



HUMAN RIGHTS



ENVIRONMENT



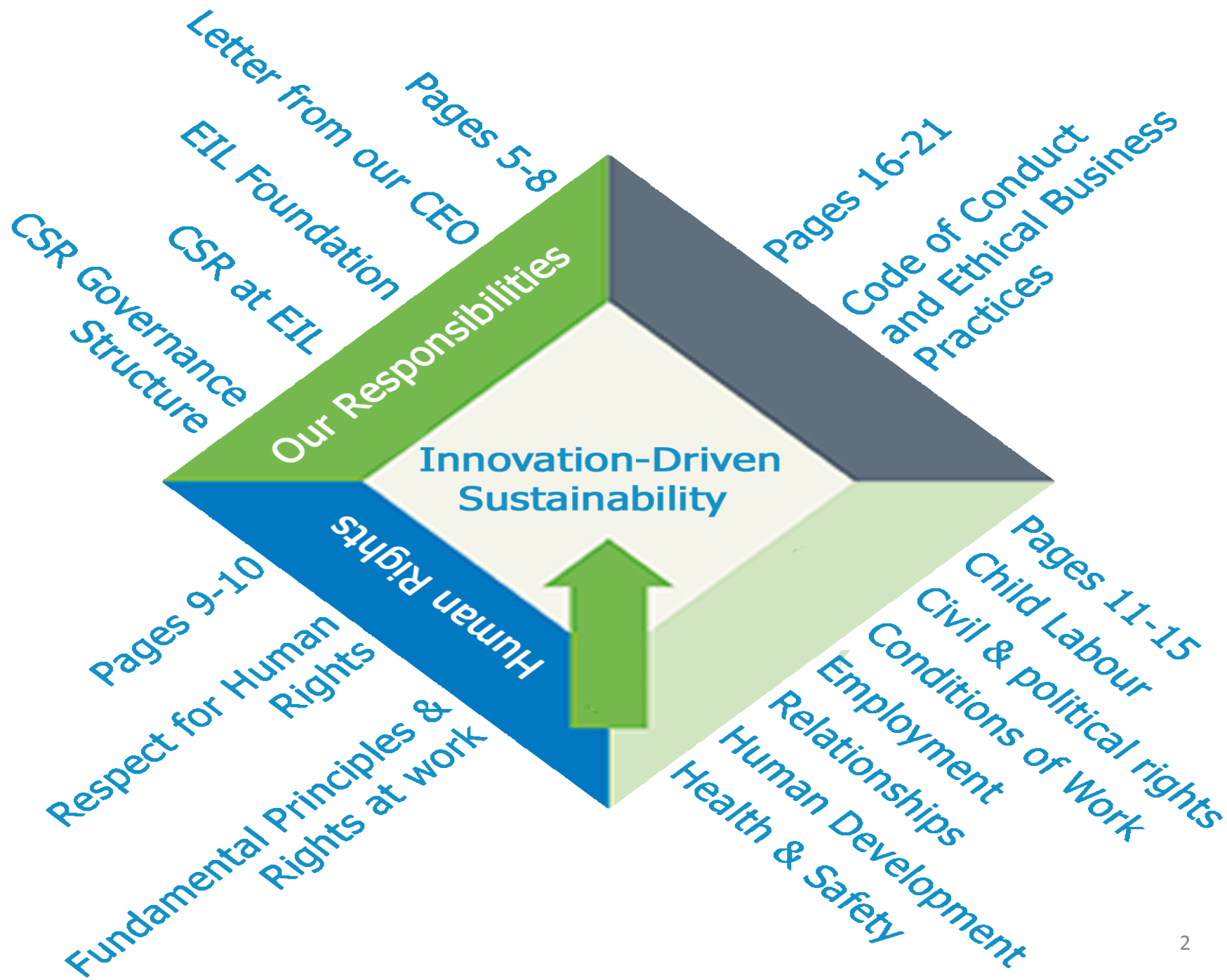
LABOR PRACTICES



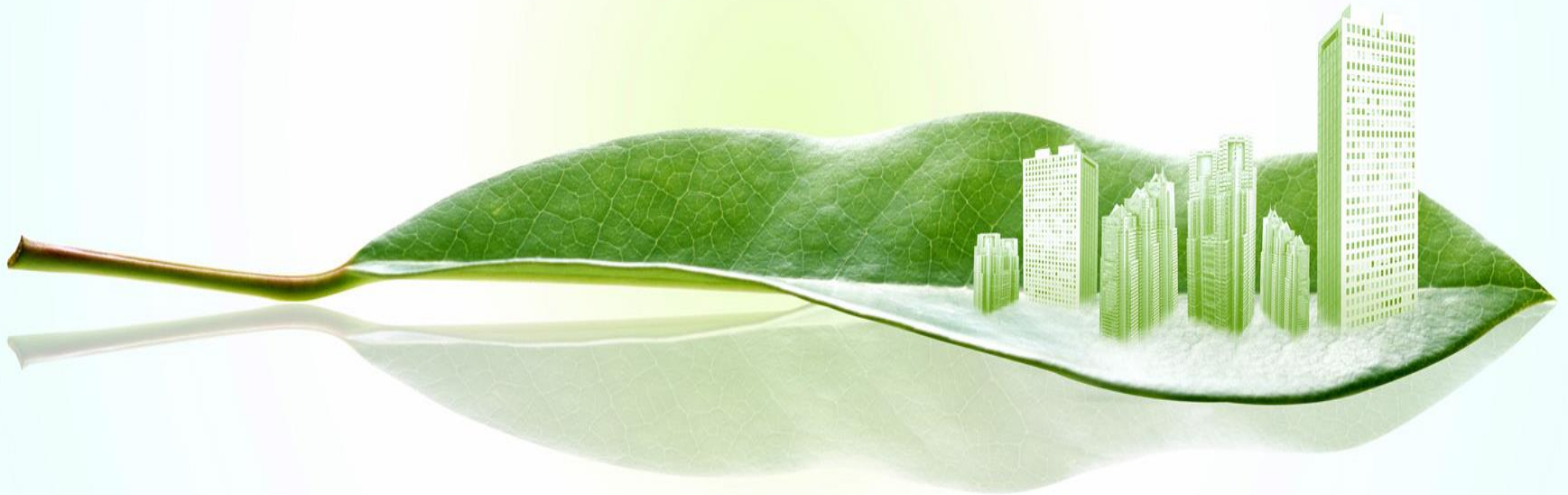
ANTI-CORRUPTION



United Nations Global Compact
Communication on Progress Report
2011-2012



About this Report



This is the third Communication on Progress Report issued by the EIL Group and is intended to communicate our sustainability efforts and performance to stakeholders. At our company, we firmly believe that we can deliver positive value by protecting the environment and improving the social conditions of the communities in which we operate while generating economic performance.

This Report for 2012-2013 highlights our performance and achievements during the period.

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I am humbled to make this report on our performance against the standards and principles set by the UN Global Compact. The concept of sustainable operations continues to be a great challenge for us, lifting our capacity for finding innovative solutions to old and new problems alike.

We have an ambitious vision for our future that culminates in us becoming a respected business leader in our region. Five Pillars help to guide us to this vision, one in particular reminds us that corporate social responsibility is as much an internal requirement as it is an external one. We will continue to promote sustainable management under a strategic pillar of “developing our human capital” as it contributes to both personal and organisational growth.

Our success rests on our employees’ ability to create and innovate and we support them by cultivating a safe, ethical and respectful environment that enables employees to thrive. I am honoured to work with the employees of the EIL Group, as they continue to deliver extraordinary results every day and make our organisation’s vision, a reality. We have much to learn and far to travel, but we are on the right road and so perseverance will take us the rest of the way.

As we continue from 2013 into 2014, we have focused our strategy and are taking steps to bring our workforce in line with a new way of working and developing. The establishment of an “Innovation and Leadership Centre”, serving as a Corporate University was created to support a culture of learning, creativity and growth.

We also promoted compliance management with a firm belief that integrity management is key to maintaining a healthy society and a strong market-based economy. We implemented the Supplier Code of Conduct and Evaluation System and strengthened training programs to raise awareness of the importance of business ethics through our Whistleblowing and Code of Ethics Programme. This, we will strengthen even further as we move forward into our new financial year.

As our journey continues, we are focused on implementing an Integrated Management system (IMS) that will streamline our organisation’s efforts towards achieving our vision. Our IMS Programme is one of sustainability and is a common thread that impacts our people, our communities, our environment and our planet. We’re proud of what we’ve all accomplished together and look onwards as we strive to do things even better.



