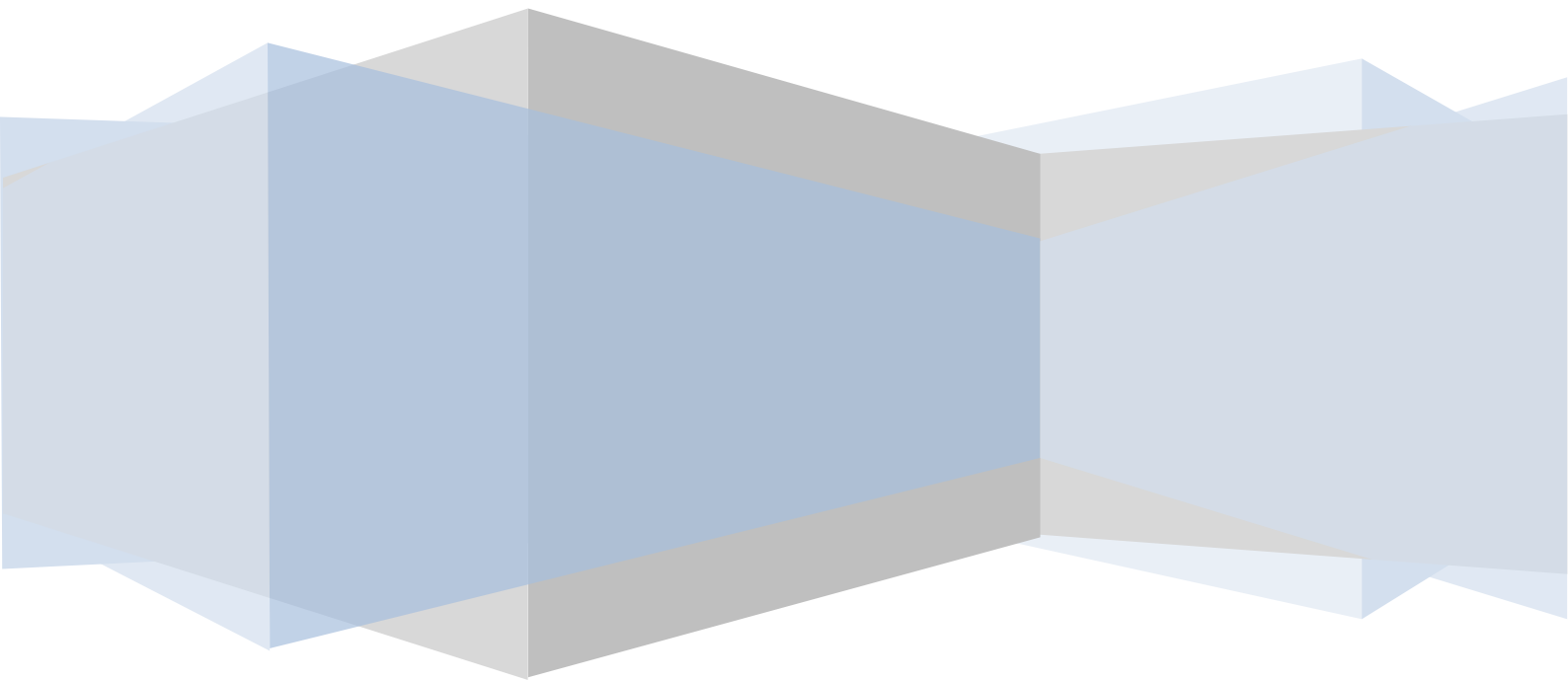




# United Nations Global Compact Communication Progress

2019





### Statement of continued support by the Chief Executive Officer

Statement of the company's chief executive expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

18th February 2019

To our stakeholders:

I am pleased to confirm that Aadharshila Enroll Systems Pvt. 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 share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Amit Nigam  
COO

**Aadharshila Enroll Systems Private Limited**

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Global Compact  
Network India

# **10 PRINCIPLES OF UNION GLOBAL COMPACT**

## **Human Right**

### **PRINCIPLE 1**

**BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS; AND**

### **PRINCIPLE 2**

**MAKE SURE THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.**

## **Assessment, Policy & 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.**

As part of AESPL Business code of conduct for employees and code of ethics for senior management, AESPL's business code of conduct for employees further requires all employees to proactively promote ethical behaviour among subordinates and peers.

