



EPIL Commitment to UNGC principles

Being a good corporate citizen is an ambition enthusiastically embraced at all levels within Engineering Projects (India) Ltd. As a member of the Global Compact, we believe that our business policies incorporate the ten principles. Our board fully supports our actions in working towards sustainability goals - in particular those contained in the UN Global Compact - and endorses the future priorities and specific targets we set out in our report. Through our support of the United Nations Compact, we also aim to move agenda forward on performance related to human rights, labour rights, the environment and the fight against bribery and corruption. Here we summarized the progress we have made against these principles and we will continue to follow them up in future.


(S P S Bakshi)

Chairman-cum-Managing Director



ENGINEERING PROJECTS (INDIA) LTD.

- ESTABLISHED IN 1970
- A LEADING ENGINEERING & CONSTRUCTION PUBLIC SECTOR ENTERPRISE UNDER THE MINISTRY OF HEAVY INDUSTRIES & PUBLIC ENTERPRISES
- FIRST INDIAN PUBLIC SECTOR ENTERPRISE TO UNDERTAKE LARGE CIVIL AND INDUSTRIAL PROJECTS OVERSEAS IN KUWAIT, IRAQ, SAUDI ARABIA, UAE, BHUTAN ETC.
- PIONEER IN PROVIDING INTEGRATED SERVICES FROM CONCEPT TO COMMISSIONING
- PROVIDES PROJECT MANAGEMENT CONSULTANCY SERVICES
- A MINI RATNA COMPANY SINCE MAY, 2006

EPI'S OFFICES

CORPORATE OFFICE, NEW DELHI

EASTERN REGIONAL OFFICE, KOLKATA

WESTERN REGIONAL OFFICE, MUMBAI

NORTHERN REGIONAL OFFICE, NEW DELHI

SOUTHERN REGIONAL OFFICE, CHENNAI

NORTH-EASTERN REGIONAL OFFICE, GUWAHATI

PROJECT LOCATIONS: 90 SITES ALL OVER THE COUNTRY

PROJECTS COMPLETED SINCE INCEPTION

PROJECTS	NOS.	VALUE
IN INDIA	457	Rs. 5288 Crores
OVERSEAS	30	US\$ 782 Million

NOTE : PRESENT VALUE : Rs. 25,000 Crores



EPI's STRENGTHS

- HIGHLY EXPERIENCED & QUALIFIED ENGINEERS AND OTHER PROFESSIONALS ON ITS ROLLS HAVING EXPOSURE TO ALL TYPE OF CONSTRUCTION PROJECTS
- TURNKEY EXECUTION CAPABILITIES IN ALL AREAS OF OPERATIONS
- IN-HOUSE DESIGN, ENGINEERING AND PROJECT MANAGEMENT CAPABILITIES USING PRIMAVERA, MS PROJECT, CAD FACILITIES
- PROCUREMENT, INSPECTION AND QUALITY ASSURANCE SYSTEMS IN PLACE
- ALL INDIA PRESENCE WITH REGIONAL OFFICES IN MAJOR METROS
- EXTENSIVE EXPOSURE IN EXECUTION OF INTERNATIONAL PROJECTS
- CONSISTENT ANNUAL GROWTH IN TURNOVER, PRODUCTIVITY, PROFITABILITY AND BALANCE WORK IN HAND
- IMPRESSIVE TESTIMONIALS AND REFERENCES OF CLIENTS

AREAS OF OPERATION

- CIVIL, STRUCTURAL, ROAD, INFRASTRUCTURAL PROJECTS
- MATERIAL HANDLING, GRAIN HANDLING PROJECTS
- METALLURGICAL PROJECTS
- INDUSTRIAL PROJECTS & PROCESS PLANTS
- WATER SUPPLY & ENVIRONMENTAL ENGINEERING
- OIL & PETROCHEMICAL PROJECTS
- MINING PROJECTS
- REAL ESTATE
- TOWNSHIPS & PRESTIGIOUS BUILDINGS, PORTS AIRPORTS



EPI's practices under UN Global Compact

Commitment/ Policies, Action Taken & Impact Achieved and/or Plans for the upcoming Year as follows:

Human Rights:

- Principle 1: Business should support the protection of internationally proclaimed human rights; and
- Principle 2: Make sure that they are not complicit in human rights abuses.

Action taken:

EPI believes that in fulfillment of its business plan, the employees of the Company should be suitably leveraged. As on 31st March, 2009, EPI had strong force of 473 employees.

