



# Nextgen Clearing UN Global Compact Communication on Progress

<b>Document Classification:</b>	<b>Internal Use</b>
<b>Document Ref.</b>	<b>IMS26008</b>
<b>Version:</b>	<b>1.4</b>
<b>Dated:</b>	<b>28 October 2021</b>
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<b>Document Owner:</b>	<b>Compliance</b>
<b>Applicable Region:</b>	<b>Global</b>



## Revision History

Version	Date	Revision Author	Summary of Changes
V0.1	12 <sup>th</sup> Oct 17	Chris Walker	Draft Version
V1.0	6 <sup>th</sup> Nov 18	Chris Walker	Various updates and amendments
V1.1	6 <sup>th</sup> Nov 18	Barbara Obeng	Update from HR
V1.2	21 <sup>st</sup> Nov 19	Chris Walker	Review and Update for 2019/2020
V1.3	3 <sup>rd</sup> Nov 20	Chris Walker	Update for 2020/2021
V1.4	28 <sup>th</sup> Oct 21	Chris Walker	Update for 2021/2022

## Distribution

Name	Title
All Nextgen	All Employees and Interested Parties

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Reviewed Chris Walker	Compliance	<small>BC34F27C5260419...</small> <small>DocuSigned by:</small> 	05-Nov-2021
Reviewed Vimal Anandpura	CFO	<small>03E501532C334DE...</small> <small>DocuSigned by:</small> 	05-Nov-2021
Reviewed James Briggs	People & Culture	<small>E6669954C549481...</small> <small>DocuSigned by:</small> 	08-Nov-2021
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## Contents

<b>1</b>	<b>CEO'S STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT .....</b>	<b>4</b>
<b>2</b>	<b>HUMAN RIGHTS.....</b>	<b>5</b>
2.1	ASSESSMENT, POLICIES AND GOALS .....	5
2.2	IMPLEMENTATION.....	5
2.3	MEASUREMENT OF OUTCOMES .....	5
<b>3</b>	<b>LABOUR .....</b>	<b>6</b>
3.1	ASSESSMENT, POLICIES AND GOALS .....	6
3.2	IMPLEMENTATION.....	6
3.2.1	Gender equality and diversity.....	6
3.2.2	Attractive workplace .....	7
3.2.3	Covid-19 pandemic .....	7
3.2.4	Collective agreement .....	8
3.2.5	Plans .....	8
<b>4</b>	<b>ENVIRONMENT.....</b>	<b>9</b>
4.1	ASSESSMENT, POLICY AND GOALS .....	9
4.2	IMPLEMENTATION.....	9
4.3	MEASUREMENT OF OUTCOMES .....	9
<b>5</b>	<b>ANTI-CORRUPTION .....</b>	<b>10</b>
5.1	ASSESSMENT, POLICY AND GOALS .....	10
5.2	IMPLEMENTATION.....	10
5.3	MEASUREMENT OF OUTCOMES .....	10



## 1 CEO's statement of continued support for the Global Compact

As Chairman of the Board and CEO for Nextgen Clearing I am proud to present our fourth Communication on Progress. We have participated in the UN Global Compact since December 2018 and this report describes our sustainability work during the period November 2020 to October 2021.

Our ambition is to promote the Global Compact's principles in our strategy and corporate culture as well as our relationships with customers, partners, employees and other stakeholders. Here we describe our measures during the period to continue to integrate the Global Compact's principles of the company and hereby certify our continued commitment to the initiative and its ten principles.

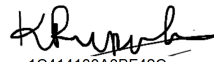
In this annual report, we describe the actions we take to always improve the integration of the ten principles into our company's strategy, our culture and our daily actions.

Nextgen's vision is to be a driving force for a sustainable business life. It is an important part of our community involvement and our values, and one of the reasons why we chose to join the UN Global Compact.

On October 28, 2021, Nextgen had 259 employees. The company is led by the CEO who reports to the board. Nextgen has worked on a systematic approach to CSR as part of our Integrated Management System, including policy documents and guidelines.

External financial, quality and information security audits are carried out annually. Our goal is for Nextgen to be permeated by sustainability issues and we strive to make sustainable choices in our daily operations.

By conducting our business in a responsible manner, we strengthen the relationship and trust towards our stakeholders, which strengthens our company, brand and profitability.

