



Communication on Progress

Year : 2010

Hindustan Platinum Pvt. Ltd. has been a signatory to the United Nations Global Compact since 17th July 2008. We are committed to the ten principles of the compact which promote better corporate responsibility in the areas of human rights, labour, environment and the fight against bribery and corruption.

Summary of the progress made in these principles is attached

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	Global Compact Principle	Commitment/ Policies, Action Taken & Impact Achieved and/or Plans for the upcoming Year
	1: Businesses should support and respect the protection of internationally proclaimed human rights	<p><u>Commitment/ Policies :</u> We follow the international declaration of Human Rights.</p> <p><u>Action Taken :</u> We have two separate Human resource and Employee relation departments. Executive Director is the head of these departments. Employee concerns are discussed and addressed on a one to one basis.</p> <p><u>Outcomes :</u> All employee grievances, if any are addressed on priority. The average tenure of our work force is 15+ years.</p> <p><u>Plans for the Upcoming Year :</u> We are in process of making code of conduct in English to share with all employee in the company.</p>
	2: and make sure that they are not complicit in human rights abuses.	<p><u>Commitment/ Policies :</u> We have separate working committees to address these issues.</p> <p><u>Action Taken</u> Our company has a strict policy of registration of all employees with the provident fund, Employees state insurance. We follow guidelines of the workers minimum wages act. We provide education allowance to all employees.</p> <p><u>Outcomes</u> The working committee discusses all issues related to the employees with the employee relation team and finds a solution. If required the issue is brought to the notice of Executive Director for a solution. Company provides conveyance to all employees from all parts of the city.</p> <p><u>Plans for the Upcoming Year</u> Medclaim policy for all the employees and their family member.</p>
	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p><u>Commitment/ Policies</u> Our company has a recognised employees union.</p> <p><u>Action Taken</u> Office bearers of the employees union discuss with company management on various issues including wages. Wages are revised in discussion with the union. We presently have a 4 year agreement in place.</p>

		<p><u>Outcomes</u> Last revision in wages took place in April 2010 as per agreement with the union.</p>
	<p>5: the effective abolition of child labour</p>	<p><u>Commitment/ Policies :</u> The policy on selection, recruitment and confirmation of employment includes only person above 18 years to be recruited.</p> <p><u>Action Taken</u> The company recruitment policy ensures that no child labour is recruited.</p> <p><u>Outcomes :</u> The age of all employees is above 18 years.</p>
	<p>7: Businesses should support a precautionary approach to environmental challenges</p> <p>8: undertake initiatives to promote greater environmental responsibility</p> <p>&</p> <p>9: and encourage the development and diffusion of environmentally friendly technologies.</p>	<p><u>Commitment/ Policies :</u> Company has an environment policy.</p> <p><u>Action Taken :</u></p> <ol style="list-style-type: none"> 1. Our company has made a procedure to check aspect and impact on environment of new activity. If it exceeds predefined value precautionary measures will be taken to reduce its impact on the environment. 2. Company has installed scrubber to control air pollution. 3. Installed exhaust system for plating plant 4. Company has its own effluent treatment plant, where water is treated before release to common ETP plant of MIDC. 5. We have our own rain water harvesting system. 6. Company has sewage treatment plant, after treating sewage water, it is released to root zone. 7. Mass transportation is being provided to our staff as well as our workers to save impact of vehicle pollution on environment. 8. We have maintained garden in our factory premises as well as take care of the garden outside our factory area as a CSR. <p><u>Outcomes :</u> We reduced adverse impact of our activities on environment. Greenery around our plant is growing with our growth.</p> <p><u>Plans for the Upcoming Year :</u> This year we have planned to get ISO : 14001 certificate for one of our division.</p>

