

[Communication on Progress 2015]




Letter of Commitment

I am pleased to confirm that Moser Baer India Ltd. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. We are committed to inspire lives with responsible investment and sustainable development through our activities. The vision of our company is aligned and embedded into our corporate culture. We incessantly interact with our various stakeholders and share our philosophy, business vision and guiding principle with them through various forums. We, as an organisation, not only concerned towards conducting business but also equally concerned towards our significant stakeholders including contiguous communities. We believe that our existence is not complete without assuming the responsibility of the communities and the people with whom we work. Hence, protecting their interests and ensuring rounded development has been the hallmark of our existence.

Since 2008, MBIL is an active member of UNGC network and has been reporting on the actions and the steps taken to continuously improve the integration of the Global Compact and its principles into our business strategies, culture and our daily operations. We also reinforce our commitment this year as well in the form this COP and the same shall be shared with our stakeholders through our primary channels of communication.

The statement signed by the Chairperson expressing continued support for the Global compact and renewing our on-going commitments to the Initiative and its principles.

Deepak Puri

Chairperson, MBIL

05/04/2016

Communication on Progress 2014

S. No	Global compact principles	Summary of action taken & Impact achieved	Pages in Annual report 2014-15 http://moserbaer.com/wp-content/uploads/2015/07/annual-report141.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. Their rights are recognized within the company as the common standard of achievement. We acknowledge the fact that the common understanding and compliance to these rights and freedoms are of the greatest importance hence particular attention is given to embedded them in our philosophy and daily operations.	Page 12
2.	Make sure that they are not complicit in human rights abuses	As an SA 8000 certified company, We make sure that all our policies and practices are complying with the fundamental human rights. This includes equal chance to everyone to participate, protection from all forms of abuses as well as the freedom of thought through various forums. We also encourage to all are stakeholders to respect and comply with these core principles.	Page 13
3.	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	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 and Grievance Resolution System provide all possible opportunities for employees to express and exchange views on the various issues that impact them.	Page 12
4.	Elimination of all	We work in full compliance with the labour laws and regulations in	

	forms of forced and compulsory labour	the area that we operate in. The principles of non-discrimination, no forced labour, no child labour (under 18 years old) are highly respected by us. We also expect and encourage our business partners, suppliers and contractors to respect the same principles.	
5.	Effective abolition of child labour	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. Regular audits are conducted as part of SA8000 and documented.	Page 13-14
6.	Elimination of discrimination in respect of employment and occupation	We will make sure that each employee does not suffer from any kind of discrimination, feels integrated and happy within the company. 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.	Page 12 (Human Resource)
7.	Businesses should support a precautionary approach to environmental challenges	We recognise the importance of protecting environment and are committed to environmental issues. For us, 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.	Page 17
8.	Undertake initiatives to promote greater environmental	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	Page 4-9 & 17

	responsibility	(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.	Encourage the development and diffusion of environmentally friendly technologies	We are committed to sustainably reduce our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods. We have continuously been working and committed to develop the environment friendly products such as LED and renewable resources. We are aiming to align with the international standards (such as ISO 14001:2004) for environmental management systems. Our aim is to be an environmentally responsible organization. We also make conscious efforts towards raising awareness on environment friendly practices amongst our associates and other stakeholders.	Page 4-5
10.	Businesses should work against all forms of corruption, including extortion and bribery	Moser Baer has designed the processes that ensures and curb all forms of corruption. We have a dedicated organisational policy on anti-corruption that are being communicated and reinforce the same on regular basis. It is also a part of our induction process wherein the new associates are being oriented during initial days with the company.	