

Communication on Progress

Statement of Continued Support

R R Kabel is determined to do business based on ethics and integrity. The company believes that it has a definite responsibility towards its employees, community, environment and all stakeholders. It also believes that the long term business sustenance and progress is dependent on the ten principles of the United Nation Global Compact Program. Joining the UN Global Compact (UNGC) program is yet another affirmation of the values the company espouses.

The top management of R R Kabel Ltd. fully supports the actions that lead to fulfilment of each of the ten principles of UNGC. The company is fully committed to support the ten principles of the UNGC stated below:

R R Kabel Ltd. supports the ten principles of UNGC

Human Rights

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

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

Labour

Principle 3: Businesses 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.

Environment

Principle 7: Businesses 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.

Anti-Corruption

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

Mahendra Kabra
Executive Director

The Four Domains

HUMAN RIGHTS

LABOUR

ENVIRONMENT

ANTI-CORRUPTION

Actions and Outcomes



HUMAN RIGHTS

 ***Businesses should support and respect the protection of internationally proclaimed human rights.***

 ***Businesses should ensure that they are not complicit in human rights abuses.***

R R Kabel Ltd. upholds the human rights at workplace. This is achieved by total compliance with the legal requirements that are applicable under various statutes.

The entire workforce is treated as an extended family. Welfare of the workers and their family members is a major agenda of the company. Most of the workers and their families are provided with company housing. Free medical consultation is provided by the company sponsored dispensary to workmen and the people in the community.

It encourages employment of the women folk into the company so that value is added to the time of women, who otherwise spend time on household chores. Children of the workers are admitted to the best educational institutions with the help of the company. The company rewards the meritorious academic and sports performance of the children.

Workers are fully involved in the areas which affect them. The Environment, Health and Safety (EHS) Committee has representatives from workers. This committee meets regularly and deals with issues related to safety and health at work and also environment issues.

The company follows a policy of non-discrimination. It also has policies to prevent forced labour and child labour.

The company is in no way complicit with human rights abuses, whether direct, beneficial or silent. It has started audits in the supply chain. Areas of human rights proclamation are also covered under these audits.

The glimpse of sports events involving employees, their spouses and children can be seen in the pictures below:

Sports Meet for Children and Women



Cricket Tournament Involving All Employees





**A free medical dispensary
for workmen and community**



**Children taken part in sports organised by the
company in January 2010**



Children of employees taking part in the Safety Week Competitions held during March 2010







**External Faculty taking a
session on Safety**



Workers at a training session

Actions and Outcomes

LABOUR

-  ***Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;***
-  ***Businesses should uphold the elimination of all forms of forced and compulsory labour;***
-  ***Businesses should uphold the effective abolition of child labour; and***
-  ***Businesses should uphold the elimination of discrimination in respect of employment and occupation.***

RR Kabel Ltd. treats all its workers with respect and dignity. Irrespective of the level or hierarchy, the workers have a free access to meet the top management and interact on any subject which affects them.

There is a practice of open communication on all issues through various committees and meetings. Involvement of workers is encouraged in problem solving, safety, health and environment meetings and other forums.




In areas like safety, the company involves even the spouses and children in safety week celebrations, essay competition, safety slogan competition, drawing competition etc.

RR Kabel Ltd. has documented policies on Forced Labour, Child Labour and Discrimination. The company opposes forced labour, child labour and strictly prohibits it in all the work areas. The company has a policy of non-discrimination. It does not discriminate employment opportunities, work deployment and career advancement on the basis of religion, caste, colour, creed etc.

The company develops its human resources by continual education and training. There is a high level of employee morale because of good HR practices that the company follows, resulting in low attrition rate.



ENVIRONMENT

-  ***Businesses should support a precautionary approach to environmental challenges;***
-  ***Businesses should undertake initiatives to promote greater environmental responsibility;***
-  ***Businesses should encourage the development and diffusion of environmentally friendly technologies.***

The company is holder of GREEN CATEGORY authorization from the Pollution Control Committee.

The company is strongly committed to environment preservation. Since the signing of UN Global Compact, the company has got certified under ISO 14001:2004. The company has set up effluent treatment plant for the liquid effluent.

The company's technical cell has consistently worked to produce environmentally safe cable. Today, it manufactures halogen free flame retardant (HFFR) cable. The cable produced is lead free and meets the requirements of RoHS directive.

The company has made large investments in implementing ERP, which have resulted in communication through soft media. The consumption of paper has reduced dramatically.

