



Vishalfab (India) Pvt. Ltd. (Unit - 2)

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General

Period covered by your Communication on Progress (COP)

From : To

Statement of continued support by the Chief Executive Officer (CEO)

Please provide a statement of your company's chief executive expressing continued support for the Global Compact and renewing your company's ongoing commitment to the initiative and its principles

Our company is strongly committed to follow and engage all employees including each & every stakeholder to follow the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. Proper EHS, Occupational Health & Safety and HR Policy of the company is well documented.

(2)

Human Rights

Principles

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.

Assessment, Policy and

Goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

Our company strongly believes in respecting human rights and preventing its potential abuse. As a result of total support from senior management, all activities within the company have been carefully designed while ascertaining that the core philosophy is not violated at any time. Addressed in HR Policy.

Examples

- Reference to (statement of support for) the Universal Declaration of Human Rights or other international standards
- Written company policy on respecting Human Rights and preventing potential abuses (e.g. in code of conduct)
- Policy requiring business partners and suppliers to adhere to the principles on Human Rights?
- Assessment of Human Rights related risks and impact in industry sector and country (ies) of operation (see Risk Assessment Report at www.humanrightsbusiness.org)
- Specific goals in the area of Human Rights for the upcoming year

Implementation

Description of concrete actions to implement Human Rights policies, reduce Human Rights risks and respond to Human Rights violations.

Our Grievance Committee provides a platform to all stake holders to address their grievances. Skill Matrix of the required man power has been systematically worked out which provides information about the present status of employee, future training needs and a fair & transparent road map for growth. Suggestion Scheme is in place and working quite effectively leading to Improvements through "Total Employee Involvement". Similarly, thru' proper training mechanism, awareness level of all employees is improved within the company on continual basis.

Examples

- Suggestion box, call center or grievance mechanism
- Awareness raising or training of employees on Human Rights
- Consultation with stakeholders and affected parties
- Allocation of responsibilities for the protection of Human Rights within your company
- Human resource policies and procedures supporting Human Rights



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Measurement of outcomes

Description of how the company monitors and evaluates performance.

Thru' periodic review by Senior Management, every genuine grievance is duly addressed. Any incidence of Human Rights violation is dealt with firm hand through grievance committee with the involvement of members of grievance committee.

Examples

- Specific progress made in the area of Human Rights in the past reporting period.
- Information about how your company deals with incidents of Human Rights violations.
- Investigations, legal cases, rulings, fines and other relevant events related to Human Rights.
- Periodic review of results by senior management.
- External audits of Human Rights performance.

Labour Principles

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

Assessment, Policy and Goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities).

Description of written policies, public commitments and company goals on labour rights

Under Company's Policy framework, there is absolute no scope for Forced Labour, Child Labour & Gender Discrimination within the company and including all stakeholders. The average wages paid to employees is almost 25% higher than the government approved minimum wages. All legal & statutory requirements related to employees are strictly complied with.

Examples

- Reference to ILO Core Conventions or other international instruments
- Written company policies to uphold the freedom of association and collective bargaining and the elimination of forced labour, child labour and employment discrimination
- Written policies that clearly state employee rights and responsibilities and their compensation and benefits
- Policy requiring business partners and suppliers to adhere to the Labour principles
- Assessment of labour-related risks in the industry sector and country(ies) of operations
- Specific goals in the area of Labour Rights for the upcoming year



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Implementation

Description of concrete actions taken by your company to implement labour policies, reduce labour risks and respond to labour violations.

Any Input received from employees is dealt with seriously through Grievance Committee. Suggestion Scheme is in place and working quite effectively. It provides a fair platform to all stakeholders to address their grievances and register any improvement suggestion ideas. Similarly, thru' proper training mechanism awareness level of all employees is improved including that related to Human Rights. Health checkup of all the employees is done as per statutory requirement. All the employees are covered under – (1) ESIC (Employees' State Insurance Corporation) Scheme, which provide free health service to them and their family & (2) EPFO Scheme, where 25% of their basic salary is contributed (both from Employer & Employee), every month for their future including substantial pension after retirement. Both the organizations are run by the government. (3) Through "Corporate Group Loan" scheme under the guarantee of company, housing loan is made available to the employees at a concessional interest rate.

Examples

- Suggestion box, call center or grievance mechanisms
- Awareness raising or training for employees on labour rights and policies
- Describe how the health and safety of all employees is ensured
- Describe how your company prevents discrimination of all kinds and ensures comparable pay for comparable work
- Consultation with employees and other stakeholders
- Allocation of responsibilities for the protection of labour rights within your organization
- Human Resource policies and procedures supporting the Labour principles
- Participation in international framework agreements and other agreements with labour unions

Measurement of outcomes

Description of how the company monitors and evaluates performance.

