



Communication on Progress 2013

S. No	Global compact principles	Summary of action taken & Impact achieved	Pages in Annual report 2013-14 http://moserbaer.com/writereaddata/pdfs/annual-report13-14.pdf
1.	Businesses should support and respect the protection of internationally proclaimed human rights	Moser Baer is committed to invest in its human resource be it providing an enabling environment and protecting their rights. It is always a priority and continued efforts are being made to ensure the same.	Page 11
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	Page 12
3.	Businesses should uphold the freedom of association and the effective recognition of the	We continued to encourage Associates Involvement in decision making process through various committees' like the Cafeteria Committee, Transport Committee, and Sports Committee etc. At the same time, Employee Communication Forums like Open Houses, Communication Meetings, Town-Halls, HR Help Desk, Grievance Resolution System provide all possible opportunities for employees to express and exchange views on the various issues that impact them.	Page 11

	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>	
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>	Page 12
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>	Page 11 (Human Resource)
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. It has achieved various milestones in terms of conserving environment.</p>	Page 15
8.	undertake initiatives to promote greater	<p>Management programme related to improving energy efficiency, water conservation and Bio gas from kitchen forms integral part of EHS department. Moser Baer's Integrated Management system (Comprising</p>	Page 10,11 & 15

	environmental responsibility	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 10 & 11
10.	Businesses should work against all forms of corruption, including extortion and bribery	Moser Baer has designed the processes that ensures and curb form of corruption.	