- The number of SC/ST employees on the rolls of the Company was 107, which constitutes 22.62% of the total strength.
- With a view to focus on its role as a socially conscious organization, Company endeavors to take responsibility of adequate representation of physically challenged person in its work force.
- Reservation has been provided for physically handicapped as per the Rules/Policy. CSR activities Monitored under MoU. Provide healthcare, basic amenities. RTI requests handled by senior officials

Labour Standards:

- Principle 3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Action taken:

SPECIFIC ACTIVITIES FOR WORK FORCE AT PROJECT SITE:

EPI does not manufacture any equipment or has labour force. As such the Company has to depend upon various manufacturers, their dealers, other vendors and contracting companies for obtaining offers at the Marketing stage and subsequently for placement of orders for supplies or execution of works.

SOME INSTRUCTIONS TO CONTRACTORS:

- Labour law to be complied with by the contractor.
- No labour below the age of 18 years shall be employed on the work.



- The contractor shall be fully responsible to observe the labour safety provisions.
- The contract shall be governed by the Indian Laws for the time being in force and amended from time to time.
- In case of all labour directly or indirectly employed in work for the performance on the contractor's part of the contract, the contractor shall comply with all rules and regulations framed by Govt. from time to time for the protection of health and sanitary arrangements for workers.
- The contractor shall employ only Indian Nationals as his representatives, servants and workmen after verifying their antecedents and loyalty. He shall ensure that no personnel of doubtful antecedents & integrity and other nationality in any way are associated with the works.
- EPI respects legal rights of collective bargaining and freedom of association
- No forced labour in EPI
- Labour Wages and Rights implemented as per Govt. rules

Environment:

- Principle 7: Business should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Action taken:

Environment Protection and Conservation:

The aspect of protecting and conserving the natural environment while pursuing business goals involving construction of projects and facilities have commanded due attention in formulating the business policy of the Company. The subject has been specifically addressed in EPI's Environment Manual.

The specific steps taken during design and construction of projects cover:

- Tree plantation at project sites, avoidance of cutting trees.
- Providing water harvesting systems, wherever feasible.
- Use of environment friendly technology of building design such as Energy Conservation Building Code (ECBC 2007).



Conservation of Energy

Within the scope available for saving energy in construction contracts, every effort is being made for conserving energy. The Company's activities do not involve direct use of energy in manufacturing processes, however the critical importance of reducing energy consumption levels and re-use through recuperative and regeneration technologies are kept in constant focus of designers of plant, equipment and processes involving utilization of energy in the form of heat and others, in projects involving chemical reactions with heat exchange processes, heating, chilling, calcination, etc.

Conservation of energy is achieved through the use of latest methods & features including energy efficient equipment, recuperators of waste heat, modern construction equipment, with enhanced insulating characteristics coupled with modern process control systems based on digital sensing, control and signaling technologies.

EPI IS A SOCIALLY RESPONSIBLE ORGANISATION:

- Addressing the environmental concerns through its Environment Management System under ISO Policy and Procedure Manuals
- EPI has brought out its own Environmental Manual
- Formally released by Shri Vilasrao Deshmukh, Hon'ble Minister, Heavy Industries & Public Enterprises on 29th Oct, 2009
- An important step in spreading awareness of Environmental issues among employees and associates

The Manual describes:

- Rules and regulations for Environmental Clearance
- Measures to be taken by EPI for protection of environment during project execution
- Other concepts related to the environment



**EPI's Manual on Environment Protection
Released by Shri Vilasrao Deshmukh, Hon'ble Minister,
Heavy Industries & Public Enterprises on 29th Oct, 2009**



The Environmental Manual

Seeks to address the environmental concerns in a structured manner

➤ **Measures like**

- green building
- tree plantation
- rainwater harvesting

shall reduce carbon footprint and lead to conservation of water

Will bring about a high level of awareness among employees and associates on environmental concerns

Recognizes that environment is joint responsibility of every organization and member of society

Environment shall only be protected in true sense if every member of the society involved in developmental interventions takes proactive actions

Indian legislation on Environment, Forests and Wildlife comprises a number of :

- Acts
- Rules
- Notifications

References and URLs for downloading given in Environmental Manual

Rules and Procedures for Obtaining Environmental Clearance (EC) in India detailed in Manual

Describes the type of Constraints in execution of Environment Management Plans :

- Technical difficulties
- Lack of scientific knowledge
- International ramifications
- Disagreements
- Financial constraints
- Procedural constraints



Requirements and Procedure for applying to Govt. for Environmental Clearance:

- Categorisation of Projects for the Purposes of Environmental Clearance, based on potential Environmental Impact
- Expert Appraisal Committees
- Validity of Environmental Clearance
- Post Environmental Clearance Monitoring
- Transferability of Environmental Clearance
- Environmental Clearance process
- Questionnaire for prior Environmental Clearance

Other important matters described in the Environmental Manual:

Reduction in Environmental Impact through Green Building

- Energy Conservation Building Code (ECBC)
- Indian Rules and Regulations for Green Building
- Green Rating for Integrated Habitat Assessment (GRIHA)
- Water Harvesting
- Tree Plantation

Environment Management Plans:

