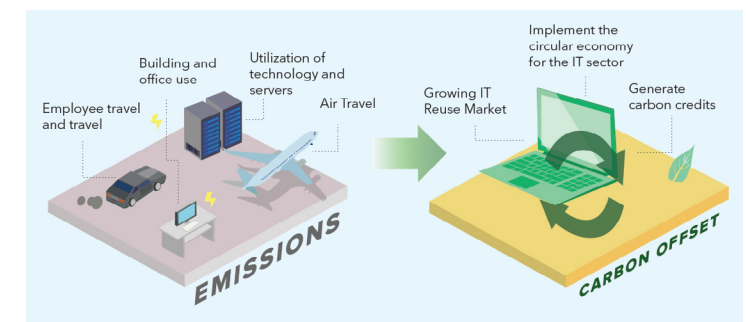
## 2020-2021 OUTCOMES



## Going Carbon Neutral

In 2019, Compugen Finance Inc. went carbon neutral! We worked with a climate consultant to draw data from energy use, building occupancy, daily employee commute, and corporate air travel. Using these data points, we were able to calculate our carbon footprint and obtain carbon credits to offset our carbon impact.

We are working to maintain our carbon neutral status. Since the pandemic, the work environment has changed as all team members are working from home, no corporate air travel has taken place and employee commute is rare. Once we are back to normal, CFI will resume maintaining carbon neutrality.



# ANTI-CORRUPTION

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

**CFI conducts business with a strong sense of integrity. We value trust and honesty when it comes to business relationships and the execution of our processes. CFI ensures the oversight of employees - from associates to executive levels in making sure that we maintain a high standard of integrity and lawful compliance.**

## Responsibility

We believe that everyone in CFI is responsible for conducting any business-related activity in a lawful and ethical manner. It's our responsibility as an organization and everyone's responsibility as an individual to ensure that our business practices are held to the highest standards of integrity.

If any instance of failure to comply to our standards of integrity is found, we will ensure that controls are put in place to report these events and sufficiently investigate the situation which may lead to disciplinary action.

## Compliance and Certification

All external partners we work with are accredited to ISO standards and other certifications to ensure a high standard of quality and compliance with industry specific guidelines. This includes ISO 9001:2015 for warehouse partners, and R2, EPRA/ARPE, RQO, OES, CESA, ARMA, RS/RIOS, and ISO 9001, 14001, 18001 for recycling partners.

As a technology solutions provider, CFI is committed to high standards in data security. CFI ensures that all devices we manage are securely sanitized of stored data or destroyed in a secure way. By working with certified and accredited partners, we can ensure that our partners are complying to the safe handling of sensitive data.

Our Privacy Policy is based on the principles outlined in PIPEDA and also on the Canadian Standards Association's Model Code for the Protection of Personal Information. The principles are as follow:

**Accountability:** The organization is responsible for personal information it controls

**Identifying Purpose:** Personal Information collected must meet some lawful identified need

**Consent:** Persons whose personal information is collected must give meaningful asset to its collection.



# COMPUGEN FINANCE INC AND THE UN SUSTAINABILITY DEVELOPMENT GOALS

Compugen Finance Inc.'s (CFI) business solution is directly aligned to advancing:

SDG 8 – Decent Work and Economic Growth

SDG 12 – Responsible Consumption and Production

SDG 13 – Climate Action

SDG 17 – Partnership for the Goals



## SDG 8 – Decent work and Economic Growth

Organizational health is a key priority for CFI. To ensure consistent economic growth, we take pride in being an agile company that is ready to innovate and develop unique services to meet the needs of the market while advancing interest in environmental and social responsibility.

CFI was not unaffected by the COVID-19 pandemic which tremendously impacted our supply chains. During this challenging time, we found an opportunity to develop a new service which helped us sustain our business while responding to market demands as companies were faced with a sudden need to transition to work from home. We developed flexible programs to help companies across Canada access low cost refurbished technology. We deployed the devices with great urgency and efficiency enabling businesses to get up and running immediately as they could not lose any more time in this climate of uncertainty.

It is with this innovative and problem-solving attitude that we were able to keep all our team members employed throughout this difficult period. CFI is proud to announce that no employee experienced any wage cut or reduced hours, and we even transferred one of our contract staff into a permanent position.



