



**AKATISEKURITY**

UN Global Impact: Communication in Progress

September 2020 - September 2021

## Period Covered by the Communication on Progress (CoP)

**From:** September 2020

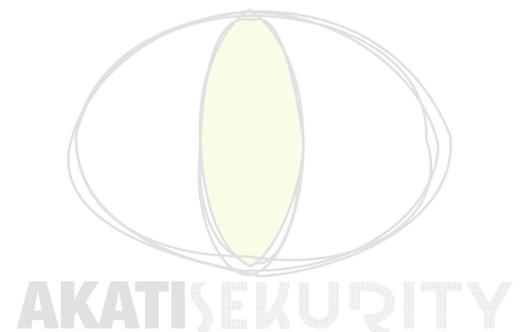
**To:** September 2021

AKATI Sekurity is a Security-focused consulting firm providing services specializing in Cybersecurity and Computer Forensics. We serve a wide range of clients, offering reliable solutions with reliable technologies that guarantee results. With our extensive experience and capabilities in consulting, business applications and training, we are able to customize our services to suit the needs of each client. Basically, we simplify their need for security and efficiency in daily business processes.

At AKATI Sekurity, our vision is to be the premier trusted security advisor to organisations across the globe, hence creating value for our customers, shareholders and communities. Drawing upon extensive capabilities in Information Security consulting, business applications and training, we enable our clients to address issues specific to their businesses to accelerate growth, streamline operations and create new levels of customer value. AKATI Sekurity works closely with Interpol as the latter's cyber security expert consultant.

AKATI Sekurity has mastered today's complex and changing information security environments through an independent and in-depth risk management consulting approach that goes far beyond. It's vast hands-on experience and unparalleled quality services is a result of two decades of solving information security challenges. Our experts will partner with your team to develop a 360-degree view of your information security.

AKATI Sekurity fills a distinctive role in a business environment increasingly dependent on IT. We create an effective way to identify, solve and manage critical technology assets in support to key organization objectives. Teaming up with us will measurably improve your security position and enable you to leverage your people, technology, knowledge and expertise. We serve our customers with innovative, responsive solutions and will bring together the combination of reliable technologies, proven methodologies, and best practices.



## Our Statement of Continued Support

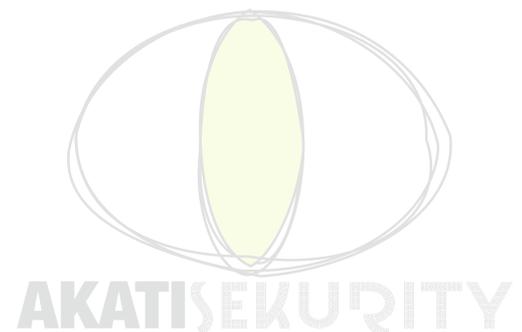
8th September 2021

*We are pleased to confirm that AKATI Sekuriti reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption and will continue to do so throughout the years to come.*

*AKATI Sekuriti is a firm believer of equal opportunities and sustainable business practices. Our team is built with a workforce from across all walks of lives. We celebrate diversity and challenge inequality and are committed to establishing an environment that is free from any form of discrimination. AKATI Sekuriti takes our Sustainable Business Strategy seriously by making certain to provide the required services and consultancies with the desired characteristics, that simultaneously optimizes value for money to guarantee the principles of economy, efficiency, equal opportunity, and transparency that govern our Green Procurement.*

*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,  
Krishna Rajagopal  
CEO of AKATI Sekuriti



## I. HUMAN RIGHTS

### Assessment , Policy and Goals

AKATI Sekurity takes pride in advocating and portraying deference to international standards on Human Rights. We place utmost importance in implementing human rights principles throughout our entire operations. AKATI Sekurity corroborates equality for all employees and ensure all are entitled without any discrimination before the protection of the law.

