



AKATISEKURITY

UN Global Impact: Communication On Progress
September 2021 - September 2022



Period Covered by the Communication on Progress (CoP)

From: September 2021

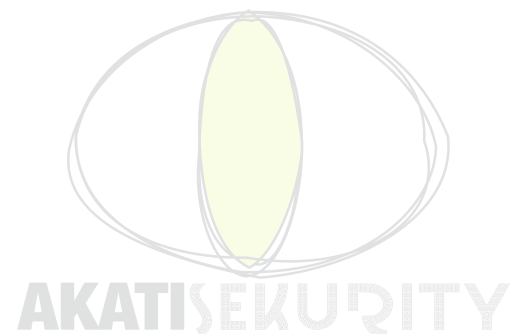
To: September 2022

AKATI Sekurity is a cyber-security consulting firm specializing in Managed Security & Computer Forensics. Operating in 5 continents with over 300 global clients, AKATI Sekurity has earned its reputation for offering reliable solutions with guaranteed results using cutting-edge technology. Top banks in the world, military and some of the most hostile environments in the globe trust AKATI Sekurity as their “Premier Trusted Security Advisor”.

We serve a wide range of clients, offering reliable solutions with reliable technologies that guarantee results. It's vast hands-on experience and unparalleled quality services is a result of two decades of solving information security challenges. At AKATI Sekurity, our vision is to be the trusted security advisor to organisations across the globe, hence creating value for our customers, shareholders and communities. Drawing upon extensive capabilities in Information Security consulting, business applications and training, we enable our clients to address issues specific to their businesses to accelerate growth, streamline operations and create new levels of customer value. AKATI Sekurity works closely with Interpol as the latter's cyber security expert consultant.

AKATI Sekurity has mastered today's complex and changing information security environments through an independent and in-depth risk management consulting approach that goes far beyond. It's vast hands-on experience and unparalleled quality services is a result of two decades of solving information security challenges. Our experts will partner with your team to develop a 360-degree view of your information security.

AKATI Sekurity fills a distinctive role in a business environment increasingly dependent on IT. We create an effective way to identify, solve and manage critical technology assets in support to key organization objectives. Teaming up with us will measurably improve your security position and enable you to leverage your people, technology, knowledge and expertise. We serve our customers with innovative, responsive solutions and will bring together the combination of reliable technologies, proven methodologies, and best practices.



Our Statement of Continued Support

10th September 2022

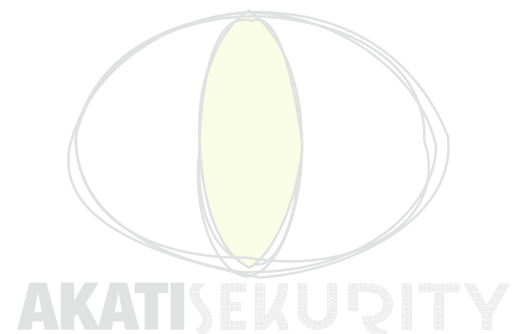
AKATI Sekurity is pleased to express its continued support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption in the past year and will continue to do so throughout the years to come.

We firmly support equal opportunities and ethical corporate conduct. Our team is made up of employees from a variety of backgrounds. We are dedicated to creating a workplace free from all forms of prejudice, and we celebrate diversity and fight inequity.

By making sure to offer the necessary services and consultancies with the desired qualities while simultaneously optimising value for money to ensure the principles of economy, efficiency, equal opportunity, and transparency that govern our green procurement, AKATI Sekurity shows that it takes our Sustainable Business Strategy seriously.

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,
Krishna Rajagopal
CEO of AKATI Sekurity



I. HUMAN RIGHTS

Assessment , Policy and Goals

The company AKATI Sekurity takes pride in promoting and exhibiting respect for international human rights norms. The integration of human rights concepts into every aspect of our business operations is extremely important to us. All employees are treated equally by AKATI Sekurity, which also ensures that no one is denied protection under the law due to any form of discrimination.

