



## **Communication on Progress**

**Year : 2015**

Hindustan Platinum Pvt. Ltd. has been a signatory to the United Nations Global Compact since 17<sup>th</sup> July 2008. We are committed to the ten principles of the compact which promote better corporate responsibility in the areas of human rights, labour, the environment and the fight against bribery and corruption.

Summary of the progress made in these principles is attached

**Ashish Choksi**

**Vice President**

**Contact: 022 - 61904000**

**Email: [ashish.choksi@hp.co.in](mailto:ashish.choksi@hp.co.in)**

	Global Compact Principle	Commitment/ Policies, Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input checked="" type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights	<p><b><u>Commitment/ Policies :</u></b> We are following the international declaration of Human Rights.</p> <p><b><u>Action Taken :</u></b> We have two separate Human resource and Employee relation departments. Vice President is the head of these departments. Employee concerns can be discussed and addressed on a one to one basis.</p> <p><b><u>Outcomes :</u></b> Employee grievances, if any are addressed on priority.</p>
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	<p><b><u>Commitment/ Policies :</u></b> We have efficient HR department to address these issues.</p> <p><b><u>Action Taken</u></b> Our company has a strict policy of registration of all employees with the provident fund, Employees state insurance. We follow guidelines of the workers minimum wages act. Company provides conveyance to all employees from all parts of the city. Mediclaim policy for all the employees and their family member is provided. We have conducted third party audit for all factors related to sustainability. We have upgraded and introduced new policies like sustainable and ethical procurement policy, Code of conduct and Ethics.. <b>Audit of OHAS 18001 is completed and we await certification.</b></p> <p><b><u>Outcomes</u></b> The HR department discusses all issues related to the employees with recognised and representative union and finds a solution. If required the issue is brought to the notice of Vice President for a solution. Our overall compliance in this aspect is more than Indian average.</p> <p><b><u>Plans for the Upcoming Year</u></b> . <b>We have taken certain management programs for safe working of our employees like installed hand rails for all stair case more than 2 meter height, to display safety instruction on the machine, to introduce work permit.</b></p>
<input type="checkbox"/>	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p><b><u>Commitment/ Policies</u></b> Our company has a recognised employees union.</p> <p><b><u>Action Taken</u></b> Office bearers of the employees union discuss with company management on various issues including wages. Wages are revised in discussion with the union. We have signed the agreement with recognised union up to 2018.</p>

		<p><b><u>Outcomes.</u></b> Employees get solutions to their problems.</p> <p><b><u>Plans for the Upcoming Year :</u></b> We conduct scheduled meetings to discuss all issues.</p>
<input type="checkbox"/>	4: the elimination of all forms of forced and compulsory labour;	<p><b><u>Commitment/ Policies :</u></b> Our recruitment is defined and our HR department recruits based on application received.</p> <p><b><u>Action Taken :</u></b> Above policy is strictly followed. We have conducted third party audit.</p> <p><b><u>Outcomes :</u></b> No forced labour. We got 100 % marks in forced labour that means we do not have any forced labour in our organisation.</p> <p><b><u>Plans for the Upcoming Year :</u></b> We will adhere to our policy and educate our vendor to implement these policies.</p>
<input type="checkbox"/>	5: the effective abolition of child labour;	<p><b><u>Commitment/ Policies :</u></b> The policy on selection, recruitment and confirmation of employment includes only person above 18 years to be recruited.</p> <p><b><u>Action Taken</u></b> The company recruitment policy ensures that no child labour is recruited. We have conducted third party audit.</p> <p><b><u>Outcomes :</u></b> The age of all employees is more than 18 years.</p> <p><b><u>Plans for the Upcoming Year :</u></b> We strictly follow the company recruitment policy on child labour. We also ask our vendor to implement the same. We have planned to upgrade and update our existing policy.</p>
<input type="checkbox"/>	6: and the elimination of discrimination in respect of employment and occupation.	<p><b><u>Commitment/ Policies :</u></b> The policy on selection, recruitment and confirmation of employment includes no discrimination on account of age, sex, nationality or religion.</p> <p><b><u>Action Taken :</u></b> The company recruitment policy ensure that there is no discrimination on account of age, sex, nationality and religion. We have conducted third party audit.</p> <p><b><u>Outcomes:</u></b> We have women working as Managers and General Managers. Third party audit had rated us 100 % on this criteria.</p> <p><b><u>Plans for the Upcoming Year :</u></b> We have planned to form a internal complaints committee for redressal of sexual harassment of women at work place.</p>

