

COMMUNICATION ON ENGAGEMENT (COE)

SLASSCOM (Guarantee) LTD



Period covered by this Communication on Engagement

From: Aug 2021

To August 2023

Part I. Statement of Continued Support by Chairman of SLASSCOM

18th August 2023

To our stakeholders

I am pleased to confirm that SLASSCOM Guarantee Ltd reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents. In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Part II. Description of Actions

For business associations: Attract new participants to the UN Global Compact through their outreach efforts and awareness raising

1. SLASSCOM hosted an ESG Leadership forum in collaboration with UN Sri Lanka and UN Global Compact

Amongst an esteemed audience of Leaders within the 400+ SLASSCOM Member Companies and UNGC Members with the intention of formalizing SLASSCOM's Sustainability strategy. The Forum was addressed by several local and Global industry experts such as: Hanaa Singer-Hamdy, United Nations Resident Coordinator in SL, Tristan Haberley, Fellow at the Office of the President Asia Pacific and Japan - Strategic Programs, SAP.

Industry CEOs, Board and Corporate leaders, collectively made a pledge to "work together to build Sri Lanka's industry as the leading sustainable IT/BPM destination recognized globally" and committed to "prioritizing and championing environmental, social and governance across their organizations". Embracing the UN 17 SDGs as well as the UNGC Ten principles

<https://youtu.be/wBjmaw03sAM>

2. Climate Initiatives – Webinar with Trinity Lloyd & ITC

In the journey of achieving the goal of positioning Sri Lanka as a green IT destination, the Sri Lanka Association of Software Services Companies (SLASSCOM) has rightly identified that it is imperative to establish sustainable ESG strategies for IT / BPM companies that will in turn position them more positively in the international market.

The webinar was led by Trinity Lloyd, the Sustainability and Energy Transition Leader at Google - as the keynote speaker- and by Milou van Bruggen from the Sector of Enterprise Competitiveness at ITC. The webinar was based on the importance of ESG both for sustainability and as a business practice as a business case for the adoption of ESG. This was followed by an educational segment that covered learnings and best practices for ESG, and business cases from global tech giants such as Google and ITC and learn from local experts on how they can apply these best practices in Sri Lanka by embracing the UN 17 SDGs & and UNGC Ten principles

Watch the full video to gain deeper insights – <https://bit.ly/3rJkWjh>

3. ESG Engagement Survey and First-ever ESG Report in Sri Lanka

Sri Lanka's First-ever Report on ESG Practices within the IT BPM Industry

SLASSCOM ESG Forum carried out an ESG Industry Engagement Survey, a first-of-its-kind initiative with the objective of designing & implementing a sustainability strategy and published a report on the Current ESG Practices within the Industry in line with the UNGC Ten Principles and the UN 17 SDGs. Watch the webinar to learn the latest practices and witness the discussion on insights from industry experts into the practices that help frame ESG narratives, key challenges & opportunities etc. based on the survey findings

Download the Report

<https://www.facebook.com/watch/live/?ref=search&v=835772427108421>

3. CEO Forum – The Business opportunities in SDGs

SLASSCOM hosted a CEO Breakfast with the United Nations in Sri Lanka and the UN Global Compact Network Sri Lanka themed 'The Business Opportunity in Sustainable Development Goals (SDGs)'.

The focus of the event was to highlight the business opportunities provided by SDGs and understand how IT/BPM businesses, both globally and locally, are collaborating to find solutions to shared societal and environmental challenges. Another goal was to understand the relevance and linkage between SDGs as well as the UNGC Ten Principles

4.SLASSCOM's First-ever Women in Tech Conference

The Inaugural Women in Tech Conference organized by the SLASSCOM Women Techpreneurs Forum, in lieu of International Women's day, featuring a line-up of local and global tech personalities showcasing how greater parity and inclusivity can be brought into workplaces and digital spaces, to coincide with the UN SDG 5,5

Part III. Measurement of Outcomes

Number of new UN Global Compact business participants resulting from your organization's promotional efforts

Given below are the SLASSCOM Members who are UNGC Members and highlighted in yellow were the organizations influenced via SLASSCOM to join UN Global compact between 2021 to 2023

1. PWC
2. Hayleys Advantis
3. Citizen Development Business finance PLC
4. Dialog Axiata PLC
5. Virtusa
6. Health Recon connect pvt Ltd
7. 99x
8. JKH

- **Expertise provided by SLASSCOM Sri Lanka to further the aims of Global Compact Local Network in your country**

1. ESG Sustainability Policies

SLASSCOM Recently published their Code of conduct and sustainability policies committing to practicing and making those available for the members to download, adapt and commence practicing. This was led by the SLASSCOM Forum Head, Denver De Zylva, who is Head of Sustainability, in Virtusa. All practices have been published on the website. The policies reflect UNGC Ten Principles relating to Anti-Corruption, Human Rights and Environment <https://slasscom.lk/esg-initialtives-and-policies/>

