

WASH 4 WORK

17 AUGUST 2022

Engagement Webinar for WASH Pledge Signatories



Agenda

- :00 Welcome & Introductions
- :05 WASH4Work Support Program:
Working Group for Suppliers
- :30 Implementing the WASH Pledge: Steps 1&2
- :10 Knowledge Sharing: GEP
- :10 Q & A session
- :05 Schedule of Working Group Webinars 2022

WORKING
GROUP

WASH Pledge for Suppliers

WASH
4WORK

WASH Pledge for Suppliers



Opportunity:

- Develop best practice for engaging suppliers in WASH implementation
- Increasing impact of WASH via SMEs

Objectives:

- Define leading practice on how to implement WASH actions across supply chains
- Share learnings on how to engage suppliers via the WASH Pledge mechanism
- Develop support materials for suppliers' WASH Pledge implementation journey.

Scope of Work:

Phase 1 (Feb-June 2022): Understanding the support needs of suppliers who have signed the WASH Pledge

Phase 2 (July-Dec 2022):

Working Groups:

- *Defining leading practice for extending WASH actions to the supply chain, across different sectors*
- *Creating a WASH Pledge implementation engagement and support program specific to suppliers*

Working Group Schedule 2022



- Join WASH4Work working group for suppliers with specialized fee structure and engagement plan.
- Monthly webinar series focused on the 5 steps of WASH Pledge implementation.

August 17, 2022: Step 1 - Establish a baseline of understanding of current WASH situation for your company	August 17, 2022: Step 2 - Perform a self-assessment audit for your company	September 13th, 2022: Step 3 - Identify gaps and hot spots for action - define action priorities
October 11th, 2022: Step 4 & 5 - Develop and implement an improvement plan / Reporting & Disclosure	November 8th, 2022: Sharing learnings on WASH Pledge implementation across different geographies and sectors	December 2022 Identifying additional support needs

WASH PLEDGE
IMPLEMENTATION

Getting Started:
Steps 1 & 2 of WASH Pledge
Implementation Guidance

WASH
4WORK

About the WASH Pledge

WASH Pledge commitment:

By signing the Pledge, companies commit to:

- Implementing access to safe water, sanitation and hygiene at the workplace at an appropriate level of standard for all their employees in **all premises under direct company control and** within a time-frame of 3 years
- **Supporting partners across our value chains and communities that surround our workplaces**

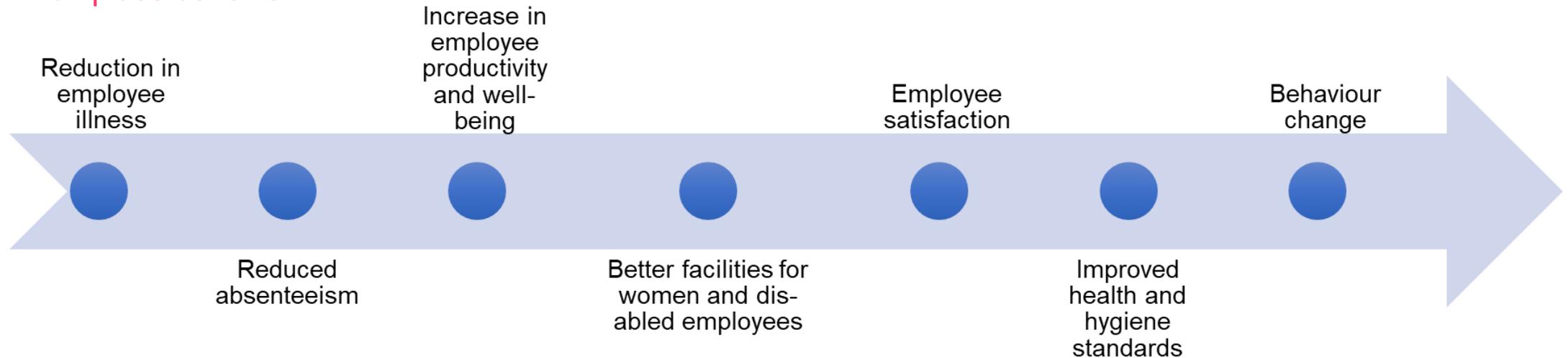
The Pledge adheres to access to WASH as per WHO standards and international best practices.

