

Sr. No	Global Compact Principle	Commitment/ Policies, Action Taken and Impact Achieved and/ or Plans for the upcoming Year
1.	Businesses should support and respect the protection internationally proclaimed human rights	Nagrik Foundation adheres to the international declaration of Human Rights and believes in protect, respect and remedy. The organisation ensures to prevent its staff from any kind of abuse at workplace and outside the organisation.
2.	And make sure that they are not complicit in human rights abuses	<p>Commitment/ Policies: Nagrik Foundation has formulated the PSEA for the organisation: Refer to Annexure 1</p> <p>Nagrik Foundation follows a strict compliance of the working guidelines as per the human rights law and minimum wage act. The organisation provides benefits and allowances to all its employees across including the medical policy for its staff and their family members. We also follow zero tolerance policy towards sexual harassment against women in the organisation.</p> <p>Outcomes: The Human Resource department at Nagrik ensures to have one to one discussion with all its employees as well as organise de-briefing sessions to orient its new and existing staff about the policies and procedures related to the organisation.</p> <p>Plans for 2023 – 24: More robust systems and processes in place supported through our certification programs .</p>
3.	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining:	<p>Commitment/ Policies: Nagrik Foundation has well qualified employees.</p> <p>Action Taken: The policy is strictly followed by the staff and the compliance team ensures to review regularly.</p> <p>Outcomes: Nagrik Foundation ensures to solve all the issues related to its employees. The organisation also gets all its employees to sign the declaration</p>

		<p>related to the employment and follows a contract procedure with all its terms and conditions.</p> <p>Plans for the Upcoming Year: Nagrik Foundation schedules regular meetings to discuss staff related issues and the compliance ensures to audit the systems and procedures on a regular basis.</p>
4.	The elimination of all forms of the forced and compulsory labor	<p>Commitment/ Policies: Nagrik Foundation strictly follows the recruitment and on-boarding policy.</p> <p>Action Taken: The HR recruitment policy is strictly followed and a regular audit is conducted to ensure transparency in the process.</p> <p>Outcomes: There is no pressure or harassment on the employees to work under pressure. Nagrik Foundation has been recognised for being one of the most reputed organisations where all employees are treated equally.</p> <p>Plans for 2023-24: Nagrik Foundation will adhere to its policies and procedures. The organisation will be audited by the third party for sustainability in the new financial year.</p>
5.	The effective abolition of child labour	<p>Commitment/ Policies: Nagrik Foundation follows zero tolerance against child labor</p> <p>Action Taken: The policy ensures no child under the age of 18 is recruited. There has been regular audit and we have been recognised as an organisation that adheres to all the norms to ensure no child labor is recruited.</p> <p>Outcomes: The age of all the employess is more than the age of 18. All the staff have signed code of conduct regarding the same.</p> <p>Plans for 2023-24: Nagrik Foundation will strictly follow theHR policy on child labour. The organisation will be audited by third party for sustainability in the new financial year.</p>

6.	And the elimination of discrimination in respect of employment and occupation:	<p>Commitment/ Policies: The policy on HR includes no discrimination on account of age, sex, nationality, or religion.</p> <p>Action Taken: The organisation's HR policy ensures that there is no discrimination on account of age, sex, nationality and religion. An audit for the same has been conducted.</p> <p>Outcomes: Women have always been treated equally as men and the organisation has always given them opportunities on priority. Nagrik Foundation has developed an internal complaints committee for redressal of sexual harassment of women at work place.</p> <p>Plans for 2023-24: To organise a meeting once in every three months after the receipt of complaint to address the issue. The organisation will be audited by third party for sustainability in the new financial year.</p> <p>Nagrik Foundation is certified on ISO 9001 ,18001 ,14001 Quality ,Health Safety & Environment .</p>
7.	Business should support a precautionary approach to environmental challenges	<p>Commitment/ Policies: The organisation has an environment policy.</p> <p>Action Taken: Nagrik foundation ensures to have a go green policy and have a digital environment. We have been recognised as an environment friendly organisation as we we have electricity backup through solar power, and we do not use paper until and unless the organisation and staff feel the urgency and requirement for printing. In addition we also have a car pooling system where we have minimised use of transportation and consumption of fuel and have now migrated to e-vehicles.</p> <p>Outcomes: Our organisation has been environment friendly and has contributed in reducing the pollution levels as of today</p> <p>Plans for 2023-24: More robust systems and processes in place supported through our certification programs .Certified on Environment Mgt Systems .</p>

8.	Undertake Initiatives to promote greater environmental responsibility	<p>Commitment/ Policies: To reduce water/ power consumption</p> <p>Action Taken: Nagrik Foundation has changed the water distribution system and have installed overhead tank to save consumption of power. We have replaced halogen lamps with LED lamps to save power in the office. We also use 10% or the recycled water and have installed air pollution control system as well as air purifiers in the office.</p> <p>Outcomes: Consumption of power and water has been reduced. Air pollution has been reduced drastically.</p> <p>Plans for 2023-24: The organisation monitors power and water consumption every month and have set a target to reduced the same. We also follow the environment related laws and abide by them. We have also aimed to plant about 400 plants and trees in the current financial year.</p>
9.	Encourage the development and diffusion of environmentally friendly technologies.	<p>Commitment/ Policies: Use of eco-friendly technology</p> <p>Action Taken: Installed N2 generator to replace the H2 gas</p> <p>Outcomes:</p> <p>Plans for 2023-24: More robust systems and processes in place supported through our certification programs .</p>
10.	Business should work against all forms of corruption, including extortion and bribery	<p>Commitment/ Policies: Nagrik Foundation has formulated HR policy for its employees and code of conduct for suppliers and vendors.</p> <p>Action Taken: Strict adherence to Code of Conduct is followed and the same has been shared with all the vendors.</p> <p>Outcomes: Our vendors respect our organisational policy and adheres to the procedures and maintain a healthy client relationship.</p> <p>Plans for 2023-24: Nagrik Foundation aims to increase awareness amongst all the suppliers in this regard. This will also be audited by the third party for sustainability in the new financial year.</p>

