

COMMUNICATION ON ENGAGEMENT (COE)

[SMILE FOUNDATION]

Period covered by this Communication on Engagement [Ideally the two years prior to this report]

From: [2021] To: [2023]


Part I. Statement of Continued Support by the Chief Executive or Equivalent

Please use the box below to include the statement of continued support signed by your organization’s Chief Executive or equivalent.

To our stakeholders:

I am pleased to confirm that Smile Foundation reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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:

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Your Sincerely,
Subroto Roy
Sr. Director- Operations

Part II. Description of Actions

Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested. *Please refer to the complete list of suggested activities for your type of organization found [here](#).*

Human Rights

- ✓ The organization is committed towards providing a work environment that is free of any encumbrance or inappropriate behaviour, abuse of all kinds and harassment on account of age, physical disability, marital status, race, religion, caste, sex, sexual identity and gender.
- ✓ Smile foundation has a Child Protection policy in place to safeguard children from exploitation, neglect, sexual and physical abuse. Standards of Child Protection are intended to keep children safe from possible abuse and exploitation from staff, partners, donors and with whomever children come in contact with.
- ✓ *Ensure healthy, hygienic and safe workplace for its employees*

Labour Rights:

- ✓ Smile Foundation has zero tolerance towards Child labor and has a Child protection policy in place to protect the children.
- ✓ Ensure that the company does not participate in any form of forced or bonded labor
- ✓ Smile Foundation complies with minimum wage standards.
- ✓ Smile Foundation, from the inception itself, works on a delegated work environment. Each person in the organization is involved in the process of decision making in a scientifically designed system.
- ✓ Smile Foundation believes in a democratic and participatory work culture. Appraisal and review system is conducted twice a year in a democratic way to identify the future leaders of the organization.
- ✓ Maternity leave benefits are provided to female employees.

Environment:

- ✓ Ensures safe handling and disposal of biomedical products.
- ✓ Usage of LED lights.
- ✓ Installation of renewable sources of energy such as solar panels for electricity generation in Smile Foundation supported schools.

Anti-Corruption:

- ✓ The entire management processes and practices of Smile Foundation are in compliance with the principles of Good Governance.
- ✓ Smile Foundation encourages its partners to follow Credibility norms for ensuring good governance in the development sector. The Governance & Credibility System includes a systematic set of norms, which is administered and monitored by a qualified Company Secretary.
- ✓ The project management & monitoring system in Smile Foundation comprises of a systematic and well laid down processes which includes due diligence of partners, monitoring through project auditing, activity report analysis and field evaluation.
- ✓ Smile Foundation has a four tier audit system (1. Internal and Process audit system 2. Statutory audit 3. External evaluation 4. Governance Compliance Certification) to ensure that funds are utilized to the optimum level in an accountable manner.
- ✓ Smile Foundation advocates use of technology for ensuring impartial monitoring and to cut down overhead cost.
- ✓ To ensure honesty, integrity and professionalism of employees there is a Code of Conduct and Work Ethics Policy in place which ensures employees adhere to appropriate standards of conduct in all their dealings and interactions.

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

- ✓ There are 35% women in the senior management whereas 45% amongst the other employees.
- ✓ 38%, 62% and 0% senior management are in the age group of 51 years and above, 26-50 years and 0-25 years respectively.
- ✓ 4%, 93% and 3% employees are in the age group of 51 years and above, 26-50 years and 0-25 years respectively.
- ✓ 3.5% is the rate of absenteeism among employees
- ✓ 95% compliance on an average with minimum wage standards
- ✓ 95% compliance with Child Protection Policy