

To our stakeholders:

I am pleased to confirm that Golden Falcon Foundation And Research Center reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

In this annual Communication on Progress we describe our actions to continually improve the intergration of the Global Comapct and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Yours sincerely

Sanjay bhushan
president and founder

Human Rights**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.
- Actively supports the Universal Declaration of Human Rights. We will not carry out business with any countries or regimes where flagrant human rights abuses are known e.g. torture, politically motivated disappearances etc.

Has a Dignity at Work Policy and is committed to ensuring that all our employees are treated fairly and with respect.

In the coming year we will work with our significant supply chain partners to see if they are signatories to the Global Compact and if they are not to actively encourage them to support and join the Compact.

- **Implementation**
- Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.
- Has a Grievance Procedure in place and offers mediation to staff at work as a first stage resolution to any problems experienced in the work place.

Where there are changes within the organisation extensive consultaion exercises are run to ensure staff are involved in the process.

We have a range of Human Resources policies which reflect pro-active stance on human rights including our Dignity at Work Policy, Equal Opportunities Policy and Flexible Working Policy.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

- In the past year has not been subject to any investigations, legal cases or incidents involving Human Rights violations.

Labour

- 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.
- Supports the ILO Core Conventions and will not do business with any organisation who uses forced or child labour.

Employees are issued with a contract of employment which clearly states their terms and conditions including pay rates and overtime pay arrangements. All staff are issued with a Company Handbook which includes information on standard terms and conditions of employment, company benefits, company rules, grievance and disciplinary procedures.

- **Implementation**

- Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.
- consults with staff on a continuous basis - each year we hold a Company Review Day which everyone attends and where the MD does a re-cap on the past year, appraising staff of what we have achieved, where we are going and thanking individuals who have made a specific contribution.

Has a range of HR Policies which support best practice in terms of labour and employment including Equal Opportunities Policy, Appraisal Procedure and Flexible Working Policy.

- Measurement of outcomes
- Description of how the company monitors and evaluates performance.

- At the most senior level there are 4 female managers and 12 male managers with a range of ages across the spectrum. works in areas which are by their nature quite male dominated e.g. construction, but this in no way reflects our approach to encouraging and promoting staff within the organisation.

We run annual appraisals each year to identify personal development needs and training requirements and these are actioned where ever financially possible.

Has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles.

Environment

- 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.
- has a Sustainability Policy based on the WWF One Planet Action template. We also have a separate Environmental Policy and a specific Policy on Sustainable Management of Live Events.

In the coming year main environmental targets are:

Increasing our percentage of recyclable waste
Reducing our fuel costs across the business (used for transportation of goods) by 10%

- Implementation
- Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.
- has a Green Team who promote environmental initiatives. We have provided training in waste separation and recycling to our staff.

At our HQ offices we have motion sensitive lighting throughout our offices and in our warehouse to reduce energy costs. We also have a building management system which centrally controls heating and air handling.

Health & Safety Manager is responsible for environmental protection within Stage Electrics.

- Measurement of outcomes
- Description of how the company monitors and evaluates environmental performance.
- has not had any environmental incidents within the last year and has not been subject to any statutory notices or prosecutions.

We do have processes in place to prevent accidental release e.g. bunded fuel tanks, spill kits going out with temporary ice rinks etc. but so far there have been no significant issues.

Anti-Corruption

- **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.
- senior management team has received a briefing on the Bribery Act and we will not participate in any corruption, bribery or extortion. supports the UN Convention Against Corruption and we will not operate in countries or with organisations who are corrupt.
- **Implementation**
-
- Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.
- Training has been limited to senior management and our Export Sales Business Development Manager at the current time.

The Financial Director is ultimately responsible for anti-corruption within Stage Electrics.

- Measurement of outcomes
- Description of how the company monitors and evaluates anti-corruption performance.
- Statement of continued support by the Chief Executive Officer
- Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

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We have a range of Human Resources policies which reflect Stage Electrics proactive stance on human rights including our Dignity at Work Policy, Equal Opportunities Policy and Flexible Working Policy.

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In the coming year as our goals expand will investigate all countries and organization we are working with to ensure their integrity.

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