Engagement Webinar for WASH Pledge Signatories

17 August 2022
Agenda

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

WASH Pledge for Suppliers
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
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.

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity Description</th>
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<tbody>
<tr>
<td>August 17, 2022:</td>
<td>Step 1 - Establish a baseline of understanding of current WASH situation for your company</td>
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Getting Started: Steps 1 & 2 of WASH Pledge Implementation Guidance
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
1. Workplace benefits

- Reduction in employee illness
- Increase in employee productivity and well-being
- Reduced absenteeism
- Better facilities for women and disabled employees
- Employee satisfaction
- Improved health and hygiene standards
- Behaviour change

2. Pledge goes beyond the legal compliance to WHO standards and International best practices

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

- **Step 2** Perform self-assessment
- **Step 3** Prioritize gaps
- **Step 4** Develop and implement improvement plan
- **Step 5** Disclosure and communication

- 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

### Self-Assessment Tool for Evaluating Access to Water, Sanitation and Hygiene (WASH)

<table>
<thead>
<tr>
<th>Category</th>
<th>Current State [0-2]</th>
<th>Pledge Compliance</th>
<th>Business Score [%]</th>
<th>Pledge Score [%]</th>
<th>Gap Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>GE1 General</td>
<td>1.8</td>
<td>2.1</td>
<td>90%</td>
<td>100%</td>
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<tr>
<td>WS2 Workplace Water Supply</td>
<td>1.5</td>
<td>2.1</td>
<td>75%</td>
<td>100%</td>
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<tr>
<td>WS3 Workplace Sanitation</td>
<td>0.7</td>
<td>2.1</td>
<td>56%</td>
<td>100%</td>
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<tr>
<td>WH4 Workplace Hygiene</td>
<td>0.8</td>
<td>2.1</td>
<td>40%</td>
<td>100%</td>
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<tr>
<td>VSC9 Value/Supply Chain WASH</td>
<td>0.0</td>
<td>2.1</td>
<td>30%</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>CW8 Community WASH</td>
<td>0.0</td>
<td>2.1</td>
<td>0%</td>
<td>100%</td>
<td></td>
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</table>

**Pledge Compliance achieved within the facility? NO**

Number of dimensions and related WASH: 5
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 the 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.
WHO WE ARE: We are a global leader in procurement & supply chain solutions

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

WHO WE ARE: We are a global leader in procurement & supply chain solutions

Gartner
FORRESTER
NelsonHall
Event Group Peak Matrix
IDC
Spend Matters

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
OUR COMMITMENT TOWARDS SUSTAINABILITY AND DIVERSITY

BETTER PEOPLE. BETTER BUSINESS. BETTER PLANET

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

- 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’s commitment to sustainability and diversity, which includes: 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.
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**
Our Journey with WASH initiative (1/5)…

GEP - WASH pledge

2015
GEP partners with Xylem Inc. as their Procurement services and technology provider

2019
Xylem signs the WASH Pledge as part of their 2025 Sustainability Strategy

2021
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…

### Our Journey with WASH initiative (2/5)

**Step 1**
Establish baseline of operations

**Step 2**
Perform self-assessment

**Step 3**
Prioritize gaps

**Step 4**
Develop and implement improvement plan

**Step 5**
Disclosure and communication

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**Create Governance Structure**
- GEP Steering Committee to oversee activities towards WASH

**Define Charter**
- Define objectives and align on key milestones

**Align on RACI**
- Define roles responsibilities participating teams and for

**Establish Baseline**
- Understand current situation in GEP’s locations, functions and impact on GEP’s WASH Goals
Our Journey with WASH initiative (3/5)

We viewed the whole initiative from the lens of how to improve our situation in each sphere...
Central reporting system for all GEP-wide activities carried out towards WASH.