Dave Ramkissoon
Executive Chairman



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Stakeholders



Customers

The EIL Group manufactures a wide range of Products from Electrical Cables and Lighting Fixtures to PVC Pipes, Water Tanks and Switchgear, allowing us to maintain a diverse range of customers, including residential, commercial, industrial and governmental bodies.



Employees

Approximately 600 employees are employed within the EIL Group, including those dispersed across the Caribbean Subsidiaries.



Global Environment

With 11 Consolidated Subsidiary Operations scattered across the Caribbean Region, the EIL Group actively promotes the preservation of our resources within these territories, as we continue to be good corporate citizens of Planet Earth.



Government & Government Agencies

Through our expanding regional operations, the EIL Group remains a true citizen in whichever country we are present.



Local Communities

Through our regional presence, we continue to carry out our business operations while respecting the various cultures, history and customs of the people in each country.



NGO's

We continue to engage and draw from the knowledge, experience and strengths of the NGOs within our country of operations.



Suppliers

The EIL Group has over 640 Suppliers, 400 of which are local to the Group's home country.

Responsibilities

- Customer Information and Relationship Management
- Enhancing Customer Satisfaction
- Providing a Quality Product
- Providing appropriate and accurate production information
- Providing excellent Customer Service and Support

- Respecting Human Rights and Diversity
- Developing Human Capital
- Conducting fair assessments and providing fair treatment
- Providing a safe working environment

- Conservation of our limited resources

- Complying with Laws and Regulations of the Land

- Engaging in social responsibility within the local communities in which we operate
- Protecting and Preserving the surrounding environment
- Respecting the Customs and Traditions of the local people

- Continue to offer support in addressing social, environmental and global issues
- Collaborate in our activities geared towards priority issues

- Select suppliers fairly and engaging in fair business practices.

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The establishment of the EIL Charitable Foundation as a registered company was a critical stepping stone in driving the organisation's CSR efforts and can therefore be viewed as the Charitable Arm of the EIL Group. It is established with financial resources donated by the Group and supported by the CSR Committee's Fund-raising initiatives. The Foundation is committed to dedicating its resources as it pertains to the four pillars that govern our CSR activities.

During the year 2012-2013, a CSR Committee was established to implement a Corporate Volunteering Programme whilst undertaking activities in support of the Group's CSR efforts. Moving into 2013-2014 however, the Committee's vision and efforts will be re-directed towards the organization and execution of a core CSR initiative for each quarter of the year., with support from Corporate Volunteers across all our locations.

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Our Community

We will work to engage and support the sustainable development of local communities.

Our Workplace

We want to be recognized as an employer of choice; offering fair employment practices and remuneration, a safe working environment, providing training and support for skill enhancement while ensuring a work-life balance.

Our Environment

We will work to embed an environmentally-friendly management system in our operational process to reduce our environmental impact while utilising our corporate volunteer programme to execute environmental initiatives.

Marketplace

We are committed to building a sustainable, innovative and competitive marketplace which is receptive to the needs of our stakeholders while upholding the highest local and international standards of corporate governance and corporate ethics.



