

Premium Workwear



Workwear



Safety Footwear



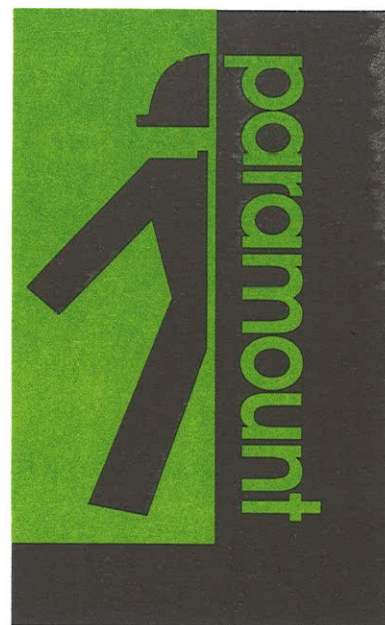
Chefswear



Safari Clothing



School Uniforms



PARAMOUNT GARMENT WORKS (1982) (PVT) LTD.

UNITED NATIONS GLOBAL COMPACT

COMMUNICATION on PROGRESS

MARCH 2014- FEBRUARY 2015

March 12, 2015

To our stakeholders:

I am pleased to confirm that Paramount Garment Works (Private) Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this our first annual Communication on Progress, we describe our actions to further improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication. We have recently attained certification to ISO 9001:2008 Quality Management Systems, as such any violations of our laid down policies is required to be reported to senior management and the appropriate corrective action implemented.

Sincerely yours,

Jeremy Yeomans
Financial Director

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HUMAN RIGHTS

Assessment, policy and goals

- The management of Paramount Garment Works fully subscribes to the Universal Declaration of Human Rights. During our induction program for new staff we emphasize our company's commitment to abide by and support the law of the land with emphasis on human rights. Our policies prohibit discrimination in hiring, promotion and advancement of all individuals. We do not subscribe to the use of forced or child labour. Paramount Garment Works is an equal opportunity employer.

Implementation

We train all employees on their rights as prescribed by law and these are also contained in our Code of Conduct which is incorporated in the company's Human Resources Policy document. If concerns are voiced or made known then our Human Resources department promptly investigates and hearings are held with equal representation from both management and the workers representatives before making final disposition. We post in our canteens, meeting areas and on the factory notice boards the process of reporting concerns. We also post in the area where applicants apply for employment. Suggestion boxes are installed at strategic locations for employees to submit their complaints and any other issues concerning unfair treatment or any other issues concerning and affecting their employment. The prevention of the use of child labour is carefully monitored as all applicants are required to produce a valid National Identification document which clearly states date of birth. A copy is taken and kept on file. Paramount Garment Works is an equal opportunity employer and our current ratio is 56% male and 44% female.

- Besides our stated Occupational Health and Safety policies we implement an HIV/AIDS workplace policy which safeguards an employee's rights to confidentiality and rights to promotion.
- Measurement of outcomes
- In this reporting period we have had no reported incidents of human rights violations. However should they arise, any concerns would be documented in our Human Resource records and, where deemed necessary, or where required by law, the relevant authorities will be incorporated into the disciplinary processes.

LABOUR

Assessment, policy and goals

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- Our company Human Resources Policy manual covers policies concerning our employee rights and compensation and responsibilities and also states the right to collective bargaining. We assess labor related risks. We will continue to refine our

Human Resources processes as needed to be more in line with the Global Compact.

Implementation

- Paramount Garment Works adheres to the labour requirements enshrined in the 1 Companies Act, the Labour Relations Act, the industry Code of Conduct and follows the nationally approved Collective Bargaining Agreements for our industry sectors. We have an open door policy to capture any grievances. We will measure areas of performance and generate corrective actions as needed. We have a dedicated resource that monitors and mandates environmental and safety risks. We follow the nationally approved Collective Bargaining Agreement for all minimum requirements to prevent discrimination of pay. In the last 12 months a new Collective Bargaining agreement was achieved for the industry and we have complied with it in full. Our Human Resource department is responsible for the training and understanding for all employees company wide. The department is updated by the National Employment Council (NEC) on a regular basis on legal and moral aspects of the law. Regular Works Council meetings are held where labour relations issues are discussed and addressed. Suggestion boxes are installed at strategic locations for employees to submit their suggestions for improvements in labour relations in the work place. We are audited by the National Employment Council on wages and Collective Bargaining issues.

Measurement of outcomes

- We maintain and report to the relevant authorities our demographics by gender, ethnicity, age, etc. We review and hold accountable any violations to our law and policies. Investigations are made internally, with legal counsel as required. Senior management is part and parcel of this process.

ENVIRONMENT

Assessment, policy and goals

- We utilize independent third parties for of our water and air pollution analysis. We submit to our Social Authorities vetting of our waste water and air management systems. Our policies mandate evaluation of all hazardous material both current and new. We monitor any hazardous materials in our suppliers materials. We mandate that our suppliers report any potential hazardous materials so that we may evaluate the viability of its use. We will continue to refine our policies and educate ourselves on new environmental mandates, issues and concerns.

Implementation

- We recycle waste fabrics and where possible we recycle metals, batteries and plastic. Our furnace waste clinker is recycled by brick manufacturers. We are looking at changing to energy saving light bulbs. We continually monitor air pollution, waste water, and where economically viable the company is committed to procuring environmentally friendly raw materials. To this end we procure products that are environmentally friendly like buttons that are nickel and lead free and adhesives that are toxins free. We communicate the specifications of the raw materials used in our products to our stakeholders.

Measurement of outcomes

- We have passed the annual inspection and been given our 12 month Factory license, the non-Factory license and the National Social Security license for the year 2015
- We submit to annual testing by all relevant environmental agencies
- We have not incurred any penalties for environment violations in the past 2 years

ANTI-CORRUPTION

Assessment, policy and goals

- We utilize an International auditing firm to assess and report any corruption in business practices. They report their findings to our Board of Directors and government agencies annually. We advise employees on internet corruption and our servers are equipped to contain such messages.

Implementation

- The industry Code of Conduct and the company's internal rules and regulations stipulates the non-tolerance of corrupt practices within the organisation.
- We continually inform our employees on all aspects of fair labour practices.
- We support the international audit firm Deloitte and Touche's whistle blowing anti-corruption drive and display their posters at our premises.

Measurement of outcomes

- Any reported corruption will be dealt with in accordance with company policy and external authorities.
- We use external auditors to validate our financials.