The rights of our people are protected by our Human Resources Management Procedures and Anti-Human Trafficking, Slavery and Discrimination Policy. This extends to the entire AKATI Sekurity staff, potential clients, customers as well as third party service providers. Equally imperative is our Zero Discrimination Policy which we take pride in.

At AKATI Sekurity, we celebrate diversity and challenge inequality and is committed to establishing an environment that is free from any form of harassment or bullying. We expect ALL to be treated, and to treat each other, with dignity and respect regardless of age, disability, gender identity, marriage and civil partnership status, pregnancy and maternity, religion or belief, sex, socio-economic background, political beliefs and affiliations, family circumstances or other irrelevant distinction.

### Implementation

AKATI Sekurity's moral obligation lies in provide a safe working conditions and environment for its employees. Our safer working environment benefits from fewer accidents, which results in fewer occupational health costs, better employee retention and satisfaction, less employee downtime, and less retraining time.

We have structured and well-designed workplace safety strategies in place with accordance to mandated laws. By law we are responsible for making sure our work environment is safe and providing appropriate protective equipment if necessary, workers are free from discrimination and bullying, employees receive all your entitlements in terms of pay and conditions.

The best way we demonstrate this is through our commitment to workplace safety by having policies in place that assists to follow these laws. Our policies in place comply with the law and provides a clear direction for our company's day-to-day operations. This helps our organization comply with employment laws and regulations. These policies can also help guide decision-making regarding matters in the company.

Human Resource Management Procedures:

- HR-001 Screening Procedure
- HR-002 On Boarding Procedure
- HR-003 Training Procedure
- HR-004 Termination and Resignation Policy

The UN SDGs aim to eradicate slavery by 2033. In line with and with regards to modern slavery, we envisage to pay all our employees above market rates and even did a bonus payout even though the market climate was less than desirable due to the pandemic. AKATI Sekurity is committed to protect employees from any form of workplace harassment and discrimination. We condemn and prohibit modern slavery, child labor and human trafficking. Our Anti-Human Trafficking, Slavery and Discrimination Policy addresses our principles for conducting our business with integrity and protecting human rights. We do not violate human rights in use of child labor, use of forced or compulsory labor, unsafe working environment, and discrimination. Zero-Discrimination Training is compulsory for all levels of personnel in AKATI Sekurity mandated as per our AKATI Sekurity Annual Training Matrix.

### **Measurement of Outcomes**

AKATI Sekurity is continuously practicing its social responsibility initiatives to promote the protection of human rights such as right to education, health and principle of equality and non-discrimination. We continue to ensure that we provide education and thorough understanding of our policies and procedures through our induction programs and online awareness portal. Internally, AKATI Sekurity is committed to becoming an employer of choice. Data obtained from exit interviews has no reflection whatsoever on a relationship between abuse of human rights and turnover within the organization. Our policies and procedures that advocate and protect human rights are regularly updated and redistributed to reflect legislative currency and best practice.

## II. LABOUR

### Assessment , Policy and Goals

AKATI Sekurity continues to address labor right within our internal policies as an organization that does not condone child labour and discrimination in any part of our workforce. We place utmost importance to our employees social and economic welfare. The rights of our people are protected by our Human Resources Management Procedures and Anti-Human Trafficking, Slavery and Discrimination Policy. This extends to the entire AKATI Sekurity staff, potential clients, customers as well as third party service providers.

AKATI Sekurity embraces equality with a firm principle that all should contribute to the struggle for a society that challenges inequality. We committed to establishing an environment that embraces gender equality. In fact, a majority of our employees are female who are paid equally as their colleagues for their work of equal value. We expect ALL to be treated, and to treat each other, with dignity and respect regardless of age, disability, gender identity, marriage and civil partnership status, pregnancy and maternity, religion or belief, sex, socio-economic background, political beliefs and affiliations, family circumstances or other irrelevant distinction.

