

General

Period covered by your Communication on Progress (COP)

From: August 2012

To: August 2013

Statement of continued support by the Chief Executive Officer (CEO)

Please provide a statement of your company's chief executive expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles (Please include name and title of the chief executive at the bottom of the statement).

23 August 2012

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that Skylink Arabia/SKA Group supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Skylink Arabia/SKA will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the Global Compact, and *annually* thereafter according to the Global Compact COP policy.

Sincerely yours,

Mike Douglas
President & CEO

Human Rights Principles

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses

Assessment, Policy and Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment).
Description of policies, public commitments and company goals on Human Rights.

Skylink Arabia/SKA support UN on all the policy which relates to human rights established globally. We follow and are guided by the UN on this section.

Implementation

Description of concrete actions to implement Human Rights policies, reduce Human Rights risks and respond to Human Rights violations.

1. We will include this in our HR Handbook and will communicate this in our induction program.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

1. We will do a yearly employee survey to gauge their understanding.

Labour Principles

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

1. All employees are encouraged to voice their opinion and graveness to their immediate supervisor or to HR Department.
2. All issues are taken seriously and a domestic enquire is conducted to address no 1.
3. We are abiding by the local law (Dubai) that we cannot employ minors.

Implementation

Description of concrete actions taken by your company to implement labour policies, reduce labour risks and respond to labour violations.

1. It is implemented in our HR Handbook.
2. It is as per the JAFZA labor law

Measurement of outcomes

Description of how the company monitors and evaluates performance.

1. **Checked by the JAFZA authorities.**

Environmental Principles

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection

1. It is incorporated into our Safety, Health and Environmental Policy signed by CEO

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents

1. **Will include this in our website.**
2. **Notice in our office.**
3. **We plan to have KPIs in 2013**

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance

1. Not implemented yet

Anti-Corruption Principles

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

Assessment, Policy and Goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment).

Description of policies, public commitments and company goals on anti-corruption.

1. It is in our company policy and HR Handbook

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to incidents.

1. Management go through anti-corruption test.

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

1. Communicated and reminded through briefing.