



Communication on Progress

Year: 2013

Hindustan Platinum Pvt. Ltd. has been a signatory to the United Nations Global Compact since 17th 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><u>Commitment/ Policies :</u> We are following the international declaration of Human Rights.</p> <p><u>Action Taken :</u> 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><u>Outcomes :</u> 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><u>Commitment/ Policies :</u> We have separate working committees to address these issues.</p> <p><u>Action Taken</u> 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 for all factors related to sustainability even in this year.</p> <p><u>Outcomes</u> The working committee discusses all issues related to the employees with the employee relation team and finds a solution. If required the issue is brought to the notice of Managing Director for a solution.</p>
<input type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p><u>Commitment/ Policies</u> Our company has a recognised employees union.</p> <p><u>Action Taken</u> 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><u>Outcomes</u> Smooth conduct of day to day activity.</p> <p><u>Plans for the Upcoming Year :</u> Employees union has submitted their demands, which will be negotiated. Agreement will be signed by union and management, on mutually agreed terms.</p>

<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	<p><u>Commitment/ Policies :</u> Our recruitment policy is defined and our HR team recruits based on application received.</p> <p><u>Action Taken :</u> Above policy is strictly followed. We have conducted third party audit.</p> <p><u>Outcomes :</u> No forced labour. It was found by third party auditor that we are fully complying with this policy.</p>
<input type="checkbox"/>	5: the effective abolition of child labour;	<p><u>Commitment/ Policies :</u> The policy on selection, recruitment and confirmation of employment includes only person above 18 years to be recruited.</p> <p><u>Action Taken</u> The company recruitment policy ensures that no child is recruited. We have conducted third party audit.</p> <p><u>Outcomes :</u> The age of all employees is more than 18 years.</p> <p><u>Plans for the Upcoming Year :</u> Continue to strictly follow this guideline for all future recruitment as well.</p>
<input type="checkbox"/>	6: and the elimination of discrimination in respect of employment and occupation.	<p><u>Commitment/ Policies :</u> The policy on selection, recruitment and confirmation of employment includes no discrimination on account of age, sex, nationality or religion.</p> <p><u>Action Taken :</u> The company recruitment policy ensure that there is no discrimination on account of age, sex, nationality and religion. We have conducted third party audit.</p> <p><u>Outcomes:</u> We have women working as Manager, and General Manager. There is no discrimination in our organisation. This year we have also recruited deaf and dumb in our production facility. They are presently under training.</p>
<input type="checkbox"/>	7: Businesses should support a precautionary approach to environmental challenges;	<p><u>Commitment/ Policies :</u> Company has an environment policy.</p> <p><u>Action Taken :</u></p> <ol style="list-style-type: none"> 1. Our company has made a procedure to check aspect and impact on environment of new activity. If it exceeds beyond certain value, precautionary measures will be taken to

		<p>reduce its impact on the environment.</p> <ol style="list-style-type: none"> 2. Company has installed scrubber for melting furnace, 3. Installed exhaust system for plating plant 4. Company has its own effluent treatment plant, where water is treated before releasing it to the common industrial ETP. 5. Company has rain water harvesting system, the water collected by rain harvesting system is used for plantation and gardening. 6. Company has sewage treatment plant, after treating sewage water, it is released to root zone. 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. 8. Mass transportation is being provided to our staff as well as our workers to reduce pollution. 9. We have maintained green garden in our premises and also maintain garden outside our compound wall. 10. Company has installed Organic Waste Converter System to convert Biomass / Waste into bio-organic soil enricher and conditioner. 11. Obtained ISO: 14001 certificate. 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. 13. Started sending Hazardous Waste to Government Authorised disposer for proper disposal of waste. 14. We have started monitoring ambient air, noise level and air emission from our company. 15. We have procured noise level checking instrument and noise level is monitored periodically. 16. E-Waste is disposed through government approved agency. 17. We have installed lip exhaust system for collection of fumes in plant. <p><u>Outcomes :</u> We reduced adverse impact of our activities on environment. We have maintained ISO : 14001 : 2004 certification</p> <p><u>Plans for the Upcoming Year :</u> We will monitor all Environmental data and will try to achieve the target.</p>
<input type="checkbox"/>	<p>8: undertake initiatives to promote greater environmental responsibility;</p>	<p><u>Commitment/ Policies :</u> To reduce water / power consumption.</p> <p><u>Action Taken :</u> 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.</p>

		<p>4. We have kept targets to reduce water consumption and power consumption without affecting production.</p> <p>5. We have purchased equipments consuming less power.</p> <p><u>Outcomes</u> : Reduction in power consumption.</p> <p><u>Plans for the Upcoming Year</u> Appointment of consultant for OHSAS.</p>
□	<p>9: and encourage the development and diffusion of environmentally friendly technologies.</p>	<p><u>Commitment/ Policies</u> To reduce use of natural resources by using eco-friendly technology, To reduce adverse effect on environment by using advance machines , reducing scrap</p> <p><u>Action Taken</u> 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. 3. Used multiple punch tooling to reduce scrap percentage.</p> <p><u>Outcomes</u> : Lower scrap thereby increasing sustainability.</p> <p><u>Plans for the Upcoming Year</u> 1. We are planning to install more melting furnaces having less power consumption. 2. We have installed wet scrubber for melting furnace to reduce power consumption and air pollution. 3. We have changed some of our TFLs and ACs to reduce power consumption.</p>
	<p>10: Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p><u>Commitment/ Policies</u> : Code of conduct for suppliers has been developed.</p> <p><u>Action Taken</u> : Code of conduct has been sent to suppliers, which also covers corruption and bribery.</p> <p><u>Outcomes</u>: No incidence of bribery in our company.</p>