2 versions of Pledge:

- WASH Pledge 1.0 focused on WASH @ workplace
- WASH Pledge 2.0 focuses on WASH @ workplace, value chain and communities

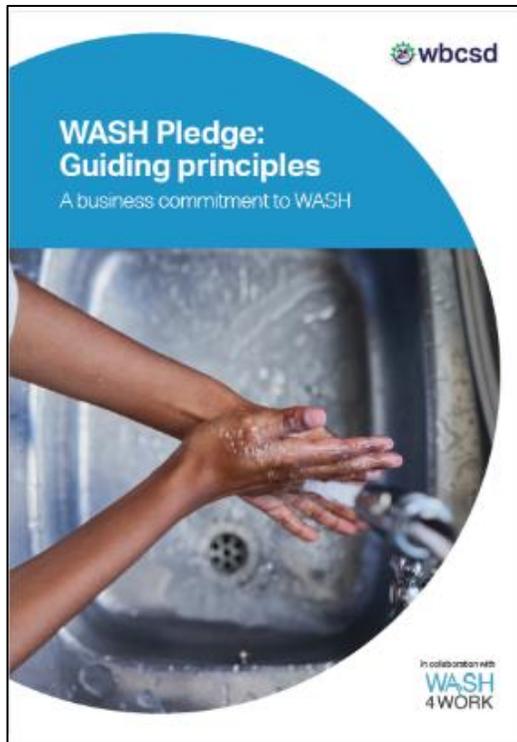
WASH Pledge Implementation Benefits

1. Workplace benefits



2. Pledge goes beyond the legal compliance to WHO standards and International best practices
3. Contribute to the Sustainable Development Goal 6: Clean Water and Sanitation (SDG 6).

Guiding Principles



- **A suggested process** to provide access to safe WASH for employees through existing water stewardship, health and safety and other internal processes.
- **Agreed points of reference** on what represents leading practice in providing access to WASH in different workplaces.
- **A tool to facilitate self- assessment** by businesses against global benchmarks.
- **Suggestions for awareness and behavioral change activities** to ensure the effectiveness of WASH interventions.
- **Examples of potential economic benefits** of improving access to safe WASH for employees.

How do I implement the WASH Pledge?



How do I get started? Step 1

- Establish a baseline of understanding of current state of WASH access in your company
- Understand global and local standards, leading practice, laws/regulations for WASH access
- Understand the current state of WASH access across operations, supply chains and communities where you operate – via enterprise wide audit
- Identify hot spots for action

Best Practice – Points of Reference

Compliance with local and national laws and regulations:

WASH provisions sufficient for the prevention of public health risks

Policies and procedures for temporary and mobile work sites, including agriculture

Policies and procedures for other work site facilities:

day care facilities, canteens, kitchens or health clinics at places of work.