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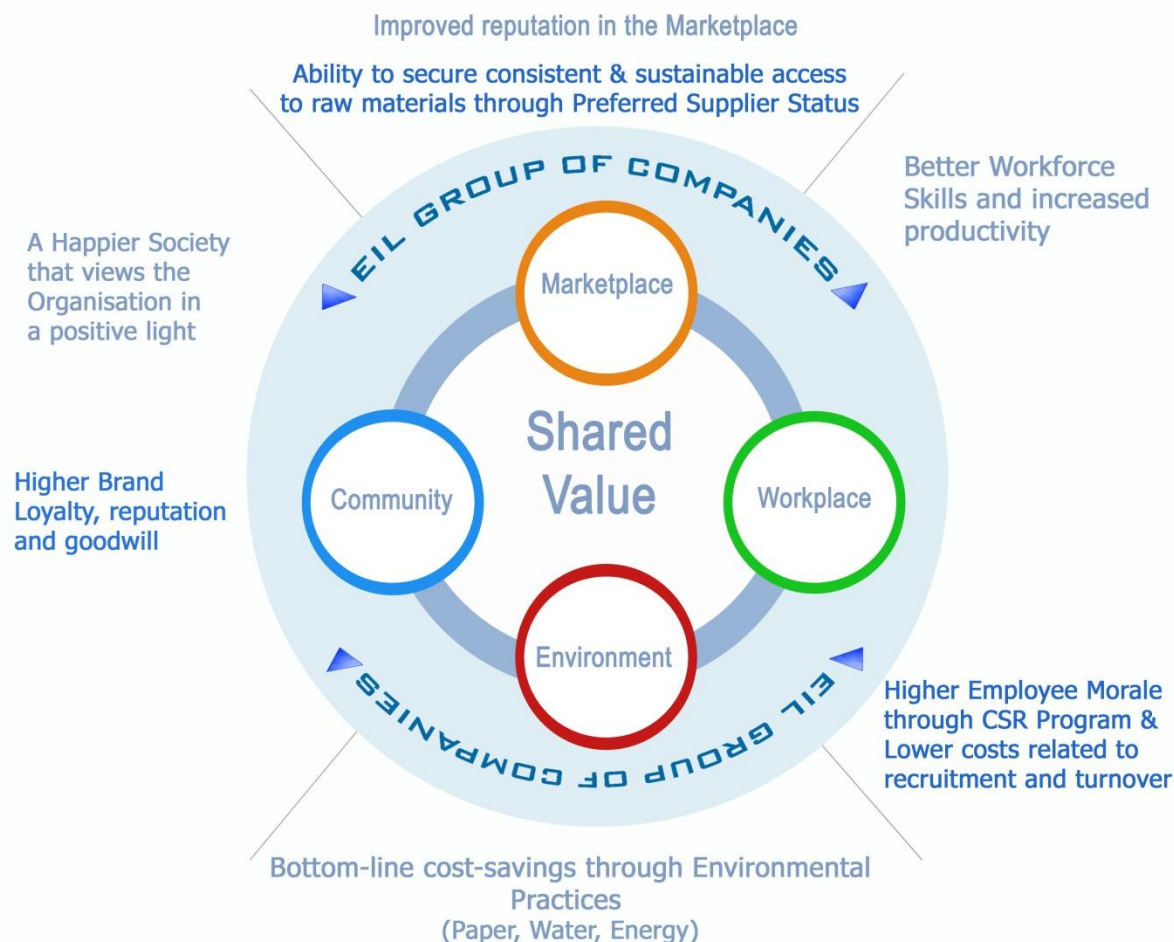
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Respect for Human Rights, Fundamental Principles and Rights at work

The Guiding Principles on Business and Human Rights endorsed by the United Nations, set out the responsibilities corporations have in respecting human rights. As part of the EIL Group's commitment to upholding these principles, we have developed and continue to develop policies to proactively identify and address various issues related to human rights.

The Group maintains compliance with the Minimum Wages Act, respecting minimum wages and terms and conditions of employment. The introduction of our Suppliers Code of Conduct Programme also sets forth performance, compliance, management systems and assessment requirements across key areas of social responsibility and environmental stewardship. It covers human rights issues and labour standards related to child labour, forced labour, collective bargaining, working hours, minimum wages, ethical practices and health and safety. We expect all our Suppliers to comply with applicable laws and to maintain progressive employment practices that promote fair labour standards and respect human rights.

As part of EIL's holistic approach to Health and Safety, the OSH Act provides the foundation for us as an employer, to provide a workplace free of recognized safety hazards that are likely to cause injury or death. Our goal is to cultivate a safe and respectful work environment where employees can thrive and innovate.

Our approach to Health and Safety is aligned to Workman's Compensation Legislation as the Group also maintains compliance with legal requirements as it relates to payment for compensation to workmen for injuries suffered during the course of their employment.

The Group also recognizes that there is importance in not only implementing our human rights policies but also in communicating it and this is done through our Employee Handbook and Employee Code of Conduct, the latter of which is reviewed on an annual basis through a training programme and will include an employee consent document, indicating their agreement to abide by the terms and conditions contained within the document.

The Group also supports the health and wellbeing of our employees through Optimal Health Sessions covering various topics on healthcare.

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Respect for Human Rights

The EIL Group continues to support various Community, Educational and NGO initiatives especially those that are aligned to human and community development .

