



Nextgen Clearing UN Global Compact Communication on Progress

Document Classification:	Internal Use
Document Ref.	IMS26008
Version:	1.5
Dated:	01 November 2022
Document Author:	Chris Walker
Document Owner:	Compliance
Applicable Region:	Global



Revision History

Version	Date	Revision Author	Summary of Changes
V0.1	12 th Oct 17	Chris Walker	Draft Version
V1.0	6 th Nov 18	Chris Walker	Various updates and amendments
V1.1	6 th Nov 18	Barbara Obeng	Update from HR
V1.2	21 st Nov 19	Chris Walker	Review and Update for 2019/2020
V1.3	3 rd Nov 20	Chris Walker	Update for 2020/2021
V1.4	28 th Oct 21	Chris Walker	Update for 2021/2022
V1.5	1 st Nov 22	Chris Walker	Update for 2022/2023

Distribution

Name	Title
All Nextgen	All Employees and Interested Parties

Approval/Reviewed

Name	Position	Signature	Date
Reviewed Yogesh Patel	Compliance & Information Security	 DocuSigned by: Yogesh Patel	10-Nov-2022
Reviewed Chris Walker	Compliance	 DocuSigned by: Chris Walker	09-Nov-2022
Reviewed Michael van Klink	COO	 DocuSigned by: Michael Van Klink	09-Nov-2022
Reviewed James Briggs	People & Culture	 DocuSigned by: James Briggs	09-Nov-2022
Approved Kirit Ruparelia	CEO	 DocuSigned by: Kirit Ruparelia	10-Nov-2022



Contents

1	CEO’S STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT	4
2	HUMAN RIGHTS.....	5
2.1	ASSESSMENT, POLICIES AND GOALS	5
2.2	IMPLEMENTATION.....	5
2.3	MEASUREMENT OF OUTCOMES	5
3	LABOUR	6
3.1	ASSESSMENT, POLICIES AND GOALS	6
3.2	IMPLEMENTATION.....	6
4	ENVIRONMENT.....	8
4.1	ASSESSMENT, POLICY AND GOALS	8
4.2	IMPLEMENTATION.....	8
4.3	MEASUREMENT OF OUTCOMES	8
5	ANTI-CORRUPTION	9
5.1	ASSESSMENT, POLICY AND GOALS	9
5.2	IMPLEMENTATION.....	9
5.3	MEASUREMENT OF OUTCOMES	9



1 CEO's statement of continued support for the Global Compact


I have the honour to confirm the renewal of Nextgen Clearing in support of the ten principles of the United Nations Global Compact concerning respect for human rights, international labour standards, environmental protection, and fight against corruption.

Since the creation of the company 15 years ago, Nextgen Clearing has conveyed through its strategy, its management, its culture and its operational processes values of respect, fairness, commitment to the development of its employees, and innovation. These values drive the development of the company and the men and women who make it up.

Nextgen Clearing is also aiming to tackle the climate emergency on two fronts: as a business employing more than 260 people worldwide and as a provider of services to the mobile industry. We are developing our Climate Transition Plan with the intention of transitioning our own business to net zero carbon emissions in aggregate, in line with the Paris Agreement on Climate Change to limit global warming to 1.5 degrees.

Our efforts were recognised by the sustainability rating agency EcoVadis which awarded us a silver medal placing us at the 86% percentile which means our score is higher than or equal to the score of 86 percent of all companies rated by EcoVadis.

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

DocuSigned by:

1C414130A3BF42C...

Kirit Ruparelia CEO



2 Human Rights

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights
Principle 2	Make sure that they are not complicit in human rights abuses

2.1 Assessment, Policies and Goals

At Nextgen Clearing, we are committed to the Universal Declaration of Human Rights. Our labour and human rights strategy is closely aligned with the UN's Guiding Principles on Business and Human Rights, The International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work, the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

2.2 Implementation

We have translated these principles into several internal policies which covers all of Nextgen Clearing's offices and applies to all employees and external partners working on Nextgen Clearing's behalf. These include our Code of Conduct, our Human Rights and Labour Policy and our Modern Slavery Statement.

It is each employee's responsibility to be aware of the content and to fully abide by the principles outlined in these policies.

These documents set out a framework to ensure the protection of human rights throughout our entire value chain. They encompass our contempt for modern slavery as well as child and forced labour, and emphasise people's right to free speech, freedom of assembly as well as the right to privacy.

It is our duty to continually monitor and improve our performance. This duty is replicated throughout Nextgen Clearing and our Leadership team ensure that we have adequate management processes in place. Our Compliance department review and update these systems regularly to ensure compliance and progress.

2.3 Measurement of outcomes

We found no violations of human rights, nor were we liable to any judicial conviction or fine as such. It is our goal to have zero incidents in relation to child labour and human rights which we have been able to meet during the reporting period. Equally, we aim to achieve our goal to have 100% of our employees trained on human rights issues in 2023.



3 Labour

Principle 3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4	the elimination of all forms of forced and compulsory labour
Principle 5	the effective abolition of child labour
Principle 6	the elimination of discrimination in respect of employment and occupation

3.1 Assessment, Policies and Goals

Nextgen Clearing is an equal opportunity employer. As per our Code of Conduct and Human Rights and Labour Policy, our employees, contractors, job applicants, suppliers, partners, and anyone who encounters our company should never be subjected to abuse, bullying or discrimination of any kind.

