

Communication on Progress - 2013

Statement of Continued Support

R R Kabel Ltd. is committed to align its operations and strategies with the ten principles of the United Nations Global Compact Program.

The company considers human rights, labour rights, environment and anti-corruption as significant and key areas for long term sustenance and progress.

During the last year we have had an active involvement of our employees in several initiatives related to community welfare, environment preservation and promotion of integrity and ethics.

We are a proud recipient of a very important certification on Energy Management System certification; namely ISO 50001:2011. This reflects our concern for environmental issues.

We continue to support the Global Compact by following the ten principles in letter and spirit. In every activity – manufacturing, non-manufacturing, employee and social welfare, we will continually evolve strategies which accentuate the commitment to each of the ten principles.

Mahendra Kabra
Executive Director

1st October 2013

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HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human right

Action Area	Current Position	Measureable Outcome
Compliance with local and international law	<ul style="list-style-type: none"> Company maintains a legal register which states the requirements in respect of Human Rights Company educates the staff on the requirements regularly 	Twelve training programs were held covering all the staff of the company.
Addressing consumer concerns	<ul style="list-style-type: none"> Company welcomes customers to carry out sustainability audits 	One customer carried out a sustainability audit during the year. No adverse findings were found.
Supply chain management	<ul style="list-style-type: none"> Company is fully aware of the potential human rights issues upstream and downstream. It is committed to select business partners who promote the best practices in human rights 	Two supplier audits were carried out where a check on human rights was included.
Increasing worker productivity and retention	<ul style="list-style-type: none"> Workers are treated with utmost respect and are given fair and just wages. 	The attrition rate has fallen down from 6% to 4%. Worker participation in company organized events has increased two fold.
Building good community relationships	<ul style="list-style-type: none"> Community welfare projects are taken up. 	A free medical checkup camp was organized on 5 th May 2013. More than 800 beneficiaries from the neighboring areas.
Learning from others	<ul style="list-style-type: none"> Company regularly looks at the best practices and learns from them. 	Concepts like ethical purchasing has been picked from Starbucks Coffee.

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Principle 2: Businesses should make sure they are not complicit in human rights abuses.

Action Area	Current Position	Measureable Outcome
Understand and appreciate the concept of 'Complicity';	Company has educated its staff on the concept of 'complicity' and its form	Company has framed policies to provide for equal opportunities, fair and just wages, non-discrimination based on caste, colour, creed, gender.
Avoid direct/ beneficial/silent complicity	Company adopts a proactive approach in matter of human rights. It recognizes complicity in subtle forms and avoids it.	There has been no case where there is an abuse on any kind of complicity.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Action Area	Current Position	Measureable Outcome
Freedom of association	<ul style="list-style-type: none"> The company does not have any union. All welfare issues related to workers are dealt through committees. Workers are free to discuss issues related to work. Company encourages suggestions from workers and has a unique scheme to monetarily reward the workers for their suggestions. 	There have been no disputes of any kind. Company has received and rewarded more than 100 suggestions.
Collective bargaining	<ul style="list-style-type: none"> Workers welfare committee is responsible for taking up issues related to workers 	-

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Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.

Action Area	Current Position	Measureable Outcome
Forced and compulsory	<ul style="list-style-type: none"> Company in no way or form engages forced labour and compulsory labour. No deposits (passport/ financial deposits / certificates) are taken at the time of recruitment. No penalties are levied at the time of worker leaving the company. Forced and compulsory labour is against the national law and importantly against the ethics of the company. 	Zero forced and compulsory labour

Principle 5: Businesses should uphold the effective abolition of child labour.

Action Area	Current Position	Measureable Outcome
Prohibition of child labour	<ul style="list-style-type: none"> The recruitment policy requires verification of age as a pre-requisite. No one under the age of 18 years is ever interviewed; needless to say recruited. As far as child labour is concerned, the company does not define work as light or regular. It just does not recruit anyone who is under 18 years of age. 	Zero child labour

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Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Action Area	Current Position	Measureable Outcome
Discrimination	<ul style="list-style-type: none">▪ Company has a policy on non-discrimination which professes nondiscrimination of any kind; viz. race, colour, sex, religion, political opinion, social origin.▪ Employees are selected on the basis of their ability to do the job and there is no distinction – exclusion or preference on such grounds▪ Company promotes skill development training to all its employees.	Zero case of nondiscrimination.

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Principle 7: Businesses should support a precautionary approach to environmental challenges.

Action Area	Current Position	Measureable Outcome
Precautionary approach	<ul style="list-style-type: none"> Company has a positive commitment to safeguard the environment. It updates the significant aspects and impacts. There is emphasis on 3R – Reduce, Recycle and Reuse. Scrap generation is monitored regularly and it shows a positive trend. Tree plantation is carried out to make a green belt in the manufacturing area. The company is ISO 14001:2004 certified. World environment day is celebrated every year on 5th June; creating awareness and involvement. 	<p>There is a significant decline in scrap generation.</p> <p>There is involvement at all levels in activities like tree plantation, World Environment Day Quiz.</p>

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Action Area	Current Position	Measureable Outcome
Environmentally responsible approach	<ul style="list-style-type: none"> Company believes in the principles of sustainability. It takes proactive measures to minimize the environmental impact because of its operations. Using resources optimally (energy and materials) has been prime guiding force. Company has achieved ISO 50001:2011, the first cable manufacturing company in India to do so. 	<p>The material and energy usage has been optimized during the year.</p>

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Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Action Area	Current Position	Measureable Outcome
Environmentally friendly technology	<ul style="list-style-type: none"> Company falls under GREEN category. It has zero emission. The waste water is treated and recycled. The process scrap generated is recyclable. Company is constantly striving for better performance on conservation of resources by optimizing the consumptions. Products manufactured are RoHS and REACH complaint. 	The environmental performance has improved as is reflected from the reduction in use of resources.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. .

Action Area	Current Position	Measureable Outcome
Anti-corruption	<ul style="list-style-type: none"> Company believes that corruption is 'wrong doing' Company has an Integrity Policy which promotes ethical behavior of all the employees. Company has a policy which prohibits taking gifts of any kind. Company does not encourage bribes of any kind 	No case has been reported for extortion, bribery or forgery.