Required to take counter measures against each identified Impact

Other important Environment Protection measures taken by EPI:

- Energy Conservation in offices (e.g., CRT monitors replaced with energy efficient TFT type, switching off lights and fans when not required)
- Reducing wastage of steel and cement at construction sites
- Planting trees at construction sites
- Environment friendly equipment for projects, such as Intelligent Building Management Systems, Acoustic Enclosures, modern Effluent and Sewage Treatment Systems
- To save trees, frequently referred documents like design codes are being maintained in electronic form



- Training in Environmental Safety, Corporate Social Responsibility, etc. is arranged for EPI employees

Anti Corruption:

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

Action taken:

VIGILANCE ACTIVITIES:

During the year 2008-09, the Vigilance Division took a number of new initiatives to make operations of the Company more transparent. Notice Inviting Tenders (NITs) of all types are being uploaded on the website of the Company and NITs of high value tenders are also being published in Newspaper for wide publicity.

E-PAYMENT:

As a part of further streamlining the systems and procedures, EPI has prepared “Works Manual”, which was released by the Hon’ble Secretary DHI, Shri S. N. Dash on 28th July, 2009. Further, the Company is making payment to its various vendors, suppliers, sub-contractors and employees through e-payment.

CORPORATE GOVERNANCE

Company has complied with the conditions of corporate governance as stipulated in ‘Guidelines on Corporate Governance for the Central Public Sector Enterprises, issued by Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises. The Corporate Governance certificate obtained from practicing Company Secretary regarding compliance of conditions of guidelines of Corporate Governance of CPSE’s has been annexed (as given in Annual Report).

COMPOSITION OF THE AUDIT COMMITTEE:

The Audit Committee was constituted in accordance with Guidelines on Corporate Governance for CPSE’s in the meeting of the Board of Directors held on January 17th 2008, with terms and references of the committee being same as proposed in the Guidelines.

Due to completion of tenure of the Chairman, the Audit Committee was reconstituted in June, 2009.

CODE OF CONDUCT AND ETHICS:

The Board of Directors has laid down the Code of Business Conduct and Ethics for the Board members and Senior Management of the Company which is displayed on Company’s website.

MEANS OF COMMUNICATION:

The Company displays its complete Annual Reports on its website together with other Important information pertaining to the company.



AJAY GARG & ASSOCIATES

COMPANY SECRETARIES

1st Floor, 970, Sec-21D
Faridabad-121001 (Haryana),
Near New Delhi
E-mail : ag_ajaygarg@yahoo.co.in
gargajay24@yahoo.co.in
Ph. : 95129-4080970
Mobile : 9811386723, 9873186723

CORPORATE GOVERNANCE CERTIFICATE

To
The Members
Engineering Projects (India) Limited
Core 3, Scope Complex,
7 Institutional Area, Lodhi Road,
New Delhi-110003

We have examined the compliance of the conditions of corporate governance by **Engineering Projects India Limited**, (hereinafter referred as 'the company') for the year ended on 31st March, 2009 as stipulated in 'Guidelines on Corporate Governance for the Central Public Sector Enterprises, 2007' vide Notification No. 18(8)/2005-GM dated 22.06.2007 of Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises, Government of India and annexures mentioned there under (hereinafter referred as 'Guidelines')

The compliance of conditions of corporate governance is the responsibility of the Management. Our examination was limited to procedures and implementation thereof, adopted by the Company for ensuring the compliance of the conditions of corporate governance as stipulated in abovementioned guidelines. It is neither an audit nor an expression of opinion on the financial statements of the Company.

In our opinion and to the best of our information and according to the explanations given to us, we hereby certify that the Company has complied with the conditions of corporate governance as stipulated in the abovementioned Guidelines.

We further state that such compliance is neither an assurance as the future viability of the Company nor the efficiency of the effectiveness with which the Management has conducted the affair of the Company.

Signature :
For Ajay Garg & Associates

(Ajay Garg)
Company Secretary
C.P. Mo. 4373

Place : New Delhi
Date : 24.08.09



Summary of EPI's practices under UN Global Compact

■ **Awareness and systematic information to employees and associates through Environmental Manual and Environment Management Systems:**

- Environment friendly technologies
- Green building designs and equipment
- Water harvesting
- Tree plantation
- Energy conservation
- Reducing wastage of materials

■ **Imparting professional skills to employees in:**

- Environmental Safety
- Corporate Social Responsibility, etc.

■ **Employee friendly practices and terms:**

- Salaries and allowances as per Govt. rules
- Basic amenities at work place
- Transparency in career advancement

■ **Transparent Contracts Management System:**

- e - Tendering
- Vigilance Monitoring of Award of Contracts
- Payments through Electronic Transfer

■ **Reporting to Stakeholders:**

- Publishes Annual Reports
- Performance Review under MoU