



Nepal Ekarat Engineering Company (NEEK) Pvt. Ltd.
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August 6, 2022; Saturday.

The Global Compact,
United Nations,
New York, NY 10017,
USA.

RE: Statement of Continued Support for the Global Compact

Dear Sir/Madam:

I hereby confirm our continued participation and support to the Global Compact initiatives, as Nepal Ekarat Engineering Company (NEEK) Pvt. Ltd. continues to adopt Global Compact principles deeply intertwined with its daily operations.

Thank you.


Kush Kumar Joshi
Managing Director



Sincerely



Nepal Ekarat Engineering Company Pvt. Ltd.

UNGC ID 6869
Member since August 6, 2009

Communication on Progress (COP)

August 6, 2022

Nepal Ekarat Engineering Company Pvt. Ltd. is pleased to confirm its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. We have strict guidelines as well as measurement of outcomes in place. In our 2021/22 Corporate Sustainability Report below, 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 share this information with our stakeholders using our primary channels of communication.

Overview

Nepal Ekarat Engineering Company Pvt. Ltd (“NEEK”) was established in a joint venture between young Nepalese Entrepreneurs and ‘Ekarat Engineering Public Co. Ltd’ of Thailand in the year 1992 with continued support from our valued customers over the years, NEEK has been able to serve for the last thirty years in manufacturing and supply of distribution transformers.

NEEK recognizes corporate sustainability starts with company’s value system and by incorporating the Ten Principles of the UN Global Compact into strategies, plans, policies and actions along with upholding the basic responsibilities to people and planet in order to set the stage for long term success.

Stand of NEEK with Ten Principles of United Nations Global

Compact

NEEK with Labor and Human Rights

To ensure and enhance that all men and women in particular the poor and the vulnerable, have equal rights as well as access to basic and financial services, around Four Hundred and Six employees are currently working at different levels whereby NEEK provides starting from the basic salary prescribed by the laws. The salary scheme of NEEK also consists of life insurance allowances, house rent, dearness, and medical allowances facilities. Additionally, to that as per policy NEEK provides One Hundred Thousand rupees as a home loan to support permanent shelter to employees without interest.

NEEK protects labor rights and promotes safe and secure working environments for all workers, and takes immediate and effective measures to eradicate forced labor, modern slavery, and human trafficking securing the prohibition of the worst forms of child labor, including recruitment and end child labor in all its forms. NEEK has zero child labor in the workplace.



To empower and promote the social and economic and political inclusion of all irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or another status, 44.01% of the total number of employees are from an Indigenous background, around 40% of the total employees are female and also are also in the position to represent in decision making in order to deliver more effective, credible, accountable and legitimate institutions. Around 51

percent of the total employees are young professionals aged 18-30 years who are currently working in NEEK. NEEK is associated with National Business Initiatives, Responsible Business Alliance Nepal, and other associations to eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, modern slavery, and sexual and other types of exploitation.



NEEK with Environment and Anti-Corruption

In order to adopt a precautionary approach to environmental challenges, NEEK has allocated resources concerning to mitigate damages that tend to occur through Disaster. NEEK representative periodically participates in the programs to strengthen their knowledge of Disaster Management.

NEEK is in the process of continuous improvement in research, technology, infrastructure, and innovation to develop a quality, reliable, sustainable, and resilient product to support economic development and human well-being with a focus on inclusive and sustainable industrialization. With the help of technology, NEEK has significantly minimized the release of hazardous chemicals into the air, water, and soil in order to reduce their adverse impacts on human health and the environment. Significantly NEEK is engaging with the government to develop effective, accountable, and transparent institutions at all levels through cooperation and also engaging substantially to reduce corruption and bribery in all their forms.