



Communication on Progress

Year : 2014

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, the 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
<input checked="" type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights	<p><u>Commitment/ Policies :</u> We are following the international declaration of Human Rights.</p> <p><u>Action Taken :</u> We have two separate Human resource and Employee relation departments. Managing Director is the head of these departments. Employee concerns can be discussed and addressed on a one to one basis.</p> <p><u>Outcomes :</u> Employee grievances, if any are addressed on priority.</p>
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	<p><u>Commitment/ Policies :</u> We have efficient HR 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. Company provides conveyance to all employees from all parts of the city. Mediclaim policy for all the employees and their family member is provided. We have conducted third party audit for all factors related to sustainability</p> <p><u>Outcomes</u> The HR 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 Managing Director for a solution. Our overall compliance in this aspect is more than Indian average.</p> <p><u>Plans for the Upcoming Year</u> . We are working on ISO : 18001 i.e. occupational health and safety management system to create a safe working atmosphere in our company.</p>
<input type="checkbox"/>	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.</p> <p><u>Outcomes.</u> Employees get solutions to their problems.</p>

		<u>Plans for the Upcoming Year :</u> Our new agreement is due, our union has submitted their demands, which will be negotiated. Agreement will be signed by union and management, on mutual agreed terms.
<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	<p><u>Commitment/ Policies :</u> Our recruitment is defined and our HR team recruits based on application received.</p> <p><u>Action Taken :</u> Above policy is strictly followed. We have conducted third party audit.</p> <p><u>Outcomes :</u> No forced labour. We got 100 % marks in forced labour that means we do not have any forced labour in our organisation.</p> <p><u>Plans for the Upcoming Year :</u></p>
<input type="checkbox"/>	5: the effective abolition of child labour;	<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. We have conducted third party audit.</p> <p><u>Outcomes :</u> The age of all employees is more than 18 years. We got 44 % in child labour. This is due to non availability of age proof of the workers, who work with us since last 15 – 20 years. We have collected age proof of all the employees wherever it was available.</p> <p><u>Plans for the Upcoming Year :</u> We strictly follow the company recruitment policy on child labour.</p>

<input type="checkbox"/>	<p>6: and the elimination of discrimination in respect of employment and occupation.</p>	<p><u>Commitment/ Policies :</u> The policy on selection, recruitment and confirmation of employment includes no discrimination on account of age, sex, nationality or religion.</p> <p><u>Action Taken :</u> The company recruitment policy ensure that there is no discrimination on account of age, sex, nationality and religion. We have conducted third party audit.</p> <p><u>Outcomes:</u> We have women working as Managers and General Managers. Third party audit had rated us 100 % on this criteria.</p> <p><u>Plans for the Upcoming Year :</u> We have planned to form a internal complaints committee for redressal of sexual harassment of women at work place</p>
<input type="checkbox"/>	<p>7: Businesses should support a precautionary approach to environmental challenges;</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. The company has made a procedure to check aspect and impact on environment of new activity. If it exceeds to certain value it will be taken seriously and precautionary measures will be taken to reduce its impact on the environment. 2. Company has installed wet scrubber for melting furnace, having low power consumption, 3. Installed exhaust system for plating plant 4. Company has its own effluent treatment plant, where water is treated before it is release to the drain. 5. Company has rain water harvesting system, The water collected by rain harvesting system is used for plantation and gardening 6. Company has sewage treatment plant, after treating sewage water, it is released to root zone. 7. Third party testing of our water is done periodically. Air samples are also checked by third party periodically. Noise level in the company's premises is also checked periodically. 8. Mass transportation is being provided to our staff as well as our workers to reduce pollution. 9. We have maintained green garden in our premises and also maintain garden outside our compound wall. 10. Company has installed Organic Waste Converter System to convert Biomass / Waste into bio-organic soil enricher and conditioner. 11. Obtained ISO : 14001 certificate in the month of March '12. 12. Started maintain records as per ISO : 14001 and finalised Environment Management Program like reduction in consumption of water, electricity, reduction in generation of hazardous waste and set the target to reduce the adverse effect on environment due to our operation.

		<p>13. Started sending Hazardous Waste to Government Authorised disposer for proper disposal of waste.</p> <p>14. We have started monitoring ambient air, noise level and air emission from our company.</p> <p>15. Company has procured noise level checking instrument and noise level is monitored periodically.</p> <p>16. E-Waste is disposed through government approved agency.</p> <p>17. We have developed AgZnO material, this can be used as substitute to Cadmium.</p> <p>18. One of our customers has conducted RoHS audit and we scored 60 % marks.</p> <p>19. The generation of electrical power at our wind mills and solar panel installation is in net surplus of our total power consumption.</p> <p><u>Outcomes :</u> We reduced adverse impact of our activities on environment.</p> <p><u>Plans for the Upcoming Year :</u> We monitor all Environmental data and will try to achieve the target.</p>
<input type="checkbox"/>	8: undertake initiatives to promote greater environmental responsibility;	<p><u>Commitment/ Policies :</u> To reduce water / power consumption</p> <p><u>Action Taken :</u> 1. We have changed water distribution system 2. We have installed overhead tank to save consumption of power. 3. We monitor waer and power consumption every month. 4. We have kept targets to reduce water consumption and electrical consumption without affecting production. 5. We started replacing halogen lamps with LED lamps to save power</p> <p><u>Outcomes</u> Consumption of power and water has been reduced</p> <p><u>Plans for the Upcoming Year</u></p>
<input type="checkbox"/>	9: and encourage the development and diffusion of environmentally friendly technologies.	<p><u>Commitment/ Policies</u> To reduce use of natural resources by using eco-friendly technology, To reduce adverse effect on environment by using advance machines</p> <p><u>Action Taken</u> 1 Used Belt Polishing instead of open air hand brushing to reduce air pollution. 2. We have installed 60 KW power melting furnace to replace 150 KW furnace. 3. We have started practice of reducing furnace temperature during no load situation and starting furnace just in time to be ready for production process when required.</p> <p><u>Outcomes :</u> Due to belt polishing machine, spreading of polishing dust on the floor and in air is avoided. Electric power is saved.</p>

		<u>Plans for the Upcoming Year</u> : To close down usage of 150 KW furnace.
	10: Businesses should work against all forms of corruption, including extortion and bribery.	<u>Commitment/ Policies</u> : Code of conduct for suppliers has been developed. <u>Action Taken</u> : Code of conduct has been sent to core supplier, which also covers corruption and bribery. <u>Outcomes</u> : Supplier has taken it in right spirit. <u>Plans for the Upcoming Year</u> Plan to increase awareness among all the supplier on this aspect.