

To our stakeholders:

I am pleased to confirm that :

PRESS COMP INTERNATIONAL P Ltd., reaffirms its support of the Ten Principles of the United Nations **GLOBAL COMPACT** initiative , 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 share this information with our stakeholders using our primary channels of communication.

Yours sincerely



M. Asgar
Managing Director

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PRESS COMP
INTERNATIONAL pvt.ltd

Mfrs. of Press Tools & Precision Pressings

PCIPL/GC-SE/2011

13.12.2011

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA.

Dear Mr. Secretary-General,

I am pleased to confirm that PRESS COMP INTERNATIONAL Pvt. Ltd., supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. PRESS COMP INTERNATIONAL Pvt. Ltd., will make a clear statement of this commitment to our stakeholders and the general public..

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles.

We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the Global Compact, and *annually* thereafter according to the Global Compact COP policy.

We were unable to update the Communication Of Progress in time, due to miscommunication amongst the reporting staff, which is now high lighted and set right, we commit to regularly update the COP in time in future.

If re-admitted, we would like to update the COP now.

Sincerely yours,

Mr. M. Asgar
Director

Postal Address

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An ISO 9001-2000
Company

Period covered by your Communication on Progress (COP)

From: To:

Statement of continued support by the Chief Executive Officer (CEO)

Please provide a statement of your company's chief executive expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles (Please include name and title of the chief executive at the bottom of the statement).

We assure to support global compact initiative and will renew our commitment to this initiative and its principles

Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses (For more information on the principles, click here)

Assessment, Policy and Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

Presently we are abiding with Indian Factories Act., We have formed a committee for " Prevention of sexual harassment " chaired by our Managing Director .

Examples

- Reference to (statement of support for) the Universal Declaration of Human Rights or other international standards
- Written company policy on respecting Human Rights and preventing potential abuses (e.g. in code of conduct)
- Policy requiring business partners and suppliers to adhere to the principles on Human Rights?
- Assessment of Human Rights related risks and impact in industry sector and country(ies) of operation (see Risk Assessment Report at www.humanrightsbusiness.org)
- Specific goals in the area of Human Rights for the upcoming year

Implementation

Description of concrete actions to implement Human Rights policies, reduce Human Rights risks and respond to Human Rights violations.

A suggestion box is available , which is accessed by Managing Director . Employee are given training and information on issues of fundamental rights and responsibilities . A nodal officer is identified to monitor progress .

Examples

- Suggestion box, call center or grievance mechanism
- Awareness raising or training of employees on Human Rights
- Consultation with stakeholders and affected parties
- Allocation of responsibilities for the protection of Human Rights within your company
- Human resource policies and procedures supporting Human Rights

Measurement of outcomes

Description of how the company monitors and evaluates performance.

No human rights violation reported till now . No non compliance reports from the Inspector of Factories , who visits the units regularly , and customer audits conducted frequently .

Examples

- Specific progress made in the area of Human Rights in the past reporting period
- Information about how your company deals with incidents of Human Rights violations
- Investigations, legal cases, rulings, fines and other relevant events related to Human Rights
- Periodic review of results by senior management
- External audits of Human Rights performance

Labour Principles

Principle 3: Businesses 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; and

Principle 6: the elimination of discrimination in respect of employment and occupation

(For more information on the principles, click here)

Assessment, Policy and Goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities).

Description of written policies, public commitments and company goals on labour rights.

We do not employ child labour , there is no discrimination for salary , facility and opportunity based on sex, caste, creed , colour . We strictly follow the and respect the local labor and human rights laws .

Examples

- Reference to ILO Core Conventions or other international instruments
- Written company policies to uphold the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination
- Written policies that clearly state employee rights and responsibilities and their compensation and benefits
- Policy requiring business partners and suppliers to adhere to the Labour principles
- Assessment of labour-related risks in the industry sector and country(ies) of operations
- Specific goals in the area of Labour Rights for the upcoming year

Implementation

Description of concrete actions taken by your company to implement labour policies, reduce labour risks and respond to labour violations.

