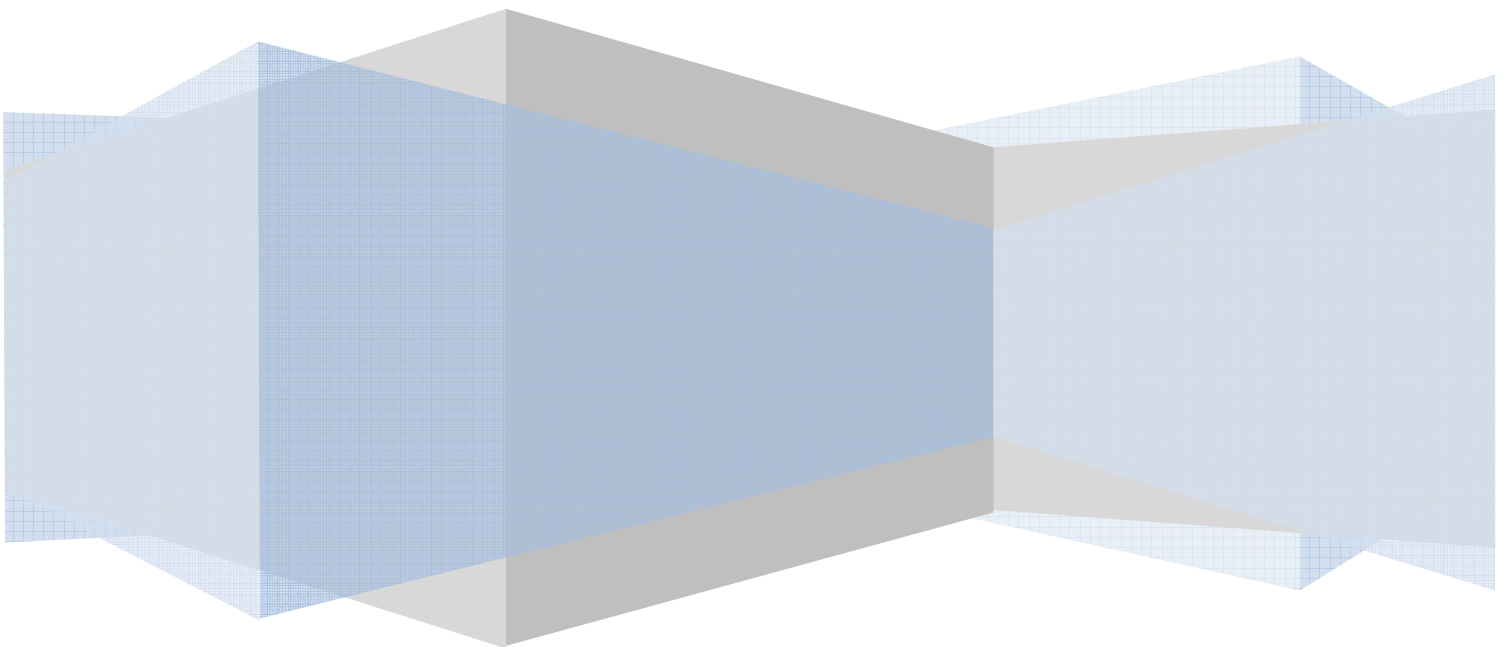


# United Nations Global Compact Communication Progress.

2016



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## Statement of continued support by the Chief Executive Officer

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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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March 23, 2016

Dear Stakeholders,

I am pleased to confirm that ARTERIA Technologies Pvt Ltd, Incorporated ("ARTERIA") supports the ten principles of the United Nations Global Compact with respect to human rights, labor, environment and anti-corruption. With this communication, we express our support for the advancement of these principles within ARTERIA's sphere of influence. We commit to making the United Nations Global Compact and its principles part of the strategy, culture and day-to-day operations at ARTERIA and undertake to make a clear statement of this commitment to our stakeholders and to the general public.

We recognize that a key requirement for participation in the United Nations 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 will make public our annual progress according to the Global Compact COP policy.

Sincerely,

Sriram Kanuri  
Chief Executive Officer

<https://www.youtube.com/watch?v=RESkYf0v0XM>

## Human Rights

### Assessment, policy and goals

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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.

