

The Global Compact Communications on Progress Lanka Hydraulic Institute Ltd, Sri Lanka 03 August 2011

“Lanka Hydraulic Institute Ltd pledges continued support for the Global Compact initiatives and pledges to uphold, embrace, support and enact, within our sphere of influence, the core values & principals of the Global compact.

Lanka Hydraulic Institute Ltd will work towards continued improvement in the practice of the ten principles of the global compact and will act to propagate the Global compact in other organizations in the Sri Lanka and abroad. “

- **Nissanka Perera, Chief Executive/ Director, Lanka Hydraulic Institute Ltd**

Description of Practical Actions

Principle 1 – Health and Safety Management System: LHI believe that an employee who is healthy in mind is healthy physically and yield better productivity levels. To be assured that the employee is protected even outside of the work place is a comfort and garners a loyalty towards the organization they're employed with. While achieving lower employee turnover, LHI is also able to support and uphold its image and reputation as a good employer also fulfilling one of its mission statements.

Measurement of outcome

Pertaining to Principle 1 – LHI initiated a Health scheme that covered all employees working for the company. This covers not merely the employee but also their families, for as long as the worker remains an employee of the company. The organization is of many types of workers including laborers and drivers and other clerical staff. However in support of UNGC's non-discrimination policy, the management has implemented this health scheme across all levels of the company, irrelevant of the position or tenure of a staff member.

Description of Practical Actions

Principle 6 – Company policies and procedures which make qualifications, skill and experience the basis for the recruitment, placement, training and advancement of staff at all levels: LHI is committed to eliminate any type of discrimination, especially when recruiting new employees and planning training for existing workers. A thorough job analysis is followed of the vacant position and the 'right' person, in terms of what the role demands, is recruited, irrespective of the individual's race, religion, sex etc.

LHI also has its own Grievance Handling Procedure which has paved the way for many employee related issues to be worked out and therefore create a more content workforce.

Measurement of outcome

In respect of Principle 6: At the recently concluded annual Performance Appraisals, the needs for training for each employee were identified. The required training was then included in the Training budget and approved. These training cover the most senior manager to the field laborer, from highly technical programs to Basic English language courses.

LHI's workforce is a mixture of many races and religions. While some of these individuals hold high positions within the company, they comprise of both males and females.

Description of Practical Actions

Principle 8 - Introducing, certifying and continually improving environmental management systems: LHI's Quality Management Systems and procedures were audited this year against the ISO 9001:2008 standards. The company believes that such certification only adds value to its services and internal procedures. Being a service oriented company LHI strives to achieve the best award for upholding of excellent quality systems.

Measurement of outcome

Pertaining to Principle 8 – LHI was able to secure the ISO 9001:2008 certifications due to its intense adherence to the stipulated quality standards within the company processes and procedures. The company continues to grow with the prestigious certification to gain a competitive edge and provide a better and unique service to its clients, while streamlining its systems and value adding.