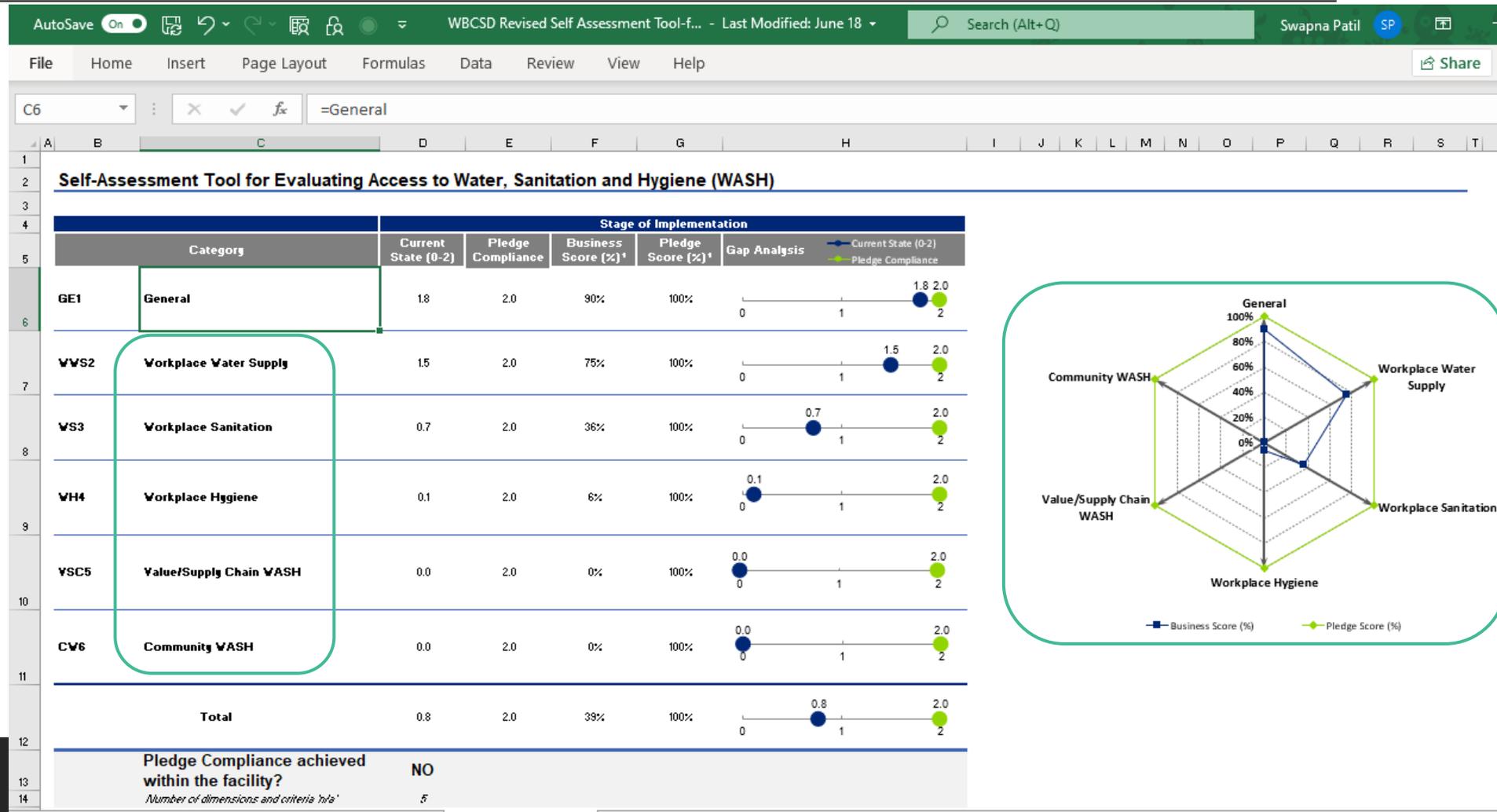
WASH monitoring mechanisms

Mechanisms to measure impact

WASH Pledge self-assessment tool

Step 2: Perform a self-assessment audit for your company

- Tool to assess **status of WASH**
- Rationale for scoring and identification of **gaps and recommendations**





Best Practice - Workplace Water Supply

- Availability of sufficient, free, physically **accessible drinking water**
- Access to safe water that **meets quality standards**
- Drinking water stations are **clean and appropriately disinfected**
- **Drinking water testing** to ensure quality and safety
- **Regular inspection**, cleaning, maintenance and conservation of water

Best Practice – Workplace Sanitation

- Access to adequate, improved and convenient **toilet facilities**
- Wastewater, drainage, toilet and urinal **waste management safety**
- Toilet and urinal **lighting and safety**
- Toilet and urinal **cleaning and maintenance**
- **Sanitary products and disposal**
- **Medical waste disposal**
- **Sanitation facilities in other areas:** childcare facilities, canteens, kitchens or health clinics





Best Practice – Workplace Hygiene & Behavior Change

- Personal hygiene and handwashing facilities
- Appropriate handwashing behavior and awareness:
- Showers and bathing facilities
- Hygiene training, WASH awareness and behavior change
- Personal protective equipment (PPE) provision
- Training for cleaning and maintenance staff
- Cleaning equipment storage
- Monitoring and reporting on water-related diseases

Best Practice – Community WASH

- **Community WASH assessment**

Level 1 – collection of community household WASH data from public reports.

