Communication on Progress (COP)

United Nations Global Compact

Period covered December 2014 - December 2015

Date: 05.01.2016

To our stakeholders

I am pleased to confirm that Maldicore Group Pvt Ltd attire enunciate its support of the ten principles of the United Nation Global Compact in the areas of human rights, labour, environment and anti corruption.

In this annual Communication on Progress (COP), we describe our actions to undertaken to improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our formal channels of communication.

Sincerely

Yusuf Abdulla Shunan
Managing Director

HUMAN RIGHTS

Assessment, policy and goals
- Maldicore supports and respects the UDHR
- We believe that people treated right are more efficient, motivated with a positive vibe.
- We strives to fulfill all principles of UDHR throughout the Maldicore culture and specially via dialog and communication, we will make sure our staff and clients understands the importance of supporting and respecting the UDHR

Implementation
- Maldicore had no written code of conduct (COC), so Maldicore created our COC and presented it to staff and frequent clients
- Maldicore's staff and clients are informed of the benefits they can achieve by treating each other in a proper and respectful way, and how this in the end can create better profit and relationships
- The staff are provided with a checklist. The checklist was developed to help the staff in order follow and adhere to the COC
- Human Rights is well accepted and wildly known to each and every one, more importantly it is understood by everyone within Maldicore

Measurement of outcome
- After dialog with staff and implementation of the code of conduct, we have created an understanding of the importance of supporting and respecting UDHR
- This has resulted in a stronger and closer relationship within Maldicore and with the Staff & even with Clients by building trust

LABOUR

Assessment, policy and goals
- Maldicore supports and respects the ILO declaration of fundamental principles and right of work
- We strive to implement the principles within the Culture of Maldives in order to create better working conditions for all employees
- Maldicore's goal is, through communication and cooperation, to achieve the SA8000 standards in practice
- There are certain challenges since these concept/principals are fairly new to Maldives. This makes it difficult to monitor the labour standards in practice, though we strive to monitor the standards step by step that suit Maldive's culture and understanding

Implementation
- The staff have already monitored some of the standards, such as arranging management systems whereby social compliance is to be handled, explained and ensures. Training and tools has been given to the staff regarding UN global compact principles in practice
- As a part of Maldicore training and development program, an ongoing program is to be developed with training material in order to ensure social compliance in practice

Measurement of outcome
- Important steps are underway so in 2016 throughout Maldicore implementation of most of the principles will be finalized, to lives up to the SA8000 standards
- On regular basis there are check up on the staff conditions, and furthermore when the full implementation is ready, we plan that the process of checking and auditing these conditions to be outsourced.

ENVIRONMENT

Assessment, policy and goals
- Maldicore is in harmony for best practices when it comes to the environment. We value the responsibility at heart and there is a general understand to contribute in the minimizing impacts on environment by our actions.
- Maldicore encourage all staff to follow by the below checklist in an effort to take environmental factors seriously:
  - Reduce waste and emissions wherever applicable
  - Complete paperless office with cloud-computing based data storing and sharing
  - Implement environmentally friendly technologies
  - Contribute to as much recycling as possible
- Our long-term goal is that all staff achieve a certificate equally to international standards
- Since Maldicore core business is in helping clients IT automation, we communicate the same factors to our clients

Implementation

- Maldicore has moved all paper related storage to the cloud-computing and made compulsory for all staff to use the company portal and to think twice before printing.
- During 2015 Maldicore have achieved 70% paperless office setup with all office connected via the corporate portal, and access to documents from home and elsewhere for better social impacts for the staff and their families.

Measurement of outcome

- During 2016 Maldicore expect to have 100% paperless office setup with all office connected via the corporate portal, and access to documents from home and elsewhere for better social impacts for the staff and their families.

ANTI-CORRUPTION

Assessment, policy and goals

- Maldicore does not accept corruption, and bribes must not be offered, accepted, promised, benefitted from or demanded.
- Anti-Corruption is a core part of our COC.
- Any knowledge of bribery or attempt of bribery must be reported to Maldicore, with immediate action to find a proper solution to the problem.

Implementation

- Based on the fact that corruption in Maldives is common, we strive to secure Maldicore's culture against corruption, and at the moment we are trying to outsource our systematic auditing.
- Currently it is our managers that make systematic auditing

Measurement of outcome

- Regular visits, both planned and random, by managers, we put a big effort into preventing any kind of corruption that might take place.
- This effort will be strengthened when the systematically auditing will be outsourced.