Our Human Resources Management Procedures and Anti-Human Trafficking, Slavery, and Discrimination Policy safeguard the rights of our employees. This applies to every member of the AKATI Sekurity team, prospective clients, current clients, customers, and outside service suppliers. Our Zero Discrimination Policy, which we are proud of, is equally important.

At AKATI Sekurity, we value diversity, fight against inequity, and are dedicated to creating a workplace that is free from all forms of bullying and harassment. Regardless of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, religion or belief, sex, socioeconomic background, political beliefs and affiliations, family circumstances, or any other irrelevant distinction, we expect ALL to be treated with dignity and respect.

Implementation

It is AKATI Sekurity's moral responsibility to provide its employees a safe working environment. Less accidents benefit our safer working environment, which lowers occupational health costs, improves employee satisfaction and retention, and reduces employee downtime and retraining time.

In compliance with the rules that must be followed, we have put in place systematic and well-designed workplace safety practises. According to the law, it is our duty to ensure that the workplace is secure, that workers are protected from harassment and discrimination, and that they are given all of their legal rights in terms of compensation and working conditions.

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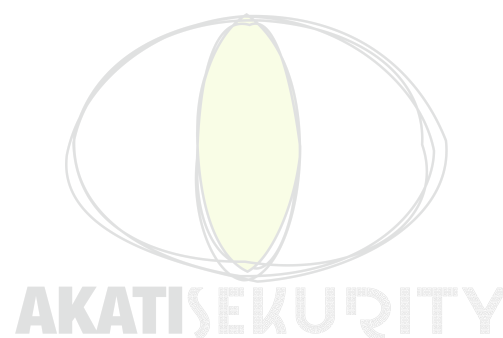
Human Resource Management Procedures:

- HR-001 Screening Procedure
- HR-002 On Boarding Procedure
- HR-003 Training Procedure
- HR-004 Termination and Resignation Policy

By 2033, the UN SDGs want to have abolished slavery. In keeping with and in light of modern slavery, we plan to pay all of our employees more than market rates and even paid out bonuses while the market environment was less than ideal owing to the epidemic. Employees are committed to being protected from all forms of workplace harassment and discrimination by AKATI Sekurity. Human trafficking, child labour, and modern slavery are all prohibited by our organisation. Our values for doing our business with honesty and defending human rights are addressed in our anti-human trafficking, slavery, and discrimination policy. When it comes to using child labour, forced labour, mandatory labour, hazardous working conditions, and discrimination, we do not breach human rights. All levels of staff are required to complete zero-discrimination training. We don't use child labour, enforce forced or mandatory labour, create unsafe working conditions, or engage in discrimination. All levels of employees at AKATI Sekurity are required to complete Zero-Discrimination Training, which is regulated by our AKATI Sekurity Annual Training Matrix.

Measurement of Outcomes

As part of its ongoing social responsibility activities, AKATI Sekurity works to defend fundamental human rights like the access to health and education as well as the principles of equality and non-discrimination. Through our induction classes and online awareness portal, we continue to make sure that we provide education and a complete understanding of our policies and processes. AKATI Sekurity is dedicated to becoming a top employer internally. Exit interview data has absolutely no bearing on a connection between violations of human rights and employee turnover inside the firm. Our human rights advocacy and protection policies and processes are frequently revised to reflect current legislation and best practises.



II. LABOUR

Assessment , Policy and Goals

As a company that does not support child labour or discrimination in any aspect of our workforce, AKATI Sekurity continues to address labour rights within our internal rules. We give our employees' social and economic wellness the utmost attention. Our Human Resources Management Procedures and Anti-Human Trafficking, Slavery, and Discrimination Policy safeguard the rights of our employees. This applies to every member of the AKATI Sekurity team, prospective clients, current clients, customers, and outside service suppliers.

With the firm belief that everyone should take part in the fight for an egalitarian society, AKATI Sekurity encourages equality. We promised to create a setting that values gender equality. In fact, the majority of our staff members are female, and they receive the same compensation as their male counterparts for equally valuable work. Regardless of age, disability, gender identity, marital or civil partnership status, pregnancy or maternity, religion or belief, sex, socioeconomic background, political beliefs and affiliations, family circumstances, or any other irrelevant distinction, we expect ALL to be treated with dignity and respect.

