



THE LIBERTY MARINE SYNDICATE PVT. LTD.

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To,
Global Compact Network
India

Sub : Liberty Shipping's Commitment in support of U.N.G.C. Program

Dear Sir,

Liberty Shipping proudly states that Liberty has grown in leaps and bounds since 1972 and today Liberty has a **Ship Owner** and **Leading Customs House Agents & International Logistics company** - accredited by **FIATA, IATA, BIMCO, CHA** and Liberty has a **Pan India reach** with **11 offices**. Liberty Shipping renders services in the line of **Chartering Broker, Port Agency, Stevedoring, International Freight Forwarding, Custom House Agent, Project Cargo Handling** and allied Shipping services including **Dredging and Support Systems to Offshore operations**.

Liberty is a **ISO 9001:2008 Certified Company** and holds great value to the socio-environmental policies. As a member of **Global Compact**, The Company confirm its commitment to **UNGC's Ten Principles** and intend to fulfillment of its objectives.

Thanks and regards,

Amlan Mallick
Branch Manager
New Delhi & NCR

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ISO 9001 - 2008 COMPANY



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GLOBAL COMPACT PRINCIPLE	COMMITMENT / POLICIES, ACTION TAKEN & IMPACT ACHIEVED AND/OR PLANS FOR THE UPCOMING YEAR
1. Business should support and respect the protection of internationally proclaimed human rights:	<p>Commitment / Policies: All persons, regardless of their nationality, race, legal or other status will be entitled to fundamental human rights and basic labour protection including daily workers</p> <p>Action taken: An executive from the company was delegated to take care of CSR - to monitor the implementation of the above policy and to conduct quarterly one to one meeting with staff / workers regardless of their issues.</p> <p>Outcomes: Improved efficiency as well as very amicable working environment.</p> <p>Plans for coming year: we intend to audit this by third party</p>
2. and make sure that they are not complicit in human rights abuses	<p>Commitment / Policies: All person are entitled to enjoy the rights envisaged in the Universal Declaration of Human Rights and other international human rights standards</p> <p>Action taken: An executive from the company was delegated to monitor the implementation of the above policy and to conduct quarterly one to one meeting with staff / workers regardless of their issues.</p> <p>Outcomes: Increased self esteem and self respect among employees</p> <p>Plans for coming year: Improve methodologies to cater to the rights of employees allowing them to work with dignity.</p>
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining:	<p>Commitment / Policies: All employees are open to form association or be part of any association within the organisation.</p> <p>Action taken: The management has willingly responded to the cause of collective upliftment of employee well-being in the company.</p> <p>Outcomes: Employee satisfaction and rise in output</p> <p>Plans for coming year: Conduct periodic sessions to understand staff requirement.</p>
4. the elimination of all forms of forced and compulsory labour;	<p>Commitment / Policies: Forced & compulsory labour should be treated as social crime and banned from society.</p> <p>Action taken: Special monitoring on any such complaints and conduction of training sessions to educate people</p> <p>Outcomes: Employee satisfaction</p> <p>Plans for coming year: Third party audit to be conducted</p>
5. the effective abolition of child labour;	<p>Commitment / Policies: Child labour is a social crime and must be totally banned from society</p> <p>Action taken: Special monitoring and strict regulations in place</p> <p>Outcomes: No cases observed</p> <p>Plans for coming year: Update regulations as per current worldwide developments</p>



NEW DELHI



MUMBAI



CHENNAI



KOLKATA



HALDIA



PARADIP



LIBERTY MARINE

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6. and the elimination of discrimination in respect of employment and occupation.	<p>Commitment / Policies: Human beings are equal and treated with respect and dignity within the organisation irrespective of post and grade</p> <p>Action taken: Periodic staff get togethers and sessions conducted to allow free mixing of staff of all grades and increase relationship among all employees</p> <p>Outcomes: Employees feel free to express their views with higher level staff</p> <p>Plans for coming year: Conduct special sessions to impart education on mutual coordination and symbiotic relationship</p>
7. Businesses should support a precautionary approach to environmental challenges;	<p>Commitment / Policies: All activities should be directed towards enhancing environment upliftment and reduce destructive development of society</p> <p>Action taken: Directives imparted to staff to support work in such manner which does not sideline environmental challenges, rather, to learn the essence of sustainable development.</p> <p>Outcomes: eco-friendly environment in all areas of work</p> <p>Plans for coming year: support more and more universal environmental causes</p>
8. undertake initiatives to promote greater environmental responsibility;	<p>Commitment / Policies: To work for a greener and cleaner environment</p> <p>Action taken: plant a sapling for each container handled by the company</p> <p>Outcomes: working towards cleaner environment</p> <p>Plans for coming year: to adopt more and more environment development activities</p>
9. and encourage the development and diffusion of environmentally friendly techniques;	<p>Commitment / Policies : To pursue the cause of the development of a healthy environment and systematic reduction of environmental degradation.</p> <p>Action taken: interoffice paperwork reduced with more e-applications, planting a sapling for every container handled, modification of office premises for effective natural light utilisation and reduced consumption of electricity</p> <p>Outcomes: less paper used, saving electricity, greener environment</p> <p>Plans for coming year: to gradually convert all banking transactions electronically</p>
10. Businesses should work against all forms of corruption, including extortion and bribery.	<p>Commitment / Policies: Business should be conducted in the true essence of the word and lawful spirit.</p> <p>Action taken: Special monitoring for any unlawful activities or corruption within the organisation. Felicitation of staff for their truthfulness and fight against social evils including extortion and bribery.</p> <p>Outcomes: Clean ambience within the offices</p> <p>Plans for coming year: to uphold the spirit of truth and continue fight of social evils</p>



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