In 2011-2013, some major projects can be mentioned. 29 Graduate Engineers from the University of Cambridge visited our Manufacturing facilities in Trinidad and were able to learn about our production and operating processes.

In 2012, some members of our Executive Team assisted an NGO in creating a business plan for a project they were embarking on. The SOCIAL JUSTICE FOUNDATION (TSJF) is a registered not-for-profit organisation involved in the alleviation of crime and poverty through its direct intervention with 'at risk' and rural youth. 'The Good News' media (TGN) is run for and by 'at risk' and 'rural youth' who have graduated from TGN's training and who have successfully performed on media projects for BGTT, UWI, FIFA, Ministry of Sports & Youth Affairs, Ministry of the People & Social Development. Our Company was able to create Budget Forecasts and a Business Proposal for a program to offer IT courses to rural youth and which is being considered by the Ministry of Science and Technology.



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Child Labour

The EIL Group Policies address key labour issues identified in the UNGC, including prohibition of child labour, forced labour, and discrimination. EIL strictly prohibits the employment of child labour and will continue to identify and encourage the abolition of child labour within our own supply chain. In fact, upon employment all individuals must submit their personal documents and the Human Resource Department verifies the person's age during recruitment and ensures that provision regarding child labour is not violated.

Civil and Political Rights

Our Group recognises that in the locations where we operate, employees have the right to freely associate or not with third-party labour organisations, along with the right to bargain or not, collectively in accordance with local laws. All our employees have the right to collective bargaining with the TEMCO Staff Association and TIWU with collective bargaining taking place every 3 years. The Company also maintains members with the Employers' Consultative Association which provides an invaluable resource in addressing Human Rights Issues. Their advice is sought after almost on a monthly basis in order to promote fair Industrial Relations Practices.

Conditions of work and Social Protection

One way to help abolish forced and compulsory labour is through controlled and legal employment and employment relationships. EIL therefore ensures that no employee enters into an employment contract without first understanding that they are not being employed under anything other than free and fair terms and conditions and that they are free to terminate such employment at any time, of their own volition, with appropriate notice.

During an employee's course of employment, EIL recognises that there are times when personal problems can affect the employee's well-being and performance. Due to this concern, EIL has established an EAP to provide assistance to employees and their immediate family during times of need. The Employee Emergency Fund and Soft Loans have newly established procedures that requires two members representatives to sit on the award committee, both of whom are elected through a voting process.

The Company continues to enhance systems that allow employees increased flexibility to select working styles according to their personal circumstances. Flexible working hours are intended to support the employee in maintaining a healthy balance between work and family life. EIL believes that only when the employee has struck an effective work-family balance, can they achieve their best at work

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General Health and Wellness are critical aspects of our employees' lives and the Company continues to support the Sports Club and Gym Facilities which is accessible to all employees in order to promote health and general well-being. In keeping with this theme, a Wellness Programme was developed to expose employees to various training sessions aimed at equipping them with the knowledge and tools to manage their everyday lives as well as how to utilise the health and medical plans effectively.

The Company also offers choice through three different medical plans with each offering an appropriate level of coverage, suitable for each individual employee. EIL contributes a minimum of 50% of the total premium for Group Health and the entire premium for Group Life and a 5% contribution to the Employees' Pension Plan. Supplementing the Medical Plans is the company's Life Insurance and Pension Plans. Insurance Policies form part of our employee's total compensation and are intended to provide protection for the employee and their dependents in the event of serious illness, retirement, disability or death.

Employment and Employment Relationships

The EIL Group supports the principle of elimination of any form of forced and compulsory labour by establishing a 40-hour work week. While the hours of work will be determined by the employee's departmental requirements, every effort will be made to ensure that an employee's normal hours of work are maintained.

The Company also supports the principle of eliminating discrimination in respect of employment and occupation. Our policy clearly defines the procedure of personnel planning, search and selection. Our Policy states that employees are selected in accordance with their education, competence, professional qualifications, advancement potential and character without reference to race, colour, class, or gender.

During the selection period, priority is given to EIL employees if they meet the requirements for the vacant position. If no adequate employees are found inside the Company, an external search is conducted. Job ads do not specify sex or age of the potential candidate, only qualification requirements.