### Implementation

AKATI Sekurity has an Employee Hub available for the access of all employees within the organization. This employee hub contains the Employee Handbook that describes our labor policies at the workplace which includes compensation for overtime, staff remuneration, working hours and leave days, performance review. In addition to the handbook, our Human Resources department will conduct a mandatory orientation briefing upon joining the company to ensure employee are aware of our labour policies.

AKATI Sekurity promotes work-life balance by implementing progressive and flexible work schemes for contract and permanent full-time employees such as: work from home, flexi-working hours and part-time work. This is according to Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP).

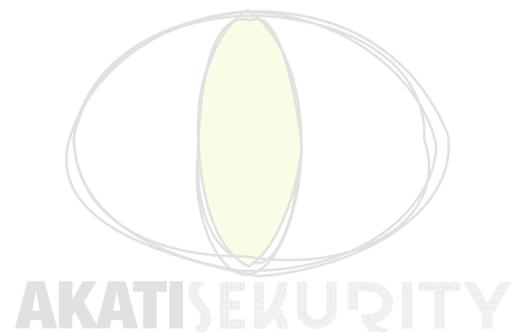
AKATI Sekurity ensures to have a formal understanding between suppliers with regards to our labour policies and relevant laws and regulations. This is done in writing and the number of suppliers and other partners are documented. AKATI Sekurity conducts checks towards our suppliers through signing a formal undertaking and we conduct site visits to verify that they do not conduct unfair, exploitative or abusive labour practices. AKATI Sekurity takes action against suppliers and other partners for unfair, exploitative or abusive labor practices for instance we go through the process of consulting, counselling, warning, and finally termination. This process is part of policy, and the total number and nature of the incidents are formally documented.



During the COVID-19 outbreak, AKATI Sekurity took swift and effective measures to protect the health of its employees and transitioned to remote working or work from home as early as March 2020. Our business continuity plan during the challenging period proved to serve us well and our remote working procedure are still intact during this new normal transition being as the number of cases have yet to decline. AKATI Sekurity Human Resources department provided all employees with sufficient work equipment and online support during these trying times.

### **Measurement of Outcomes**

AKATI Sekurity's end goal is to sustain a workplace free from discrimination and provide equal opportunities with respect to remuneration, promotion and employment in general. Any decision made with regards to employment, promotion and remuneration are purely merit based. We ensure all staff members are compensated fairly and consistently. AKATI Sekurity is committed to becoming an employer of choice and our annual strategic objectives allows us to set targets to achieve this. We highly value feedback from our staff members in contributing towards the decisions we deliberate together towards building AKATI Sekurity as a safe and welcoming environment for all.



### III. ENVIRONMENT

#### Assessment , Policy and Goals

AKATI Sekurity places high priority on the initiatives taken to protect the global environment and prioritize environmental consideration and awareness. Our commitment extends to complying with all environmental legislation. In this regard we put forward our best effort in raising awareness among our employees to minimize our damage in towards the environment and its natural resources.

Environmental care and sustainable development is an integral part of our corporate social responsibility. As a company we are held responsible to play our part in environmental impact and we take this role seriously through our environmental sustainability policies, procedures and education.

#### Implementation

We have laid out a 3-year AKATI Sekurity Sustainability Strategy Plan 2020 – 2023. In support of sustainability initiatives towards our products and services, AKATI Sekurity is practicing what is preached by upholding our environmental responsibilities through the Government Green Procurement (GGP) initiative.

Here at AKATI Sekurity, we oversee the management and monitoring of the material Environmental, Social and Governance (ESG) factors and ensure sustainability-related disclosures are in accordance with the regulations, frameworks, and guidelines.

In terms of projects, we include the environmental and climate change considerations required to create sustainable and resilient results. The goods, works, services and consultancy aspects include the environmental criteria and requirements to meet the consideration defined in the project implementation.