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- As part of ARTERIA's Code of Business Conduct for Employees and Code of Ethics for Senior Management and the Board, each published on our website, it is the policy of ARTERIA that each of our employees, including senior officers and Board shall be accountable for, among others, complying with federal, state, and local laws applicable to ARTERIA as well as those of private and public regulatory agencies. ARTERIA's Code of Business Conduct for Employees further requires all employees to proactively promote ethical behaviour among subordinates and peers, and to promptly report of any violations internally.

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Furthermore, ARTERIA's Supplier / Vendors/Customers Standard Terms and Conditions, published on our website, require ARTERIA's Stakeholders including Employees to agree to ARTERIA's Code of Conduct, also published on our website. ARTERIA's Code of Conduct requires that company comply with applicable employment, health and safety standards and provide a safe and healthy working environment for its employees.

<http://arteriatech.info/integrity/>

### Implementation

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

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- ARTERIA has implemented a Whistleblower Reporting Policy to prevent human rights violations at our operations. ARTERIA continues to provide telephone hotline, Intranet and mailbox channels to employees for reporting of suspected violations of our company's ethics, governance and Human Rights policies. All reports are kept confidential and are investigated by ARTERIA's Senior Management Ethics Team.

<http://arteriatech.info/quality/>

### Measurement of outcomes

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Description of how the company monitors and evaluates performance.

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- ARTERIA's Senior Management Ethics Team investigates all Whistleblower Policy program grievances. Depending on the grievance filed the Audit Committee and/or the Nominating and Governance Committee is provided, at regular intervals, with a report on messages received and the results of any investigation.
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All ARTERIA Stakeholders including Employees are expected to meet the standards of conduct expressed in the Code of Conduct. All Stakeholders including Employees must sign the Compliance Certificate and are subject to audit by ARTERIA to ensure compliance with these standards. Any failure to sign the Compliance Certificate or material non-compliance with the Employee / Customer Code of Conduct will constitute a breach of any contract or agreement between ARTERIA and the employees/Customer, and may result in corrective action up to and including termination of the contract or agreement or Offer.

## Labour

### Assessment, policy and goals

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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.

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- ARTERIA is committed to ensuring our Responsible Business policies, which includes our Code of Business Conduct for Employees, Code of Ethics for Senior Management and the Board and the Customer Code of Conduct and Statement on Human Rights are upheld across our company. Our policies reflect the UNGC Labor Principles, and are available for public review on our corporate website.
- Each employee benefits from an annual & Quarterly ARTERIA "Performance Management." This ensures regular performance reviews, clear targets for the year ahead and compensation programs that link pay to measurable individual and business goals. Further detail on employee benefits and compensation are available on our corporate website

### Implementation

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

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- ARTERIA's policy outlines measures taken to implement labour practices. Examples of these measures are provided below – please visit our Website.

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- ARTERIA has health and safety committees comprising site managers and plant operations personnel to support a positive and safe workplace.
  - The "Safety Kaizen" suggestion program is designed to improve safety performance.
  - ARTERIA will continue to evolve our policies and practices, aiming to further improve our performance in health and safety. For example, a minimum standard of activities in the field of workplace health promotion is under development for release in FY2016.
  - In 2013, ARTERIA's Executive Committee approved a formal strategy to improve diversity and inclusion across our global workforce.
  - In FY2014, we formally launched an initiative focused on attracting and developing top female talent: the ARTERIA Women's Network. Our goal is to fill 25 percent of all openings at the manager level and above with women.
  - Whistleblower / Grievance Reporting Policy: ARTERIA continues to provide a telephone hotline, Intranet and mailbox channels to employees for reporting of suspected violations of our company's ethics, governance and Human Rights policies.
  - We promise to act in accordance with labour laws and respect the freedom of association. We do not employ underage workers.
  - We do not force employees to work against their will, and not discriminate employees due to the nationality, color, age, gender, sex orientation, race, disability, pregnancy, religion, political affiliation, union membership, marriage condition. We protect and respect the rights of humans.
  - We establish communication between the employees, suppliers and related parties to declare the company's labour policies.
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## Measurement of outcomes

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Description of how the company monitors and evaluates performance.

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- Performance on labor policies and goals, including employee diversity factors, is listed in the "Website"
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ARTERIA reserves the right to inspect Stakeholders including Employees and Vendors, facilities to, among others, verify compliance with the Code of Conduct.

## Environment

### Assessment, policy and goals

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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.