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Kirit Ruparelia CEO



## 2 Human Rights

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
Principle 2	Make sure that they are not complicit in human rights abuses

### 2.1 Assessment, Policies and Goals

Nextgen supports the Global Compact's principles and the declaration for Human Rights. We follow the legislation in the countries where we operate and do not carry out acts that may violate human rights. Our security work aims to maintain a high level of safety for workers and activities, as well as to prevent and deter accidents and injuries on humans. Violations that violate current legislation will be notified to the appropriate authorities.

### 2.2 Implementation

Our daily operations are governed by internal guidelines and policy documents that facilitate follow-up and reporting. Nextgen's security policy focuses on preventive activities in order for our employees to feel secure in the performance of their work and that safety is taken into account when planning that affects customers.

Nextgen's sustainability policy supports our work with human rights internally and controls management's handling of any violations, such as discrimination and integrity. We evaluate our suppliers on an ongoing basis to ensure, as far as possible, that we only buy goods and services from human rights providers, and do not enter into agreements with suppliers who risk jeopardizing these values

### 2.3 Measurement of outcomes

We found no violations of human rights, nor were we liable to any judicial conviction or fine as such. 100% of our employees benefit from a defence of their rights and interests by our staff representatives.



### 3 Labour

Principle 3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4	the elimination of all forms of forced and compulsory labour
Principle 5	the effective abolition of child labour
Principle 6	the elimination of discrimination in respect of employment and occupation

#### 3.1 Assessment, Policies and Goals

Nextgen's personnel strategy is to show strong faith in the individual in order to solve the assignment. With us, all employees must have the opportunity to develop their knowledge to be able to take on more qualified operations. Our overall goal is to continue to keep and strengthen our good working environment and to prevent ill health, absence, and accidents due to deficiencies in working conditions. To achieve this, we must

- Establish an organization based on a clear and delegated responsibility
- Strive for clear leadership with confidence in the individual
- Create a learning organization through knowledge transfer and exchange of experience with quality and sustainable development.

#### 3.2 Implementation

Nextgen complies with legislation in the countries where we operate on employer terms for worker. Nextgen's guidelines and policies for our employees are available collected in our employee handbook as well as in our IMS documentation for equality and diversity, and sustainability.

##### 3.2.1 Gender equality and diversity

Supporting the rights of our employees is a matter of course. It is of the utmost importance that everyone feels seen, heard and respected. As employers, we stand up for everyone's right to develop their skills at work and take on more qualified tasks with increased responsibility. We work to ensure that our employees have meaningful and developing tasks. That is why we want our employees to participate in our development work, participate in and influence their own situation, and participate in developing our workplace. We encourage skills development for our employees to continue to develop in their role and to contribute to achieving goals. We hold regular employee interviews with all employees where the manager and employees set measurable goals and action plans that are followed up. It is one of several occasions when workers have the opportunity and are encouraged to raise thoughts and opinions around their work situation and the business in general.

Nextgen's operations must be characterized by gender equality and diversity. We must be an organization where all employees have the same conditions and rights -



regardless of gender, gender identity or gender expression, ethnicity, religion or other belief, functional variation, sexual orientation or age.

Among our members workers have different experiences, education and skills. We see it as one of our strongest assets and is a prerequisite to stimulate creativity and innovation. We care about creating a workplace where employees feel good, with an atmosphere based on mutual respect, interaction and teamwork. The physical and psychosocial work environment must support employee well-being and we do not accept any forms of discrimination, harassment or other types of inappropriate behaviour.

All persons must be treated equally in our recruitment. At internal and external recruitment only relevant qualifications, knowledge and personality are crucial criteria.

### **3.2.2 Attractive workplace**

We care that our employees feel good with us, which is required for both the physical and psychosocial work environment. We are working actively ensuring that we have a safe, healthy and secure workplace. All permanent employees have the opportunity to take advantage of daily flexible working hours. It gives the employee the opportunity to arrange their working hours so that it works in the best way for the business but also meets individual needs.

