



Ala Industrial Corp.



UN Global Compact Communication on Progress 2016

GENERAL

Period covered by our Communication on Progress (COP)

From: 07/09/2016 To: 06/09/2017

I am pleased to confirm that Ala Industrial Corporation 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 strongly believe that the principles of the Global Compact are a strong component of social sustainability within any successful business. For this reason, we have worked towards integrating them at Ala Industrial Corporation to achieve the highest organisational standards and create an aware and respectful culture.

In this our second annual Communication on Progress, We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. ALA INDUSTRIAL CORPORATION will make a clear statement of this commitment to our stakeholders and the general public.

Yours sincerely,

MR. JEEJU NAIR
CEO





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HUMAN RIGHTS

➤ Assessment, Policy and Goals

Ala Industrial Corporation is forthright in its commitment to the Universal Declaration of Human Rights (UDHR).

Our policy statement declares that we shall not harass, bully or discriminate against colleagues, members of the public and employees, in reference with Article 2 of the UDHR. Our anti-discriminatory criteria is outlined in Article 7 of our policy document and directly refers to criteria that includes (but is not limited to) race, colour, ethnicity or national origin, gender, sex, religion and political conviction. This is also in consideration with Article 18 of the UDHR.

Article 24 of the UDHR pertains to worker's rights. Our HR Policies are in line with the National Employment Standards (NES) of India and this is further outlined in our policy document in Articles 10.1, 10.2 and 10.4. Employees are entitled to 4 weeks paid annual leave, 10 days paid personal leave per annum and agreements relating to long service leave.

Our organisation is also complicit in trying to improve equality in education, delineated in Article 26 of the UDHR. As part of our commitment to this cause, we are planning to implement a one-million scholarship project, offering one-million scholarships to African students to study our Bachelor's of Applied Entrepreneurship.

To further our commitment to the United Nation Global Compact, our goal is to directly reference the UDHR in our company policies document. This is currently in review, and we consider our company policies to be a fluid document which intends to be complicit with all current and future amendments to the UDHR.

➤ Implementation

Ala Industrial Corporation have designed an open, discreet feedback system with the intention of mitigating occurrences of human rights violations. We have installed a "suggestion box" in our shop floor and office for employees to submit suggestions with their complaints and/or issues regarding unfair treatment. These complaints are revised by top management weekly and discussed immediately.

We also have a services support team who answer calls dealing with any complaints regarding unfair treatment of customers by staff. Any external issue regarding vilification is referred through to them, and then passed on to our top management for discussion.



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➤ Measurement of outcomes

All matters regarding abuse and vilification are dealt with and recorded by our HR staff. Since becoming a member organisation of the Global Compact, Ala Industrial Corporation have recorded no violations of the UDHR. As we are a small but growing company, we anticipate the likelihood of future violations occurring. Consequently, we are planning on implementing company training modules to educate staff about fundamental human rights and prevention of infringements, and also implementing a more thorough review and resolution process in the event of a UDHR abuse.



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LABOUR

➤ Assessment, Policy and Goals

Ala Industrial Corporation is committed to upholding the conventions and recommendations of the ILO Core Conventions.

As stated previously, our anti-discriminatory criteria is outlined in Article 7 of our HR Policies Document, which is in accordance with Principle 6 of the Global Compact.

We have specific policies relating to workplace health and safety outlined in Article 18 of our HR Policies to ensure employees are not forced to work in unsafe conditions, with workers required to report any incidents to the HR manager. Staffmembers are entitled to feel safe at Ala Industrial Corporation and all health concerns are taken seriously, with stringent monitoring to ensure employees return to work safely. We provide compensation if injury or incidence does occur (Article 18.4).

We are also currently reviewing our HR Policies so that all suppliers and business partners are made aware of our labour principles and are fully complicit. This review will coincide with a company commitment through our policies to eliminate forced labour, child labour, and employment discrimination. We will continue to refine our policies to incorporate the Global Compact.

➤ Implementation

At Ala Industrial Corporation, we have implemented health and safety training on a yearly basis for all staff, so employees are made aware of, and not forced to engage in, unsafe practices. Through our HR Policies, and workers' understanding of it, we strive to ensure worker safety and have a process of conflict resolution process for when incidents occur.

All staff are entitled to workers leave and payment in accordance with the National Employment Standards (NES) of India.

We have a "suggestion box" and call center to register grievances, as well as a Human Resources Manager for reporting and managing issues.

➤ Measurement of outcomes

As a small company, we have not had any labour problems or disputes since becoming a member of the UN Global Compact. Over the coming business year we would like to implement a quantitative measurement for employee satisfaction.

All employees are made aware of their rights as a worker through signing our company policies document and this assists us in dealing with workplace disputes, should they arise. The implementation of the Global Compact into our policies document should further assist us in our conflict resolution process concerning labour issues.



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ENVIRONMENTAL PRINCIPLES

➤ Assessment, Policy and Goals

As a mostly office based enterprise, Ala Industrial Corporation is committed to improving the environment in which it operates implementing different policies on the subjects related to sustainability. However this work can and during 2014 will be further enhanced by the introduction of a more cohesive Environmental Policy with measureable targets that focusses on the implementation of the Global Compact environmental principles. We only operate through our office space in the Dombivli, Thane, Maharashtra, India, where we look to minimise our footprint where possible.

We are also currently reviewing our business practices to improve our commitment to the Global Compact, through our actions and influencing those of our suppliers and partners.

➤ Implementation

The local working groups are initiatives that bring sustainability and the focus on environment to an everyday practical level. During this year the working groups have identified areas of improvement related to environment. Our employees are partaking in recycling schemes concerning toners, paper and other consumables. Our office are equipped with motion sensitive lighting in order to further reduce our energy foot print.

We have implemented recycling boxes located near all area in the office, to ensure paper is reused and disposed of responsibly. We have also implemented a divided waste disposal system located in the all area, which incorporates landfill, mixed recycling and organic disposal.

➤ Measurement of Outcomes

Every year Ala Industrial Corporation conducts a confidential employee satisfaction survey which addresses areas related to environment. The results of the survey are reported openly within the company and potential improvement suggestions are discussed with the trade unions and at senior management level prior to implementation. The internal auditors and controllers monitor key performance indexes related to environment such as print outs, paper consumption and energy consumption and the results are addressed on management as well as on employee level. Human Resources monitor and follow up sickness absence on a monthly basis and as a part of that process seek to identify any correlations to environment that then can be addressed.



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ANTI-CORRUPTION PRINCIPLES

➤ Assessment, Policy and Goals

Ala Industrial Corporation is committed to Principle 10 of the Global Compact.

In Ala Industrial Corporation company HR Policies, Article 3 (Code of Conduct), states that employees and the employers will not engage in fraud or corruption, report any fraudulent or corrupt behavior, report any breaches of the Code of Conduct and understand and apply all relevant accountability requirements. We are committed to eliminating acts or corruption, and any violation of our policy will result in immediate disciplinary action.

Our plan for the coming business year is to incorporate the Anti-Corruption Global Compact principle into our policy document for staff. We will also be aiming to provide education to employees about corruption and actions to take should staff encounter it.

➤ Implementation

All incidents of corruption are reported to our Human Resources manager and further disciplinary action taken.

We have implemented internal controls to prevent the instance of corruption occurring. This consists of a segregation of duties, authorisation limits and multiple authorisations for bank transfers.

As a small company, we are not required to have external auditing of our accounts.

➤ Measurement of Outcomes

We have not been involved in any legal cases, rulings or other events related to corruption and bribery.

If an employee is found to be engaged in corrupt behaviour, the worker in question will be terminated immediately.