



Communication on Progress

| S. No | Global compact principles | Summary of action taken & Impact achieved | COP (2012) Pages in Corporate Responsibility report 2012 http://www.moserbaer.com/overview_csr_sustainability-report.asp |
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| 1. | Businesses should support and respect the protection of internationally proclaimed human rights | As responsible corporate, ensuring protection and respect of human rights of its workforce is an integral part of Moser Baer’s functioning. Policies and programmes related to sensitisation on human rights and the effective implementation of human rights policies further reinforce our commitment to control any human rights violation at our workplace. | Pages 16-22 |
| 2. | and make sure that they are not complicit in human rights abuses | As an SA 8000 certified company, Moser Baer has put in place stringent policies to ensure that there is zero tolerance of any human rights violation | Pages 13 |
| 3. | Businesses should uphold the freedom of association and the effective recognition of | We have various committees that ensure the participation of the employees in decision making. | Page 16-18 |

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| | the right to collective bargaining | | |
| 4. | the elimination of all forms of forced and compulsory labour | <p>We do not practice Forced Labour in any form. Holding back the original document and any other personal property of the persons hired is prohibited, and clearly defined in the HR policy manual of the Moser Baer.</p> <p>Our philosophy behind the HR Policies and Labour Practices are to avoid any kind of harassment of workforce.</p> | Page 20-21 |
| 5. | the effective abolition of child labour | <p>Moser Baer is a SA 8000 certified company and various audits and reviews are carried by the internal auditors as well as the external agencies to verify that the systems are free of unfairness and prejudice. The Company has neither encountered nor encouraged Child Labour.</p> <p>Regular audits are conducted as part of SA8000 and documented.</p> | Pages 20 & 13 |
| 6. | and the elimination of discrimination in respect of employment and occupation | <p>We believe in providing equal employment opportunity to all, irrespective of race, colour, creed, religion, national origin, sex and sexual orientation, disability, age, and marital status as our policy mandate. Regional diversity in hiring the employees also depicts non discrimination in the recruitment.</p> | Pages 15 & 20 |
| 7. | Businesses should support a precautionary approach to environmental challenges | <p>For Moser Baer, addressing environmental concerns and stakeholders needs simultaneously is the key towards sustainable development. Environment, health and safety (EHS) are an integral part of Moser Baer and focus on building a robust culture of EHS by involving employees at all verticals. EHS also encompasses other environmental issues like improving energy efficiency, reducing greenhouse gas emission and use of renewable energy. Our EHS department is responsible for implementing EHS policy across plant locations. We have environment management systems, certified by international bodies, conforming to ISO 14001 and OHSAS 18001.</p> | Pages 25-26 & 31- 32 |
| 8. | undertake | <p>Management programme related to improving energy efficiency, water</p> | Pages 26,29 & 30 |

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| | initiatives to promote greater environmental responsibility | conversation and Bio gas from kitchen forms integral part of EHS department. Moser Baer’s Integrated Management system (Comprising of ISO 9001:2008, OHSAS 18001;2007 & ISO 14001:2004) ,certified by leading and well reputed certification bodies show the commitment towards EHS in line with other important function i.e. Quality. A robust EHS audit, both internal and external, is carried out at all our locations periodically to ensure continual improvement in our environment, health and safety standards. | |
| 9. | and encourage the development and diffusion of environmentally friendly technologies | We make continuous efforts to reduce the impact of business on the environment by promoting environment friendly initiatives. In addition to incorporating these practices into business processes, we also sensitise our associates by engaging them into various environment protection activities. | Page 26 |
| 10. | Businesses should work against all forms of corruption, including extortion and bribery | We believe, conducting ethical business requires adequate consideration to a number of issues outside the traditional scope of making money, of which building an ethical & values based culture is most certainly one. Therefore, a lot of emphasis is laid on conducting ethical business with the stakeholders to develop mutual trust and long term relationships. To achieve the same, there are stringent systems in place to check the unethical practices and behaviours and ensure corruption free environment. | Page 7&8 |