As employees are recruited and continue in their daily activities, their career development and compensation for achievements are linked through a semi-annual performance review. The Performance Appraisal system is used as a guide to offer special incentives and also to direct management's decisions in promoting employees and awarding salary increases. This appraisal system required the development of employees' personal goals, whilst documenting and communicating this to them to ensure that all employees have a clear understanding of their roles and responsibilities as well as their contribution to achieving our corporate strategy.

EIL greatly values its people, and therefore makes every effort to foster a work environment that is based on respect and open communication. Every year we conduct our Employee Opinion Survey in order to understand and respond to some of the views of our employees. In 2009 the results of the Survey was 74%, falling to 69% in 2010, rising again to 72% in 2012. There are a number of reasons for this level of employee satisfaction and a full analysis of these issues was conducted with a comprehensive action plan being rolled out in 2012-2013.

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Human Development and Training in the Workplace

The EIL Group's ability to achieve its corporate objectives depends heavily on our ability to recruit, motivate and retain top talent. Essentially, it's about identifying the right people with the right skills for the right job. It was therefore clear that a critical HR Strategic objective was the development of our human capital to facilitate the achievement of corporate growth. We therefore had to look to the future and develop a Strategic Resourcing Plan that sought to meet future business needs for the long-term benefit of the organization.

It was concluded that in order to promote individual career development and build potential across the organization, it meant that the learning curriculum at EIL needed to be reviewed and improved upon so that a comprehensive learning and development programme could be developed. A strategic development training programme was developed to assist in improving the knowledge, skills and abilities of the strategic job-holders in the organization in order to better equip them to meet the future demands of the organization. This strategic developmental plan is meant to provide routes to enhance employees' knowledge, skills and abilities as they progress in their career through our Corporate University environment.

Our Company's continued expansion efforts require its executive management and leadership positions to evolve and develop in synchronicity with the needs of the organization. Such leadership that is required by the organization transcends any individual but is exemplified by the words and actions of all members of the leadership team. The leadership programme developed at EIL aims to equip our leaders with the skills and techniques to manage complexities and competing interests in the workplace; to develop their emotional intelligence; to enable their understanding of their roles in strategy execution; to conduct effective root cause analysis as well as other self-awareness, mentoring, team-building and coaching-type training sessions. While this plan was developed in 2010-2011, it is scheduled for implementation in 2011.

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Health and Safety at Work

The EIL Group currently undertakes an annual Risk Assessment, conducted by an Independent Certified Party, the results of which are available to stakeholders. In 2011-2012, Workplace Hazard Observation & Occupational Risk Assessments were conducted and specific recommendations were made with respect to preventive measures and controls to be implemented for the mitigation of risks. These preventive measures and controls were included as part of a larger action plan for Health, Safety and Awareness across all our locations.

As part of our HSE System and in conformance with regulatory requirements, Laboratory testing is conducted by a certified Party, who assesses all industrial effluent, as well as Indoor Air Quality, Heat Stress & Noise. To date, all our locations have passed the required testing and is in full compliance with all relevant Statutory and Environmental & Health Regulations.

At each of our Production facilities, a Safety Committee has been established with responsibility for review and oversight of the Corporate QHSE Policy. The Safety Committee communicates the Risk Assessment to all Stakeholders as well as submits monthly Statutory Reports to OSHA and the EMA. Overseeing the Safety Committee is the Health and Safety Department who engages in continuous training sessions with various groups of employees in order to bring awareness and continuously educate on safety requirements both at the workplace and at home.

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Promoting Social Responsibility in the Sphere of Influence

The EIL Group maintains compliance with the following environmental Acts of Trinidad and Tobago:

- Water Pollution Rules
- Noise Pollution Control Rules
- Trinidad & Tobago Waste Water Management Act 2001

We have the necessary environmental permits and authorisations to operate, from the relevant authorities and has a systematic approach in place to ensure knowledge and compliance of new environmental legislation and any other legal environmental requirements.

The Company is an active member of the National Technical Committee - a joint Committee of the Board of Engineering of Trinidad & Tobago and the Trinidad & Tobago Bureau of Standards, mandated to the continuous monitoring and revision of standards within our twin island Republic.

We have also partnered with the Government's National Highways Beautification Program, geared towards upgrading the appearance and aesthetics along the main transport corridors of the country.