AESPL Code of Conduct requires that company complies with applicable employment, health and safety standards and provide a safe and healthy working environment for its employees.

AESPL conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to respecting the protection of internationally recognised Human Right.

## **Implementation**

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

We believe everyone should be treated with respect regardless of their background. We are committed to the elimination of discrimination based on gender, race, class, economic status, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class.

AESPL treats every issue seriously and takes immediate action. We encourage open communication and all staff are aware of human rights.

## **Measurement of Outcomes**

**Description of how the company monitors and evaluates performance.**

Each staff member is formally reviewed where any grievances or performance issues can be addressed & regular communication and one to one feedback is practiced on a continual basis. All Employees are expected to meet the standards of conduct expressed in the Code of Conduct.

## LabourRight

### **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 & 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.**

AESPL 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 Customer Code of Conduct and Statement on Human Rights are upheld across our company  
Each employee benefits from an Annual & Quarterly AESPL “Performance Management.” This ensures regular performance reviews, clear targets for the year ahead.  
We comply with local laws of land and applicable jurisdictions.

## **Implementation**

**Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations through The labour standards**

We do not use child or forced labour in any of our operations or facilities. We do not tolerate any form of unacceptable treatment of workers, including but not limited to the exploitation of children, physical punishment or abuse, or involuntary servitude. We fully respect all applicable laws establishing a minimum age for employment, in order to support the effective abolition of child labour worldwide.

For any reported inhumane treatment, including any sexual harassment, sexual abuse, mental or physical coercion or verbal abuse of workers, committee is empowered to address concerns and resolve to its fullest, to achieve the objective of zero tolerance.

## Measurement of Outcomes

### Description of how the company monitors and evaluates performance.

AESPL reviews stakeholders including employees and vendors, verify compliance with the Code of Conduct. Each member of the team is treated equally. Any labour related matter can be discussed with the company management at any time. All employees are treated with mutual respect.

## ENVIRONMENT

### PRINCIPLE 7

**BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES;**

### PRINCIPLE 8

**UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY; AND**

### PRINCIPLE 9

**ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES.**

## Assessment, Policy & 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.

AESPL does and will continue to do all that is reasonable and practicable to minimize the adverse effects of its activities on the environment.

- We ensure optimum utilization of resources not harming environment. Our company ensures that we don't indulge in any activity that can have adverse effect on the environment.
- Our core focus for the year ahead is to reduce waste, conserve energy and prevent pollution by selecting products which are Eco-Friendly.

## Implementation

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

AESPL is committed to continual improvement in environmental performance. We are not involved in any activity that has an impact on any kind of pollution.

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

## **Measurement of Outcomes**

### **Description of how the company monitors and evaluates environmental performance.**

We monitor environmental impact of our actions not be in such a way that it compromises with the agreed values and principles. We are aware of our environmental 'footprint' and take measures to reduce it where possible.

## **Anti-Corruption**

### **PRINCIPLE 10**

**BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY**

## **Assessment, Policy & 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.**

In AESPL, each of our employees, including senior officers shall be accountable for Code of Conduct of Employees, further requires all employees to proactively promote ethical behaviour among subordinates and peers, and to promptly report of any violations internally. No monetary favours or exchange of gifts from our direct or indirect clients is encouraged in our company.

## **Implementation**

### **Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.**

AESPL is committed to implementing the anti-corruption policy fostering an environment of compliance and we believe that any employee, at any time would report this if such a circumstance came to light. Implementation includes training, awareness and awareness review of employees.

## **Measurement of Outcomes**

### **Description of how the company monitors and evaluates anti-corruption performance.**

AESPL has a team of members which reviews grievances. Depending on the grievance, proper resolution is done with sharing of reports and end to end solution is being provided.

AESPL is committed to the prevention, deterrence and detection of fraud, bribery and all other corrupt business practices. It is AESPL policy to conduct all its business activities with honesty, integrity and the highest possible ethical standards.