

UN Global Compact Communication on Progress 2016~2017

Statement of continuing support

It is with great pleasure that I reaffirm LPS BOSSARD's continued commitment to the UN Global Compact and its principles.

Our day-to-day business activities are focused on serving our prestigious customers through our product and services. Our actions are always customer focused to build long-lasting connections with customers, recognizing the value of our highly committed employees, while respecting environmental limitations and investing in communities. We understand that the quality of our relationships is the foundation of our long-term success as a business and that is reflected in our ongoing support for the UN Global Compact principles of human rights, labour, environment and anti-corruption.

There has never been a more important time to demonstrate that our business is sustainable and committed to the long term. At LPS BOSSARD, we know how important it is that we play a positive role in the communities we serve and that we meet or surpass the expectations of society, our customers, regulators and investors. We recognize that ultimately we are defined and judged by our behavior towards and within the communities we serve.

In 2016, on top of 90 days contributed by nearly 102 employees, we donated \$145000 to community initiatives. Focused mainly on environmental and educational, helping poor girls and child projects, we are proud of the investments we make in this area. In particular, during the past year we have extended our commitment to support disadvantaged and vulnerable young people who are not in education, employment or training. We have also launched the BP Jain Skill Development center to promote skill development initiative. We are proud to work with these organizations, who are leaders in their field. We will continue to report on its progress – and that of our other projects and goals – in the years ahead.

Rajesh Jain
Managing Director
April 2017

LPS BOSSARD

UN Global Compact Principles	GRI Indicators
Human Rights	
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Policies: LPS BOSSARD Code of Conduct for Suppliers, LPS BOSSARD IMS Manual</p> <ul style="list-style-type: none"> - LPS BOSSARD also supports the Equator Principles, the Extractive Industry Transparency Initiative. - LPS BOSSARD's Values are; to be open to different cultures; connected with our customers, communities, regulators and each other, and dependable and doing the right thing. This includes our commitment to ethical and sustainable business practice and taking responsibility for the social and environmental impacts. <p>Progress:</p> <ul style="list-style-type: none"> - LPS BOSSARD continues to build a culture which values and respects all employees and their opinions. We remain committed to meritocracy, which requires a diverse and inclusive culture. - Throughout 2016, education on LPS BOSSARD's values continued across all levels of employees, through induction, strategic programmes, and leadership and professional skills programmes. Our senior leaders are always keep utmost focus on these values and demonstrate through actions. - In 2016, nearly 97% employees went through values training, in addition to the rest of employees who were trained in 2015. 	<p>LPSB/IMS-001 LPSB/SCM-007</p>
<p>Principle 2: make sure that they are not complicit in human rights abuses.</p> <p>Policies: LPS BOSSARD HR Manual, LPS BOSSARD Code of Conduct for Suppliers</p> <ul style="list-style-type: none"> - LPS BOSSARD's Businesses are required to develop a Code of Conduct which includes, among other elements, a commitment to comply with the letter and spirit of all laws and regulations; a commitment to comply with the letter and spirit of all laws and regulations; a commitment to truth and fair dealing; conduct of personal affairs include rules governing the acceptance or offering of gifts, favours, services, hospitality, loans or fees, or anything of monetary value; and whistle- 	<p>LPSB/HR-01</p>

<p>blowing procedures.</p> <ul style="list-style-type: none"> - LPS BOSSARD has a public 'Code of Conduct' with which all suppliers have to comply. This Supplier Code of Conduct requires suppliers to respect the human rights of their employees, specifically those related to the freedom of association and collective bargaining, prohibition of child or forced labour, and non-discrimination at work. It also states that suppliers must comply with LPS BOSSARD's environmental, social and ethical standards for our supply chain, which includes respecting the human rights of the communities in which they operate. LPS BOSSARD retains the right to audit suppliers' adherence to the Code. - Any LPS BOSSARD employee who becomes aware of matters of concern, including the health and safety of an individual being endangered or the environment being damaged. - Assessing the environmental and social impacts of providing goods and services to our customers, including human rights issues, has been firmly embedded into our overall risk management. <p>Progress:</p> <ul style="list-style-type: none"> - We regularly review our policies to ensure they reflect the latest risks and developments in certain sectors. For example, in 2016, we updated the HR Manual incorporating women sexual harassment. - and, in 2016, we launched an employee hand book and make mandatory policy to go through it for existing and new employees. 	
<p>Labour</p>	
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Policies: LPS BOSSARD IMSManual, LPS BOSSARD Code of</p>	<p>LPSB/HR-01 LPSB/IMS/001</p>

<p>for Suppliers</p> <ul style="list-style-type: none"> - LPS BOSSARD employees are made aware of their rights through written contracts, the employee handbook and the staff websites. - LPS BOSSARD engages with recognized institutions through well developed communications and consultation programmes. <p>Progress:</p> <ul style="list-style-type: none"> - In 2016, training on above topic to strengthen employee knowledge was imparted. 	
<p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Policies: LPS BOSSARD IMS Manual, LPS BOSSARD Code of Conduct for Suppliers,</p> <ul style="list-style-type: none"> - All LPS BOSSARD employees have contracts which clearly indicate the voluntary nature of their employment and procedures for ceasing employment. - Our Code of Conduct for Suppliers states that they must prohibit the use of forced labour and give workers, whether local or migrant, the right and the ability to leave employment when they choose. - We recognize that businesses can have an impact on the environment and communities around them. For over ten years, we have been developing, implementing and refining our own approach to working with our business customers to Understand and manage these issues. - 	<p>LPSB/IMS-001 LPSB/SCM-007</p>

Progress:

- We assess customers according to their level of compliance with our policies and rank them into four categories: 'leader', 'compliant', 'near-compliant' and 'non-compliant'.
- We meet our customers frequently and make agenda of discussion on these topics as a set agenda.

