

THE GLOBAL COMPACT COMMUNICATION ON PROGRESS

GC Principle No.1 & 2 – Support and protect Human Rights

The support and protection of internationally proclaimed human rights requires efforts to improve quality of life. HPC has undertaken projects to help local communities in earning their livelihood. Initially in 2004-05 HPC had set up two handloom centers in villages pre-dominantly inhabited by tribals. Upon observing the efficient and successful running of these units, HPC has recently selected six villages where upgraded equipment for handloom weaving have been installed. Six buildings have also been constructed to house these handlooms. With the support of 'Mahila Samitees' (Women's Councils) expert traditional weavers amongst the women folk have been identified and selected for advanced training. Upon completion of the training programmes, the women would start weaving 'Gamochas' and other decorative traditional dress materials which have ready markets in the North-Eastern Region.

Outcome

The above project has generated a lot of confidence in an otherwise unsure community who were not having a steady and assured source of income. It has enabled them to have sustainable means of earning. The local community looks upon the Organization as a provider. There are several families amongst the local community whose children have found gainful employment either directly or indirectly in the mills and even in the townships. Such assistance from the Corporation has given a fresh lease of life to the local inhabitants. Many locals have also put up grocery stores, barbershops, and electronics shops etc. and they are finding ready customers amongst the employees of the mills.

G C Principle No.3 – Uphold the freedom of association and the effective recognition of the right to collective bargaining

The Joint Bi-partite Forum involving representatives of Management and Employees Unions has been strengthened with more frequent meetings.

Outcome

The Bi-Partite Forum is a platform for exchanging views, share information and to deliberate on matters related to production and productivity of the Company. The working atmosphere in the Industrial Units is extremely cordial and conducive to hard work.

G C Principle No.4 – Ensure the elimination of all forms of forced and compulsory labour

The Labour Laws pertaining to engagement of forced and compulsory labour is applicable at HPC & compliance made in this regard strictly.

Outcome

There is no engagement of forced and compulsory labour at HPC.

G C Principle No.5 – Ensure the effective abolition of child labour

The applicability of Child Labour (Prohibition & Regulation) Act 1986 is complied with strictly at HPC.

Outcome

No Child Labour is allowed to work at HPC.

G C Principle-6 Eliminate discrimination in respect of employment and occupation gender equality at every step

Right from inception, HPC has been a firm supporter of maintaining gender equality amongst its employees. Women and men are given equal opportunities in employment and ample scope on improving upon their talents and skills. The Organization has a full fledged HRD Cell manned by professionals which ensures equal opportunity for women employees. The Corporation, as a matter of policy sponsors both men and women to various training programmes, professional courses, seminars and even study tours abroad so that the employees may improve upon their knowledge and skills in order to contribute positively to the Organization. In HPC, both men and women work side by side without fear or favour. Women's participation and contribution in all cultural, social and official activities are encouraged. The Corporation has constituted committees to look into any grievance or any sort of harassment the women employees may face in the course of their employment.

HPC also focuses on local area entrepreneurial development. An Entrepreneur Development Programme was organized at the Community Centre of Cachar Paper Mill on December 09, 2006 for prospective entrepreneurs to carry forward the Company's vision.

Outcome

The working atmosphere at HPC is cordial, peaceful and extremely conducive for productivity and work. The Corporation provides the best working environment for its employees irrespective of caste, creed or gender which has resulted in good work culture and the employees are able to contribute immensely for the

growth of the Organization. Each worker is viewed as a supportive pillar in this Organization. Basically, due to the weightage that has been given for development of its employees, the Corporation today has a professional team of dedicated personnel who believe that 'Together Everyone Achieves More'.

GC Principles 7, 8 & 9 Relating to Environment

As a responsible corporate citizen, HPC has been constantly contributing to the preservation and maintenance of the ecological balance.

