

Communications on Progress

For the United Nations Global Compact



Santane Ltd

Year 2016

UN Global Compact

Communication on Progress 2016

About Santane Ltd

SANTANE is an independent Technical Consulting, Technological & Resourcing Solutions Company with headquarters in Edinburgh, the capital city of Scotland, United Kingdom. Our operations are spread globally and provide core expertise in Engineering Services and Technical/Technological Solutions for Energy, Marine, Oil & Gas, Automotive and Engineering Sectors. We also provide Specialist Recruitment Solutions, Recruitment Process Outsourcing (RPO) and Training Solutions to our customers as part of our value added services model delivery.

The Company's vision is to offer and deliver value based and value added integrated Engineering Services of highest quality consistently across all geographical parts of the world by 2020. The Company's mission is to become the world's most useful Engineering, Technological and HR Consulting company known to clients, service users, staff, candidates and other stakeholders for its excellent and fit for purpose services, competitive prices, value addition and innovative solutions.



For more information visit www.santane.co.uk

Santane's UNGC Communication on Progress 2016 report covers the performance for the period January 2016 to December 2016, unless otherwise mentioned.

Statement of Continued Support

July 12, 2017

To our stakeholders:

I am pleased to confirm that **Santane Ltd** 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 integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

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,



Reena Koul
Director

Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses are not complicit in human rights abuses.

Assessment, Policy and Goals

Santane is committed to respecting the rights of all its employees, customers, and the society at large. Our Policies, Code of Conduct, and Principles emphasises our commitment to comply with the conventions and recommendations of the International Labour Organisation (ILO). The safety of its employees is a matter of top priority for Santane.

We are committed to a strict adherence towards zero tolerance for human rights violation. Our Equality and discrimination policy always strives to be fair and objective in our advice and actions, and we are never influenced in our decisions, actions or recommendations by issues of gender, race, creed, colour, age or personal disability. Santane prohibits any form of harassment, including sexual harassment at the work place.

Our Whistle-blower policy assists the employees to bring forth any violations of human rights or other policies of Santane.

Implementation

Santane's Business Code of Conduct Policy and the Whistle-blower policy are an integral part of employee induction and training. The employees are made aware of the modes and methods of reporting grievances at the beginning of starting their employment with us. The HR and the management team are open to discuss any issue any time with the employees. This open and transparent systems brings air of confidence in the employees and they know that their voice will be heard. We take strict actions for any harassment including verbal, sexual or psychological harassment, abuse or threats.

Santane's policies are equally important for the customers and a regular feedback assists us in this pursuit. Regular feedback forms, Quarterly management meets are regular engagement modes to report any concerns.

Measurement of outcomes

Santane keeps a record of the complaints for Human Rights violation and reviews it quarterly.

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

Santane respects and believes in the ideologies and recommendations put forth by the International Program on the Elimination of Child Labour (IPEC) and Indo-US Child Labour Project (INDUS).

Santane provides a fair and impartial working culture and is committed to extend the culture across its suppliers, business partners and customers.

Santane does not believe in forced and compulsory labour. All its employees join us by their will and merit. They can leave the employment through formal resignation process which is conveyed to them at the start of their employment.

Santane prohibits discrimination or harassment based on race, colour, religion, national origin, sex, age, sexual orientation, marital status, citizenship status, or disability.

Implementation

Santane requires identity documentation including date of birth proof from all of its employees at the time of joining. We make sure that we do't hire child under any employment or trainee capacity.

Measurement of outcomes

There have been no complaints ever since the company has been established and we continue to stick to the principles.

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Assessment, Policy and Goals

Our Business code of conduct emphasises high standards of ethical behaviour and compliance with laws and regulations (including environmental laws). This is essential to protect the reputation and long-term success of our business. While we conduct our business within the framework of applicable laws and regulations for us, compliance with the law is not enough. We strive for more than that. We adhere to the principles of minimising the harm to environment and aim to re-use whenever possible. Santane promotes recycling and reusing materials.

Implementation

Santane encourages its employees to adopt saving measures in use of energy, water etc. It is our company culture to imbibe practices such as turning off lights, double-sided printing, regulating air-conditioning temperature, updating fixtures to energy efficient and water efficient fittings and other measures. We also encourage employees to use public transport and give them options to work from home to avoid pollution. Any hazardous wastes are disposed off through authorised recyclers.

Measurement of outcomes

Santane's annual management meeting reviews all the policies and procedures and monitors all the goals set out at the beginning of the year. Our aim is to make employees, stakeholders, customers aware and environment conscious.

Anti- Corruption Principles

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

Assessment, Policy and Goals

Santane Ltd is committed to comply with all applicable laws in their operations in order to comply with the required legal requirements and to conduct its business in accordance with high level of honesty and integrity. Santane's Anti-Corruption and Compliance policy applies to all operations of the company including company's vendors, suppliers, representatives, contractors, subcontractors and agents.

Bribery and other corrupt conduct is prohibited in all forms in Santane This involves government officials, customers, suppliers and other counter parties in the commercial marketplace.

Violations of the anti-corruption laws may result in severe loss to company. The repercussions may be financial, legal or may damage the reputation. Any company representative found violating the policy will be dismissed and fined.

Implementation

All of the company representatives in Santane are required to promptly report of any such incidence which involves them being asked to give or accept any financial or other advantage. These cases or any complaints pertaining to above can be reported directly to Director through email or phone.

Due Diligence will be taken for prospective employees, consultants, contractors, subcontractors, suppliers and other business partners. This shall include submitting Due Diligence Questionnaire. This includes reference checks, database queries and internet searches.

Measurement of outcomes

There have been no complaints ever since the company has been established and we continue to stick to the principles.