

Date: 15<sup>th</sup> Dec 2020

## COP (Communication on Progress)

I am pleased to confirm that XEAM Ventures reaffirms its support to 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.

Sincerely yours,

Deepak Kansal,  
Managing Director

**XEAM Ventures Private Limited**  
**CIN : U72300PB2004PTC040188**

**Registered Office**

India: E-202, Phase 8B, Industrial Area, Mohali (Chandigarh).  
USA: 5716 Corsa AVE STE #110 Westlake Village, CA - 91362  
www.xeamventures.com  
Board: 0172-4360000

**Helpline:**

HR : 9856836000  
Service Delivery: 9856836001  
Business Development: 9856836002

**Branch Offices**

Chandigarh: SCO 87-88, 2nd Floor, Sector 34A, Chandigarh  
Delhi: #4, 3rd Floor, 506 Aravali Apartments, Mahipalpur, New Delhi - 110037  
Lucknow: #95, 102, 1st Floor, Jeewan Plaza, Vipul Khand 2, Gomti Nagar.  
Bhopal: Plot 212 F-4 Hare Govind Complex, Zone -1, MP Nagar, Bhopal  
Jaipur: E-857, Near Amrapali Circle, Vaishali Nagar, Jaipur - 302021  
Kolkata: Poddar Court, Gate No. 1, 5th Floor, Room No. 529-A 18, Rabindra Sarani, Kolkata-70000  
Bhuvneshwar: Premises No. 206, 2nd Floor, Commercial Block, Plot No. 2171 (Sabak Mouza: West Badagada)

**1) Human Rights**

**DESCRIPTION OF ACTIONS**

XEAM Ventures ensures that all XEAM workers are provided safe and sanitary work facilities, are protected from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. To ensure this XEAM Ventures has code of conduct as part of the induction program for all new comers. We have also placed a complaint register / box in all our premises for our employees to report any non-compliance to our code of conduct. Our employees can also write to [hr@xeamventures.com](mailto:hr@xeamventures.com) for reporting non-compliance and we also have an escalation matrix in place.

**Measurement of Outcome**

Over the last one year no complaint has been reported by any of the employees pertaining to any kind of harassment.

**2) Labour**

**DESCRIPTION OF ACTIONS**

XEAM Ventures complies with minimum wage standards and all employment-related decisions are based on relevant and objective criteria, purely on merit basis irrespective of gender, religion, caste or region. XEAM Ventures has a policy on medical and accident insurance which is practiced without any prejudice and in compliance with the prevailing laws. All our employees are either covered under Employee State Insurance or Group Personal Accident / Group Health Insurance.

**Measurement of Outcome**

As on 15th Dec 2020, all our 102 employees are covered either under Employee State Insurance or under Group Personal Accident / Group Health Insurance.  
XEAM Ventures have also hired 19 trans genders and 44 differently abled people for project – SUDA Orissa Support Staff.

**3) Environment**

DESCRIPTION OF ACTIONS
We have designed our office in such a manner that maximum sunlight is used to light our office (minimize the use of electricity supplied by the local administration); and therefore contributing (on our humble scale) to reducing the emission of harmful gases in the atmosphere. Office staff is encouraged to switch off electrical appliances when not in use. XEAM Ventures have also maintained plantations in and around the office, to create awareness about the importance and contribution of plants to our ecosystem.

**Measurement of Outcome**

We are maintaining 100 numbers of plants in our office premises. The cable network and Inverter Air Conditioning installed in our office premises allow increasing the efficiency of the energy consumption (by about 30%).
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**4) Anti-Corruption**

DESCRIPTION OF ACTIONS
XEAM Ventures code of conduct and business practices doesn't allow any employee or business partner to indulge in corrupt practices. We follow zero-tolerance policy on corrupt practices. Internally we have maintained an excellent check and balance system over transactions. We have also placed a complaint register / box in all our premises for the employees to report any non-compliance to our code of conduct. Our employees can also write to <a href="mailto:hr@xeamventures.com">hr@xeamventures.com</a> for reporting non-compliance and we also have an escalation matrix in place.

**Measurement of Outcome**

Over the last one year no complaint has been reported by any of the employees pertaining to any kind of corrupt practices or bribery.
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