

# Neekan Agro

Private Limited

## Communication on Progress

**Year:** 2009-2010

**You can give a brief executive summary of your company and its mission and objectives, its subsidiaries and financial performance.**

"Neekan Group" Companies is a multi-facet business group which is involved into Food Products, Herbal Products, Herbal Cosmetics, Management Consulting, and Business & Retail Travels and Information Technology. Neekan Group is a US\$ 16 million corporation. It is anchored by an extraordinary force of 165 employees.

"Neekan Agro Private Limited" (previously Shri Sainath Confectionery Industries) is the flagship company of the group. As a company Neekan Agro is involved in the manufacturing, trading, Import & Export of Agro & Agro allied products. Neekan Agro deals in Confectionery Products namely Hard Boiled Sugar Candies, Soft Boil Toffees, Lollipops, Chocolates, Chewing Gums, Biscuits, and Wafer Biscuits.

The future range of products that Neekan Agro is intended to produce & market under their brand name are Fruit Juices, Fruit Drinks, Jellies, Bread, Cakes, Buns, Chicory, Wheat Flour & Related Products, Vermicelli, Coffee, Tea, Cocoa, Sugar, Rice, Honey, Ketchup & Sauces, Spices, Pickles, Pulses & Products made from pulses, Wafers (Potato Chips), Rice Puffs, and Namkeens & Mixtures.

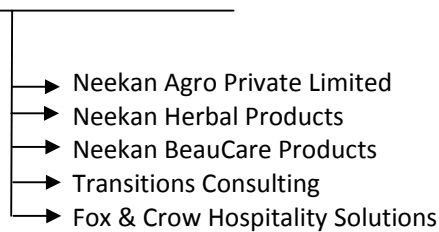
We have a strong distribution network across the states of India. As our international operations we have expanded our arms in countries such as United Kingdom, United Arab Emirates, Nigeria, Namibia, Sudan, Sri Lanka, Nepal, Bangladesh, Pakistan, Turkey, Egypt and many other countries. We feel proud in saying that we bring smiles on faces of millions of children worldwide through our confectionery products.

Over 60 per cent of the Group's revenues flow from its FMCG Companies & Consulting operations. The Group operates in countries such as United Kingdom, United Arab Emirates, Nigeria, Namibia, Sudan, Sri Lanka, Nepal, Bangladesh, Pakistan, Turkey, Egypt and many other countries.

Rock solid in fundamentals, the Neekan Group nurtures a culture where success does not come in the way of the need to keep learning afresh, to keep experimenting.

### Group Structure

#### Neekan Ventures, LLP



## **Commitment Statement by CMD:**

As being responsible for a food manufacturing & trading company, we are committed & we believe in contributing positively to the communities in which we operate. Illustrated by our mutuality principle & support to UNGC values, our aim is to return a fair benefit to our local and national communities, increasing their prosperity and quality of life as we benefit from partnership with them and reducing the corruption by providing quality product to reach the masses, being an environment friendly organization etc..

We depend completely on the strength of our relationships, and we believe we will only achieve the best results as a company if we are unselfish in these relationships and give a fair return. On this basis, we try to act as a good corporate citizen in the communities in which we live and work at all times.

Neekan aspires to be a leader in creating a healthier environment, making a significant contribution to the promotion of a healthy lifestyle through our products - both existing and new- and our business behavior which aims to ensure responsible consumption of our brands.

Food manufacturers have a role to play in creating a healthier environment and promoting healthy lifestyles and we are committed to doing our part.



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January 04, 2011

Kanav Arora (Managing Director)

