

SKA INTERNATIONAL GROUP

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COMMUNICATION ON PROGRESS(COP)

Period Covered by this Communication: 03 March 2020 – 31 March 2021



Part 1: Statement of Continued Support

15 March 2022

To Our Stakeholders:

I am pleased to confirm that the SKA International Group reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption. This is our Communication on Progress with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Progress, we describe our organization's actions 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.

Yours Sincerely,



Michael Douglas
President & CEO



Part II: Ten Principles of the UN Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Labor Standards

Principle 3: Businesses 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 labor.

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

The Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and

Part III: Description of Activities

SKA International Group remains committed to the principles and goals of the UN Global Compact and is actively supporting their achievement through the ongoing partnership that the Institute has with the UN Global Compact for delivery of the special issues' initiative.

SKA acknowledges and respects the principles contained in the United Nation's Universal Declaration of Human Rights.

HUMAN RIGHTS PRINCIPLES

EMPLOYEES

SKA seeks to respect the human rights of all employees within the company as well as complying with all national laws. SKA has implemented the following policies.

SKA-PO6-P019 – Human Trafficking Policy

SKA-PO6-P017 – Code of Business Conduct Policy Group

SKA support efforts to drive sustainable development, and we respect human rights standards.

1. As a company, we foster a culture and working environment where our people treat each other with respect, courtesy, and fairness, promoting equal opportunity for everyone irrespectively.
2. SKA has zero-tolerance for harassment or unfair discrimination in our working environments.
3. We understand the broader impact that our work has on society, our people, and our clients, and we conduct business with those interests in mind.
4. We invest in our people to develop professional knowledge and skills to perform their roles effectively.
5. We help our people reach their potential through investments in personal and professional development and support programs.
6. We provide a safe work environment for our people and expect our clients to do the same.

In 2018, 2019, 2020 & 2021 we had zero major grievances reported by any employee in the organization related to Human Rights and Human Trafficking.

Our organization maintains a comprehensive log to record any related incidents. Our reporting systems ensure all employees at all levels have access to the HR Department and the SVP/Director HR & Administration, and immediate actions are taken within a span of 24-48 hours.

SUPPLIERS

SKA works with suppliers and business partners to ensure that human rights are respected in the supply chain, based on our business relationships, leverage and operational context.

Our engagement is manifested through our commitment to the local workforce's employment and progress in the countries we have our operations in.

As appropriate, we use tools for human rights risk and impacts assessments to identify actual and potential human rights issues. Actions to manage and address human rights risks and impacts are guided and carried out through dialogue and collaboration with relevant stakeholders.

Where appropriate, SKA also aims to use its influence to support human rights advancement in the communities where we operate.

1. In 2018 we updated our supplier registration policy per TRACE International Guidelines and now require commitment from all our suppliers to the human rights principles. Reregistration of our suppliers continues throughout 2019. No breaches were recorded since 2017.
2. In 2019, our Suppliers re-registered according to the International Guidelines, and if any vendors or supplier were identified, breaching human rights will be barred from doing business with SKA.
3. In 2020, our Vendor registrations included questions related to Anti-Corruption and anti-bribery and anti-human Trafficking. And after a thorough review, the vendors were brought onboard.
4. In 2021, continued vendor registration and revalidation of the Anti-corruption/bribery and trafficking of our vendor registration.

CUSTOMERS

SKA seeks to respect the human rights of our customers in all operating countries. Our focus areas include respecting our customers' privacy, e.g., by storing safely any personal data, as described in our Privacy Policy, and aiming for that no customers are discriminated against, as outlined in our Discrimination and Equality Policy, HR Handbook.

