



2022

COMPUGEN FINANCE INC. UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS




Letter From the President

In 2019, Compugen Finance Inc. made the commitment to be part of the United Nations Global Compact (UNGC) and support the UNGC ten principles. I am pleased to announce that we will continue our support for this initiative as we strive to improve our operations regarding human rights, labor, environmental and anti-corruption.

We believe businesses have a proactive role to play in creating a positive impact on our environment and society. It has never been more crucial for companies to integrate sustainable practices and transform the way we operate - ensuring that we are making the world a better place through our internal culture and business offerings. In 2021, despite global challenges, we continued to support our charitable partners, help organizations reduce their carbon and waste footprint, and continue growing our business.

This year's Communication on Progress highlights the policies we have implemented and the actions we have taken to further the ambitions of the UNGC's 10 principles and the United Nation's Sustainable Development Goals.

Sincerely,
Steve Glover
President, Compugen Finance Inc.



Compugen Finance Inc. is committed to support the UNGC's 10 Principles as it applies to:

Human Rights
Labor
Environment
Anti-Corruption

Through our business offerings and corporate responsibility activities, Compugen Finance Inc. has contributed to the UN Sustainable Development Goals:

SDG 3 - Good Health and Well-Being
SDG 4 - Quality Education
SDG 8 - Decent Work and Economic Growth
SDG 10 - Reduced Inequalities
SDG 11 - Sustainable Cities and Communities
SDG 12 - Responsible Consumption and Production
SDG 13 - Climate Action
SDG 16 - Peace, Justice and Strong Institutions
SDG 17 - Partnerships for the Goals

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.

Compugen Finance Inc. (CFI) is committed to protecting the human rights of employees and external partners at all levels. We have implemented policies to ensure the company is prioritizing the health, well-being, and safety of people that interact in and with our workplace.

The policies put in place help create a safe, productive, and respectful working environment for our small team of 18 full-time staff and our vendors and partners who we interact and work closely with on a daily basis. Our managers and supervisors are accountable to up-hold these policies relating to maintaining the conditions of our working environment.

As a small team, CFI staff understand that all employees including managers and team members have a role to play in maintaining a culture of trust and inclusion. The company embraces diversity, equity, inclusivity, and transparency, understanding that these values will improve employee satisfaction, increase innovation, enhance our day to day operations and contribute to a culture of collaboration.

Effective communication between team members and senior management is crucial in maintaining the health of the organization.

The company conducts consistent reviews of its policies as it relates to human rights, safety, and workplace relationships. Employees must sign off on these policies to ensure they are aware of what policies apply to them and provide feedback if necessary.

Going beyond the human rights of staff and partners, CFI is also committed to improving the human rights of our local community and have numerous long-standing partnerships with diverse charities.

RELEVANT POLICY

Workplace Safety Policy

The Workplace Safety Policy has been put in place to ensure the Management of the business is committed to the health and safety of its staff. It is a major objective to protect staff from workplace injury or illness. All managers and staff must be dedicated to reducing the risk of injury and illness at work. Managers and supervisors are directly accountable for the health and safety of people under their supervision. They are responsible to ensure that all machinery and equipment is safe and that all staff members follow established safe work practices and procedures. All staff members, contractor, or sub-contractor must protect his or her own health and safety by following the law, and by following the safe work practices and procedures of the company.

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

Compugen Finance Inc. is committed to creating a company culture based on cooperation, inclusivity, and mutual respect. The company strives to create a workplace environment that enables each staff member to work with dignity and respect, while fostering individual well-being, productivity, and self-esteem.

All CFI staff are full-time permanent employees and are entitled to benefit programs, time-off, and training and learning opportunities. All employees receive compensation that is better than the living wage in Canada.

CFI opposes child labor and all forms of forced and compulsory labor. We are taking steps to eliminate any level of discrimination in respect of employment and occupation. When we work with vendors, we conduct prior checks to ensure they are complying to industry standards and local laws regarding their labor practices.

Company Culture

Despite recent local and global challenges relating to the workplace environment and supply chain issues, CFI has been able to overcome these transitional issues while growing the company's business footprint. This is a testament to the team's collaborative and communicative culture where staff have remained pro-active in working through situations with a problem solving and supportive approach. CFI's leadership team is made up of leaders with diverse backgrounds where women represent 30% of the leadership team. CFI is committed to ensuring all team members are supported and recognized through the team's monthly meetings.

RELEVANT POLICY

Respectful Working Relationships

The Policy ensures that all employees including staff members, contractors, temporary workers, part-time workers, as well as suppliers, partners, customers, and prospects of the company are provided with a work environment that is supportive of productivity, personal goals, and individual dignity. Managers and Supervisors have a responsibility to stop any activity which contravenes this policy. This policy also states that the company does not condone personal violence or harassment in the workplace, at customer locations, or at any other work-related site, including at staff social functions. All methods of communication must be used in a respectful way. The company takes all complaints and incidents of harassment, discrimination, and violence seriously, whether formally reported through the complaint process or informally communicated. The company will act on all incidents and/or complaints to ensure that all are resolved quickly and fairly.