Level 2 – collection of community household WASH data directly from government and community organizations.

Level 3 – collection of community household primary WASH data directly from households in the community, or from workers on their home access to WASH.

- **Community WASH action plan**

- **Develop a plan of action** in consultation with community members and workers, government and partners with WASH expertise.
- **Establish a system to monitor** its implementation efforts.

- **Environmental impact of workplace WASH operations on the community**

- Assess and address the **impact of workplace WASH practices on the local environment** and monitor its implementation efforts.

Best Practice – Supply Chain WASH

- **WASH policies for company's main value/ supply chain workplaces:**

Policies and provisions for public disclosure are in place that outline expectations for water, sanitation and hygiene in sites that are part of the value and supply chain.

- **Promote implementation and monitoring of WASH:**

If companies have WASH policies in place for their supply/value chain businesses, they also must have a **strategy in place to implement improvements.**

Companies should **promote WASH self-monitoring among their supply chain**, to measure change and progress towards identified expectations.

Further Guidance



How to use the self-assessment tool:

- Under each of these categories, there are dimensions for the company to rate their current workplace WASH conditions. Each dimension can either be “individual” or “multi-variable”.
- Using the guidelines for scoring for each dimension, companies can then rate themselves between 0–2 using the drop-down menu based on their current performance.
- For multi-variable categories, the final rating is determined by a cumulative score of the associated variables, each of which are rated as either yes = 1, no = 0 or n/a.
- After completing the assessment, the tool will generate a cumulative score for each category, an overall score and a gap analysis (See “Summary Output” tab on the tool).
- Dimensions that are rated as n/a do not affect a company’s WASH Pledge score.
- A column is provided in the tool for companies to add comments related to the scoring for internal purposes.

Once the gaps are identified, the company should identify recommendations to address the gaps and prioritize them (See Guidance on WASH at the workplace) as those that need to be addressed immediately (0–2 years), in the medium-term (3–5 years) and over the long-term (> 5 years) to improve WASH performance within operations and across the value chain.

You can find more detailed instructions under the “Cover” tab in the tool.



WASH PLEDGE
IMPLEMENTATION

Knowledge Sharing
GEP

WASH
4WORK



WASH PLEDGE INITIATIVE SUPPLIER WORKING GROUP MEETING

RESILIENT

AGILE

INTELLIGENT

NEW SOLUTIONS FOR THE NEVER NORMAL

STRATEGY | SOFTWARE | MANAGED SERVICES

GLOBAL LEADER IN PROCUREMENT AND SUPPLY CHAIN

COMPREHENSIVE, END-TO-END, UNIFIED SOLUTIONS

INDUSTRY-LEADING SOFTWARE PLATFORMS

DIGITAL TRANSFORMATION CHAMPION

TRUSTED PARTNER, STRATEGIC ADVISOR

DIVERSE BUSINESS ORGANIZATION

500+
CUSTOMERS

\$300 BN
SPEND MANAGED ANNUALLY

24
OFFICES (SUPPORTING 110+ COUNTRIES)

5,500+
EMPLOYEES

END-TO-END PROCUREMENT AND SUPPLY CHAIN SOLUTIONS

With an exclusive focus on procurement and supply chain, we have built one of the most comprehensive solution portfolios in the marketplace today comprising of strategy, managed services, and software.

