



Date: 25.11.09

GCPL's Commitment & Continued Support to **UN's Global Compact Programme**

Company Profile

Company name: Global Calcium Private Limited

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Web Page: www.globalcalcium.com

Brief description of nature of business:

Global Calcium Private Limited (GCPL) – is the world's a leading producer and supplier of high quality calcium and other mineral salts (gluconates, citrates, ascorbates, lactobionates, malates, pyruvates, orotates, lactates, etc.) catering to the pharmaceutical, nutraceuticals, food and beverage sectors world wide.

GCPL is an environment friendly company in all its activities, products and services besides providing safe and healthy working environment to all its stakeholders. The company is accredited to International standards viz – ISO 9001: 2008 certification for Quality Management Systems, ISO 14001: 2004 certification for Environmental Management Systems, HACCP certification for Food Safety Management Systems, WHO – GMP, etc.,



Statement of Continued Support:

Global Calcium Private Limited – Hosur: Our continued support for the United Nation’s Global Compact Universal Declaration of Human Rights, has become an important part of our commitment to social responsibility since 2006. Our commitment is to work continuously to improve our social responsibility by setting high objectives and integrating human rights considerations into our daily business. This has been defined in various policies like Child labour policy, Collective bargaining policy, Employment policy, Health policy, Sexual harassment policy, Quality and Food Safety Policy, Environmental Health and Safety policy, for implementation throughout the organisation.

We have been audited successfully by:

1. M/s Novartis during October 2008 for CSR activities.
2. M/s GAIN during June 2009 for CSR activities.

Practical actions taken are summarized as under:

Support and respect for the protection of internationally proclaimed human rights – by notifying our policies on Anti – Sexual Harassment, Child Labour, Collective Bargaining, Employment & Health. Supportings for the cited policies are detailed below:

- **Anti – Sexual Harassment** – details of implementation in case of any harassment are laid out in the HR policy and guided by the principles laid down by the statutory authorities. GCPL has not faced any such complaint since its inception in 1979.
- **Child Labour** – it is also incorporated into the agreements signed off with our contractors and the policy is prominently displayed at the main Security for information to all visitors. GCPL does not employ child labour in any form.
- **Collective Bargaining** – GCPL signs off a negotiated settlement governing the terms and conditions of employment of its unionized workmen every four years. This settlement is also registered with the Government authorities.
- **Employment** – GCPL employs persons based on the requirements of the job. The job profile is based on age, education, relevant previous experience and merit. GCPL does



not discriminate on sex, colour, creed, race or nationality. In addition, the cited CSR audits have thoroughly investigated these aspects which included a one on one personal interview to verify authenticity of the implementation.

- **Health** – a regular annual medical check up is conducted by a qualified occupational health expert in our factory premises. There has been no adverse report. In addition, the statutory authorities periodically conduct surprise visits to our factory.
- **Environment, Health & Safety** – we continue to be covered under ISO 14001; certifying body periodically conducts audits and we meet all compliance requirements. We have also recently started vermiculture composting and nursery for growing plants. GCPL generates wind energy through its own windmill and this is equivalent to about 74 % of our energy requirements.
- **Quality & Food Safety** – we continue to be covered under ISO 9001, certifying body periodically conducts audits and we meet all compliance requirements.
- **As part of its on going CSR activities** – GCPL has during the period Oct 2008 to Sept 2009 supported the following activities – poor feeding, books & uniforms to school children, medical aids for poor, donation to hospitals etc.,

(M. Chandrasekar)
Director – Technical
Global Calcium Private Limited (GCPL)