Implementation

For the use of all employees inside the company, AKATI Sekurity offers an Employee Hub. The Employee Handbook, which outlines our labour practises at work and covers things like staff compensation, overtime pay, working hours and vacation time, and performance reviews, is available in this employee portal. Our Human Resources staff will have a required orientation session when an employee joins the organisation in addition to the handbook to make sure they are informed of our labour policies.

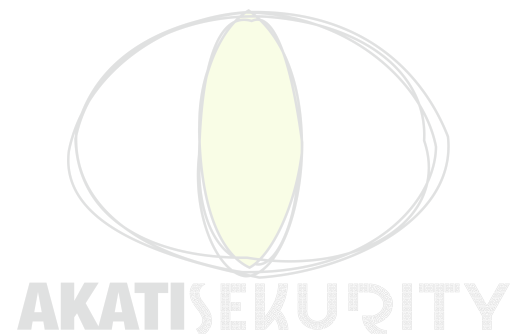
By introducing progressive and flexible work arrangements for contract and permanent full-time employees, such as work from home, flexi-working hours, and part-time work, AKATI Sekurity supports work-life balance. Tripartite Alliance for Fair and Progressive Employment Practices claims this (TAFEP).

When it comes to our labour policies and pertinent laws and regulations, AKATI Sekurity makes sure that suppliers have a formal awareness of them. The number of suppliers and other partners is recorded, and everything is done in writing. AKATI Sekurity verifies that our suppliers do not engage in unfair, exploitative, or abusive labour practises by having them sign a formal undertaking and by conducting site visits. When suppliers or other partners engage in unfair, exploitative, or abusive labour practises, AKATI Sekurity takes appropriate action, such as consulting, counselling, issuing warnings, and ultimately terminating the relationship. The overall number and type of the incidents are properly recorded, and this procedure is part of the policy.

In order to protect the health of its employees during the COVID-19 outbreak, AKATI Sekurity moved into remote working or work from home as early as March 2020. Because the number of cases hasn't yet started to fall, our business continuity plan during the difficult period proven to be very useful, and our remote working procedure is still in place during this new normal transition. The human resources division of AKATI Sekurity gave each employee access to enough work supplies and internet help during these tough times.

Measurement of Outcomes

The ultimate objective of AKATI Sekurity is to maintain an environment free from discrimination and to offer equitable possibilities for compensation, advancement, and employment in general. All hiring, promotion, and compensation decisions are decided solely on the basis of merit. We make sure that all employees receive fair and consistent compensation. Our annual strategic objectives enable AKATI Sekurity to set goals for achieving our goal of becoming a top employer. The opinions of our employees are greatly valued in helping us make decisions that will make AKATI Sekurity a secure and friendly place for everyone.



III. ENVIRONMENT

Assessment , Policy and Goals

The actions performed to safeguard the environment worldwide are given top priority by AKATI Sekurity, which also emphasises environmental knowledge and thoughtfulness. Our dedication includes abiding by all environmental laws. In this regard, we make every effort to increase employee understanding in order to reduce the harm we cause to the environment and its natural resources.

Sustainable development and environmental protection are essential components of our business social responsibility. We take seriously our responsibility as a firm to contribute to reducing environmental effect through our environmental sustainability policies, practises, and training.

Implementation

A three-year AKATI Security Sustainability Strategy Plan 2020–2023 has been presented. By honouring our environmental duties through the Government Green Procurement (GGP) initiative, AKATI Sekurity is doing what it preaches in favour of sustainability measures toward its products and services.

At AKATI Sekurity, we manage and keep an eye on the important Environmental, Social, and Governance (ESG) elements and make sure that disclosures linked to sustainability follow the rules, laws, and norms.

In terms of projects, we take into account the environmental and climate change factors necessary to provide solutions that are robust and sustainable. The environmental criteria and requirements to fulfil the consideration established in the project implementation are included in the goods, works, services, and consultant elements.

