

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 2018-10-30

To: 2020-07-30

15/05/2021

To our stakeholders:

I am pleased to confirm that Shiroi Energy 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,

**S. Vivek
CEO**

DESCRIPTION OF ACTIONS

Human Rights:

1. Providing safety equipments which includes:
 - Shoes
 - Jacket
 - Gloves
 - Helmet

For all site workers including the workers of our contractors during entire project period and even the visitors at site will be provided the same.

2. Basic COVID safety kit are provided for the last few months as part of safety measures. The kit includes sanitizer, disposable gloves, PPE kit for the receptionist who is responsible for attending the visitors.
3. In terms of employee safety within the organization there is an anonymous complaint box for all employees who can raise any complaints. These complaints will be handled directly by the CEO only and not by anybody else for the sake of anonymity.
4. All the products that we purchase and use, will ensure that there are certificates, recycling standards and others including PV cycle mainly for our panels. As for other products, we check the amount of recyclable materials within it before purchasing it for our project.

Labour:

1. We ensure that our employees who come and work are of the right age even if they come from the contractor by getting a copy of their Adhaar card or Government approved ID card.
2. We monitor the hours each person is working and even those under the contractors, so that we ensure no labours are overworked beyond their fixed working hours. If the contractor party breaches the rule there is a penalty process for them within our contract agreement.
3. In terms of employment, all the employment related decisions are completely free from any types of bias be it gender, race, caste, and others. There are no questions related to any of this during any stages of interview and also conduct CV screening to hide details pertaining to their name and personal details.

Environment:

1. We ensure that there is absolutely no waste at site. All materials are used or recycled.
2. Ensure that the equipment's packaging is not left behind at project site.
3. Encourage our clients to learn about the environment by providing seminars and also provide free energy audits of their campus.
4. There is usually no chemical usage within the site project. The only chemical used is paraffin wax which is non harmful and ensures it is certified by the chemical industry.

Anti-Corruption

1. We ensure that anti-corruption typical behaviour from our contractors including those working with the Government agency to ensure we get the approval certificate from the Government.
2. We also look at where there could be potential corruption occurring from both outside and inside our organisation. Track and ensure that by conducting cross verification by external agencies once a year to monitor any potential corruption.

MEASUREMENT OF OUTCOMES

1. We measure the total number of leaves such as medical leaves taken by our employee.
2. We also track and check the number of hours our employee works to avoid physical exhaustion.
3. We try to make it 100% recycling for all package materials and also try to calculate the total recyclable materials that go into our project.
4. We also check for the number of injuries which have occurred for the past year at site. Happy to announce that the past year there have been no injuries.