STRATEGY

DIGITAL-LED TRANSFORMATION

Greater Performance, Results and Impact

MANAGED SERVICES

STRATEGIC VALUE CREATION

Cost Reduction, Effectiveness and Efficiency

SOFTWARE

NEXT-GEN BUSINESS PLATFORMS

Improved Visibility and Value, Enabled by AI and Machine Learning

RECOGNIZED BY ANALYSTS AS A GLOBAL LEADER IN PROCUREMENT AND SUPPLY CHAIN SOLUTIONS



BETTER PEOPLE. BETTER BUSINESS. BETTER PLANET

- ★ Partnership with World Economic Forum on driving a discussion on the impact of AI on sustainability, diversity, social and economic equity
- ★ EcoVadis recognition for our initiatives focused on Environmental, Labor & Human Rights, Ethics and Sustainable Procurement
- ★ “LEED-Gold” and “Green” certified delivery centers
- ★ World Business Council for Sustainable Development’s (WBCSD) Pledge for access to safe Water, Sanitation and Hygiene (WASH)
- ★ Great Place to Work® certification in nine countries across the world
- ★ Minority and Women Owned Business Enterprise (MWBE) certification in the USA

GEP IS COMMITTED TO:

- ✓ Continually **integrating sustainability and diversity** across all aspects of our business strategy and operations
- ✓ Advocating and implementing sustainability best practices to deliver **long-term benefits to our clients**
- ✓ Making **strategic sustainability investments** with measurable and high ROI
- ✓ **Developing innovative products and services** that help our clients achieve their sustainability and diversity goals
- ✓ Building a **great place to work** for people of all races, gender, ethnicity, sexual orientation, religion and abilities

GEP PLEDGE
60% REDUCTION
IN OUR CARBON FOOTPRINT
BY 2025



We believe in making meaningful contributions to the communities we are part of...



GEPSI is a social impact program that provides a platform to serve underserved and at-risk populations

Causes we support



Hunger



Education and Literacy



Health and Wellness



Environment



Women's Empowerment and Entrepreneurship



GEP - WASH pledge



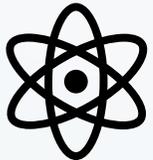
 **GEP** partners with Xylem Inc. as their Procurement services and technology provider

Xylem signs the **WASH Pledge** as part of their **2025 Sustainability Strategy**

GEP signs WASH Pledge at the request of Xylem

GEP is excited about the WASH initiative because it closely ties with...

Our core values



GEP strives to build a **Beautiful Company** through our core values, one of which is **Caring**. WASH helps GEP *care* for our employees and communities by providing them safe access to water

GEPSI Causes



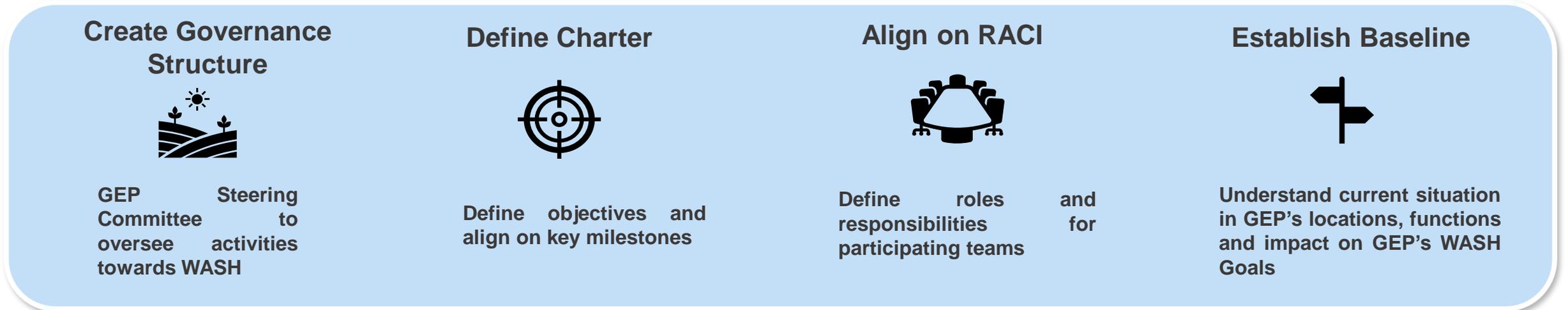
One of the causes we support through GEPSI is **Health & Wellness**. We look forward to WASH Program to extend our cause to include **Sanitation and Hygiene at not only in our Workplace but for larger community** as unclean water is often the cause of many preventable diseases

*~30% of world population lack access to clean drinking water

In 2021, GEP laid the foundational promises for owning WASH as a GEP Cause and we have been making steady progress...