We see it as positive that our employees combine parental responsibility with work and accommodate as far as possible individual requests for adapted working hours for parents of young children. Our corporate culture is an important part of our work environment. Since Nextgen was founded, we have been careful to maintain a friendly corporate culture. We must have a culture of openness where everyone has the opportunity to speak and encourage both discussion and dialogue. On a periodic basis throughout the year, town hall meetings are held with the entire company where current issues are addressed and discussed

### **3.2.3 Covid-19 pandemic**

The global Covid-19 pandemic has affected the operations in several different ways since the spring of 2020. For our employees, the year has meant major changes, with distance work and short-term work as well changes in the workplace, and in society at large. Nextgen's management team has tried to be sensitive to thoughts, points, and concerns of employees during the Covid-19 pandemic, and continuously reconsidered the approach and guidelines with individuals and the best interests of the business. Several measures have been taken so that the work could continue in the best way, both in the office and at a distance. Nextgen's crisis management group has during the period had regular reconciliation meetings and continuously communicated with everyone.



The health of our employees is our top priority. Their safety and the opportunity to work in a safe way is a prerequisite for being able to conduct our business. We have followed the Public Health Agency's recommendations and ensured that all employees had the opportunity to work from home. Personnel managers have conversations with employees followed up the individual's physical and psychosocial health and, if necessary, supported by regular reconciliation meetings and continuously communicated with everyone

### **3.2.4 Collective agreement**

Nextgen is not bound by a collective agreement, but we are keen to offer a favourable and competitive employment. It is necessary for us to be an attractive employer, and a prerequisite to retain our expertise within the company

### **3.2.5 Plans**

HR has changed its name and is now known as the People and Culture (P&C) department. This is a better reflection of what we are trying to achieve at Nextgen. P&C is headed by the CFO. The team meets weekly to discuss general tasks such as recruitment, joiners and resignations, as well as strategic P&C initiatives

The P&C team is currently working on the following initiatives - some existing - being refined - and others new:

- Personal Development Plans including training and development and wellbeing
- Roles and responsibilities
- Skills matrix
- Communicating and incorporating Nextgen values
- Employee recognition
- Internal communication (e.g., reinstated All Hands' meetings, Company Portal)
- Employee engagement and team building
- Organising teams in each region, responsible for team building events; locally and globally, on- and off-line:





## 4 Environment

Principle 7	Business should support a precautionary approach to environmental challenges
Principle 8	undertake initiatives to promote greater environmental responsibility;
Principle 9	encourage the development and diffusion of environmentally friendly technologies

### 4.1 Assessment, Policy and Goals

At Nextgen, we want to contribute to sustainable development. We always strive to make sustainable choices in daily business and consider our negative impact on the environment through purchases, services and travel. In decisions concerning cooperation with external partners, we are guided by the Global Compact's principles and other internationally established guidelines and recommendations. Nextgen's environmental work is governed by our sustainability policy, which covers the parts where our business has the greatest impact on the environment, such as our purchasing, travel and energy use.

### 4.2 Implementation

A positive outcome of the Covid-19 pandemic is that Nextgen took the conscious decision to reduce its office footprint in the UK. The two offices in Bishop's Stortford were closed bringing a reduction in our environmental impact in terms of heating, lighting use as well as reduction in travel between home and office. All UK employees are now working locally from home.

### 4.3 Measurement of outcomes

The Environmental Management Policy is subject to annual review by Senior Management.



## 5 Anti-Corruption

### Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

### 5.1 Assessment, Policy and Goals

Nextgen follows and respects the principles of the Global Compact anti-corruption and complies with UK's anti-corruption legislation and competition. We do not accept any form of corruption, bribes or bribery, as described in our Anti-Bribery and Anti-Corruption Policy. Nextgen's IMS policies describe the company's guidelines for benefits and good business ethics. Suspicions of violations of guidelines are reported compliance department.

### 5.2 Implementation

Through advice, workshops and in our dialogues with customers we work to increase awareness and knowledge of anti-corruption and related risks and encourage transparency communication in this area. Nextgen strives to work with partners and customers who have active sustainability work. As an organization, we want to stimulate dialogue that drives sustainability issues forward and work with partners who share our sustainability ambition, where anti-corruption and good business ethics are an obvious part. Nextgen's IMS policies describe our guidelines for representation, gifts, and benefits.

### 5.3 Measurement of Outcomes

During the year, there were no cases of violations of the Global Compact's principles, suspicions of corruption or bribery have been reported within Nextgen's operation