The SKA Anti-Corruption team and member firm anti-corruption leaders work closely with senior leaders to build and enhance a globally consistent anti-corruption program across the SKA network, which includes the following elements:

1. SKA anti-corruption policy includes requirements for member firms' own anti-corruption programs and addresses matter such as bribery, facilitation payments, political and charitable contributions, and gifts and entertainment.
2. Anti-corruption training that includes applicable policies, corruption red flags and case scenarios.
3. Support activities—including communications, workshops, and webinars—to facilitate the sharing of leading practices.
4. Annual anti-corruption self-assessments and other guidance and tools (such as guidance on anti-corruption testing and monitoring) to measure the effectiveness of anti-corruption programs across the SKA networks.
5. A globally consistent process to perform anti-corruption due diligence on subcontractors, marketplace alliances, vendors, and suppliers.
6. A globally consistent methodology and process for SKA member firms to perform corruption risk assessments.
7. An annual confirmation from each member firm to SKA that all members and our people have read, understood, and agree to comply with the local anti-corruption policy and are not in violation of this policy; and
8. A review program assesses compliance with SKA's anti-corruption policies and drives continuous improvement in member firm anti-corruption programs.

Part III: IMPLEMENTATIONS

Description of Concrete actions to implement Human Rights Policies, reduce Human Right risks and respond to Human Rights Violations.

In addition to those specific actions noted above, SKA strives to provide a safe and healthy working environment for all its employees. Our workplace policies and practices have been revised and updated according to our internal review guidelines and our Quality Management System under ISO 9001:2015. Our policies and practices include commitments on:

Child Labor: SKA does not recruit child labour and condemns all forms of exploitation of children.

Ethical Recruitment: SKA implements a "no fees" recruitment policy. We do not ask for money or charge fees to the applicant as part of the application process.

Forced Labor and Human Trafficking: SKA supports eliminating all forms of forced, bonded or compulsory labour and provides associate training on human trafficking awareness and prevention.

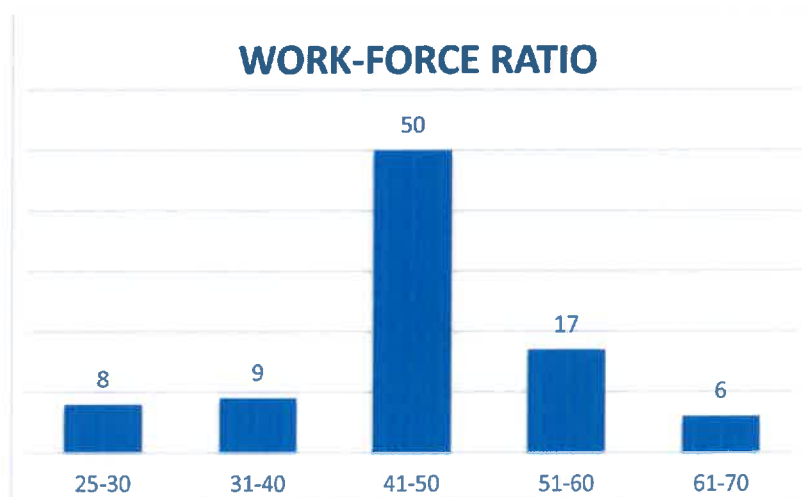
Harassment and Non-Discrimination: SKA supports and upholds the elimination of discriminatory practices with respect to all aspects of employment and promotes and embraces diversity and inclusion within its business operations.

MEASUREMENT OF OUTCOMES

SKA employees have access to the SKA Policy Library, which stores all the company's policies and related documents. HR communications direct employees to the Policy Library for various policy updates and procedures that enforce our values of working with integrity and excellence.

Our employees are educated and trained on our labour policies on the first day of their employment. The entire workforce is retrained on key elements of our business conduct on an annual basis.