In 2021, GEP laid the foundational promises for owning **WASH as a GEP Cause** and we have been making steady progress...



We viewed the whole initiative from the lens of how to improve our situation in each sphere...

Water

Safe drinking water



Safe water for personal and workplace hygiene



Drainage, vector control and water-related risks



Sanitation

Sanitary facilities



Wastewater and faecal sludge management



Solid waste management



Hygiene

Hand hygiene



Showering and bathing



Laundrying



Food hygiene



Menstrual hygiene management (MHM)



Our Journey with WASH initiative (4/5)



Central reporting system for all GEP- wide activities carried out towards WASH..

Instructions:

1. Scope - Select from the dropdown in the cell whether the Activity is a local Activity (1 office), a regional Activity (1+ offices in the same country) global Activity (offices in other countries are also participating)
2. Activity Date - Please mention the date in mm/dd/yyyy format
3. For Region, Country, Office, Group, Cause & Activity Type columns - Select from the dropdown list given in the cells
4. Please mention the Activity Name, Activity Lead, Partner Organization, Hours and No. of GEP Participants in the given columns. These fields are mandatory
5. Activity Ownership - Internal, if the Activity is conducted within GEP office and External, if the Activity is conducted outside GEP office
7. Reference the Impact Metrics tab to input the most appropriate unit on Impact Metric column.
8. Comments - Additional notes, if necessary

Activity						Questions	Date Sta	
ID	Scope	Region	Country	Office	Type 1	Type 2		
CONFIDENTIAL					Sanitation	Pathogen & Illness	Do we perform basic check for water-borne pathogens in rainy season?	
					Sanitation	Washroom Supplies	Are wet sanitation facilities maintained periodically every month?	
					Sanitation	Policies & Measures	Number of washrooms/closets per employee (Gender Split); Guide: 1 washroom per 6 employees	
					Sanitation	Washroom Facilities	Provision for washroom facilities for people with special needs	
					Sanitation	Washroom Supplies	Availability of paper as well as wet sanitation supplies	
					Sanitation	Policies & Measures	Are considerations for improved sanitation integrated into OSH policies, systems and programmes? (including considerations for toilets, MHM, wastewater/faecal sludge management and solid waste management?)	
					Sanitation	Policies & Measures	Have laws been established and enabled for improved sanitation provisions (including laws for toilets, MHM, wastewater/faecal sludge management and solid waste management?)	
					Sanitation	Policies & Measures	Have sanitation services for wastewater/faecal sludge management and solid waste management been approved? Is there a system in place for monitoring sanitation services for wastewater/faecal sludge and solid waste	
					Sanitation	Policies & Measures	Is there a system in place for training labour inspectorates on sanitation related risks, and ensuring inspections are carried out systematically?	
					Sanitation	Washroom Facilities	Are improved sanitary facilities provided that meet the requirements of national laws?	
					Sanitation	Policies & Measures	Are improved sanitary methods for wastewater/faecal sludge management in place?	
					Sanitation	Waste disposal	Is workplace waste disposed of according to prescribed laws and guidelines?	
					Sanitation	Trainings	Is information on sanitation-related risks and improved sanitation methods integrated into workplace trainings?	
					Sanitation	Policies & Measures	Is there a reliable and transparent system in place to record and report sanitation specific occurrences, incidents, diseases and accidents?	
					Sanitation	Policies & Measures	Are workplace sanitary facilities being used properly? Is there compliance with workplace rules on maintenance of sanitary facilities?	
					Sanitation	Policies & Measures	Is there compliance with workplace rules on waste disposal?	
					Sanitation	Washroom Facilities	Is active monitoring and surveillance of sanitary conditions and behaviours by workers in place?	
					Water Safety	Water source	GEP facilities and partners providing Universal Basic drinking water services - Isolation of drinking water source	
					Water Safety	Water source	Source of drinking water by facility is accordance with Government guidelines	
					Water Safety	Plumbing & drainage	Frequency of leakage, blocks and drain pipe bursts; complaints from employees	
				Water Safety	Watercooler	Water cooler maintenance and testing routine for contaminants - Microbial, Chemical, radiological, temperature		
				Water Safety	Policies & Measures	Are considerations for workplace access to water integrated into OSH policies, systems and programmes		
				Water Safety	Policies & Measures	Have laws been established and enabled for workplace water provisions (including laws for drinking water facilities, and water for personal and workplace hygiene?)		
				Water Safety	Policies & Measures	Have services for potable water provision and surveillance been approved? Is there a system in place for monitoring these services? p Yes		

