



Nextgen Clearing UN Global Compact Communication on Progress

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Distribution

Name	Title
All Nextgen	All Employees and Interested Parties

Approval/Reviewed

Name	Position	Signature	Date
Reviewed Yogesh Patel	Compliance & Information Security		
Reviewed Chris Walker	Compliance		
Reviewed Linda Burton	HR		
Approved Kirit Ruparelia	CEO		



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1 CEO's statement of continued support for the Global Compact

As a member of the UN Global Compact since December 2018, I am pleased to renew my commitment to support the ten principles of the United Nations Global Compact and to promote all actions that promote awareness and initiatives related to our social and environmental responsibility.

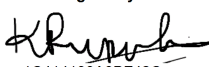
We also express our desire to advance these principles in our area of influence and to integrate them into our company's strategy, its commercial culture, and its modus operandi. We recognize that our active participation in the Global Development Partnership is key to advancing the United Nations goals, particularly the Millennium Development Goals.

In this annual report, we describe the actions we take to always improve the integration of the ten principles into our company's strategy, our culture and our daily actions.

We are also committed to sharing this information and disseminating it to all of our employees to continue our efforts and improve our performance.

Since our commitment, we have been making progress every day and our efforts are bearing fruit on very concrete issues of sustainable development.

Aware of the stakes, Nextgen Clearing Ltd wants to be a recognized player in its approach to improving its sustainable development strategy.

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Kirit Ruparelia CEO

15-Nov-2020



2 Human Rights

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
Principle 2	Make sure that they are not complicit in human rights abuses

2.1 Assessment, Policies and Goals

We are committed to respecting the provisions of the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Labour Principles and Rights. We require our subcontractors to commit to these same values.

Since our inception we have been engaged in a process of respect for diversity and the fight against discrimination in the workplace, both in the processes of recruitment, professional development, as well as in the management of remuneration and working hours.

In accordance with the European Convention on Human Rights, we respect the right to form, join and refuse to join an association.

Our support for the global compact and our COP will be published on our Intranet website. Our sales and purchase policy will remain based on a strong demand for compliance with national and international human rights laws. Our partnership with civil society will be pursued and developed. Our communication on human rights will be strengthened.

2.2 Implementation

Nextgen Clearing's sustainability policy supports our work with human rights internally and controls management's handling of any such as discrimination and integrity. We evaluate our suppliers on an ongoing basis in order to ensure, as far as possible, that we only buy goods and services from suppliers who respect human rights, and do not enter into agreements with suppliers which risks jeopardising these values.

2.3 Measurement of outcomes

We found no violations of human rights, nor were we liable to any judicial conviction or fine as such. 100% of our employees benefit from a defence of their rights and interests by our staff representatives.



3 Labour

Principle 3	Business 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
Principle 6	the elimination of discrimination in respect of employment and occupation

3.1 Assessment, Policies and Goals

We establish strong and enduring relationships with our customers, as well as with our suppliers, based on trust.

We act with integrity in accordance with the laws and regulations in force of the countries in which we operate.

We apply the international conventions of the International Labour Organization, in particular, those relating to the protection of workers, the prohibition of forced labour and child labour.

We comply with accounting and reporting standards and support the fight against corruption.

Nextgen Clearing's personnel strategy is to show strong confidence in the individual to solve the task.

Within Nextgen Clearing, all employees should have the opportunity to develop their knowledge in order to be able to take on more qualified tasks.

Nextgen Clearing is very careful that all employees respect essential values such as:

- Enforcement of internal and external laws, regulations, and standards
- Respect
- Honesty, fairness, and transparency
- Sincerity and reliability
- Loyalty to the company, including avoiding conflicts of interest
- Breaches of confidentiality
- Spirit of solidarity
- Concern for quality and sustainable development.

3.2 Implementation

Our overall goal is to maintain our health and safety at work and at home and preventing ill health, absenteeism, and accidents due to deficiencies in working conditions and the working environment. To achieve this, we:

- Established an organisation based on a clear and delegated responsibility
- Seek clear leadership with confidence in the individual
- Created a learning organisation through knowledge transfer and exchange of experience



Nextgen Clearing's activities will be characterized by gender equality and diversity. We will be an organization where all employees – regardless of gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation, age – shall have the same conditions and rights.