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 continuously looking for new ways to improve our environmental performance and provide new services to help our customers improve reduce their footprint, while growing our voice as an advocate for environmental sustainability in the IT industry.

Green4Good Program Outcomes

CFI's Green4Good program helps organizations 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. As the majority of electronics' lifecycle GHG emissions occur during manufacturing, the program provides a supply of high-quality used technology to secondary markets allowing consumers and business to access low-carbon devices.

Businesses are having to constantly replace their devices to meet efficiency and productivity standards and remain

competitive - 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 corporate technology while allowing users to access the refurbished devices at a reduced rate.

The Green4Good program focuses on a reuse model as extending the life of the device will reduce the environmental impact created through purchasing new, or through recycling. CFI leverages our extensive network of reuse channels to find a home for as many corporate IT assets as possible.



IN NUMBERS 2021 - 2022



75,100+
Devices Diverted
From Landfill

63,800+
Devices put into
the reuse market

85%+
Reuse rate

13,567 MT
of CO₂e offset via
the CarbonBank™
Program

Carbon offset equivalent to
emissions produced by
2,900+
cars driving for one year



ENVIRONMENT

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RELEVANT 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.

ANTI-CORRUPTION

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

CFI takes pride in operating as a business with a strong sense of integrity and honesty. When it comes to business relationships and the services and offerings that we provide, we have measures put in place to ensure that our all business-related activities are conducted in a lawful and ethical manner.

If there are any instance of unlawful or unethical behavior that is found in our business practices, 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

As a technology solutions provider, CFI is committed to high standards in data security. We understand that if any amount of data is poorly managed, it could lead to significant consequences for the clients and customers that we work with. CFI is processing thousands of devices every month, and each data-bearing device must be treated with a high standard of service to ensure they do not fall into the wrong hands.

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.

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.

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

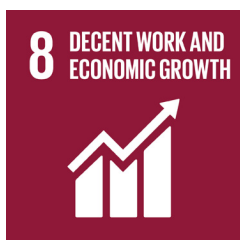
Consent: Persons whose personal information is collected must give meaningful asset to its collection.

RELEVANT POLICY

Respectful Working Relationships

The Professional Code of Conduct outlines the strict standards that all staff members must adhere to, ensuring all manners of business are conducted in an ethical way. The code emphasizes values such as honesty, integrity, professionalism, responsibility and serving public interest. The company is committed to ensuring that all contents of communication are true, fair, and not designed to mislead. The code denounces bribery within the organization where staff or members are not allowed to accept any form of material gratuities, gifts of money, discounts or other favored personal treatment.

COMPUGEN FINANCE INC. AND THE UN SUSTAINABLE DEVELOPMENT GOALS



SDG 8 – Decent Work and Economic Growth

In this period, CFI continued to experience the impacts that the COVID-19 pandemic and related social issues had on our supply chains and customers. During this time, we were still able to collaborate as a team and respond to market demands and constraints in an efficient way. The past year was our second year working from home under the conditions of the pandemic and CFI is proud to announce that our team members were able to maintain their productivity where one of our staff members was even promoted to a VP role.

We had one new team member join who is allowing our operations to grow regionally, increasing the presence of our Green4Good program offering in Western Canada. Even as we continue to monitor the volatile nature of our current markets, we were still able to invest in new opportunities and grow our business into new market regions. CFI is also proud to report that we experience year over year growth once again despite new challenges.



SDG 12 – Responsible Consumption and Production

CFI's Green4Good program is the backbone of our company and it is the solution that helps customers turn their e-waste into social good and revenue. The Green4Good program has helped many companies solve their waste reduction problem when it comes to managing End-of-First-Life corporate IT assets.

According to Time, e-waste is the fast-growing solid waste stream where the total amount of e-waste that ends up in landfills is greater than 50 million metric tons annually. 80% of disposed technology get sent to landfills where toxic waste seeps into the ground or get shipped overseas to countries with little safety laws where scrap laborers handle toxic material in unprotected conditions.

The Green4Good program helps organizations manage End-of-First-Life IT assets in an environmentally and socially responsible way by refurbishing, reselling and extending the life of aging and unwanted technology. Through the program, companies have been able to provide more than 85% of their old technology with a second life. The remaining technology that cannot be salvaged are responsibly recycled with CFI's recycling partners who adhere to stringent standards and process the devices locally. The program prioritizes reuse over recycling ensuring the smallest environmental footprint possible as recycling has a larger waste and pollution impact.

In 2021 – 2022, Green4Good diverted 75,100+ devices from landfill where 85% were put back into reuse. That's 63,800+ devices that were provided with a second life and remained in the circular economy.