<table>
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<tr>
<th>Activity</th>
<th>Top 1</th>
<th>Top 2</th>
<th>Questions</th>
<th>Date Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sanitation</td>
<td>Pathogens &amp; Illnesses</td>
<td>Do we perform basic check for water-borne pathogens in rainy season?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sanitation</td>
<td>Water Supply</td>
<td>Are sanitation facilities maintained periodically every month?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Policies &amp; Measures</td>
<td>Number of water points per employee (Gender Split): (Male:Female)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sanitation</td>
<td>Facilities Use</td>
<td>Provision for sanitation facilities for people with special needs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sanitation</td>
<td>Supply</td>
<td>Availability of paper as well as water sanitation supplies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Policies &amp; Measures</td>
<td>Sanitation Policy, WASH policy, and WASH code of conduct</td>
<td></td>
<td></td>
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<tr>
<td>Sanitation</td>
<td>Policies &amp; Measures</td>
<td>Have these been established and are they effective for improving sanitation practices including waste disposal, HHM wastewater/fecal sludge management and solid waste management?</td>
<td></td>
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</tr>
<tr>
<td>Sanitation</td>
<td>Policy &amp; Measures</td>
<td>Have sanitation services for wastewater/fecal sludge management and solid waste management been approved? Is there a system in place for monitoring sanitation services for wastewater/fecal sludge and solid waste management?</td>
<td></td>
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</tr>
<tr>
<td>Sanitation</td>
<td>Policies &amp; Measures</td>
<td>Is there a system in place for training inspectors on sanitation related risks and ensuring inspections are carried out systematically?</td>
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<tr>
<td>Sanitation</td>
<td>Water Quality</td>
<td>Are there water quality standards provided that meet the requirements of national laws?</td>
<td></td>
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<tr>
<td>Sanitation</td>
<td>Policy &amp; Measures</td>
<td>Are there appropriate methods for wastewater and fecal sludge management in place?</td>
<td></td>
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<tr>
<td>Sanitation</td>
<td>Waste disposal</td>
<td>Is workplace waste disposed of according to prescribed laws and guidelines?</td>
<td></td>
<td></td>
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<tr>
<td>Sanitation</td>
<td>Training</td>
<td>Inclusion of sanitation-related risks and improved sanitation methods integrated into workplace trainings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sanitation</td>
<td>Policies &amp; Measures</td>
<td>Is there a sanitation management system in place to record and report sanitation-specific occurrences, incidents, diseases and accidents?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sanitation</td>
<td>Policies &amp; Measures</td>
<td>Are workplace sanitation facilities designed properly? Is there compliance with workplace rules on maintenance of sanitary facilities?</td>
<td></td>
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</tr>
<tr>
<td>Sanitation</td>
<td>Policy &amp; Measures</td>
<td>Is there compliance with workplace rules on waste disposal?</td>
<td></td>
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<tr>
<td>Water Safety</td>
<td>Water source</td>
<td>Is the source of drinking water facility in accordance with Government guidelines</td>
<td></td>
<td></td>
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<tr>
<td>Water Safety</td>
<td>Source of drinking water</td>
<td>Frequency of leakage, blockage and share pipe bursts; complaints from employees</td>
<td></td>
<td></td>
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<tr>
<td>Water Safety</td>
<td>Water Quality</td>
<td>Water cooler maintenance and testing criteria for contaminants: Physical, Chemical, Microbiological, radiological, temperature</td>
<td></td>
<td></td>
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<tr>
<td>Water Safety</td>
<td>Policies &amp; Measures</td>
<td>Are considerations for workplace access to water integrated into GEM policy, systems and procedures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Water Safety</td>
<td>Policies &amp; Measures</td>
<td>Has there been establishment and maintenance of workplace water facilities, including taps for drinking water facilities, and water for personal and workplace hygiene?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Water Safety</td>
<td>Policies &amp; Measures</td>
<td>Has there been an assessment and audit for workplace water resources, including faeces for drinking water facilities, and water for personal and workplace hygiene?</td>
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Our Journey with WASH initiative (5/5)…

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
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:

**Step 1** Establish baseline of operations
- Evaluate all GEP workplaces to determine the current state of access to WASH within the company’s countries of operation.
- Prioritize facilities with **higher risk of water contamination** as pilot sites. Prioritize provisions which are under direct company control.

**Step 2** Perform self-assessment
- Use the [WBCSD WASH Pledge self-assessment tool](#), as a checklist for a corporate-wide survey to understand the WASH practices being implemented at each of the premises under direct company control.
- Compare the self-assessment against leading practices on WASH to identify gaps.

**Step 3** Prioritize gaps
- Use dimensions like severity of risk associated due to inaction, ease of achieving improvement, to prioritize gaps.
- Categorize based on areas that should be addressed immediately (<2 yrs.); medium term (3-5 yrs.); long term (>5 yrs.).

**Step 4** Develop and implement improvement plan
- Use the [WASH4WORK handbook](#) to develop WASH best practices at workplace for GEPpers.
- Integrate WASH as part of company policy to be adopted across all facilities.

**Step 5** Disclosure and communication
- Activities through WASH initiatives to be communicated in quarterly townhall to GEPpers.
- Disclose WASH progress as part of company’s stakeholder meetings, annual reports and corporate disclosures.
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.
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.

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