Additionally, the Focus area for the SLASSCOM Women Technopreneurs forum was modified to cater to UNGC Gender related initiatives particularly. The Women's Empowerment Principles (WEPs) to advance gender equality and women's empowerment across SLASSCOM Member Companies, which was established by UN Women

SLASSCOM Women Technopreneur Forum amended Vision for 2023/2024

In order to create the 1000 Startups, The Woman Technopreneurs Forum was initiated to create a positive change across the tech ecosystem in Sri Lanka to support, promote and grow women led startups with the potential to generate additional export revenue into the country and inspire the next female driven start-up Unicorn. Additionally the Forum aims to support and empower women in tech roles with the access and community they need to succeed, to create a diverse and inclusive environment within the IT & BPM industry. The Women Technopreneurs Forum is led by Ms Zhara Cader, Director-Consulting, ESG and Inclusivity and Diversity

2. Start Right ESG Campaign

Start your ESG Journey Webinar and campaign was aimed to provide a stepping stone to confidently start every Entrepreneur's company's journey towards sustainability. The sessions particularly highlighted selected UNGC Ten Principles such as that businesses should support a precautionary approach to environmental challenges to undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies (Principle 7, 8 & 9) The Target audience consisted of Entrepreneurs within the SLASSCOM 400 + Membership. This will be followed up with a mentoring program for selected entrepreneurs and will be carried out in groups. This initiative was led by Ms Emaail Gunasekera, Sustainable corporates, Said business school, Oxford & Head of Sustainability at Experienz,

3. SLASSCOM Participation in the 2nd round of the UN Global Compact's Target Gender Equality Program in Sri Lanka (2021-2022)

Representatives of SLASSCOM participated in this program and engaged with 50 participating countries to tackle barriers to women's economic empowerment and contribute to the achievement of Sustainable Development Goal 5.5, which calls for women's full and effective participation and equal opportunities for leadership by 2030. SLASSCOM's Industry benchmark standards which was launched at the CEO breakfast meeting last November, selected metrics were aligned with the aforementioned goals

4. ESG Industry Standards and Benchmark

SLASSCOM ESG Forum formed a taskforce with representatives from leading corporates, as well as PWC, KPMG and UNRCO to carry out in-depth research and finalize on a few high-level industry standards that the industry can commence reporting on

These standards were unveiled at the CEO Breakfast meeting last November and SLASSCOM Hopes to commence reporting and include same to the UNGC Communication of progress on an annual basis

Refer url to access these standards - <https://slasscom.lk/esg-forum/>

• Concrete actions taken by UN Global Compact business participants with whom your organization engaged regarding their COP

ESG Orientation for SLASSCOM Employees via Academy in collaboration with Virtusa

A Campaign was initiated to introducing SLASSCOM's Guide to ESG Practices initiated by the SLASSCOM ESG Forum in collaboration with Virtusa for employees within the IT BPM Industry. Organizations were also encouraged to be one of the first to encourage their employees to complete the module and the quiz and be recognized as an organization that leads with a purpose

<https://academy.slasscom.lk/course/sustainability-handbook>

ESG Starter Pack for CEOs – In collaboration with Virtusa

As a leading industry in our country, the IT-BPM Industry has outlined an ambitious goal in ESG and aims to be the first sustainable IT / BPM destination globally.

One of our key goals is to create awareness amongst the membership and assist our membership to commence or advance in their ESG journey. This could be a daunting task for companies since ESG is a vast area and could be overwhelming. This is particularly true for SMEs and start-ups.

Acknowledging this reality, the ESG forum of SLASSCOM has created an ESG Starter pack to help our member companies commence their journey so that they realize that embarking on a sustainability journey is not only the right thing to do but will result in immense strategic business benefits. This being the first step for startups to engage on this journey, the next them would be to encourage them to connect and commit to the UN17 SDGs as well as the UNGC Ten principles

<https://slasscom.lk/its-time-to-commence-your-esg-journey-introducing-the-esg-starterpack/>

Road to Sustainability – Webinar in Collaboration with PWC

SLASSCOM hosted a webinar in collaboration with PWC, SL & India on the future of ESG in the IT BPM Sector in the future. Adopting ESG approaches will be a key value driver and a differentiator that would fuel the growth of the IT BPM industry. The webinar also discusses selected principles within the UNGC Ten principles. Watch the webinar to find out more

<https://www.facebook.com/watch/live/?ref=search&v=835772427108421>

- **Partnerships formalized with mutual aims to advance the UN Global Compact principles**

SLASSCOM Sri Lanka has collaborated with the 11 partners, many of which are within the UNGC partnership and network

UNDP, UNICEF, UN CCBO, Zero Plastic Movement, SL Presidential Secretariate, Youth for jobs India, ITC for certification mapping, Google, Sustainability & Energy, Goodwall, Educate Lanka and LIIN

A Few of the initiatives that's are WIP:

1. SLASSCOM Tech kids program initiatives in partnership with UNICEF

2. SLASSCOM and UNDP mutual goals on the following areas

- UNDP Gender seal certification
- CEO Breakfast Meeting on Transforming to a green Digital Economy
- Awareness and advocacy around responsible use of technology