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|                                     | <b>Global Compact Principle</b>  | <b>Commitment/ Policies, Action Taken &amp; Impact Achieved and/or Plans for the upcoming Year</b>  |
|-------------------------------------|--|---|
| <input checked="" type="checkbox"/> | <b>1:</b> Businesses should support and respect the protection of internationally proclaimed human rights;                         | <p><b><u>Commitment/ Policies</u></b></p> <p><b><u>Action Taken</u></b></p> <p><b><u>Outcomes</u></b></p> <p><b><u>Plans for the Upcoming Year</u></b></p>  |
| <input type="checkbox"/>            | <b>2:</b> and make sure that they are not complicit in human rights abuses.  | <p><b><u>Commitment/ Policies</u></b> : At our business associates/partners i.e. production units &amp; distribution channel, we ensure that the employees are being paid as per the commitments made to them for ensuring human conditions &amp; good standard of life.</p> <p><b><u>Action Taken</u></b> : Ensured all the sales team that we have is on our payroll not on third party payroll, ensured timely salaries. For the people at Production Units, they are provided with complete facilities under minimum wages &amp; necessary facilities &amp; safe environment to work.</p> <p><b><u>Outcomes</u></b> : Got stability in the family, seen the low health issues as consuming and living in good standards. Working under control environment at factories the confidence is much higher and loyalty for the organization is high, hence low manpower turnover.</p> <p><b><u>Plans for the Upcoming Year</u></b> : Ensuring further improvements and much more stability, ensuring and giving reasons to employees to stay with us till they retire.</p> |
| <input type="checkbox"/>            | <b>3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; | <p><b><u>Commitment/ Policies</u></b></p> <p><b><u>Action Taken</u></b></p> <p><b><u>Outcomes</u></b></p> <p><b><u>Plans for the Upcoming Year</u></b></p>  |

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|--------------------------|--|---|
| <input type="checkbox"/> | <p><b>4:</b> the elimination of all forms of forced and compulsory labour;</p>                   | <p><b><u>Commitment/ Policies</u></b></p> <p><b><u>Action Taken</u></b></p> <p><b><u>Outcomes</u></b></p> <p><b><u>Plans for the Upcoming Year</u></b></p>  |
| <input type="checkbox"/> | <p><b>5:</b> the effective abolition of child labour;</p>  | <p><b><u>Commitment/ Policies</u></b> : Not to work, associate or even employ child labour.</p> <p><b><u>Action Taken</u></b> ; We formed a team and conducted a report on all 28 associated Production Units, we ensured that any of them if employees labour below age 18 years either should immediately change the process and make the Age of 18 Yrs mandatory or we have broken our ties with them and lifted all the business that we were offering and ensured the proper complaints filed in the requisite authorities.</p> <p><b><u>Outcomes</u></b> : We are happy that we are working with companies now only 6 units who are ready to follow principles that we believe in and the unit we broken ties most of them the small timers got shut down and rest planning to make sure to work with our policies &amp; requirements.</p> <p><b><u>Plans for the Upcoming Year</u></b> : Plan to ensure that children are being given proper education and going to tie up with certain NGO's to support us on the same.</p> |
| <input type="checkbox"/> | <p><b>6:</b> and the elimination of discrimination in respect of employment and occupation.</p>  | <p><b><u>Commitment/ Policies</u></b></p> <p><b><u>Action Taken</u></b></p> <p><b><u>Outcomes</u></b></p> <p><b><u>Plans for the Upcoming Year</u></b></p>  |
| <input type="checkbox"/> | <p><b>7:</b> Businesses should support a precautionary approach to environmental challenges;</p> | <p><b><u>Commitment/ Policies</u></b></p> <p><b><u>Action Taken</u></b></p> <p><b><u>Outcomes</u></b></p> <p><b><u>Plans for the Upcoming Year</u></b> : working towards launching the product range that are Eco Friendly, Bio Degradable &amp; Healthy.</p>   |

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|--------------------------|---|--|
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| <input type="checkbox"/> | <b>8:</b> undertake initiatives to promote greater environmental responsibility;                    | <u><b>Commitment/ Policies</b></u><br><u><b>Action Taken</b></u><br><u><b>Outcomes</b></u><br><u><b>Plans for the Upcoming Year</b></u>  |
| <input type="checkbox"/> | <b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.     | <u><b>Commitment/ Policies</b></u><br><u><b>Action Taken</b></u><br><u><b>Outcomes</b></u><br><u><b>Plans for the Upcoming Year</b></u>  |
| <input type="checkbox"/> | <b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery. | <u><b>Commitment/ Policies</b></u> : We are going to do 100% legitimate business and never be involved in any kind of business activity where we end up helping corruption, black money or money laundering activities to take place.<br><u><b>Action Taken</b></u> : We have converted our selves in to Limited Liability Company, and changed our Distribution Channel Policies. 100% transparent process for Govt to view.<br><u><b>Outcomes</b></u> we are only working with 100% legitimate business partners<br><u><b>Plans for the Upcoming Year</b></u> : Going to grow the same and keep working towards the policy we opted. |