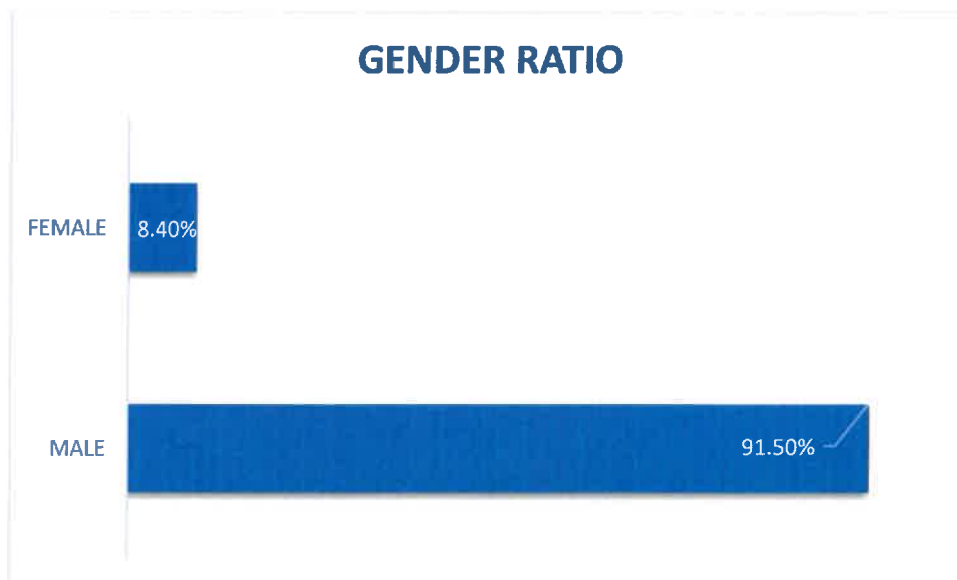
We prohibit discrimination in any form and take an active approach to recruit and developing a diverse and inclusive workforce, which we believe is one of our greatest organizational strengths. We employ based on the experience and skill and like previous years, in 2021 also we aim at hiring all age-group of workforce.



EMPOWERING WOMEN

SKA helps women worldwide participate more fully in society and the economy by elevating their aspirations and connecting them with training and opportunities. Even though our operations are in one of the most remote locations, we encourage the female workforce in key positions and are equally paid. In compliance, we empower our workforce, and the following trends are implemented.

Compare qualifications fairly. All our Women employees are recruited in compliance to the job descriptions and qualifications. In comparison to the previous year, the company has focused on recruiting 10% more women in comparison to 2020.



The women the tools to succeed. Female employees are mentored, sponsored additional training and certifications. Female workers are empowered with training and development and all related tool to succeed. Women workers are assigned mentors whom they can turn to with questions to sharpen their leadership methods.

Pay equally for equal work. All employees are equally paid irrespective of their gender

TRAINING AND DEVELOPMENT.

Because of SKA'S work's nature, all SKA employees must follow the company's anti-corruption policies. Among the requirements implemented by SKA's policies is the company's obligation to ensure compliance with the international rules regarding facilitating payments to government officials, as well as internal accounting and reporting provisions.

SKA is committed to investigating all reported ethics cases in a serious and fair manner. This includes investigating matters promptly and thoroughly. Furthering this commitment, SKA has appointed additional staff to lead and direct investigations. SKA also provided detailed instructions on how internal investigations should be handled while emphasizing the importance of maintaining confidentiality, ensuring an environment free of retaliation, and encouraging employees to speak up when they witness instances of unethical behavior.

In 2021, employees were further trained in Covid protocols, the focus for 2021 was on health and safety and employee wellbeing.

Following trainings were conducted with 100% attendance achieved for our local workforce.

- 1.) Fire Safety
- 2.) Recognition of potential Fire hazards
- 3.) Good Hygiene Practices
- 4.) Proper response and notification in the event of a fire
- 5.) Instructions on the use of portable fire extinguishers

ISOA WPS Certification Training – The Human Resources Department encouraged our female workforce to attend the Webinar, the topics widely covered the role of Women in Peace and Safety. The WPS Act focuses on stabilizing Women and Girls, increase and strengthen women's participation in peace negotiations and conflict prevention, this the goal of SKA to empower women and expand the horizon of capabilities. The webinar was attended by all Key positions Female workforce in SKA.

THE ENVIRONMENT

Our environmental commitment aims to drive efficiency by reducing our total carbon footprint by reducing our electricity consumption, reducing where possible - air travel and reducing our paper usage.

2020 vs 2021

- A reduction of 7% of flights by our staff (use of teleconferencing platforms, travel only when deemed necessary)
- A decrease in electricity and water consumption
- Use of more energy efficient lighting solutions, LED light bulbs and flood lights
- Reduction of paper consumption of 1220 kgs in 2020 to 1100 kgs in 2021

