

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP) **From: April 2021 To: April 2022**

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

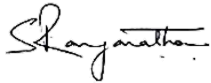
[April 6,2021]

To our stakeholders:

I am pleased to confirm that [Ameex Technologies Corporation] 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.

Sincerely yours,



Ranganathan Srinivasan
President and CTO

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- ☐ Ensure workers are provided safe, suitable and sanitary work facilities
- ☐ Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- ☐ Take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products

Ameex has Sexual Harassment Policy at workplace to safeguard the human rights. The objective of this policy is to provide protection against sexual harassment at the workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith. At Ameex Technologies we have zero tolerance for sexual harassment. We value every employee working with us and wish to protect their dignity and self-respect. In doing so, we are determined to promote a working environment in which persons of both genders complement each other as equals in an environment that encourages maximum productivity and to keep personal dignity.

Complaint Redressal Mechanism

Any aggrieved person may make, in writing a complaint of sexual harassment at the workplace to the committee giving details of the sexual harassment faced within a period of 3 months from the date of incident and in case of series of incidents, within a period of 3 months from the date of last incident, which may be extended for a further period of 3 months, if circumstances warrant such extension in the opinion of the Internal Complaints Committee

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- ☐ Ensure that the company does not participate in any form of forced or bonded labour
- ☐ Comply with minimum wage standards
- ☐ Ensure that employment-related decisions are based on relevant and objective criteria

Ameex Technologies hires only employees with a minimum graduate degree and hence by default, the minimum age to work at Ameex is 20 years. Ameex is committed to the principle of equal employment opportunity for all employees and to provide employees with a work environment free of discrimination and harassment. we adhere to minimum wage standards as per the Illinois state law.

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- ☐ Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- ☐ Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- ☐ Minimize the use and ensure safe handling and storage of chemical and other dangerous substances

Ameex Technologies is committed to reducing its impact on the environment. We strive to improve our environmental consciousness over time and set an example as a leader in our industry. We look to initiate additional projects and activities that will further reduce our impact on the environment. Our commitment to the environment extends to our associates, our customers, and the communities in which we operate. We are committed to the following:

- Disposable water bottles are not to be used in the office.
- Associates minimize use of printed paper whenever possible. When printing is necessary, we print on both sides of the page.
- Our target for paper usage is an average of <150 pages per associate per year. Reusable mugs and cups are used instead of disposable cups whenever possible.
- Ameex complies with all applicable environmental regulations at the federal, state and local level.
- Ameex trains our associates on our environmental program and empower them to contribute and participate.
- We communicate our environmental commitment and efforts to our associates, our customers, and the communities in which we operate.
- We do not store any chemicals or any other dangerous substances in our premises

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- ☐ Assess the risk of corruption when doing business
- ☐ Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- ☐ Ensure that internal procedures support the company’s anti-corruption commitment

Ameex is ISO 27001: 2013 certified and our entire organization and its processes are audited multiple times in a year by various organizations such as E&Y, KPMG etc to ensure that our operations are fair, transparent, ethical. Our payroll & vendor management process is audited on a regular basis to avoid any kind of corruption. Ameex has an internal code of conduct policy and all employees read, acknowledge our code of conduct during joining as they are expected to adhere to the policy. Our

employees also have the flexibility to report any kind of incident/malpractice to the management at any point of time.

Internal Procedures

If in any case Ameex finds any misuse of confidential information or any privileges, unlawful trading of Ameex secrets, unethical misconduct, fraud on funds or property of Ameex, usage of Alcohol, Drug etc. during working hours, carrying alcohol, drug inside the office premises, carrying illegal harmful weapons like knife/gun inside the office premises or any negligence causing tangible/intangible loss to Ameex property and its employee, Ameex under violation of code of conduct has the authoritative right to terminate an employee's services immediately. All employees acknowledge the above policy in writing during their joining.

3. MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

- ☐ Demographics of management and employees broken down by diversity factors (e.g., gender, ethnicity, age, etc.)
- ☐ Rate of occupational diseases, injuries, and absenteeism
- ☐ Percentage of recycled materials

Employees

Gender/Ethnicity	Asian	US Citizen	Grand Total
Female	3	10	13
Male	12	14	26
Grand Total	15	24	39

Management

Gender/Ethnicity	Asian
Male	3
Grand Total	3