Principle 5: the effective abolition of child labour; and

Policies: LPS BOSSARD IMS Manual, LPS BOSSARD Code of Conduct for Suppliers,

- Child labour is not considered to be a material issue for LPS BOSSARD's own operations which are office and branch-based
- LPS BOSSARD's Code Of Conduct for Suppliers states that they must ensure that child labour is not used and that the employment of young workers adheres to International Labour Organisation standards and local regulations
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LPSB/IMS-001
LPSB/SCM-007

<p>Progress:</p> <ul style="list-style-type: none"> - Our community investment programme has a focus on education and environmental issues. - In 2016, as with previous years, LPS BOSSARD conducted 60 man days training on above subject to it's employee. 	
<p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p> <p>Policies: LPS BOSSARD HR Manual</p> <ul style="list-style-type: none"> - LPS BOSSARD's employment policies, detailed in the Global Standards Manual, prohibit discrimination on the basis of gender, race, sexuality, nationality, age, disability, ethnic origin, religion or status. - The LPS BOSSARD Code of Conduct for Suppliers states that they must treat all employees fairly and not discriminate against any group in its employment practices. - We believe in providing equal opportunities for all employees. The employment of disabled persons is included in this commitment and the recruitment, training, career development and promotion of disabled persons is based on the aptitudes and abilities of the individual. Should employees become disabled during their employment with us, efforts are made to continue their employment and, if necessary, appropriate Training is provided. <p>-</p> <p>Progress:</p> <ul style="list-style-type: none"> - Education on LPS BOSSARD's values has continued throughout 2016 and 2016 across all levels of employees, through induction, strategic programmes, and leadership and professional skills programmes. Our focus on values and courageous integrity has been instilled at every level of the company. For example, the values of being open, dependable and connected are an important first part of every appraisal for employees, including senior managers. 	<p>LPSB/HR-001</p>

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<ul style="list-style-type: none"> - Senior managers have had external input through two-day training sessions on values run by reputed institutions. - Throughout 2016, an area of continued focus is gender Representation, particularly at senior levels of our organization. We are addressing any residual bias in hiring, promotions and talent identification. - In 2016, women accounted for 25 per cent of our workforce. Female representation at senior levels has also rose. 	
<p>Environment</p>	
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Policies: LPS Bossard IMS Manual</p> <ul style="list-style-type: none"> - LPS BOSSARD has stated its commitment to the principles of sustainable development. - The LPS BOSSARD Code of Conduct for Suppliers states that they should consider the principles of EHS. <p>Progress:</p> <ul style="list-style-type: none"> - In 2016 focus was put on supplier development by keeping above points incorporated in the supplier qualifications. Also LPS Bossard migrated it's ISO 14001 certificate from 2004 version to 2015 version. <p>LPS Bossard also successfully installed 150 kv capacity solar panel to fulfill the electricity requirements.</p>	<p>LPSB/IMS-001</p>

<p>Principle 8: Undertake initiatives to promote greater Environmental responsibility.</p> <p>Policies: EHS Policy, 2020 goals</p> <ul style="list-style-type: none"> - The LPS BOSSARD Code of Conduct for Suppliers states that suppliers must have a written environmental / sustainability policy appropriate to the size and nature of the their operations that addresses raw material usage, greenhouse gas emissions, water, waste, energy and wood & paper management and that suppliers should work actively to improve the environment in the communities in which they operate and pursue initiatives to bring about such improvement. - In 2016, we launched our ten sustainable operational goals for 2016 – 2020. <p>Progress:</p> <ul style="list-style-type: none"> - We are making significant progress towards our 2020 goals - In 2016, over 22 senior managers attended sustainability leadership programmes. - We have also introduced more innovative and sustainable ways of working with our suppliers and in-house. In 2016, our recycling initiative gave us following results. <p>Saving Carbon :- 25946 Kg. Water :- 186800 Ltr. Electricity :- 29000 Units Tree : 104</p>	<p>LPSB/IMS/001</p>
<p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies.</p> <p>Policies: EHS Policy</p> <ul style="list-style-type: none"> - LPS BOSSARD's EHS policy states that, consistent with our approach to managing our direct impacts and risk, our corporate sustainability strategy seeks to develop commercially viable business opportunities that have a positive environmental and social impact. 	<p>EHS Policy</p>

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Progress:

- LPS BOSSARD took a leading role in some of the biggest local initiatives in climate business deals in 2016.
- LPS BOSSARD was part of the largest offshore wind farm project providing its goods and services to provide sustainable power generation.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

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Policies: LPS BOSSARD IMS Manual, LPS BOSSARD HR Policy.

- LPS BOSSARD's Business Principles for Countering Bribery give practical effect to such initiatives as the Organization of Economic Cooperation and Development.
- LPS BOSSARD's policy covers both the bribery of public officials, and commercial transactions and relationships, providing a minimum Group-wide standard consistent with our business values.
- We work closely with experts on these issues, including sitting on Transparency International's Business Principles for Countering Bribery Steering Committee.
- We require our suppliers to comply with our Code of Conduct for Suppliers,

Progress:

- Frequent internal audits covers above issues also checking with supplier.
- Third party hiring for internal company wide audits and report presented to management.
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- Employees have received training to ensure they have a sound and up to date understanding of sanctions, money laundering, bribery and corruption risks. Additionally, by the end of 2016, 95% employees had received training on LPS BOSSARD's values.
- Subject matter experts help and advice is always incorporated in management action to support above principle.