



Crescent Construction Company

COMMUNICATION ON PROGRESS

Year: 2013

13-05-2013, Syed Fahad Mobin

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STATEMENT OF CONTINUED SUPPORT

Brief description of nature of business
Contracting Business: Construction of pipelines, roads, buildings & other infrastructure development projects in Government & Private Sectors as per laws & regulations of Pakistan. Registered with Pakistan Engineering Council in Category CB (Allowed to undertake contracts valuing up to Rs. 2.0 Billion).

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Actions	Actions taken
	We believe staffs are our greatest asset, so we ensure performance based incentives. Full time on-the-job training is provided to improve their skills & knowledge by the senior management.
Outcomes	Measurement of (expected) outcomes and value added for our company
	The overall group results have been improved.

PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Action	Actions taken
	We neither tolerate nor condone any form of human rights abuses. Health protection and safety of employees is our first priority at work and is subject to regular reviews.
Outcome	Measurement of (expected) outcomes and value added for our company
	We stated best practices of health and safety policies set by Ministry of Health.

PRINCIPLE 3		BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
Actions	Actions taken	
	Employees enjoy all the rights as per labours laws. Management with a proper structure encourages staff to voice their concern and reward initiatives that improve performance and working environment.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	Staffs are free to form or join associations or any other representative's body for their rights.	

PRINCIPLE 4		BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Actions	Actions taken	
	We are responsible and conduct training and/or supervision to the employees under senior management.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	Overtime work is not encouraged. However, subject to reasonable advance notice, staff may be asked to work extra time for which appropriate compensation is made.	

PRINCIPLE 5		BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
Actions	Actions taken	
	Crescent Construction Company is committed to abide by local and international laws for abolition of child labour. We have well defined policy of recruitment of potential employers wherein child labour can't be employed. We neither engage in employment of children nor support child labour.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	We follow the ILO conventions regarding minimum age of employees. No non-compliance issue of country's labour law- labour inspection endorse are efforts.	

PRINCIPLE 6		BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
Actions	Actions taken	
	As the matter of policy we don't discriminate against race, gender, religion, age or disability in our activities and recruitment programs. The employee's selection is fairly based on merit.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	Promoted respect to all the workers and for the company itself in other business organization. Employees get the opportunities to work in a healthy/harassment free environment.	

PRINCIPLE 7		BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
Actions	Actions taken	
	As per the nature of business, current process and operations somehow directly impact the environment but in order to achieve sustainable development and environmental protection we follow best practices as an integral part of our work process and performances.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	With preferred control measures as specified by EPA we closely monitor our construction activities to avoid environmental degradation. An in in-house HSE program compatible with the regulations of EPA is in practice. Besides, ensuring the less health issues and maximizing employee's satisfaction towards their work.	

PRINCIPLE 8		BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
Actions	Actions taken	
	Internally we encourage responsible and efficient use of resources. We explore maximizing options for efficiency by providing basic needs of employees on their job site.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	All the initiatives have given us self-satisfaction that we are running business on a sustainable basis with greater environmental responsibility. And also Employees work satisfaction has been increased and as a results high productivity achieved in their work performance.	

PRINCIPLE 9		BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES
Actions	Actions taken	
	Crescent Construction Company is fully committed to adopt such environmental friendly technologies which are applicable in the country. We pursue to utilize best technologies, high performing people and best business processes within the organizational culture.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	Compliance to country's legal requirement. Stakeholder's level of trust and confidence has increased. We ensure to promote reuse of resources and minimizing the waste where possible.	

PRINCIPLE 10		BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
Actions	Actions taken	
	We strictly follow the rules and regulations of Public Procurement Regulatory Authority (PEPRA). Promulgated to ensure the transparency and fair competition in contracting business in public sector.	
Outcomes	Measurement of (expected) outcomes and value added for our company	
	In every contract we enter into an integrity pact in which we undertake not to indulge in any kind of corrupt practices in the entire process of procurement. Not a single complaint has ever been reported against Crescent Construction Company.	

How do you intend to make this COP available to your stakeholders?

Keeping in consideration of all the information required for COP. We submit our organization history and policies of our organization through COP for various stakeholders.

We also share these parameters to the organizations related to our business industry to make it useful for others