Employees can directly approach the management for redresses of grievances , A suggestion box is also available. Adequate PPE measures are taken and PPE instruction is prominently displayed in several places . Weekly shop floor meeting are held with employees to address any concern . r

For PRESS COMP INTERNATIONAL PVT. LTD.

DIRECTOR

Examples

- Suggestion box, call center or grievance mechanisms
- Awareness raising or training for employees on labour rights and policies
- Describe how the health and safety of all employees is ensured
- Describe how your company prevents discrimination of all kinds and ensures comparable pay for comparable work
- Consultation with employees and other stakeholders
- Allocation of responsibilities for the protection of labour rights within your organization
- Human Resource policies and procedures supporting the Labour principles
- Participation in international framework agreements and other agreements with labour unions

Measurement of outcomes

Description of how the company monitors and evaluates performance.

We have employees of all castes and creed working at all levels . there is no discrimination in employment . we are not facing any labor related legal suits . There has been no labor disturbances and loss of production till now .

Examples

- Demographics of management and employees by diversity factors (e.g. gender, ethnicity, age, etc.)
- Describe how your company deals with incidents of violations of Labour principles
- Investigations, legal cases, rulings, fines and other relevant events related to Labour
- Periodic review of results by senior management
- Specific progress made in the area of Labour during the last reporting period
- External audits (e.g. SA 8000)

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

(For more information on the principles, click here)

Assessment, Policy and Goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection

Our products and processes do not have any impact on the environment . All process waste is safely handled for regeneration .

Examples

- Assess the environmental footprint and impact of your company
- Written company policy on environmental issues, including prevention and management of environmental risks
- Policy requiring business partners and suppliers to adhere to the environmental principles
- Describe specific goals in the area of the environment for the upcoming year

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents

No harm full inputs are used in the process , CFL lighting is used in offices and work place .

Examples

- Awareness raising or training of employees on environmental protection
- Initiatives and programmes to reduce waste materials (e.g. recycling) and consumption of resources (energy, fossil fuels, water, electricity, paper, packaging, etc.)

For PRESS COMP INTERNATIONAL PVT. LTD.

DIRECTOR

- Allocation of responsibilities for environmental protection within your company

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance

Local authorities conduct periodic inspection and pollution control board gives consent for operation only on evaluation

Examples

- Information about how your company deals with incidents
- Investigations, legal cases, rulings, fines and other relevant events related to environmental principles
- Specific progress made in the area of the environmental protection during the last reporting period
- Periodic review of results by senior management
- External audits of environmental performance

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery (For more information on the principles, click here).

Assessment, Policy and Goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

All procurement transaction are done with P.O and payments by bank transfer .

Examples

- Assessment of risk of corruption and bribery in the company's industry and country(ies) of operation
- Written company policy of zero-tolerance for corruption, bribery and extortion
- Reference to (or statement of support for) the UN Convention Against Corruption and other international instruments
- Protocol to guide staff in situations where they are confronted with extortion or bribery
- Policy requiring business partners and suppliers to adhere to the anti-corruption principles
- Specific goals in the area of anti-corruption for the upcoming year

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to incidents.

Employees are communicated during weekly meeting the companies commitment to anti corruption , employees are encouraged to participate in public anti corruption rallies and initiatives .

Examples

- Suggestion box, call center or grievance mechanisms
- Awareness raising or training of employees about company's policies regarding anti-corruption and extortion (e.g. mailings, internet, internal communication, etc.)
- Allocation of responsibilities for anti-corruption within your company
- Participation in industry initiative or other collective action on anti-corruption

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

Audits are carried out by third party to verify accounts for any events related to corruption and bribery .

Examples

- Information about how your company deals with incidents of corruption

For PRESS COMP INTERNATIONAL PVT. LTD.


