

Bajra Security Service Pvt. Ltd.,
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August 15, 2022; Monday.

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 Bajra Security Service Pvt. Ltd. continues to adopt Global Compact principles deeply intertwined with its daily operations.

Thank you.

Sincerely,



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Mr. Indra Khadka
Executive Director

Bajra Security Service Private Limited
Participant ID 138412
Participant since 2020-08-31

About Bajra Security Service Private Limited:

Bajra Security Service , an ISO 9001:2015 company is a leading service provider specialized in providing Manned Guarding, Housekeeping and Office Support Services with a combined strength of over 1,000 employees and presence all over Nepal. Catering to the diverse needs of Commercial, Industrial, Banks, I/NGOs, Malls, Retail outlets, Construction sites, Hospitals including government owned entity etc. Since 2000, Bajra Security Service has made its name as reliable service provider among the top mark providers in Nepal.

We support the **United Nation Global Compact** initiative and our code of ethics and business conduct is also based on the ten principles of global compact, which assure our services to meet the international standard. It is the policy of the company to exercise all the reasonable skill and improve the quality in every aspect.

Our core values of SERVICE (Service Excellence, Efficient, Respect, Vigilance, Innovation, Confidentiality and Equality) differentiate us. While manned guarding still represents the foundation of BSS, we continuously work to develop our offering. This enables us to meet client specific demands at a competitive price. BSS successfully integrates people, knowledge and technology to offer professional security services to clients all over the country. Our offering includes:

- On-site Guarding
- Security Consultancy
- Electronic Security
- Training Service
- Support Service

Vision and Mission:

-Vision

Be the most preferred professional security service provider for all the stakeholders.

-Mission

To provide premium quality, reliable and innovative security solutions

Corporate Social Responsibility:

We have always considered ourselves as a committed corporate citizen. Our company focuses largely on securing the lives of people and their property. We believe; Corporate Social Responsibility is one of the important aspects of Bajra Security. In all these years of services, we have been a part of many social events and assisted in successful completion of the programs. We ourselves have been a part of social reforming activities along with voluntary activities for noble causes as well. We would also like to assure everyone that we will be involved in these activities in time to come as well.

Corporate Governance:

At Bajra Security, we are firmly committed to the highest standards of governance. The board of directors ensures that the activities of the company are always conducted with the highest standards and in the best interests of its stakeholders. The board of directors continues to ensure that the company Code of Ethics and Business Conduct itself as a model corporate citizen by specifying Bajra Security Values and Principles of Ethical Business Conduct for the company. We have strict policy guidelines as well as measurement of outcomes in place.



Code of Ethics and Business Conduct



Anti-Bribery & Corruption (ABC) Policy Statement



Quality Policy Statement



Quality Assurance Review Mechanism



Business Continuity Plan



Quick Reaction Procedure



Security Risk Management Process



Work Plan and Business Approach



Employee bylaws 2076



Financial Administrative Rules 2076

Human Rights

We at Bajra Security are committed to respecting the human rights of every stakeholder and we ask that they in turn respect the rights of others. These rights cover a range of civil, political, economic, social and cultural rights. Bajra Security has zero tolerance approach to support and respect of the internationally proclaimed human rights. Bajra Security also expects other stakeholder to support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.

Labor

- Bajra Security is committed to safe workplaces, in particular through the prevention of work-related accidents, illnesses and diseases by minimizing hazards in the workplace;
- Respect the right of all employees to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with Labor Act of Nepal;
- Bajra Security stands against all forms of child labor (i.e. below the age of 18 years), forced labor, discrimination, violence, bullying and harassment.
- Ensuring non-discrimination in respect of employment and occupation.

Environment

Bajra Security aspires to minimize its impact on our environment and maximize the effective use of resources. We strive to achieve this by increasing communication and awareness of our efforts in accordance and promoting responsible environmental behavior amongst employees and other stakeholders. Bajra Security commits itself to minimizing its impact on our environment through:

- Support a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.
- Providing a safe and healthful workplace;
- Conserving natural resources by reusing and recycling;
- Using, in our own operations, processes that do not adversely affect the environment;
- Ensuring the responsible use of energy throughout the organization;
- Participating in efforts to improve environmental protection and understanding;
- Taking steps to improve environmental performance continually;
- Enhancing awareness among our employees and other stakeholders – educating and motivating them to act in an environmentally responsible manner.

Anti-Corruption

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to Bribery and Corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.