

## COMMUNICATION ON ENGAGEMENT (COE)

Period covered by this Communication on Engagement

From:26.02.2020

To26.02.2022

### Part I. Statement of Continued Support by the Chief Executive or Equivalent

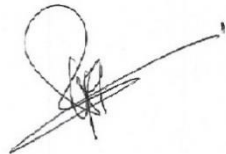
25.02.2022

To our stakeholders:

I am pleased to confirm that Oxford College of Business reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Malindu Ranasinghe  
Director/CEO

### Part II. Description of Actions

1. Incorporate the GC principles into internal operations and communicate progress following the COP requirements
2. Promote the GC and its principles through,
  - **Deliver education on topics related to the Global Compact**
  - **Conduct applied research and thought leadership in relation to the Global Compact**

### Part III. Measurement of Outcomes

Activity	KPI to measure the success	Status of the Current year
<b>Incorporate the GC principles into internal operations and communicate progress following the COP requirements</b>	No. of incidents in child labor per year (age below 16 years)	NIL
	Incidents of forced labor during the year	NIL
	Gender balance of the company	Female 36% Male 64%
	Number recruitments of female employees per year	Female 58% Male 42%
	Annual Carbon footprint of the Company	86.3 tCO <sub>2</sub> e (27.5 % decrease over the last year)
	Total energy consumption	245 GJ (23.4 % decrease over the last year)
	Paper consumption of the year	2,343 Kg (47% decrease over the last year)
	Number of complaints on bribery and corruption	NIL
	Number of complaints on sexual harassment in the company	NIL
<b>Deliver education on topics related to the Global Compact</b>	Number of student enrolment to the MSc in Sustainable Management in 2020/21	125
	Number of training to give awareness on UNGC principles	03
<b>Conduct applied research and thought leadership in relation to the Global Compact</b>	Number of researches done by the students who are following sustainable management programs related with Global compact principles	118