




Vendor Login

[New Vendor User Registration](#)

User Name :

Password :

Vendor Registration

How to register 

Tender

- [Tender List Citywise](#)
- [Tenders Search](#)
- [Tenders with Corrigendum](#)
- [Tenders with Addendum](#)

[Tender Upload for BL Employees For Information](#)

[Tenders Finalized for the Month](#)

Communication on Progress (COP) Report - 2008-09

This Report on Communication of Progress (COP) represents our assessment on how the principles of Global Compact have been taken forward in our organisation through various initiatives. The accompanying statements attempt to capture very shortly the achievements vis-à-vis the principles pursuant to the actions taken during the past, including the year under report. For more details, please contact the **Corporate HR Development & Communications** Department at the Company's Head Office or by E-Mail: chrdc@balmerlawrie.com.

Principles Relating to Human Rights

Principle # 1 & 2 : Support and respect the protection of internationally proclaimed human rights / Not be complicit in human rights abuses

Balmer Lawrie remains committed to uphold and strive to further the cause human rights in all aspects of its business and ensure that neither the Company nor any of its business partners indulge in any human rights violation or are complicit in any human rights abuse in any manner. The various actions taken and the status are as under:

- The Company has constituted Committees at Corporate and Regional levels to prevent any possible Sexual Harassment of Women at Workplace and to ensure that the employees are able to work in a positive atmosphere free from physical or psychological threat, abuse or sexual harassment.
- The Company does not, as a matter of principle, deal with any party with history of human rights abuse.
- The Company consciously works towards the development of the society at large and provides financial support for community development projects. These include programmes aimed at ameliorating the lot of the socially and economically downtrodden and the weaker sections of the society. ([Please click here for further details](#))
- All legal and statutory obligations towards employees, shareholders, clients, customers, associates and the society at large are complied with.

Principles Relating to Labour

As reported in the previous COPs, Balmer Lawrie recognizes and respects the dignity of labour and strives to ensure that there is total freedom of association and no discrimination whatsoever in matters of employment. The company provides safe and healthy working condition, pays competitive wages much above the minimum level, and has provision for health care and other welfare measures. In all matters pertaining to labour, it follows conventions adopted by the International Labour Organisation. Further it abides by all regulatory provisions governing the employment in the organisation and strives to enhance their quality of work-life. To be more specific, the present status, including the actions taken, is as under:


Principle # 3: Uphold the freedom of association and effective recognition of the right to collective bargaining

[Purchase made on Single Tender](#)


What's New

- [Notice of Board Meeting](#) ^{NEW!}
- [Occupational Health & Safety Management System certification for our Silvassa G&L plant](#)
- [Quarterly Results Dec'09](#)
- [Balmer Lawrie Investments](#)
- [Public Notice](#)
- [Code Of Conduct](#)
- [Press Report](#)
- [Job Opportunity](#)
- [Information Furnished under Right to Information Act, 2005](#)
- [Chairman's Speech 2009](#)

Travel
Toll Free Numbers



1800 2002 300

From 8:00 p.m. to 8:00 a.m.
For Balmer Lawrie Travel Customers

- The Company strongly believes in and supports the employees' right to association. As of now there are six Unions and 2 Associations representing different sections of employees in the Company.
- Settlements on terms and conditions of service are arrived at through the process of collective bargaining. All the commitments made to the collective are implemented in letter and spirit. Negotiations to conclude long term settlements, where due, have already commenced in the year 2008-09 and it is our expectation that the new wage settlements would be signed before the end of current next year.
- The Company continues to follow the policy of non-discrimination of bargaining agents based on political affiliation or any other extraneous considerations.

Principle # 4: Elimination of all forms of forced or compulsory labour

- Employment in the Company is on free volition of the employees. No form of forced or bonded labour exists or is allowed.
- Employees are free to terminate the contract of employment by giving a notice as stipulated in their appointment letters.
- All forms of employment are governed by Letters of Appointment / Engagement and are subject to acceptance by the incumbent employees.

Principle # 5: Abolition of Child Labour

- The Company policy does not permit employment of any person below the age of 18, directly or through contractor, in any of its businesses. To ensure this the age of an incumbent employee is verified at the time of recruitment.

Principle # 6: No Discrimination in respect of employment and occupation

- The Company does not practice any form of discrimination or bias in matters related to hiring of employees, their career planning, training and development, promotion, transfers, or on remuneration and perquisites. All sections of employees, including women, are given equal opportunities and the Human Resource Policy is to advance the cause of meritocracy and foster development of employees.
- The Company does not practice any discrimination, in matters relating to recruitment, compensation, promotion, training on the basis of religion, caste, region, political affiliation or sex, excepting positive discrimination in hiring of employees to give effect to constitutional guarantees for socially backward/underprivileged groups like SC / ST / OBC and Persons with Disability.
- The Company has introduced wage policies to provide fair wages to the non-regular personnel also thereby ensuring just and fair treatment to all associates of the Company.

Principles Relating to Environment

Principle # 7 : Environmental Protection

- The Company gives highest priority to protect the environment. Towards this end, precautionary measures have been put in place with regard to treatment/discharge of effluents conforming to the standards laid down by the regulatory authorities in all its Plants and Manufacturing Facilities.

Principle # 8 : Promoting greater environmental responsibility

- The company has initiated action to reduce power consumption and reduction in generation of waste in all its Manufacturing Units. The Grease plants at Kolkata and Silvassa have received ISO 14001-2004 certification. The Leather Chemicals Division at Chennai has been certified under OSHAS. The certification process under OSHAS for our Grease plant at Chennai has been completed successfully and we are awaiting the certificate at any time now.

Principle # 9 : Development and diffusion of environmental friendly technologies

- The Company has continued its efforts at technological upgradations in its manufacturing processes to ensure that adverse impact of our operations in the environment are minimized. Our R&D team continuously works to identify raw materials, processes and technologies, which will have minimum impact on the environment. We provide a safe and healthy working environment to our employees and communities around us.
- In 2008 the Company has embarked on a journey to tap wind-energy with an objective to enhance usage of clean technology at all critical levels.

Principle Relating to Ethics & Transparency

Principle # 10 : Elimination of corruption in all its forms, including extortion and bribery

- Transparent policies and systems have been put in place to ensure ethical behaviour of Balmer Lawrie employees, and we expect our employees to behave in conformity with these principles. As a matter of policy, the Company regularly interacts with clients, customers and associates to get their views/suggestions.
- Issues relating to corruption, dishonesty or unethical behaviour are looked down upon and any instance of such nature is dealt with expeditiously for corrective and preventive action, including disciplinary action against erring employees. There is a vigilance department in the company to deal with such matters in an

organized & systematic manner.

- In order to ensure greater transparency in respect of all procurement actions of reasonable high value (Rs. 5 lacs & above) tenders are now hosted on Company's web site.
- To ensure and drive transparency the Company has introduced the practice of E-Procurement, as regards the tendering process

[\(Please click here for further details\)](#)

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