<input type="checkbox"/>	<p><b>7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<p><b><u>Commitment/ Policies :</u></b> Company has an environment policy.</p> <p><b><u>Action Taken :</u></b></p> <ol style="list-style-type: none"> <li>1. The company has made a procedure to check aspect and impact on environment of new activity. If it exceeds to certain value it will be taken seriously and precautionary measures will be taken to reduce its impact on the environment.</li> <li>2. Company has installed wet scrubber for melting furnace, having low power consumption,</li> <li>3. Installed exhaust system for plating plant</li> <li>4. Company has its own effluent treatment plant, where water is treated before it is release to the drain.</li> <li>5. Company has rain water harvesting system, The water collected by rain harvesting system is used for plantation and gardening</li> <li>6. Company has sewage treatment plant, after treating sewage water, it is released to root zone.</li> <li>7. Third party testing of our water is done periodically. Air samples are also checked by third party periodically. Noise level in the company's premises is also checked periodically.</li> <li>8. Mass transportation is being provided to our staff as well as our workers to reduce pollution.</li> <li>9. We have maintained green garden in our premises and also maintain garden outside our compound wall.</li> <li>10. Company has installed Organic Waste Converter System to convert Biomass / Waste into bio-organic soil enricher and conditioner.</li> <li>11. Obtained ISO : 14001 certificate in the month of March '12.</li> <li>12. Started maintain records as per ISO : 14001 and finalised Environment Management Program like reduction in consumption of water, electricity, reduction in generation of hazardous waste and set the target to reduce the adverse effect on environment due to our operation.</li> <li>13. Started sending Hazardous Waste to Government Authorised disposer for proper disposal of waste.</li> <li>14. We have started monitoring ambient air, noise level and air emission from our company.</li> <li>15. Company has procured noise level checking instrument and noise level is monitored periodically.</li> <li>16. E-Waste is disposed through government approved agency.</li> <li>17. We have developed AgZnO material, this can be used as substitute to Cadmium.</li> <li>18. One of our customers has conducted RoHS audit and we scored 60 % marks.</li> <li>19. The generation of electrical power at our wind mills and solar panel installation is in net surplus of our total power consumption.</li> </ol> <p><b><u>Outcomes :</u></b> We reduced adverse impact of our activities on environment. We will promote Environment friendly electrical contact material against AgCdO</p>
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□	<p><b>8:</b> undertake initiatives to promote greater environmental responsibility;</p>	<p><b><u>Commitment/ Policies :</u></b> To reduce water / power consumption</p> <p><b><u>Action Taken :</u></b> 1. We have changed water distribution system  2. We have installed overhead tank to save consumption of power.  3. We monitor water and power consumption every month.  4. We have kept targets to reduce water consumption and electrical consumption without affecting production.  5. We started replacing halogen lamps with LED lamps to save power  6. We have changed Hard disc to solid state disc and installed LED monitors to save power consumption.</p> <p><b><u>Outcomes</u></b> Consumption of power and water has been reduced. We have procured new wire washing machine to reduce water consumption.</p> <p><b><u>Plans for the Upcoming Year .</u></b> We have planned to reduce power consumption by replacing our existing halogen lights and CFL lights with LED.</p>
□	<p><b>9:</b> and encourage the development and diffusion of environmentally friendly technologies.</p>	<p><b><u>Commitment/ Policies</u></b> To reduce use of natural resources by using eco-friendly technology,  To reduce adverse effect on environment by using advance machines</p> <p><b><u>Action Taken</u></b> 1 Used Belt Polishing instead of open air hand brushing to reduce air pollution.  2. We have installed 60 KW power melting furnace to replace 150 KW furnace.  3. We have started practice of reducing furnace temperature during no load situation and starting furnace just in time to be ready for production process when required.</p> <p><b><u>Outcomes :</u></b> Due to belt polishing machine, spreading of polishing dust on the floor and in air is avoided. Electric power is saved.</p> <p><b><u>Plans for the Upcoming Year :</u></b> To close down usage of 150 KW furnace.</p>
	<p><b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p><b><u>Commitment/ Policies :</u></b> Code of conduct for suppliers has been developed.</p> <p><b><u>Action Taken :</u></b> Code of conduct has been sent to core supplier, which also covers corruption and bribery.</p> <p><b><u>Outcomes :</u></b> Supplier has taken it in right spirit.</p>

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