

POWERSVISION (PVT) LTD

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 1 August 2021 to: 30 July 2022

1. DESCRIPTION OF ACTIONS

Human Rights

Powervision has continued to ensure that the basic human rights of our employees both full time and on contract are always safe guarded. This includes among other issues: -

1. The provision of safe, suitable, and sanitary work facilities
2. Protection of workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats
3. Ensuring a healthy workplace free from any danger and human harm

Labour

In areas of labour. We have ensured: -

1. A work environment free from any discrimination based on race, tribe, sex or age
2. We do not participate in any form of forced or bonded labour
3. We comply with provisions for minimum wage standards and basic work conditions.
4. Provision of at least the basic requirements for safety equipment accessories and workwear.
5. Regular training, workshops, webinars, and monthly meetings specifically to discuss health, safety and safe working procedures and processes.
6. We ensure that employment-related decisions are based on relevant and objective criteria.

Environment

On issues related to the environment, Powervision has a declaration on safety quality and the environment with full commitment from management and the workers which is signed on an annual basis. We also ensure that

1. We avoid environmental damage through proper engineering design of our installations, specifying environmentally friendly products and goods from our suppliers and recommended disposal of all our by-products and waste materials.

2. Ensure that emergency procedures and material safety data sheets (msds) are made available to all our employees and stakeholders and address accidents affecting the environment and human health.
3. Before undertaking any work, a hazardous identification and risk analysis is undertaken that encompasses all facets of the job including employee safety and environmental protection.
4. We minimize the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

Powervision has taken the following actions to fight corruption: -

1. Continually assessing the risk of corruption when doing business.
2. We explicitly mention our policy towards “anti-corruption”, “anti bribery” and/or “ethical behavior” in all our contracts with business partners.
3. Ensured that internal processes and procedures support the company’s anti-corruption commitment.

2. MEASUREMENT OF OUTCOMES

Our **measure outcomes**. Are shown below: -

2.1 Employment Demographics

Area	No Of Males	No Of Females
Management	3	2
Administration	2	1
Technical Staff		3

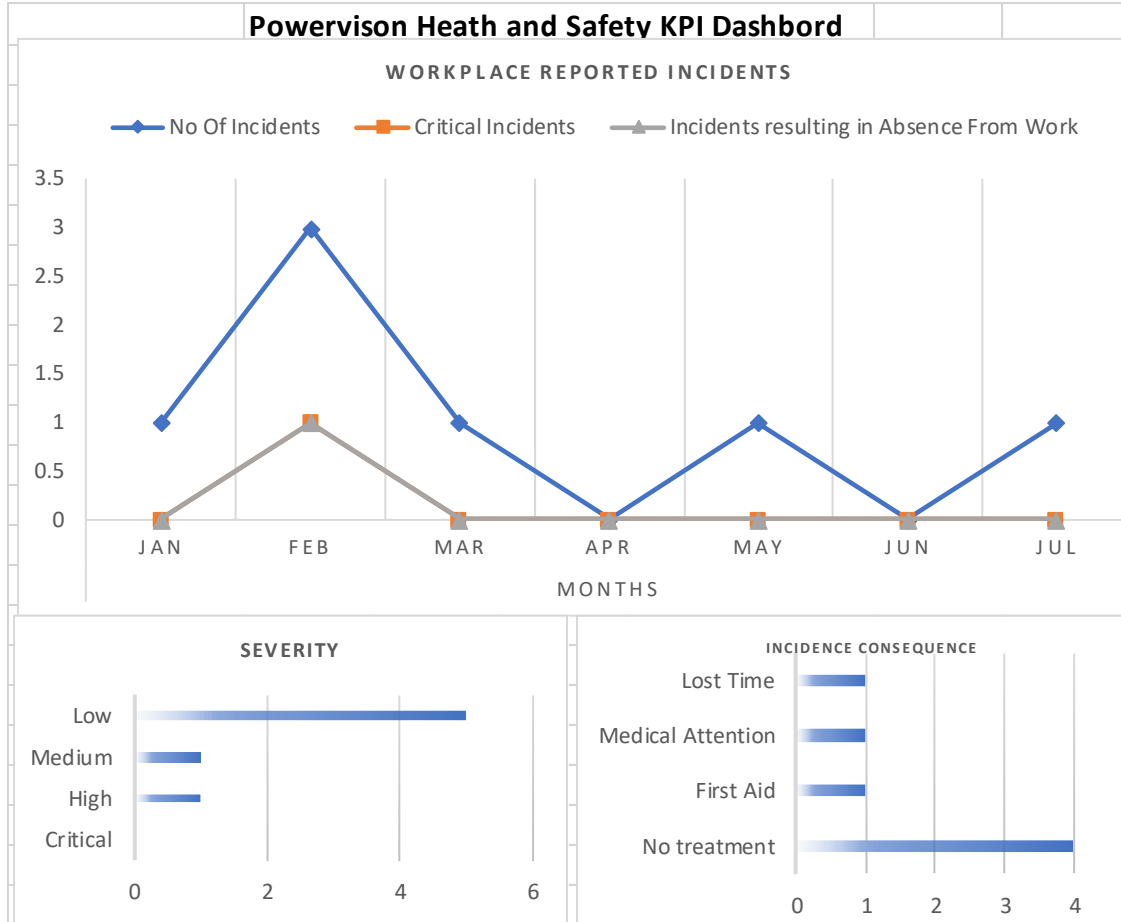
2.2 Environmental Management Policy

A signed and endorsed policy is included as an attachment.

See attached.

2.3 Workplace Accident/Incident reporting

Our Key Performance Indicator dashboard for Health Safety is as shown below



Powervision remains committed in its goals to ensure that the principles of Global Compact become part of its core day to day activities in ensuring a better world for all our stakeholders.

SD Mariwande
Managing Director