



## **Communication on Progress**

**Year: 2012**

Hindustan Platinum Pvt. Ltd. has been a signatory to the United Nations Global Compact since 17<sup>th</sup> July 2008. We are committed to the ten principles of the compact which promote better corporate responsibility in the areas of human rights, labour, the environment and the fight against bribery and corruption.

Summary of the progress made in these principles is attached

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	Global Compact Principle	Commitment/ Policies, Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input checked="" type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights	<p><b><u>Commitment/ Policies:</u></b> We are following the international declaration of Human Rights.</p> <p><b><u>Action Taken:</u></b> We have two separate Human resource and Employee relation departments. Managing Director is the head of these departments. Employee concerns are discussed and addressed on a one to one basis.</p> <p><b><u>Outcomes:</u></b> Employee grievances, if any are addressed on priority.</p>
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	<p><b><u>Commitment/ Policies:</u></b> We have separate working committees to address these issues.</p> <p><b><u>Action Taken :</u></b> Our company has a strict policy of registration of all employees with the provident fund, Employees state insurance. We follow guidelines of the workers minimum wages act. Company provides conveyance to all employees from all parts of the city. Mediclaim policy for all the employees and their family member is provided. We have conducted third party audit in our organisation to assess ourselves.</p> <p><b><u>Outcomes:</u></b> The working committee discusses all issues related to the employees with the employee relation team and finds a solution. If a solution is not arrived then we have the option of even discussing this with our MD who heads the HR &amp; ER departments.</p> <p><b><u>Plans for the Upcoming Year :</u></b> Third party audit to check our progress.</p>
<input type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p><b><u>Commitment/ Policies:</u></b> Our company has a recognised employees union.</p> <p><b><u>Action Taken:</u></b> Office bearers of the employees union discuss with company management on various issues including wages. Wages are revised in discussion with the union.</p> <p><b><u>Outcomes:</u></b> Last revision in wages took place in April 2011 (beginning of financial year) as per agreement with the union.</p>

		<p><b><u>Plans for the Upcoming Year:</u></b> Employee union has submitted their demands / suggestions, which will be discussed by management. Agreement will be signed by union and management, on mutually agreed terms.</p>
<input type="checkbox"/>	<p><b>4:</b> the elimination of all forms of forced and compulsory labour;</p>	<p><b><u>Commitment/ Policies:</u></b> Our recruitment policy is defined and our HR team recruits based on application received.</p> <p><b><u>Action Taken:</u></b> Above policy is strictly followed. We have conducted third party audit in our organisation.</p> <p><b><u>Outcomes:</u></b> No forced labour.</p> <p><b><u>Plans for the Upcoming Year:</u></b></p> <p>Third party audit to assess ourselves.</p>
<input type="checkbox"/>	<p><b>5:</b> the effective abolition of child labour;</p>	<p><b><u>Commitment/ Policies:</u></b> The policy on selection, recruitment and confirmation of employment includes only person above 18 years to be recruited.</p> <p><b><u>Action Taken</u></b> The company recruitment policy ensures that there is no child labour. We have conducted third party audit in our organisation.</p> <p><b><u>Outcomes:</u></b> The age of all employees is more than 18 years.</p> <p><b><u>Plans for the Upcoming Year :</u></b></p> <p>Third party audit will be conducted.</p>
<input type="checkbox"/>	<p><b>6:</b> and the elimination of discrimination in respect of employment and occupation.</p>	<p><b><u>Commitment/ Policies:</u></b> The policy on selection, recruitment and confirmation of employment includes no discrimination on account of age, sex, nationality or religion.</p> <p><b><u>Action Taken:</u></b> The company recruitment policy ensures that there is no discrimination on account of age, sex, nationality and religion. We have conducted third party audit.</p> <p><b><u>Outcomes:</u></b> We have women working as Manager, and General Manager. We have employed staff and workmen from all age group and religion.</p> <p><b><u>Plans for the Upcoming Year :</u></b></p> <p>Third party audit to check compliance.</p>

<input type="checkbox"/>	<p><b>7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<p><b><u>Commitment/ Policies:</u></b> Company has an environment policy.</p> <p><b><u>Action Taken :</u></b></p> <ol style="list-style-type: none"> <li>1. Our company has made a procedure to check aspect and impact on environment of new activity. If it exceeds to certain value, precautionary measures will be taken to reduce its impact on the environment.</li> <li>2. Company has installed scrubber for melting furnace,</li> <li>3. Installed exhaust system for plating plant</li> <li>4. Company has its own effluent treatment plant, where water is treated before release it to drain.</li> <li>5. Company has rain harvesting system. The water collected by rain harvesting system is used for plantation and gardening.</li> <li>6. Company has sewage treatment plant, after treating sewage water, it is released to root zone.</li> <li>7. Third party testing of our water is done periodically. Air samples are also checked by third party periodically. Noise level in the company's premises is also checked periodically.</li> <li>8. Mass transportation is being provided to our staff as well as our workers to reduce pollution.</li> <li>9. We have maintained green garden in our premises and also maintained garden outside our facility for general public.</li> <li>10. Company has installed Organic Waste Converter System to convert Biomass / Waste into bio-organic soil enricher and conditioner.</li> <li>11. Obtained ISO: 14001 certificate in March, 2012.</li> <li>12. Finalised Environment Management Program like reduction in consumption of water, electricity, reduction in generation of hazardous waste and set the target to reduce the adverse effect on environment due to our operation.</li> <li>13. Started sending Hazardous Waste to Government Authorised disposer for proper disposal of waste.</li> <li>14. We have started monitoring ambient air, noise level and air emission from our company.</li> </ol> <p><b><u>Outcomes:</u></b> We reduced adverse impact of our activities on environment.</p> <p>We got ISO: 14001: 2004 certifications in March, 2012.</p> <p><b><u>Plans for the Upcoming Year:</u></b> We will monitor all Environmental data and will try to achieve the target.</p>

<input type="checkbox"/>	<b>8:</b> undertake initiatives to promote greater environmental responsibility;	<p><b><u>Commitment/ Policies :</u></b> To reduce water / power consumption</p> <p><b><u>Action Taken :</u></b> 1. We have changed water distribution system  2. We have installed overhead tank to save consumption of power.  3. We monitor water and power consumption every month.  4. We have kept targets to reduce water consumption and electrical consumption without affecting production.</p> <p><b><u>Plans for the Upcoming Year :</u></b>  We will measure our performance and plan scope for improvement.</p>
<input type="checkbox"/>	<b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.	<p><b><u>Commitment/ Policies</u></b> To reduce use of natural resources by using eco-friendly technology,  To reduce adverse effect on environment by using advance machines</p> <p><b><u>Action Taken:</u></b> 1. We have started using silicon carbide heaters instead of kanthal A1 (Cr, Fe and  Al alloy) heaters for our furnaces  2. Used Belt Polishing instead of open air hand brushing to reduce air pollution.</p> <p><b><u>Plans for the Upcoming Year:</u></b> We are planning to install melting furnaces having less power consumption.</p>
	<b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.	<p><b><u>Commitment/ Policies:</u></b> Code of conduct for suppliers has been developed.</p> <p><b><u>Action Taken:</u></b> Code of conduct has been sent to suppliers, which also covers corruption and bribery.</p>