Company has implemented award / reward schemes in order to create competitive atmosphere. It also acts as a Tool so as to encourage all employees to perform better and come forward with ideas towards enhancing the basic 10 principles of Global Compact. A logical & transparent appraisal system gives equal opportunity to everybody to develop their skills, improve performance and grow. A Legal Register is available which covers all the applicable statutory & legal requirements which is reviewed periodically for effective compliance.

Examples

- Demographics of management and employees by diversity factors (e.g. gender, ethnicity, age, etc.)
- Describe how your company deals with incidents of violations of Labour principles
- Investigations, legal cases, rulings, fines and other relevant events related to Labour
- Periodic review of results by senior management
- Specific progress made in the area of Labour during the last reporting period
- External audits (e.g. SA 8000)

Environmental Principles

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

Assessment, Policy and Goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection

Company strongly believes in the fact that protection of environment by all living beings is of foremost importance in today's relevance. The EHS and Occupational Health & Safety policy framed by the company covers all the aspects and accordingly goals and targets have been set.



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Examples

- Assess the environmental footprint and impact of your company
- Written company policy on environmental issues, including prevention and management of environmental risks
- Policy requiring business partners and suppliers to adhere to the environmental principles
- Describe specific goals in the area of the environment for the upcoming year

Implementation

Description of concrete actions to implement environmental policies, reduce environmental risks and respond to environmental incidents

The goals are set for reduction in water, paper and electricity consumption. Water recycling is done through Effective Treatment of Effluent and Sewage Water, exhaustive Tree Plantation etc. are some of the initiatives taken by the company. Similarly, the skill matrix also covers EHS & Occupational Health and Safety related issues and continuous awareness training to all concerned on environmental protection benefits does help in meeting said objective.

Examples

- Awareness raising or training of employees on environmental protection
- Initiatives and programs to reduce waste materials (e.g. recycling) and consumption of resources (energy, fossil fuels, water, electricity, paper, packaging, etc.)
- Activities aimed at improving the energy efficiency of products, services and processes
- Development and diffusion of environmentally friendly technologies
- Raise awareness among suppliers by asking them for environmental data on their products
- Environmental management system with objectives and procedures for evaluating progress, minimizing negative impacts and transferring good practices
- Allocation of responsibilities for environmental protection within your company

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

The progress on goals and targets is reviewed by senior management periodically to assess the progress made in this respect and new goals are set for next period. Company has engaged a senior EHS Consultant under whose guidance audits are conducted every quarter. Moreover, surveillance audit of ISO:14001 & OSHAS:18001 is conducted by the certifying agency to verify and improve the performance.

Examples

- Information about how your company deals with incidents.
- Investigations, legal cases, rulings, fines and other relevant events related to environmental principles
- Specific progress made in the area of the environmental protection during the last reporting period
- Periodic review of results by senior management
- External audits of environmental performance

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery (For more information on the principles, [click here](#)).



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Assessment, Policy and Goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

Company's senior management considers Corruption, Bribery & Extortion as major impediments to any company's Growth. All out efforts are needed to weed out this major abuse from the society. Proper compliance of all the legal and statutory requirement, enables to fight with Corruption, Bribery & Extortion with iron gloves.

Examples

- Assessment of risk of corruption and bribery in the company's industry and country (ies) of operation
- Written company policy of zero-tolerance for corruption, bribery and extortion
- Reference to (or statement of support for) the UN Convention Against Corruption and other international instruments
- Protocol to guide staff in situations where they are confronted with extortion or bribery
- Policy requiring business partners and suppliers to adhere to the anti-corruption principles
- Specific goals in the area of anti-corruption for the upcoming year

Implementation

Description of concrete actions to implement anti-corruption policies, reduce anti-corruption risks and respond to incidents.

Suggestion Scheme is in place and working quite effectively. It provides a fair platform to all stakeholders to Register their grievances and improvement ideas in this respect. Similarly, thru' proper counseling mechanism, Awareness about its good results is created among all stakeholders.

Examples

- Suggestion box, call center or grievance mechanisms
- Awareness raising or training of employees about company's policies regarding anti-corruption and extortion (e.g. mailings, internet, internal communication, etc.)
- Allocation of responsibilities for anti-corruption within your company
- Participation in industry initiative or other collective action on anti-corruption

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance:

Any incident of corruption, extortion, bribery is dealt with firmness. It even ends up with termination of Service Contract with other party. Similarly, if any employee is found guilty of involving in such activity then he is terminated from his job and his post service benefits are frozen. A strong case is also registered against him.

Examples

- Information about how your company deals with incidents of corruption
- Internal audits to ensure consistency with anti-corruption commitment, including periodic review by senior management
- Investigations, legal cases, rulings, fines and other relevant events related to corruption and bribery
- Specific progress made in the area of anti-corruption during the last reporting period
- External audits of anti-corruption programs.

FOR VISHALFAB (INDIA) P. LTD.

(SUNIL JOSHI)
DIRECTOR / CEO