AKATI Sekurity takes our Sustainable Business Strategy seriously by making certain to provide the required services and consultancies with the desired characteristics, that simultaneously optimizes value for money to guarantee the principles of economy, efficiency, equal opportunity, and transparency that govern Green Procurement:

- Carrying out case studies and estimates to determine the convenience of implementing a certain type of technical solution, including offering solutions to save or reuse resources.
- Contracting design consultants for certain environmentally friendly technical solutions, such as the incorporation of renewable energy or the implementation of energy saving measures in projects.
- Favoring the use of intelligent network designs and infrastructure to optimize efficiency in electricity consumption.
- Requesting that the consultants submit their work digitally not in print and minimizing the number of journeys that need to be made during the project.
- Strongly encouraging the digitalization and storage of documents on servers (paperless initiative).



At AKATI Security suppliers and other partners confirm that they do not violate environmental laws and regulations in writing, the company verifies by conducting site visits, and the number of suppliers and other partners are documented.

Our Human Resources department will conduct an orientation session to brief new employees regarding the company's policies and targets on achieving energy efficiency and waste management during a new employee onboarding session. Energy efficiency and waste management is built into the KPIs of the employees and are expected to achieve these set targets.

With reference to our Environmental and Sustainability Policy which resides at our central knowledge base repository as one of the common documentations that is accessible to all AKATI Security employees. For external parties, we share the same documentation with partners and suppliers to acknowledge our green initiatives.

A site visit documentation is presented to vendors, partners, or clients which we engage with. The observation drawn should ensure they are in line with the standards set by AKATI Security's Environmental and Sustainability Policies & Anti-Human Trafficking, Slavery and Discrimination Policy.

## **Measurement of Outcomes**

### **Energy Efficiency:**

Reduce the financial, social and environmental impacts of energy consumption through conservation, efficiency and production/delivery system improvements. The primary use of energy at AKATI Security is to provide comfortable and effective environments for the workspace. Electricity is used to produce chilled water and to provide ventilation, lighting and power. These functions are our primary source of greenhouse gas emissions and a significant component of the office operational expenses. Efforts to reduce energy use must include a thorough understanding of how our daily activities consume energy. This understanding will help determine the best tactics for reducing energy consumption.

### **Waste Management:**

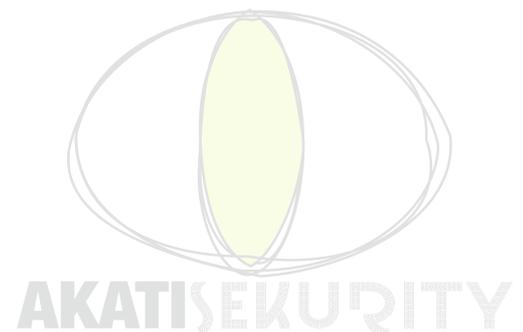
Gain a deeper understanding of the life cycle of materials, engage in education, waste reduction and landfill diversion, and seek to improve the sustainability of material purchased across all areas. Using our purchasing power to promote sustainable, resilient economies and moving toward zero waste by reducing, reusing and recycling are two critical and connected components of sustainability in our operations. Together these processes can be considered as waste management. Reducing the generation of waste decreases the flow of material to incinerators and landfills. These facilities produce greenhouse gas emissions, can contaminate air and groundwater supplies and may have disproportionate negative impacts on low-income communities. Human rights and working conditions can also be improved through purchasing protocols that prioritize human rights throughout the supply chain.

#### Water Consumption:

Gain a deeper understanding of the methods to correctly manage water usage through reducing food waste, managing water systems and improving the level of water consumption. Growth in the world's population, cities, and GDP is putting acute pressure on water supply and waste disposal. By 2030 the global gap between water supply and demand could reach 40 percent. Today almost three-quarters of the world's waste ends up in landfill, imposing enormous environmental costs and squandering opportunities to extract value through recycling and reuse. As a sustainable organisation it is our responsibility to manage water consumption to capture economic and social benefits, reduce cost, and minimize risk.