The EIL Group has not been blind in our assessment of the global changes and we are very aware of our corporate responsibility to always act for the preservation of our environment and efficient use of resources. At the beginning of 2010-2011, EIL started a process of analyzing our energy usage and as part of this initiative, we have Power Factor Correction Equipment at our facility which has resulted in savings of 15% on our monthly electric bill. The savings are equivalent to annual greenhouse gas emissions from 11 passenger vehicles or CO₂ emissions from 140 barrels of oil consumed or carbon sequestered by 1,533 tree seedlings grown for 10 years every month.

We have been so impressed with the savings being generated and its impact on our environment, that we have launched a new business line focusing on energy management, leveraging on our first-hand technical expertise and experience gained with our own installation. This business line is directly related to our values of innovation and social responsibility and we are pleased to be at the forefront in our drive to help preserve our environment.

During 2012, our corporate volunteers supported the Nature Seekers NGO in their Beach Cleanup, in preparation for turtle nesting season. It was an enjoyable experience for our employees and supported the company's environmental initiatives.

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Also forming part of our product and service portfolio is the Retrofitting Programme. Through an effective Lighting Audit, our Company helps business owners upgrade lighting fixtures and controls to more energy efficient Technologies. Lighting Retrofit technology helps achieve environmental synergy through energy-efficient lighting fixtures installed at commercial centers, industrial sites, schools and homes. The realized benefits are substantial and can be summarized as follows:

- **Energy-savings** - Through the use of energy-efficient Lamp and ballast technology.
- **Pollution reduction** – A Lighting Retrofit Project consumes less electricity and thus helps reduce CO2 emissions associated with power generation.

We continue to make additions to the product portfolio, aligned to the principles of sustainable environmental practices. Our new SmartBox, gives a higher yielding garden, with less effort and less time. Because of the SmartBox's unique design, water poured into the reservoir, moves up into the soil. The water moves naturally from wet to dry areas so that all Plants in the SmartBox are wet evenly. This product is being marketed to the agricultural and residential sector, encouraging the creation of sustainable home garden. EIL is an active member of the National Technical Committee - a joint Committee of the Board of Engineering of Trinidad & Tobago and the Trinidad & Tobago Bureau of Standards, mandated to the continuous monitoring and revision of standards within Trinidad and Tobago.



gives you an instant green thumbs up



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Code of Conduct and Ethical Business Practices

The EIL Group recognizes that corruption is a major hindrance to the sustainable development of an organization and its communities. The development of rules for corporate governance around the world has prompted us to focus on anti-corruption measures as part of our need to protect the reputation and interests of our stakeholders.

The Group's Code of Conduct Policy provides employees with a set of standards meant to promote honest and ethical behavior in the conduct of the Company's business. Employees, in discharging their duties, have a legal obligation to act honestly, ethically, in good faith and with the best interests of the Company in mind.

To this end, the HR Department conducts a Code of Conduct/Ethics session with new recruits during their orientation period as well as outlines all policies relevant to employees in the Employee Handbook, which is revised on an on-going basis.

The issue of conflict of interest is addressed as part of the Code of Conduct Policy as well as incorporated into the Employee Handbook. The Policy recognises that although employees' have the right to engage in activities outside of their employment, such activities should not, in any way, conflict with the Company's business. It then proceeds to identify activities from which the employee must refrain.

We also hold a positive commitment and open approach to whistle blowing and encourage employees to raise concerns about a dangerous or illegal activity that they are aware of in the organisation. This Policy is in line with our commitment to Integrity and Social Responsibility. Employees are able to raise concerns about illegal activities that they are aware of in the workplace, such as malpractice, criminal offences, non-compliance etc.

Our Group's continued success locally, regionally and internationally depends on our ability to compete aggressively, but we will do so fairly and in full compliance with the law. We are committed to ensuring that the highest standards of ethics are upheld wherever our products and the components that comprise them are made. Our Suppliers (Suppliers of Raw Materials, Component Parts and Service Providers) therefore play a critical role in enabling our sustainable growth and continued success.

In support of this goal, the EIL Group has set forth the principles that are relevant to dealing with business partners in the areas of human rights, labour practices, environment and anti-corruption. We therefore insist that our suppliers, which includes service providers, maintain safe working conditions, that they treat their employees with dignity and respect, that they use environmentally responsible manufacturing processes and that they conduct their operations in line with the highest ethical standards.