We wish to promote an organizational culture towards WASH within GEP and among our communities...



GEP-Xylem Water Tower Installation



Event Date : May 2022

Partner: Xylem

Event Description : GEP and Xylem teams came together to build a water tower at a government school for girls in the interiors of Maharashtra, India.

Impact: The water tower will help provide clean, safe water access to **everyone at the school & local community**, supporting daily drinking water requirements of up to **1,800 people**.

Access to safe water is
a fundamental human
need and therefore a
basic human right
- Kofi Annan



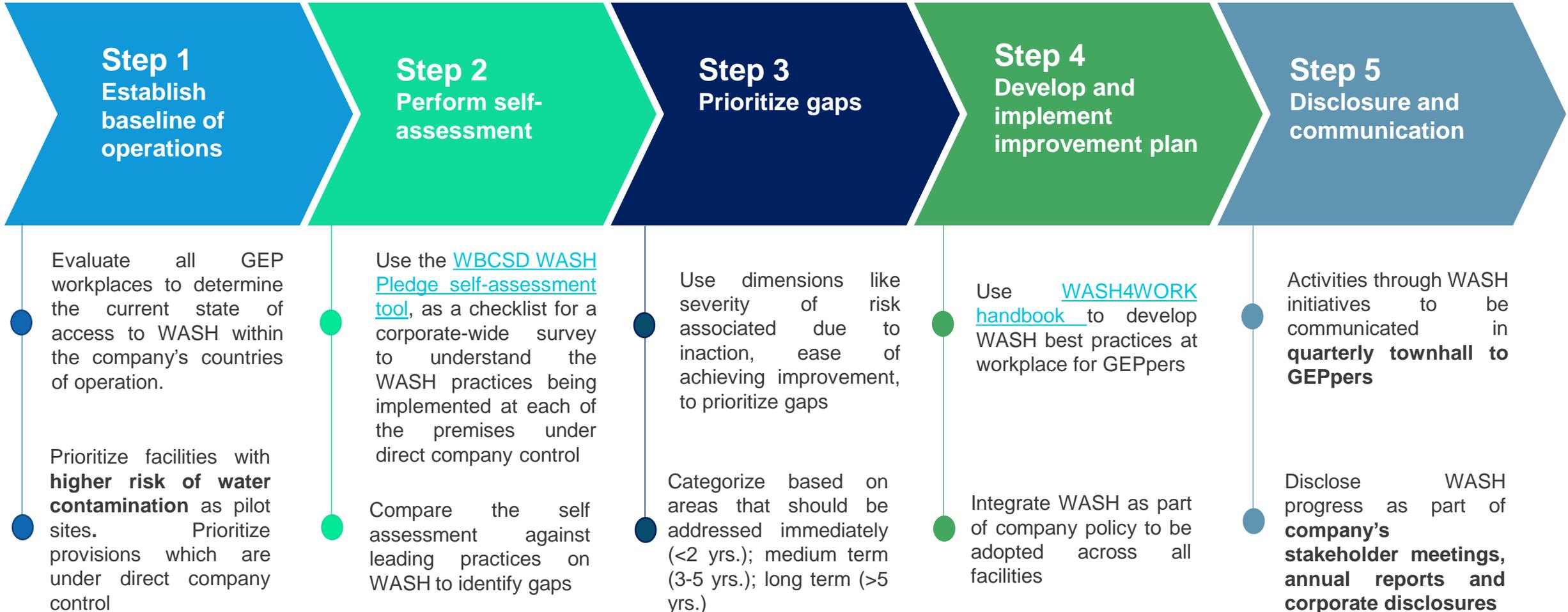


APPENDIX

Our Journey with WASH initiative ...



In 2021, GEP laid the foundational promises for owning **WASH as a GEP Cause**. Going forward, GEP will return its focus to adopt the 5-step implementation guideline recommended by WASH





GEP delivers transformative supply chain solutions that help global enterprises become more agile and resilient, operate more efficiently and effectively, gain competitive advantage, boost profitability and increase shareholder value.

Fresh thinking, innovative products, unrivaled domain expertise, smart, passionate people — this is how GEP SOFTWARE™, GEP STRATEGY™ and GEP MANAGED SERVICES™ together deliver supply chain solutions of unprecedented scale, power and effectiveness. Our customers are the world's best companies, including hundreds of Fortune 500 and Global 2000 industry leaders who rely on GEP to meet ambitious strategic, financial and operational goals.

A leader in multiple Gartner Magic Quadrants, GEP's cloud-native software and digital business platforms consistently win awards and recognition from industry analysts, research firms and media outlets, including Gartner, Forrester, IDC and Spend Matters. GEP is also regularly ranked a top supply chain consulting and strategy firm, and a leading managed services provider by ALM, Everest Group, NelsonHall, IDC, ISG and HFS, among others.

Headquartered in Clark, New Jersey, GEP has offices and operations centers across Europe, Asia, Africa and the Americas. To learn more, visit www.gep.com.



