

LANCO INFRATECH LIMITED | Sustainability Report 2013 – 2014

UN Global Compact Communication on Progress

UN Global Compact Principle

Human Rights

Principles	Lanco's Position	Action Taken
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> At Lanco we recognise the impact that can have on the realisation of fundamental human rights. Through our business operations and our citizenship efforts we seek to help more people and organization realise their full human potential. Lanco has the following policies in place in support of the Human Rights. <ol style="list-style-type: none"> Policy on HIV / AIDS – The purpose of AIDS policy is to reassure employees that AIDS is not spread through casual contact during normal work practices and to reduce unrealistic fears about contracting an AIDS virus related condition. This policy also protects the legal right to work of employees who are diagnosed with an AIDS virus – related condition and provides guidelines for situation where infection with the AIDS virus is suspected. Our policy is to encourage sensitivity to and understanding for employees affected with a condition 	<ul style="list-style-type: none"> All the employees have access to the policies through employee Standard Operating Policies (SOPs) & Internal Portal Lanco also developed Value statements to be adhered by every employee. We are committed to maintaining a healthy work environment by protecting the physical and emotional health and well-being of all employees in the work place. This AIDS policy is a direct outgrowth of those commitments. It provides guidelines for situations when a question as to an aids virus-related condition arises. There are two major points: <ol style="list-style-type: none"> Employees who are diagnosed with an AIDS virus-related condition may continue to work if they are deemed medically able to work and can meet acceptable performance standards. We will provide reasonable performance standards and accommodate them reasonably if necessary to enable these employees

	<p>on the AIDS virus.</p> <p>2. Recruitment policy and procedures</p> <p>3. Equal opportunity employer policy</p>	<p>to continue working.</p> <p>2. We provide AIDS education through lectures, training sessions etc. for all employees to help them understand how the AIDS virus is spread and to reduce unrealistic fears of contracting as AIDS virus – related condition.</p>
	Outcomes	Plans for the Upcoming Year
	<ul style="list-style-type: none"> • Posters against sexual exploitation of women at workplace prepared and displayed in public places within Lanco • Posters against discrimination of persons with disability prepared and displayed in public places within Lanco 	
Labour		
Principles	Lanco's Position	Action Taken
<p>Principles 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: businesses should support the elimination of all forms of forced and compulsory labour.</p> <p>Principle 5: businesses should support the effective abolition of child labour.</p> <p>Principle 6: Businesses should support the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> • We respect the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO). • Lanco does not encourage any forced labour, including child labour. As a policy Lanco does not recruit child labour, below the age of 14. • Lanco is an equal opportunity employer and no discrimination is shown with regard to the religion, region, caste, disability and sex. 	<ul style="list-style-type: none"> • Posters against employment of child labour prepared and displayed in public places within Lanco. • Lanco Foundation CSR posters displayed across all the locations/plants & headquarters across the group on. <ul style="list-style-type: none"> ✓ Supporting Education ✓ Providing Safe Drinking Water ✓ Developing the Community ✓ Empowering the Disabled ✓ Promoting health.
	Outcomes	Plans for the Upcoming Year

	<ul style="list-style-type: none"> Lanco Foundation has identified two agencies that provide training to People with Disability (PWDs). Lanco Foundation has been doing LMHS (Lanco Mobile Health Service) across various locations in India (Tamilnadu, Karnataka, Andhra Pradesh, Maharashtra, Haryana, Rajasthan, Uttar Pradesh, Uttarakhand etc.) and till date screened around 2,97,000 patients. 	<ul style="list-style-type: none"> Though Lanco is following non-discrimination in respect of employment of persons with disability, a Policy for elimination of discrimination in respect of employment of Persons with disability to be prepared. Lanco Foundation will continue the Skill Development Programme - It is an initiative taken, to deliver employability training & skill building programs to enable “PWDs - People with disabilities), to be economically independent & contribute to the society at large.
Environment		
Principles	Lanco's Position	Action Taken
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Health, Safety & Environment Policy – We are committed to safeguarding the Health and safety of all our employees and protect our environment through:-</p> <ul style="list-style-type: none"> Institutionalising of HSE management process, with HSE organization. Regularly communicating, educating & imparting training on safety, health, hygiene and environment to all employees, contractors, contractors' staff and consultants or visitors. Specifying and ensuring high standards of safety & environment at our site during construction & 	<ul style="list-style-type: none"> Celebrated World Environment Day (WED) on 5th June'2013 across 10 locations. WED is celebrated by bringing together Village Communities, NGO's, local forest officials & local people. Safety Day was also celebrated on 4th March 2014 covering 21 locations across all Lanco sites. <p><u>Recent HSE Activities:-</u></p> <ul style="list-style-type: none"> HSE Dept., in total has conducted 73666 training hrs., workshops, awareness camps, conferences, training programs for employees and contractors covering all