#### Climate Change:

We are committed to reduce the greenhouse gas emissions of AKATI Sekurity to 25 percent below 2010 levels by 2025. We will serve as an exemplar by implementing strategies that lower greenhouse gas (GHG) emissions while enhancing our operations and reducing long-term energy costs. Our approach will be guided our mission to improve people's lives. AKATI Sekurity has a long-term objective of achieving carbon neutrality. To achieve meaningful and measurable progress, we are committed to reducing greenhouse gas emissions to 25 percent below 2010 levels by 2025.



## **IV. ANTI CORRUPTION**

### **Assessment , Policy and Goals**

AKATI Sekurity is committed to a zero-tolerance policy against corruption, bribery and extortion in relation to both internal and external stakeholders and suppliers. Our shared core values as a strong company culture prides on a reputation of maintaining our core values of being Ethical, Technical and Professional. We wish to retain this culture for all our future engagements. This is re-enforced through our code of conduct which requires all stakeholders and vendors to adhere with standard practices that govern fair and ethical business practices.

We have zero tolerance towards corruption, bribery and extortion as stated in our Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy. The policy exists to set out the responsibilities of AKATI Sekurity and those who work for us in regards to observing and upholding our zero-tolerance position on bribery and corruption. It also exist to act as a source of information and guidance to recognize and deal with bribery and corruption issues.

### **Implementation**

AKATI Sekurity's Human Resource Department provides regular briefings and trainings on our anti-corruption policies and relevant laws and regulations, and all of the employees are mandated to attend these courses.

Our company has in place a mechanism for employees to report attempted, suspected or actual corrupt practices and unethical behavior without fear of reprisal. For instance, bribery to and from external third parties like suppliers and other partners. We have an open communication channel specifically to address formal reports as such and AKATI Sekurity has in place a whistleblower policy.

AKATI Sekurity conducts risks assessment on all operations for corrupt practices and unethical behavior this is done a part of our anti-bribery program and provides us with a systematic and prioritized view of where the significant inherent bribery risks lie. The results of risk assessments are used to design any further required controls to mitigate the prioritized bribery risks.

AKATI Sekurity ensures to have a formal understanding between suppliers with regards to our anti-corruption policies and relevant laws and regulations. This is done in writing and the number of suppliers and other partners are documented. AKATI Sekurity conducts checks towards our suppliers and other partners for corrupt practices and unethical behavior. For instance, bribery (monetary or non-monetary), fraud, embezzlement, conflict of interest, other forms of corrupt practices or unethical behavior. This understanding is formed through signing a formal undertaking with suppliers and partners.

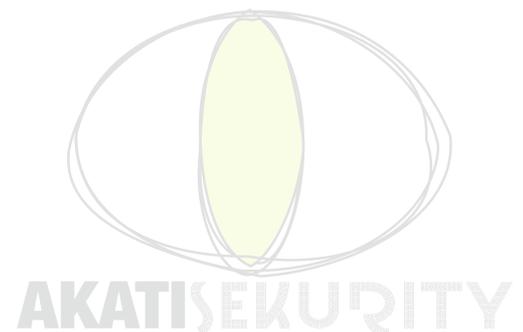


AKATI Sekurity takes action against suppliers and other partners for attempted, suspected or actual corrupt practices and unethical behavior. For instance, we go through the process of consulting, counselling, warning, and finally termination. Until now, there have been no incidents of attempted, suspected or actual corrupt practices and unethical behavior by suppliers and other partners.

Our Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy is an enterprise level commitment for prohibiting and controlling corruption and related illegal acts.

### **Measurement of Outcomes**

AKATI Sekurity has not be involved in any legal cases, rulings or other events related to corruption or bribery. There have been no incidents of violations of company policies on anti-corruption by employees. We have an annual external audit ISO 37001 audit to ensure our processes are complaint with relevant legislation. AKATI Sekurity shares the audit findings of the ISO 37001 annual audit and the remedial actions to our external shareholders and customers.





# Contact Us

AKATI Security

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