GEP SMART is an AI-powered, cloud-native software for direct and indirect procurement that offers comprehensive source-to-pay functionality in one user-friendly platform, inclusive of spend analysis, sourcing, contract management, supplier management, procure-to-pay, savings project management and savings tracking, invoicing and other related functionalities.



GEP NEXXE is a unified and comprehensive supply chain platform that provides end-to-end planning, visibility, execution and collaboration capabilities for today's complex, global supply chains.

Built on a foundation of big data, artificial intelligence and machine learning, GEP NEXXE is next-generation software that helps enterprises make supply chain a competitive advantage.

100 Walnut Avenue, Clark, NJ 07066 | P 732.382.6565 | info@gep.com www.gep.com

Clark, NJ | Austin | Chicago | Atlanta | Toronto | Mexico City | San Jose | São Paulo | Dublin | London | Amsterdam | Frankfurt | Prague | Cluj- napoca, Romania | Pretoria | Abu Dhabi | Mumbai | Hyderabad | Kuala Lumpur | Singapore | Shanghai | Dalian | Tokyo | Sydney

Copyright © 2021 GEP. All rights reserved.

WASH PLEDGE
IMPLEMENTATION

Questions & Answers

WASH
4WORK

Working Group Schedule 2022



- Join WASH4Work working group for suppliers with specialized fee structure and engagement plan.
- Monthly webinar series focused on the 5 steps of WASH Pledge implementation.

August 17, 2022: Step 1 - Establish a baseline of understanding of current WASH situation for your company	August 17, 2022: Step 2 - Perform a self-assessment audit for your company	September 13th, 2022: Step 3 - Identify gaps and hot spots for action - define action priorities
October 11th, 2022: Step 4 & 5 - Develop and implement an improvement plan / Reporting & Disclosure	November 8th, 2022: Sharing learnings on WASH Pledge implementation across different geographies and sectors	December 2022 Identifying additional support needs



wash4work.org



@WASH4Work



/in/wash4work/

WASH 4WORK

Contact: Cheryl Hicks
Senior Advisor, WASH4Work
cheryl-hicks@pacinst.org

