

27th March 2022

Greetings!

Once again, I take this opportunity to share Trinity Technologies Limited's progress against the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

The greater part of the period ending 30th March 2022 was affected by the restrictions on operations to curb the spread of COVID-19 but nonetheless, as Trinity Technologies, we reiterate our continued commitment to integrate the underlying principles into our business strategy and operations.

Trinity Technologies Limited will continue sharing the progress made with its stakeholders using our primary channels of communication.

Sincerely,

Alok Subudhi

Chief Executive Officer

Trinity Technologies Limited

Human Rights

Trinity Technologies Limited (TTL) has an established Human Resources Policy in place that supports the protection of the rights of employees and advocates for their respect and dignity. The policy also requires that each of TTL's employees is entitled to and work under favorable work conditions.

In line with the Universal declaration of Human rights and the company's HR policy, TTL does not discriminate and provides equal opportunities for employment irrespective of ones' gender, color, language, religion or people with disabilities.

Additionally, TTL's HR policy embodies both articles 4 – no one should be held in slavery and servitude and 5 – no one should be subjected to torture or degrading punishment.

Implementation

- TTL's HR department conducts reviews with the staff and management to obtain feedback from them regarding grievances or challenges that may be affecting their performance and wellbeing at work in order to provide the necessary support as may be needed. *These are ongoing.*
- The HR team also regularly conducts training for its staff to create awareness of any HR issues including those pertaining to human rights.
- TTL provides clean and safe working spaces and environments for its employees.
- TTL has whistleblowing guidelines on how the staff can raise issues.

Measurement

- The risk and compliance team has already conducted a review of the HR Department and other departments to identify and provide guidance on any outstanding issues that may need remedial action by HR.
- A draft report of the findings has been shared with senior management for review and action.

Labour

TTL as per the Labour Act, 2017 and its HR and recruitment policy does not engage in practices that promote child or forced labor practices of its employees. TTL has and implements a comprehensive talent acquisition process for its staff hires that ensures that the engaged employees are aware of what is expected of them and sign off agreements after understanding and accepting the roles given to them.

Implementation

- The HR Department is reviewed by the internal audit function. *This is already underway this year.*

Environment

TTL has in place an environment and waste management policy complete with the management's approval that all employees and contractors are required to read and comply with.

Implementation

- Refresher training has been scheduled for staff this year. The purpose of the training is to update them on issues in the policy and to challenge them to jointly reduce the impact on the environment within their workplace.

Anti-Corruption

TTL has an anti-bribery and anti-corruption policy that all employees, directors and contractors are required to read and comply with.

Implementation

- Compliance with this policy is conducted by the risk and compliance department to identify and provide guidance on any issues that need attention. A refresher training has been scheduled for 2022 for current and new staff this year.

Measurement

- A compliance report of the just concluded assessment has been shared with senior management.