In order to uphold the values of economy, efficiency, equal opportunity, and transparency that underpin green procurement, AKATI Sekurity ensures that the necessary services and consultancies are offered with the desired features while also optimising value for money.

- Carrying out case studies and estimates to determine the convenience of implementing a certain type of technical solution, including offering solutions to save or reuse resources.
- Contracting design consultants for certain environmentally friendly technical solutions, such as the incorporation of renewable energy or the implementation of energy saving measures in projects.
- Favoring the use of intelligent network designs and infrastructure to optimize efficiency in electricity consumption.
- Requesting that the consultants submit their work digitally not in print and minimizing the number of journeys that need to be made during the project.
- Strongly encouraging the digitalization and storage of documents on servers (paperless initiative).

Suppliers and other partners at AKATI Sekurity certify in writing that they do not break environmental laws and regulations. The company then conducts site checks to validate this, and the number of suppliers and other partners is recorded.

During a new employee onboarding session, our Human Resources department will hold an orientation session to inform new workers on the company's policies and aims on attaining energy efficiency and waste management. Employees are expected to meet the established goals for energy efficiency and waste management, which are incorporated into their KPIs.

Regarding our environmental and sustainability policy, which is one of the shared documents available to all AKATI Sekurity staff and is housed in our central knowledge base repository. To recognise our green activities with external parties, we share the same paperwork with partners and suppliers.

The vendors, partners, or clients we work with are given a site visit report. The conclusions made must confirm that they adhere to the requirements established by AKATI Security's environmental and sustainability policies as well as its anti-human trafficking, anti-slavery, and anti-discrimination policy.

Measurement of Outcomes

Energy Efficiency:

Through energy efficiency, production/delivery system upgrades, and conservation efforts, the financial, social, and environmental effects of energy usage can be reduced. At AKATI Sekurity, creating conducive working conditions is the main energy-related activity. Cooled water is created using electricity, which is also used for power, lighting, and ventilation. These activities account for a large portion of our office's operational costs as well as our main source of greenhouse gas emissions. Understanding how much energy is used by our daily activities is a crucial component of efforts to reduce energy consumption. This knowledge will make it easier to choose the most effective energy-saving strategies.

Waste Management:

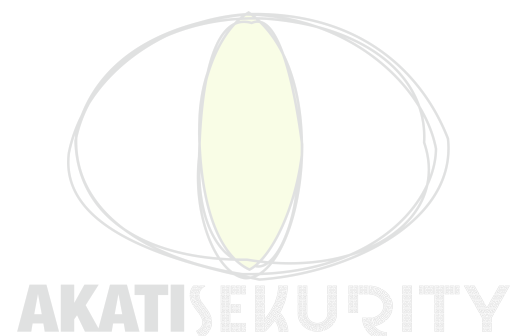
Gain a deeper understanding of the life cycles of materials, participate in waste reduction and landfill diversion activities, and work to increase the sustainability of materials acquired in all fields. Two essential and interconnected aspects of sustainability in our operations are using our purchasing power to support resilient, sustainable economies and working toward zero waste by reducing, reusing, and recycling. All of these procedures collectively constitute waste management. By reducing waste production, less material is sent to landfills and incinerators. These operations emit greenhouse gases, have the potential to contaminate groundwater and air, and may be especially harmful to low-income neighbourhoods. By prioritising human rights throughout the supply chain, purchasing policies can help enhance working conditions and human rights.

Water Consumption:

Reduce food waste, manage water systems, and increase water consumption to have a greater grasp of how to manage water usage effectively. Pressure on the world's water supply and garbage disposal is increasing due to growth in the population, urbanisation, and GDP. The worldwide water supply and demand gap may widen to 40% by 2030. Almost three-quarters of the world's garbage today is disposed of in landfills, creating significant environmental costs and missing opportunities for recycling and reuse. As a sustainable organisation, it is our duty to control water use in order to reap financial and social rewards, cut costs, and lower risk.