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- At ARTERIA, we strive for continual improvement in critical factors that impact the global environment, and our policies and actions are aligned with the UNGC Environmental Principles. In all of our manufacturing operations, we are actively engaged in ongoing efforts to reduce carbon emissions, conserve and protect water supplies, curb energy usage and lower the amount of waste we generate. Our environmental policy is available for public review on our corporate website. Further detail on ARTERIA's environmental policies, goals, and progress is going on.
- Arteria Technologies has committed to that employee's working place, working management, ethical rules and environment protection complying with applicable laws and regulations and taking this as our business culture. We assure that the employees and suppliers get the related information conveniently and the services provided to our customers satisfy the request by relevant laws.
- As a good corporate citizen, we, Arteria Technologies promises to consistently perform the following policy in business operations, and invites our suppliers and subcontractors to adopt, support and apply it in their area.
  - To comply with laws and regulations.
  - To provide employees with a healthy and safe working place.
  - To minimize the effects on the environment meanwhile protect it.
  - To keep good faith business and create the company value and enhance the interests of shareholders.
  - To encourage the employees engaged in the development of community

### Implementation



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



- ARTERIA is committed to continual improvement in environmental performance. Our corporate environmental policy also includes provisions that set worldwide standards for operations at all ARTERIA facilities and Stakeholders including Employees.

Further detail on ARTERIA's environmental standards for operations and Stakeholders including Employees is available on our corporate website,

ARTERIA is always looking for ways to reduce the environmental by reducing e-waste . and spreading environmental awareness by organising and participating in sapling activities at regular intervals.





## Measurement of outcomes

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Description of how the company monitors and evaluates environmental performance.

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- ARTERIA's environmental policy mandates that we:
    - Ensure our activities, products and operations are in compliance with all applicable federal, state and local environmental laws, and other requirements to which we subscribe;
    - Conduct our operations in a manner that is committed to prevention of pollution, conservation of resources, careful handling of hazardous substances and promotion of environmental responsibility;
    - Review our environmental procedures periodically and set objectives and targets that minimize negative environmental impact and lead to continuous improvement; and
    - Communicate our environmental commitments to all persons working for or on behalf of ARTERIA and to our customers.
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Through ARTERIA's annual risk inventory and assessment, environmental risks and opportunities are identified, and risk control measures are implemented (e.g., monitoring of key performance indicators). Additional information on ARTERIA's environmental policy and risk management are available in the "Compliance and Standards" section of the website.

## Anti-Corruption

### Assessment, policy and goals

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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.

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- ARTERIA supports the UNGC Principles on Anti-Corruption, as reflected in our Code of Business Conduct for Employees, published on our website. It is the policy of ARTERIA that each of our employees, including senior officers and Board shall be accountable for, among others, complying with federal, state, and local laws applicable to ARTERIA as well as those of private and public regulatory agencies. ARTERIA's Code of Business Conduct for Employees further requires all employees to proactively promote ethical behaviour among subordinates and peers, and to promptly report of any violations internally.

## Implementation

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- Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.
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- ARTERIA is committed to fostering an environment of compliance and has established outlets for employees to voice any concerns. ARTERIA's Whistleblower Policy, published on our corporate website, provides all the information necessary to report suspected violations of the Code of Business Conduct for Employees, including those violations associated with corruption.
  - ARTERIA conducts regular employee ethics and compliance trainings which include awareness training on anti-corruption principles.
  - **It is not acceptable for any employee of Arteria (or someone on his / her behalf) to**
    - give, promise to give, or offer, a payment, gift or hospitality to a government official, agent or representative to "facilitate" or expedite a routine procedure
    - accept payment from a third party that you know or suspect is offered with the expectation that it will obtain a business advantage for them
    - Threaten or retaliate against, another employee who has refused to commit a bribery offence or who has raised concerns under this Policy
    - engage in any activity that might lead to a breach of this policy.

## Measurement of outcomes

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- Description of how the company monitors and evaluates anti-corruption performance.
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- ARTERIA's Senior Management Ethics Team investigates all Whistleblower Policy program grievances. Depending on the grievance filed the Audit Committee and/or the Nominating and Governance Committee of the Board of Directors is provided, at regular intervals, with a report on messages received and the results of any investigation.
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## About Arteria Lifestyle :

<https://www.youtube.com/watch?v=D8ICZWg1AKM&feature=youtu.be>