DIRECTOR

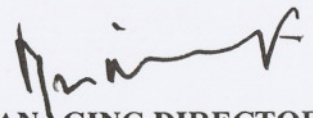
ENVIRONMENT HEALTH AND SAFETY POLICY

We are committed to achieve excellence in the Management of Environment Health and Safety.

Toward this:

- *We will provide a safe and healthy workplace, and adopt processes and technology that will protect the environment, prevent pollution, conserve energy and natural resources.*
- *We will comply with all applicable EHS standards, legal and other requirements that we subscribe to.*
- *We will proactively seek education as appropriate at each level of our organization, so as to bring awareness and respect for Environmental Health and safety issues.*
- *We will review performance regularly to achieve continual improvement.*

MOHSIN ASGAR


MANAGING DIRECTOR

HIV/AIDS / TB POLICY STATEMENT

We at M/S. Press Comp International P Ltd., are committed to uphold the highest level of employee's safety, health and environment, corporate and social responsibilities with total quality care as an integral part of our management.

We have a responsibility of protecting the staff's health and well being including their families in order to function optimally for contributing towards the nation's growth.

As HIV/AIDS & TB have emerged as a serious issue, particularly affecting the most productive segment of society, we would like to respond to this epidemic in a proactive and timely manner in order to protect its employees.

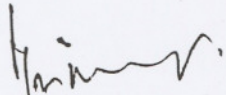
M/S. Press Comp International P Ltd., realizes that HIV infection is preventable and that TB can be successfully treated and workplaces like us which employ a huge workforce have a crucial role to play in the fight against HIV/AIDS & TB. In order to give a concrete shape, the management committed in fight against HIV/AIDS & TB.

The policy is based on the ILO Code of Practice and WHO guidelines. Following are the key elements of the HIV/AIDS/ TB Workplace Policy :

- 1) We are committed to protect our employees, from HIV/AIDS & TB, by providing awareness, information and guidance.
- 2) We will not discriminate against any employee on the basis of his / her real or perceived HIV/ TB status and respect the dignity and human rights of our employees.
- 3) We will continue to implement a regular HIV/AIDS&TB intervention programmes for employees, our effort being to create stigma free environment
- 4) We will ensure that the workplace HIV/AIDS & TB program is gender sensitive and help them to empower them to protect themselves and seek appropriate treatment.
- 5) We will respect our employee's right to confidentiality regarding his/her HIV & TB status.
- 6) We will ensure access to care & support, Anti-retroviral drugs to the employees through referral mechanism.
- 7) We recognize DOTS as a strategy for management of TB and will work along with Revised National TB Control Program (RNTCP) for diagnosis and treatment of workers affected by TB.
- 8) We will not pursue HIV/AIDS/TB screening for the purpose of exclusion from employment or work process.

M/S. Press Comp International P Ltd., will setup an internal committee to review the implementation of HIV/AIDS & TB policy.

Place : Bangalore
Date: 24.06.2009


M. Asgar
Director

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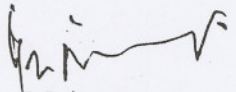
PLEDGE

Having Completed training under Project CONNECT, we at M/S. Press Comp International P Ltd., pledge to be committed to the cause of HIV/AIDS & TB, which have emerged as major threats to the world of work infecting people from most productive age group. We recognize that HIV/AIDS and TB can adversely affect employees and pose a serious threat to enterprise performance due to increased absenteeism, disruption of operations and increased expenditure due to employee treatment, replacement and associated costs.

We will try our best to develop workplace policy and programmes dealing with HIV/AIDS as an ongoing human resource strategy that protects not only the business interests, but also fulfills better management practices, affecting the overall performance of a company in the long term.

We believe that businesses are key institutions in contributing to the development of the national social fabric and can play a crucial role in addressing the needs of those directly and indirectly affected by HIV/AIDS & TB Therefore, we commit to provide leadership and practical means as far as possible to address this issue and advocate for greater response to HIV/AIDS & TB from the world of work in partnership key national and international agencies and other relevant stakeholders, including informal economy actors.

Place : Bangalore
Date : 24.06.2009


M. Asgar
Director