Climate Change:

By 2025, we intend to have cut AKATI Sekurity's greenhouse gas emissions by 25% compared to 2010 levels. By putting solutions in place that cut greenhouse gas (GHG) emissions while improving our operations and lowering long-term energy costs, we will set an example for others to follow. Our strategy will be determined by our goal of making people's lives better. The long-term goal of AKATI Sekurity is to become carbon neutral. We are committed to bringing down greenhouse gas emissions by 25 percent below 2010 levels by 2025 in order to make significant and quantifiable progress.



IV. ANTI CORRUPTION

Assessment , Policy and Goals

With regard to internal and external stakeholders, suppliers, and other parties, AKATI Sekurity is devoted to a zero-tolerance policy against corruption, bribery, and extortion. Our shared core principles and strong corporate culture take pride in upholding our commitment to being ethical, technically proficient, and professionally qualified. We want to keep this culture in place for all of our upcoming engagements. Our code of conduct, which mandates that all stakeholders and vendors abide by the standards that govern honest and ethical business activities, serves to further reinforce this.

As stated in our Anti-Bribery, Anti-Corruption, and Anti-Money Laundering Policy, we have zero tolerance for corruption, bribery, and extortion. The policy was created to define AKATI Sekurity's and our employees' obligations with relation to upholding and adhering to our zero-tolerance stance on bribery and corruption. It also serves as a resource of knowledge and direction for identifying and resolving concerns with bribery and corruption.

Implementation

All workers at AKATI Sekurity are required to attend the regular briefings and trainings that the human resources department offers on our anti-corruption policies and the pertinent laws and regulations.

Employees can report attempted, suspected, or actual corrupt activities and unethical behaviour at our organisation without worrying about facing retaliation. For instance, bribery of suppliers and other external third parties, such as partners. We have a channel of open communication set up just to address these formal reports, and AKATI Sekurity has a whistleblower policy in place.

As part of our anti-bribery programme, AKATI Sekurity conducts risk assessments on every operation for corrupt practises and immoral behaviour. This gives us a systematic and prioritised picture of where the largest inherent bribery risks reside. The outcomes of risk assessments are used to create any additional controls necessary to reduce the risks of bribery that are given priority.

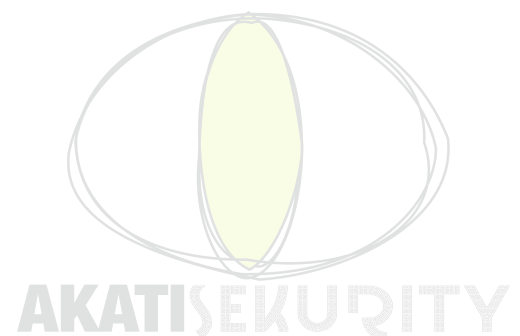
With accordance to our anti-corruption policies and pertinent laws and regulations, AKATI Sekurity makes sure that there is a formal understanding between suppliers. The number of suppliers and other partners is recorded, and everything is done in writing. The suppliers and other partners of AKATI Sekurity are investigated for unethical and corrupt practises. For instance, corruption or other unethical activity, bribery (financial or non-financial), fraud, embezzlement, conflicts of interest A formal agreement is signed with suppliers and partners to create this understanding.

For attempted, suspected, or actual corrupt practises and unethical behaviour, AKATI Sekurity takes action against suppliers and other partners. For instance, we follow a consultation, counselling, warning, and termination process. There haven't been any instances of attempted, suspected, or real bribery or other unethical actions by suppliers and other partners up until this point.

Our Anti-Bribery, Anti-Corruption and Anti-Money Laundering Policy is an enterprise level commitment for prohibiting and controlling corruption and related illegal acts.

Measurement of Outcomes

AKATI Sekurity has not been a part of any court cases, decisions, or other occurrences involving corruption or bribery. There have been no instances of employees breaking the company's anti-corruption measures. We conduct an annual external ISO 37001 audit to make sure our procedures comply with applicable laws. The ISO 37001 yearly audit findings and corrective measures are shared by AKATI Sekurity with our external shareholders and clients.





THANK YOU



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