No one should be judged or treated differently due to a person's race, sex, religion, marital status, pregnancy, nationality, ethnicity, disability, sexual orientation, expression, and any other characteristic that leaves a person feeling unfairly treated.

Under no circumstances would our employees or potential employees be subjected to medical or pregnancy testing that could be used in a discriminatory way.

3.2 Implementation

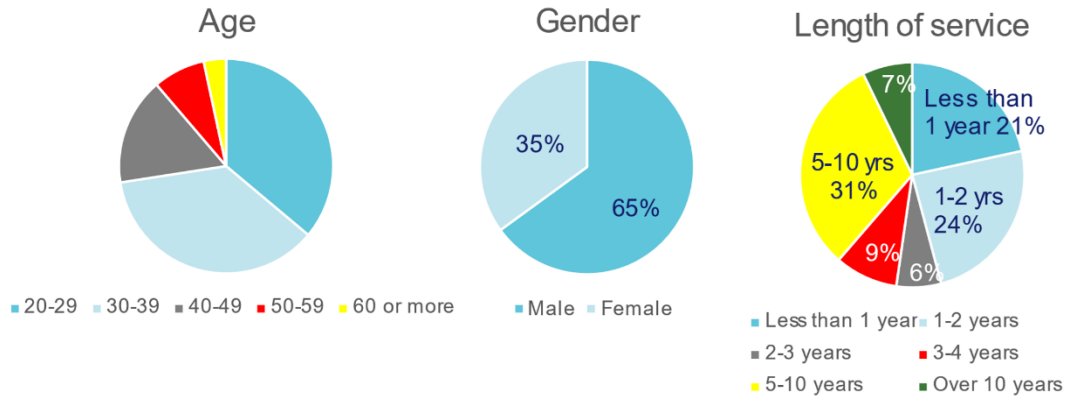
At Nextgen Clearing, we strictly adhere to local employment and labour laws wherever we operate. These include minimum wage requirements, maximum working hours regulation, minimum rest day requirements, regulation related to immigration, collective bargaining, and freedom of association.

Our Human Rights and Labour Policy and Code of Conduct clearly outline our approach, guidelines, procedures, and standards that aid Nextgen's employment decision making. Our employees are compensated for their work in conjunction with all applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits.

At Nextgen Clearing, promoting a working environment which enables continuous learning is of high importance to us. During annual performance reviews, we not only provide feedback on each individual's work performance, but we also create personalised career plans.

In alignment with the company's needs for knowledge and skills, role-specific training needs are identified for each employee. Once critical capabilities have been identified, training will be made available through internal on-the-job learning as well as via our i-learning portal. Management then reports the annual training hours taken per employee on a yearly basis.

Nextgen Clearing currently employs a total of 266 people including 19 different nationalities who speak a total of 29 different languages.



Providing a safe and healthy working environment for our employees is crucial to us as a business. We look to facilitate a positive working environment that is conducive to productive and meaningful work. Wherever we operate, we strive to meet international standards, local laws and customer requirements.

As main guidance document on health and safety, we have established a dedicated Health and Safety Policy. This document sets out our framework for preventing accidents, emergencies, occupational injuries, and illness, and describes our training approach as well as hazard analysis and critical control points.



4 Environment

Principle 7	Business should support a precautionary approach to environmental challenges
Principle 8	undertake initiatives to promote greater environmental responsibility;
Principle 9	encourage the development and diffusion of environmentally friendly technologies

4.1 Assessment, Policy and Goals

We are aware of our responsibilities concerning our use of natural resources and our obligation as a company to the environment and society. We constantly strive to move in a more sustainable direction, and we want to keep improving all of our workflows and question where our products and services come from.

4.2 Implementation

As a part of our initiatives to promote greater environmental responsibility amongst our employees, we have policies concerning how they should handle trash and the importance of recycling.

Nextgen has undertaken its first CDP disclosure in 2022. Further, during 2023, we aim to develop our Climate Transition Plan including:

1. Establish our Carbon Footprint
2. Reduce, Reuse, and Recycle
3. Invest in Renewable Energy
4. Travel Green
5. Reduce Road Travel Emissions
6. Educate our Employees
7. Opt for Green Web Hosting

4.3 Measurement of outcomes

The Environmental Management Policy is subject to annual review by Senior Management.

Annually, Nextgen's CDP disclosure via the CDP Climate Change Questionnaire will be available to our customers.



5 Anti-Corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

5.1 Assessment, Policy and Goals

As mentioned in our statement of continued support, we support the UN Convention Against Corruption. At Nextgen, we assess the risk of corruption and bribery in our company's industry and country of operation.

5.2 Implementation

We have an open and critical dialogue with our business partners around the world to assess the risk of corruption when we do business. We also want to ensure that our business partners are committed to anti-corruption before entering business deals.

5.3 Measurement of Outcomes

We continue to support the UN Convention Against Corruption and do not tolerate any corruption amongst our business partners. We have an open dialogue within the companies and with our business partners across the world and make it clear in our communication that we support the UN Convention Against Corruption