# COMPUGEN FINANCE INC AND THE UN SUSTAINABILITY DEVELOPMENT GOALS



**19,500+**  
Devices Diverted  
From Landfill

**85,900+**  
Devices put into  
the reuse market

**90%**  
Reuse rate

## SDG 12 – Responsible Consumption and Production

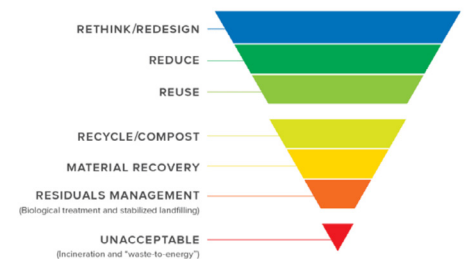
One of CFI's flagship programs – Green4Good, is a circular economy solution that turns e-waste into social good while generating verified carbon credits through the refurbishment and resale of IT assets. The backbone of this program is tackling the growing issue of e-waste.

Globally the total amount of e-waste that ends up in landfills is greater than 50 million metric tons annually. Only 20% of global e-waste is responsibly managed where 80% of disposed devices will end up in landfills as toxic waste or be shipped overseas where scrap laborers dismantle material without protection from safety laws.

The Green4Good program helps organizations manage their End-of-First-Life technology by creating a channel to refurbish and resell a large variety of technology. Through our resale channel, we are able to put 90% of collected technology toward reuse as they are securely processed and sold into secondary markets. The remaining 10% of devices are responsibly recycled with industry partners who adhere to stringent standards around local processing. Green4Good prioritizes reuse over recycling and recognizes the Zero Waste Hierarchy to minimize the environmental impact and ensure minimal down-cycling.

**In 2020–2021, Green4Good diverted 95,500+ devices from landfill where 90% was put back into reuse.** Through our remarketing process, 85,900+ devices remained in use through the circular economy instead of being sent to landfills.

### THE ZERO WASTE HIERARCHY 7.0



(Source: <https://zerowastecanada.ca/zero-waste-hierarchy/>)



## CFI and Green4Good was recognized as a top inspiring solution by the 2020 World Circular Economy Forum

The 2020 addition of the annual World Circular Economy Forum was held online on September 29 and 30 to bring industry experts, business leaders and policymakers around the world together to discuss solutions for transitioning to the circular economy. Leading up to the event, Finnish innovation fund SITRA was commissioned to seek out and find the most inspiring and practical solutions for accelerating the circular economy.

### Compugen Finance's Green4Good program was named in the final list of 39 solutions!

"Green4Good enables a mind shift towards the circular economy in companies that would otherwise not believe it is possible to find significant value from their used IT assets", states SITRA's Green4Good solutions page.

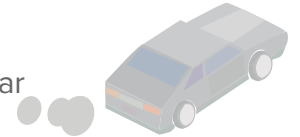
# COMPUGEN FINANCE INC AND THE UN SUSTAINABILITY DEVELOPMENT GOALS



**15,785** MT of CO<sub>2</sub>e offset  
via businesses leveraging the  
CarbonBank™ Program

Carbon offset equivalent to emissions  
produced by

**3,400**  
cars driving for one year



## SDG 13 – Climate Action

Compugen Finance Inc's CarbonBank™ program allows organizations to generate verified carbon credits through the refurbishment and resale of corporate IT assets – it is the first program worldwide to do so. By collecting, refurbishing, and reselling technology, the program eliminates the need for new equipment to be manufactured. Thus, the carbon emissions (CO<sub>2</sub>e) associated with production and manufacturing of technology are never incurred.

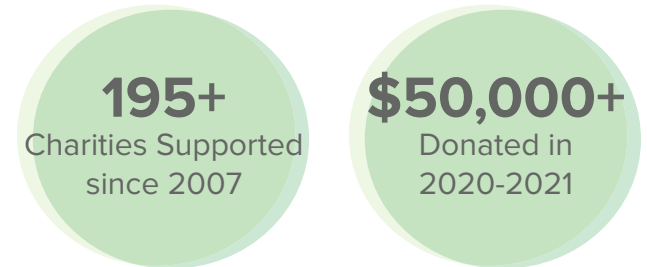
The entire refurbishment and resale process is documented and verified, after which carbon credits are generated and registered on the Canadian Standards Association (CSA)'s CleanProjects® Registry, under ISO 14064- Part 2 guidelines and principles. This quantification method and carbon credit protocol was developed in collaboration with environmental partners and verified by a 3rd party climate specialist.