	<p>operation of our power plants etc.</p> <ul style="list-style-type: none"> • Evaluating the HSE performance of our employees & contractors against the HSE requirements. • Conducting periodic Audit & Risk assessment by competent team. <p>The Health Safety & Environment policy will be applied throughout Lanco Group via a set of documented company - wide and local policies and procedures.</p> <ul style="list-style-type: none"> • We recognize that our activities as integrated infrastructure enterprise have an impact on the environment, and prioritize the issue of climate change: • Lanco has Environment Policy in place and are committed to achieve satisfaction of interested parties and protect environment by generation of Power by implementing prudent eco-friendly methods; and conservation of natural resources like natural gas and water; complying with all relevant statutory and regulatory requirements; continual improvement in the environmental performance by minimizing the emission, discharges and prevention of pollution; use of environmentally friendly technologies and enhancing 	<p>sites – and trained around 9532 personnel. The main objective was to create awareness on our HSE corporate framework system and to have greater understanding and coordination of HSE efforts. Provide support to site HSE efforts to improve the performance.</p> <ul style="list-style-type: none"> • Organised awareness sessions on health in various topics and also Conducted Blood Donation camp across 17 Locations and around 933 people across all locations have participated with great enthusiasm.
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	environmental awareness among employees, contractors and communities.	
	Outcomes	Plans for the Upcoming Year
	<ul style="list-style-type: none"> • Implemented 3 layer audit system. • Continuous focus is being made to create HSE awareness at all levels • Visual HSE manual has been made at select locations depending on critical activities. • Replenished the already distributed saplings • Awards received during the Year 2013-14 are <ul style="list-style-type: none"> ➤ Lanco Tanjore received British Safety Council's Five star safety Management Award ➤ Lanco Tanjore receives British Safety Council, Sword of Honour ➤ Lanco Amarkantak received Greentech Safety Award ➤ Lanco Amarkantak received Golden peacock Award for Occupational Health & Safety ➤ Lanco Tanjore received Greentech Safety Award ➤ Lanco Tanjore receives Environment protections and management award from Govt. of Tamilnadu ➤ Lanco Kondapalli receives CII Award 	<ul style="list-style-type: none"> • BBS Training for employees at various locations • Rolling out British 5 star Safety management system at Amarkantak & Udupi • Obtaining Integrated Management System for our EPC business • Enhancing efforts in circulating Occupational Health Information in terms of Alert Bulletins

	<p>for Energy Excellence</p> <ul style="list-style-type: none"> ➤ Lanco Anuppur receives NSCI Safety Awards, Prashansha Patra ➤ Lanco Kondapalli receives NSCI Safety Awards, Prashansha Patra ➤ Lanco Udupi receives CII 4 Star ESH Awards ➤ Lanco Tanjore receives CII 5 Star ESH Awards 	
Anti-corruption		
Principles	Lanco's Position	Action Taken
<p>Principles 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ol style="list-style-type: none"> 1. Policy against Bribery – Our core value being Integrity, Honesty and we are committed to compliance with international anti-bribery standards as stated in the Global Compact and local anti-corruption and bribery laws. 2. Policy to curb sexual harassment at workplace – Lanco is committed to ensure that no employee is subjected to sexual harassment and all steps has been taken to prevent any acts of sexual harassment at the work place. This policy is designed to eradicate all forms of sexual harassment at workplace, to provide a forum for investigation into complaints of sexual harassment and to initiate disciplinary 	<ul style="list-style-type: none"> • Whistle Blower posters displayed and complaint drop boxes were installed at all Lanco verticals. • Appointed committees to oversee implementation of Sexual Harassment policy.

	action against those who are found indulging in such acts of misconduct.	
	Outcomes	Plans for the Upcoming Year
	<ul style="list-style-type: none"> • Whistle blower policy prepared and widely circulated within Lanco. • Posters about the policy widely circulated across all the places. 	<ul style="list-style-type: none"> • Lanco has 8 core values which will be given high priority, and are one of the key factors with which the employees will be continuously appraised. • Integrity being one of the core Values and will be given high priority in all our actions. • Continuous Learning being one of the core values of Lanco Value system, and all employees across the group are part of regular Training programmes conducting across all verticals across the group. • Each employee will have a minimum mandates for training programme which they have to attend in the calendar year.