COMMUNICATION ON PROGRESS.

REPORT

DATE: - 28.06.2021

FROM APRIL 2020 TILL MARCH 2021 AND CONTINUED COMMITMENTS.





SUBMITTED BY
NEKTOR ENGINEERS &
PROJECT CONSULTANTS.

1.Statement of continued support by the Chief Executive Officer:

COMPANY HIGHLIGHTS

To our Stakeholders:

I am pleased to confirm that Nektor Engineers and Project Consultants is reaffirming our continual support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Every year passing by is a reminder for us to be committed beyond what is asked for. Learning from each other and every contributing factor has given prospective to our efforts. Challenging ourselves to do better via these goals has aligned our decision-making system. We commit and assure all the stakeholders involved to deliver and beyond best of our knowledge.

In this annual Communication on Progress, we had aimed at developing and introducing systems and strategies designed around the sustainable development goals. These strategies describe our actions to continual improvement through integration of Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing these information with our stakeholders using our primary channels of communication.

Sincerely yours,

Signature

Name Mr. Shivang V. Pethani

CFO



2.Description Of Actions

HOW WE ARE INCULCATING THE DNA OF THE UN GLOBAL COMPACT

HUMAN RIGHTS.



















We are a team of 350+ Nektorians (Family of Nekor), alike the traditional families ensure a safe and justified environment for all. We also ensure all our family member (workers of all kinds) are provided safe, suitable and sanitary work facilities.

Having workers from across India we have created a workplace with individuals from various backgrounds who bring with them their rich grassroot culture of peace and harmony. Uniting people from all walks of life has assured us that if the belief we have inculcated as an organization to learn from each other and live by the experiences. This belief has led to a natural environment where there is no harassment, including physical, verbal, sexual or psychological harassment, abuse or threats to any individual of any kind.

Our workplace is considered to be as a place of worship and letting an environment free for all the members of our Nektor family to flourish within the umbrella. At this stage we would like to share an explanatory initiative taken under the leadership of our chairman (Mr. R. P. Pethani). He has kept a vast area of land parcel open to access by the workers staying at the accommodations provided, these fields are hold a unique value for each individual associated with us.





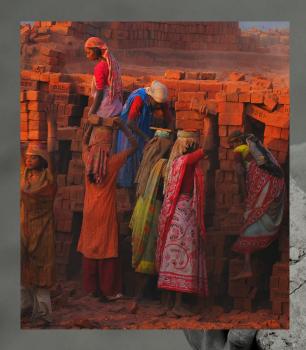
LABOUR.



Our Human Resourcing division lead by Mr. Priyank N believes in a very holistic approach for retaining any kind of work force engaged within the group. Over the years with his background from social work has ensured that the company does not participate in any form of forced or bonded labour.

The holistic approach has led the company lean and adopt a lifestyle which understands the need of every individual. We have understood that very basic need for wages for any human life is not the materialistic comforts but peace of mind and justice. As an organization our values have taught us to never deprive any individual of their basic right to rightful wages. Hence, complying with minimum wage standards.

Every decision right from hiring till an employee embarks for a better opportunity for their career, our Human Resource team because of the social work attitude tends to attend each subject with great depth assuring that all the employment-related decisions are based on relevant and objective criteria.























LABOUR.

Mr. Priyank N shares an excellent example of our policy "Hire Freshers First" backed by our CEO vision to make India a self-reliant nation. He shares that as management faces acute challenges to be competitive in the open market competing with industry giants with enormous talent, we are committed to our policy since this talent is only limit to the privileged. A great amount of talent from the rural and marginally recognized society has not been given the rightful opportunity. Hence, our primary step for employment is to give opportunity to freshers who are packed with a vision and are determination to showcase their skillset and talent but are often neglected due to the industry practice of hiring only experienced. In other words, we are breaking an invisible chain of barriers and restrictions giving equal opportunity to all genders and rightful candidates.





ENVIORNMENT.



As an organization and as individuals we are dependent on environment with either being associated an industry related environmental products, produce to engaging nature in basic infrastructure. Coming from the family of farmers taking care of nature has never been a step which was to be noted and taken up as agenda. All our activities and actions were naturally developed to avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, solid waste management, water treatment systems, etc.). Instead of planting trees every year, we have nominated every Nektorian as a caretaker of mother nature, everyone in their own capacity is responsible to nurture and ensure that the plants in their responsibility are growing and to not do any harm by interfering in a natural course of mother nature.

As an ISO14001 compliant organization we ensure emergency procedures to prevent and address accidents affecting the environment and human health.

We have also adopted a "Zero Wastage" policy, which ensures that all the resources utilized in our operations and development are utilized to its maximum.





ANTI-CORRUPTION.











Growing up in a democratic country has always taught us about the competition which lies within an open market, with modern technologies these markets have become more transparent on both the ends from a buyer point of view he/she gets to engage in multiple option at a better comparative market price equally for the seller who gets the reach of a larger audience/customer base. Hence these adoptions mitigate any chances for the risk of corruption while doing business. At Nektor we have adopted major transition towards digital medium, creating an open fair working environment for all stakeholders.

At work within the organization and with the supplier/sub-contractors or associated parties involved with doing business are bound by a strict "Code of Conduct" which mention "anti-corruption" and/or "ethical behaviour" in contracts with business partners.

All the levels and hierarchy at work ensure that internal procedures support the company's anticorruption commitment.

3.MEASURES OF OUTCOMES.

CURRENT STANDING

Employee management system is measured with a wellness and wellbeing index which has enabled the management to take rightful decisions in favour of the staff. Management and employees are broken down by diversity factors (e.g., Background, ethnicity, age, family dependences, Disability record, etc.).

Following the rightful and justified necessary practices as part of basic safety measures at work and site. These measures the rate of occupational diseases, injuries, and absenteeism.

Maximum utilization of recycled and biodegradable materials has resulted increased percentage use of recycled materials.

Inclusion of EV vehicles within the crew, the electricity generated to power these are backed by solar power generated from government initiatives of roof top solar.

Reducing the dependency on fossil fuels and improving the carbon footprint.

Inclusion of grow your food concept has improved of value for food and nature which has drastically let to minimized food wastage.

A sense of respect for piers and subordinates has led to a workspace energized with mutual & moral respect for every individual right from the top management to the most marginal level of contributors.

Results are aimed with such simplicity that every contributor can recognize and take credit for the larger change.

At the conclusion we once again assure our commitments towards the contributing factors for achieving the Sustainable Development Goals.