
Communication on Progress – United Nations Global Compact

Period Covered: 31 August 2021, to 31 August 2022

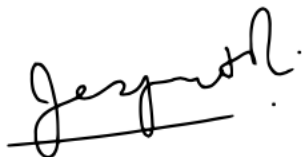
9 Aug 2022

To our stakeholders:

I am pleased to confirm that Sanrai International reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, 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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Jaspreet Rai
CEO

Human Rights

Sanrai has a strong human rights record. All employees work in safe and suitable work facilities. Our technical workshops are regularly checked and worn-out equipment, including protective gear is replaced. Sanrai complies with all safety standards to preserve the health and well-being of our employees. In the last year, we increased health coverage to include mental health for all employees that wish to avail services. Sanrai is committed to minimizing the stigma around mental health and making all forms of healthcare accessible.

Labour

Sanrai pays all employees well above minimum wage. The company does not participate in any form of forced or bonded labor. Sanrai works with suppliers from all over the world. We regularly visit factories to ensure safe conditions and no forced or bonded labor is present. Sanrai hired four employees in the last twelve months. All followed the same evaluation process and two women were hired, one for a management role. Employee related decisions follow a consistent process including strong performance improvement plans to ensure relevant and objective decisions are being made.

Environment

Sanrai has not had any health or environmental accidents since inception. All lithium-ion batteries and products including lithium-ion batteries are stored in temperature and climate-controlled warehouses. No dangerous chemicals are used. All scrap material is recycled where legally permitted or disposed of using safe standards as per specific country laws. Sanrai is conscious of the environmental impact of paper marketing materials and minimizes this to only what is strictly necessary.

Anti-Corruption

Sanrai added an Anti-Corruption clause to all distribution contracts signed. Sanrai does not directly do any business with corrupt regimes or governments. While Sanrai does business in countries with high levels of corruption, our work is focused only on healthcare with medical devices which have a lower risk of corruption. The internal processes at Sanrai are designed to reduce the opportunity for corruption. Expenses are tightly controlled and monitored to quickly evaluate if any employees were engaging in corrupt behaviors. Sanrai also accepts no sales in cash, ensuring all transactions are recorded, minimizing the opportunity to engage in bribery or corruption.

Measurement of Outcomes

As a women and minority owed business, Sanrai prides itself on its diversity in management and across all levels of employment. 40% of Sanrai employees are women and 66% of senior management are women. Sanrai employees range from 30 to 60 and there is no discrimination on age. There have been no occupational diseases, injuries, or absenteeism since inception. All legally allowable technical workshop items are recycled. All paper is recycled and all printing is minimized to what's necessary.