

Global Compact Principle	Commitment/policies, Action Taken & Impact Achieved and/or Plan for the Upcoming Year
1. Business should support and respect the protection of internationally proclaimed human rights.	<p>Commitment Policies: - We are following the international declaration of Human Rights.</p> <p>Action Taken: - We have two separate Human Resources and Employee Relation departments. Director is the head of these departments Employee concerns can be discussed and addressed on a one to one basis.</p> <p>Outcomes:- Employee grievances, if any are addressed on priority.</p>
2. And make sure that they are not complicit in human right abuses.	<p>Commitment/ Policies: We have efficient HR Department to address these issues.</p> <p>Action Taken: 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 being worked out. We have upgraded and introduced new policies like sustainable and ethical procurement policy, Code of conduct and Ethics. We are certified for ISO 18001 for OHAS since 2013 and continuously complied the same in our organization.</p> <p>Outcomes: The HR Department discusses all issue related to the employees with recognized and representative of workers and finds a solution. If required this is brought to the notice of the Director for a solution. Our overall compliance in this aspect is more than Indian average.</p> <p>Plans for the Upcoming Year :- We have taken certain management programs for safe working of our employees like installed hand rails on all stairs case more than 2 meter height, anti-skid fluorescent tape has been pasted on all the stairs to prevent skid.</p>
3. Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Commitment/ Policies: Our Company has a well formed workers committee, which consists of workers from all areas as a representative.</p> <p>Action Taken:- Representative of work committee discuss with company management on various issues including wages, benefits etc Wages are revised in discussion with them and in accordance of minimum wages revision by state/central govt. time to time. We</p>