75,100+

Devices Diverted
From Landfill

63,800+

Devices put into
the reuse market

85%

Reuse rate



SDG 13 – Climate Action

Compugen Finance Inc. has been generating verified and registered carbon credits since 2012. CFI's Green4Good program is able to generate verified carbon credits through the refurbishment and resale of corporate IT assets, and 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 (CO₂e) associated with production and manufacturing of new 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 protocol has been generated by working with several accredited environmental firms. The program has deferred 500,000+ tons of CO₂e from being released into the atmosphere and the offset has been converted into carbon credits for the program's partners. Businesses can put these carbon credits towards their carbon reduction goals.

In 2021 – 2022, the CarbonBank Program helped businesses and organizations **offset a total of 13,567 metric tons of carbon emissions – equivalent to offsetting the emissions produced by 2,900 gasoline-powered vehicles being driven for one year.**

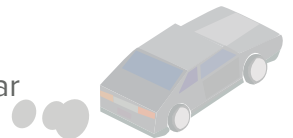
We continue to work with our business partners on innovative ways to leverage our carbon credit generation protocol to reduce the carbon footprint of businesses through their IT operations.

CFI and Carbon Neutrality

CFI has made a public commitment to sustainability. In 2019 – we became carbon neutral for Scope 1 and Scope 2 emissions and plan on maintaining carbon neutral status. We offset 100% of our carbon emissions. Since the COVID-19 pandemic, we have put our carbon accounting on pause as we moved operations to work from home where the majority of our carbon footprint was from corporate travel and building occupancy.

13,567 MT of CO₂e offset
via businesses leveraging the
CarbonBank™ Program

Carbon offset equivalent to emissions
produced by
2,900+
cars driving for one year





SDG 17 – Partnerships for the Goals

Partnering with charitable organizations is part of CFI's business model. As we increase our market share and revenue, we are also increasing the amount of money and technology that we can provide to our charitable partners and keep on supporting the important work that they are doing.

Since the program's inception, Green4Good has been able to raise over \$3.5 million for 225+ charities across the globe. We've have raised this money by working with companies to donate the money they generate from the resale of their used technology towards a charity of their choice. When Green4Good refurbishes technology, we are able to generate revenue by finding additional value in aging or unwanted technology that businesses may not be aware off. This revenue is usually found money to businesses and we encourage them to donate it to the charity of their choice. As Corporate Social Responsibility is becoming a growing conversation, many businesses see this as a win as they can access an environmental solution, while giving back to their communities.

225+
Charities Supported
since 2007

\$45,000+
Donated in
2021-2022

PARTNERSHIP SPOTLIGHT

Helping WestJet turn 2,000+ IT devices into a \$25,000 Charitable donation

Throughout 2021, Westjet partnered with the Green4Good program to process and manage their End-of-First-Life IT assets in an environmentally responsible way. **As a result, Green4Good processed and remarketed 2,000+ IT assets allowing Westjet to generate enough money to make a \$25,000 donation to a charity of their choice.** WestJet's IT team made a donation to their WestJet Cares for Kids partner, Ronald McDonald House Charities (RHMC) Canada which keeps families close to their sick children as they get the care they need.

Launching the Tech4Transformation Program with Tropicana Community Services

This partnership started in 2020 as the COVID-19 pandemic brought awareness to the growing digital divide. As school and work moved into the digital space, many communities who lacked access to technology were being left behind. The mission of Tech4Transformation is to provide Black Youth in Toronto who did not have technology access with computers and tablets to ensure they could keep up with school and their development. The CFI team helps intake collected devices and refurbish them to provide computers/tablets back into the community. **To date, 300+ devices have been provided to Black Youth and their families and the program has raised over \$30,000 dollars for Tropicana Community Services.**

In 2021, we continued to maintain our strong partnerships with charities serving the community. CFI provides charitable support through monetary donations and donation of refurbished technology, helping these organizations and their clients overcome the digital divide.



SDG 17 – Partnerships for the Goals

Over the past year, we donated **\$45,000+** to various organizations who are working to solve diverse issues relating to healthcare research, youth empowerment, abuse reduction/recovery programs, and organizations who are working to improve the processes and resources for charities. These charitable initiatives help move forward the UN Sustainable Development Goals by allocating funds and technology directly to organizations that are on the ground and affecting their communities. Our partners include:



[Alberta Cancer Foundation](#)
[Cancer Care Ontario](#)
[Cystic Fibrosis Canada](#)
[Leukemia & Lymphoma Society](#)
[Movember Canada](#)
[SickKids](#)



[First Book Canada](#)



[BullyingCanada](#)
[Covenant House](#)
[People to People](#)



[Durham Children's Aid Foundation](#)
[Live Different](#)



[Canadian Centre for Abuse Awareness](#)



[Canada Helps](#)
[Givergy](#)



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