

STATEMENT OF CONTINUED SUPPORT

DAUDSONS ARMOURY is committed to its continued support to the GLOBAL COMPACT and its guiding principles Corporate Social Responsibility and Ethical Business Practices.

BRIEF DESCRIPTION OF NATURE OF BUSINESS

Manufacturing of Defense Stores for the Government of Pakistan under the banner of “ARMS FOR PEACE”

PRINCIPAL 1		BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
Action	Actions taken	
	<p>Conduct: Our company complies with the standards set by the Govt of Pakistan, which is signatory & abides by the ILO conventions.</p> <p>System: Modern time monitoring and payment procedures are under implementation.</p> <p>Activities: we have taken an initiative by introducing a more focused approach to monitor payments associated with value creation for the company.</p>	
Outcome	Measurement of (expected) outcomes and value added for our company	
	<p>Our adoption of minimum wage abiding employer and good training opportunity provider has earned us much respect in the business & academic communities.</p>	

PRINCIPAL 2		BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES
Action	Actions taken	
	<p>Our company strictly adheres to the parameters of human rights and the formal and informal leads are utilized to keep vigilant and active in this regard.</p>	
Outcome	Measurement of (expected) outcomes and value added for our company	
	<p>Our nature of business and our strict abidance to the Rule and Regulations set by the Govt of Pakistan is valued by Government departments.</p>	

PRINCIPAL 3		BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
Action	Actions taken	
	We are committed to the Laws, Rules and Regulations set by the Government of Pakistan.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	Our company has been placed in category ‘A’ by the various Government organizations with whom we are registered.	

PRINCIPAL 4		BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
Action	Actions taken	
	Our company’s professional track record shows that we have always discouraged the use of forced and compulsory labour. Rather we have helped our workforce financially and technically to pursue careers choices of their own.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	The professionals trained at our company are serving at national and international level and have proved to be an asset for the global community.	

PRINCIPAL 5		BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
Action	Actions taken	
	We are trying our level best for the abolition of child labour in society at large. For this reason our organization has never been involved in any kind of under age employment practices. We also encourage and financially support our employee’s children’s education with a vision to enhance the global human resource capital.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	This exercise is done as part of our corporate social responsibility and it has earned us respect and recognition at all levels.	

PRINCIPAL 6		BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION
Action	Actions taken	
	As a professional organization our recruitment criteria is based on merit and we discourage all forms of discrimination on basis of color, creed, nationality and religion.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	Our multi ethnic workforce approach has broadened the horizons of our employees which are clearly manifested by their high level of tolerance and respect for each others view. This has resulted in a surge in value added for company.	

PRINCIPAL 7		BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
Action	Actions taken	
	We have formed a team of professionals to follow the environmental regulations set by the EPA Pakistan. Chemical processes that involve use of hazardous and toxic chemicals are avoided and every effort is made to find environment friendly processes. The mechanical equipments are strictly maintained in order to avoid ground contamination and noise pollution.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	Our precautionary approach to avoid environmental pollution of air, water and land, has provided us with a good working environment and healthy workforce. This contributes significantly to the increase in value added for the company.	

PRINCIPAL 8		BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
Action	Actions taken	
	Our company has acquired ISO-14001 accreditation and is in the process of acquiring a green company status. Our health and safety team is comprised of highly dedicated professionals and frequently updates house keeping practices. The effluents are analyzed by using either in-house or hired instruments before they creep into the sewerage lines.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	We hope that our efforts & investments are recognized and we are provided the much deserved carbon credits.	

PRINCIPAL 9		BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES
Action	Actions taken	
	Our company has taken ground breaking initiatives in development and diffusion of environmentally friendly technologies. We are trying to find new ways of implementing chemical processes that reduce the amounts of hazardous chemicals while optimizing output. Keeping in view the local circumstances we are about to introduce a water heating method based on solar energy.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	We expect the government of Pakistan & the UNDP to recognize our efforts and encourage purchase of techniques by providing these to other companies on free or subsidized basis.	

PRINCIPAL 10		BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
Action	Actions taken	
	The sensitive nature of our business ensures that we abstain from any unethical and illegal practices. We continuously strive to adhere to these strict principles in order to honour our company policy and maintain our good standing with society, Governments and businesses.	
Outcome	Measurement of (expected) outcomes and value added for our company	
	No adverse remarks on these accounts have helped us to achieve the category 'A' registration for vendors of defence organization.	

HOW do you intend to make this COP available to your stakeholders?
Keeping in the view the parameters of information sharing by the Defence Organization we present our achievements and progress to our various stakeholders through communication.