**In 2020-2021, the CarbonBank™ program helped businesses and organizations offset a total of 15,785 metric tons of carbon emissions - equivalent to offsetting the emissions produced by 3,400 cars driving for one full year.**

Every time we engage with a new organization, we use this as an opportunity to bring climate action into the conversation as organizations become aware that their operational activity can be a force for positive environmental impact.



# COMPUGEN FINANCE INC AND THE UN SUSTAINABILITY DEVELOPMENT GOALS



## SDG 17 – Partnership for the Goals

The Green4Good program's business model is tied to contributing to social good. As we achieve our business objectives, we are able to provide increased support to our charity partners allowing us to contribute to the community and back the important work that they are doing.

The Green4Good program allows businesses to not only recover the cost of IT refurbishment and related logistics, the program also helps them generate extra revenue. For many companies, this generated revenue is found money and we encourage them to donate it to a charity of their choice. Companies are often happy to do this as they can give back to the community using money they did not expect to have. Over the years, the Green4Good program has raised over CAD \$3.2 million dollars for 195+ charities worldwide.

## COVID-19 Response

The COVID-19 pandemic brought on additional challenges to charities as clients were suddenly unable to access crucial in person resources due to social distancing and isolation protocols. This was coupled with the economic downturn which left charities with reduced resources hindering their ability to serve some of our most vulnerable populations.

CFI recognized that technology was a critical piece in helping bridge the gap as clients of charities were forced to access services via online means and students became reliant on devices for their education.

## Taking immediate action to alleviate the impact of COVID-19

**The Massey Centre** serves vulnerable pregnant and parenting teens who live onsite. Most services needed by clients are provided in person but due to COVID-19, social distancing made virtual services a necessity. At the beginning of the pandemic, CFI and Green4Good donated iPhones and iPads to the Massey Centre allowing clients to stay connected to internal and external resources.

**The Durham Children's Aid Foundation (DCAF)** supports children, youth and families providing an array of services to enable the safety, stability and wellbeing of children and youth. We donated laptops to help students learn from home and complete the requirements of online learning. The crisis had increased the barriers faced by vulnerable youth who have had to overcome these strenuous circumstances.

**Tropicana Community Services** provides culturally aware and supportive programs to disadvantaged youth and their families, particularly those from a Caribbean, Black, and African heritage. The Green4Good program partnered with Tropicana to launch the Tech4Transformation program. The aim of the program is to bridge the digital gap for students facing challenges relating to virtual schooling through laptop donations.

# COMPUGEN FINANCE INC AND THE UN SUSTAINABILITY DEVELOPMENT GOALS



Compugen Finance Inc. remains committed to contributing to our communities as we maintain strong and meaningful relationships with charitable partners. During this uncertain time, Compugen Finance Inc. donated \$50,000+ towards causes that serve communities in need of support. These organizations help to advance the SDGs through the services and resource they provide and they include:



[Moisson  
Montréal](#)

[Daily Food  
Bank](#)



[Heart & Stroke  
Foundation](#)

[The Leukemia  
& Lymphoma  
Society](#)

[Canadian  
Cancer Society](#)

[People to  
People Canada](#)



[First Book  
Canada](#)

[Scientists in  
School](#)

[First Nations  
Technical  
Institute](#)



[The Massey  
Centre](#)



[Project  
Tsehigh](#)



[Yellow Brick  
House](#)

[Boys & Girls  
Clubs of  
Kawartha Lakes  
Foundation](#)

[The Durham  
Children's Aid  
Foundation](#)



[Canadian  
Centre  
for Abuse  
Awareness](#)



## UNGC COMMUNICATION ON PROGRESS 2021

### Compugen Finance Inc.

100 Via Renzo Drive

Richmond Hill

L4S 0B8 ON

Canada

[green4good.ca](https://www.green4good.ca)