Towards this end, environmental protection has received topmost priority on the Company's agenda. The Corporation has already embarked on a Modernization & Technological Upgradation Plan (MTUP) to keep abreast of the latest developments in the field of pulp & paper manufacture and also to meet the commitments to the Corporate Responsibility for Environmental Protection (CREP) charter initiated by the Ministry of Environment & Forests, Govt. of India. As part of Modernization & Environmental Upgradation Scheme, HPC has installed AFBC Boiler, upgraded paper Re-winder, Quality Control System in Paper Machine and Soap Stone Powder feeding system and installed Lime Mud Re-burning Plant with capital outlay of approx. Rs.130 Crore. HPC manufactures paper from renewable bamboo fibre, which is a species of grass. With the objective of 'green investment' and also as part of the Company's socially development programme, HPC units and subsidiary have been actively promoting the Farm Forestry Scheme with the assistance of the local NGOs. The Fibre Development and Procurement Department of the Mills have been educating the local farmers on the benefits of availing the Company's Farm Forestry Scheme.

HPC has installed a Tissue Culture Laboratory at Nagaon Paper Mill, Jagiroad, Assam recently for mass production of quality bamboo plantlets of preferred species for distribution among local farmers as well as to nearby States to develop bamboo resources and as an action plan to desist gregarious flowering of existing bamboo plantations.

HNL, a wholly owned subsidiary of HPC has been spearheading an extensive farm forestry programme by distributing seedlings of various species of wood and bamboo for supplementing the availability of forest raw material. This scheme is well accepted by NGOs/Voluntary Organizations and marginal farmers.

As part of the MTUP programme, HPC has initiated action for installing Elemental Chlorine Free (ECF) bleaching system in pulp manufacture. This would further improve the quality of effluents discharged after treatment and, thereby, meet the standards of CREP Charter, HPC had taken up 4 projects to cut green

house gas (GHG) emission under Kyoto protocol and obtain Host Country Approval from Ministry of Environment & Forest as Project under sustainable development.

Outcome

The Farm Forestry Scheme has evoked positive response from the villagers and has provided an assured source of income to the local inhabitants who were otherwise shifting from one occupation to other due to vagaries of Nature or would have been at the mercy of middlemen. HPC has so far distributed 44.89 lakhs plantlets against Farm Forestry Scheme and procured 3.80 lakh quick growing, high yielding and disease free resistant bamboo plantlet at their State-of-the-art Tissue Culture Laboratory which is first of its kind in North East India.

The steps initiated for installation of ECF bleaching system would help reduce pollution and maintain ecological balance.

Solid Waste Management

Another area that has been developed is solid waste management.

Paper Mills generate many solid waste materials during various stages of production. These materials require a lot of effort in disposal and occupy precious land for dumping. One such waste material is lime sludge which is generated during chemical recovery process. With the installation of Lime Sludge Reburning Plant, lime sludge will be recycled back to produce lime for re-use in the production of sodium hydroxide avoiding dumping of this solid waste.

The installation of Lime Sludge Reburning Plants, (LSRP) at one of the Mills, is complete. Trial production of Lime has been started. This is in compliance with one of the key aspects of CREP charter.

HPC also generates bamboo dust during processing raw material for pulp mill. A project for Gasification of bamboo dust has been completed. The producer gas generated in the gasification plant will replace fuel of equivalent heat value. Besides producing energy from solid waste, this would help in solid waste management. Trial Gasification has been started after stabilisation of Lime Kiln and bamboo dust gas would be taken into Kiln as partial fossil fuel substitute.

HNL installed De-inking plant to manufacture pulp from waste paper in 2002. The major share of waste paper is collected by self help groups of women coordinated through Kudumbashree Mission of the State, which provide livelihood for poor women. By replacing more than 30% of the pulp requirement with De-

inked pulp, the Company could conserve usage of virgin pulp and, thereby, forest resources, in line with the Company's policy of environment protection.

HNL is implementing an EDP project to enhance its annual production capacity to 2,80,000 tonnes. HNL envisages to meet more than 50% of the pulp required for this project through another De-inking plant thereby reducing substantially dependence on forest resources.

Outcome

By implementing the above measures and keeping high alertness in environment management, the mill premises and environment are well maintained and clean. The Company has initiated steps to register projects which would enable reduction of fossil fuel consumption, thereby, reducing emission of Green House Gases (GHG), under Kyoto protocol of United Nations Framework Convention for Climate Change (UNFCCC) to derive the benefits of CER credits.

GC Principle 10 – Relating to anti-corruption

A lot of pre-emptive and preventive measures to eliminate sources of corruption have been initiated. All Notice Inviting Bids/Tenders are invariably hosted on the website.

Electronic cash transactions (ECS) have been institutionalized.

Out Come

There is total transparency in all transactions.