Several initiatives are taken to create awareness amongst all employees on the environment issues.

All important designated days (22nd Mar – Water Day, 5th June - World Environment Day etc.) are celebrated across the company, resulting in high level of awareness, involvement and concern on environmental issues. The company also gives coverage to these events in the in-house magazine 'SETU'. Sample of the coverage is given below.

The company supports forestation has undertaken plantation of more than 1000 trees in the periphery.









The environment performance indicators for the last two years indicate reduction in consumption of water, energy and paper.

One important change in the cable plant was to provide translucent sheets to permit sunlight. As a result of daylight, power consumption has gone down significantly (picture given below).

World Water Day – 22nd March 2010

March 22 is designated as World Water Day by United Nation. Each year a theme is given for celebration and observance of the year. This year's theme is **Clean Water for a Healthy World**.

As you know, our organization is signatory to the United Nation Global Compact Program, which is the world's largest voluntary corporate responsibility initiative. We support a precautionary approach to environmental challenges. Conservation of water and its efficient use is stressed by us. This article draws attention of all the members of Ram Ratna Parivar on sustainable management of freshwater resources by enumerating themes of last 10 years. Hope you will find this write up informative.

<p>2009 – Transboundary Water</p> <p>In 2009, the theme for World Water Day was "Shared Water - Shared Opportunities". Special focus was placed on transboundary waters.</p> 	<p>2008 – Sanitation</p> <p>In 2008, World Water Day coincided with the International Year of Sanitation, and challenged us to spur action on a crisis affecting more than one out of three people on the planet</p> 
<p>2007 – Coping with Water Scarcity</p> <p>The growing problem of Water Scarcity was the topic for World Water Day 2007. The theme highlighted the increasing significance of water scarcity worldwide</p> 	<p>2006 –Water and Culture</p> <p>The theme 'Water and Culture' of 2006 drew the attention to the fact that there are as many ways of viewing, using, and celebrating water as there are cultural traditions across the world.</p> 
<p>2005- Water for Life</p> <p>The Theme of World Water Day 2005 was: Water for Life 2005 - 2015. UN agreed to proclaim the years 2005 to 2015 as the International Decade for Action, "Water for Life", and beginning with World Water Day, March 22, 2005.</p> 	<p>2004 – Water and Disasters</p> <p>Weather, climate and water resources can have a devastating impact on socio-economic development and on the well-being of humankind. Tornadoes, thunderstorms, storms, cyclones, floods and drought, account for nearly 75 per cent of all disasters.</p>
<p>2003 – Water for the Future</p> <p>Water for the Future. The theme called on each one of us to maintain and improve the quality and quantity of fresh water available to future generations. By 2015, the number of people living without safe drinking water and basic sanitation.</p> 	<p>2002 – Water for Development</p> <p>The currently poor and deteriorating state of water resources in many parts of the world demand integrated water resources planning and management</p> 
<p>2001- Water for Health</p> <p>The message for the day was: <i>"Concrete efforts are necessary to provide clean drinking water and improve health as well as to increase awareness world-wide of the problems and of the solutions".</i></p>	<p>2000 –Water for 21st Century</p> <p>The availability and quality of water is increasingly under strain. Even if conditions were to remain constant for the foreseeable future, much of the world would find itself in a state of water-related crisis.</p> 

Source: UN website

Environment Friendly Roofing



Providing translucent sheets in plant resulted in saving of power during day time.



Tree Plantation being carried out by the employees around the periphery of the factory



ANTI-CORRUPTION

 ***Businesses should work against corruption in all its forms, including extortion and bribery.***

The two important values of the company are ETHICS and INTEGRITY.

These values are emphasised in all the work areas and at all levels.

Charity begins at home. Therefore, the company has a documented policy on acceptance of gift or favour from anyone. Gifts, favours, misuse of position are strictly prohibited. Also, there is a code of conduct for the auditors who carry out vendor audit, which prohibits acceptance of gifts/mementoes. (Annexure 'B') given below.

Annexure 'B'

Code of Conduct for Auditors conducting Vendor Audits

Auditors nominated for carrying out the vendor audit are required to abide by the following ethical standards during the vendor audits:

1. To conduct themselves according to the highest professional standards and promote the values of Ram Ratna Group at all times. (Ethics, integrity).
2. To maintain in strict confidence the information obtained during the course of audit
3. To not accept gift or mementoes of any kind