



# UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

**Bulleh Shah Packaging (Private) Limited 2014**

A Stora Enso – Packages Joint Venture

Period: Dec, 2013 to Dec, 2014

## Human Rights

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

Bulleh Shah Packaging (BSP) is committed to educate its employees, suppliers, business partners and stakeholders to acknowledge and respect Universal Declaration of Human Rights and safeguarding environment. We have set up a Code of Conduct built on our commitment to ethical work practices by respecting Universal Declaration of Human Rights. We have also incorporated basic human rights in our Suppliers Sustainability Requirements.

### Implementation

We have a Company Code of Conduct (CoC) focusing on Environment, People, Responsible Business Practices and Compliance to Law. BSP CoC describes our understanding and responsibility. The summary of Code of Conduct (printed as a pocket guide) is handed over to all employees (including workers) and BSP commitment to its CoC is communicated to all employees through ongoing awareness sessions and training in specific areas. All employees are encouraged to commit to the CoC by signing a "Responsibility pledge".

A comprehensive CoC document is shared on BSP internal Intranet Portal.

Awareness sessions are being conducted for employee workers and contract workers to raise awareness on human rights, environment, fair Business practices, and compliances to all legal requirements.

### Measurement of Outcomes

BSP has a process to identify gaps in its own premises and suppliers against defined policies and guideline. We provide awareness, guidance, trainings and action plans to cover Identified gaps within agreed time frame.

## Labor

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 labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

### **Assessment, Policy and Goals**

BSP respects and supports UNGC principles on labor standard and incorporates them in policies and guidelines. BSP's Code of Conduct and Suppliers Sustainability Requirements does not allow the company to practice any illegal or unethical labor practices including child labor, forced or compulsory labor.

We have a process of , engaging for improvement, and disengaging with vendors, suppliers and partner who continue to use any kind of forced or compulsory labor.

### **Implementation**

We have communicated our Supplier Sustainability Requirements (SSR) to suppliers and encourage them to commit to it by signing BSP SSR.

BSP SSR document is shared on internal Intranet Portal.

Awareness sessions, trainings are being conducted for management, employers and suppliers to raise awareness and compliance to Child & Labour Rights, Forced labour and discrimination of workers/employees as per UNGC principles and legal requirements.

### **Measurement of Outcomes**

Report on ongoing Internal Audit of BSP own and suppliers operations.

## **Environment**

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**

BSP is aware of the significance of environment and has incorporated it in its Code of Conduct as well as in Suppliers Sustainability Requirements (SSR). BSP also has Integrated Management System (IMS) Policy integrating Environmental Management System (EMS) to minimize waste, optimize the use of energy and materials, and ensure eco-friendly waste processing.

### **Implementation**

Awareness sessions are held to make the employees aware of the IMS policy so that everyone can play their part in the protection and conservation of environment. We have an advanced Effluent treatment plant built to treat the effluent before discharging it. Also BSP is working on environment friendly disposal of sludge. A designated department is responsible for the audits of the mill and suppliers on the basis of IMS and SSR respectively.

Certifications and compliances include:

ISO 14001:2005; ISO 22000:2005; Sedex.

### **Measurement of Outcomes**

External audits on ISO 14001:2005

## **Anti-Corruption**

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

### **Assessment, Policy and Goals**

BSP has implemented its Code of Conduct for all its employees and stakeholders, which is to be signed by all employees at the time of joining and it lays the framework in which all the employees and partners are expected to work with integrity and moral standards. BSP also has Anti-bribery and Gift Policy for the better guidance of employees.

### **Implementation**

Trainings and open discussions and actions on Whistle blowing