Our employees have different experiences, training and skills, which is seen as an asset for the company and which stimulates both creativity and innovation. By creating an atmosphere founded on mutual respect, interaction and teamwork, we create a workplace where the employees are doing well. We are also keen to have a gender balance in the company.

Nextgen Clearing accepts no forms of discrimination, harassment or other types of inappropriate behaviour. The physical and psychosocial work environment to support the well-being of employees.

All persons are treated equally in both internal and external recruitments.

When recruiting new employees, we only take their qualifications and knowledge into account.

3.2.1 Covid-19

The global Covid-19 pandemic posed several major challenges for operations in spring 2020. The health of our employees is our number one priority in order to conduct our business and deliver to our customers. We have followed the government health agency's recommendations for each location and worked to minimize the risk of infection for our employees and at the same time ensure continued sustainable operations.

In the spring, a crisis management team was set up to daily reconciliation meetings to monitor and manage developments.

Several measures were taken to allow work to continue, both from the office and remotely.

3.3 Measurement of outcomes

There have not been any legal cases brought against the company in the area of labour relations. Labour principles are reviewed regularly by Senior Management.

4 Environment

Principle 7	Business should support a precautionary approach to environmental challenges
Principle 8	undertake initiatives to promote greater environmental responsibility;
Principle 9	encourage the development and diffusion of environmentally friendly technologies



4.1 Assessment, Policy and Goals

Nextgen Clearing is committed to the management of skills and internal careers, but also to respect the environment.

Our job of supporting mobile operators in the implementation and optimization of their data and financial clearing systems puts us at the heart of respecting and protecting the environment, notably by reducing paper documents issued and optimising the operations of the mobile roaming industry.

Although the activity of Nextgen Clearing is not likely to have an "industrial" impact in terms on the environment, we are anxious to measure and control it.

We always strive to make sustainable choices in day-to-day operations and take into account our negative impact on environment through purchasing, services and travel. We follow up our non-financial key figures for travel, electricity consumption and paper consumption. Nextgen Clearing's environmental work is guided by our sustainability policy, which covers the parts where our business has impact on the environment, such as our purchases, travel and energy use.

4.2 Implementation

We trace the measures implemented:

- Selective sorting bins
- Use notebooks and reams of recycled paper
- Use of as many recycled consumables as possible (e.g. Ink cartridges)
- End of life computer equipment entrusted to recycling companies or given to charities.
- Use of energy-saving features for all of our equipment
- Selecting equipment based on energy and recycling criteria.
- Low-energy equipment
- Energy-saving light bulbs, light turned off as soon as you leave the office
- Insulation of premises (double-glazed windows)
- Travel minimized in favour of Microsoft Teams conference
- Using the Cloud

4.3 Measurement of outcomes

The Environmental Management Policy is subject to annual review by Senior Management.



5 Anti-Corruption

Principle 10

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

5.1 Assessment, Policy and Goals

Nextgen Clearing builds on the United Nations Convention on Combating Corruption. Any investment request of any kind is reviewed and validated by Top Management. This allows us to control and supervise the commercial relations of our teams.

5.2 Implementation

Our internal management procedures trace all the building blocks of a business relationship and all the commitments that all our employees make to our customers and suppliers.

The relationships we build with our customers and suppliers must be sustainable and based on trust and mutual respect.

Investment controls are systematic and subject to "cross-checking" to avoid conflicts of interest.

We undertake an annual SSAE18 SOC1 Type 2 audit to confirm that our organization's financial system controls are suitably designed and operated for the audited period.

5.3 Measurement of Outcomes

There have not been any legal or other cases brought against Nextgen Clearing during the company's existence. Training on this policy forms part of the induction process for all new workers. All existing workers receive regular, relevant training on how to implement and adhere to this policy. The Head of Compliance and Head of HR have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.