

# [Communication on Progress 2015]

## Letter of commitment

I am pleased to confirm that Moser Baer India Ltd. supports the ten principles of the UN Global Compact with respect to human rights, labor, environment and anti-corruption. With this commitment, we express our intent to advance these principles within our spheres of influence, and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to participate in and engage with the UN Global Compact in the following way(s) while conducting our business:

- Devising new strategies and mechanism aimed at continuous development of the society wherein we operate.
- Consistent efforts towards protecting environment and ensuring our workforce safety.
- Building a conducive environment that ensures protection of human rights by sensitising employees on human rights issues.
- Making all labor rights related policy available and accessible to all employees.
- Perennial efforts towards making the organisation gender positive.

With abovementioned commitment we are pleased to present our new COP stating progress of our company on UNGC principles. This signed statement by our chairperson is an expression of our continued support to UNGC principles.



03-04-2017

Deepak Puri

Chairperson

## Communication on Progress 2015

S. No	Global compact principles	Summary of action taken & Impact achieved	Pages in Annual report Jan 15 - March 16 <a href="http://moserbaer.com/wp-content/uploads/2015/07/MOSERBAER-Annual_Report_2016-FULL.pdf">http://moserbaer.com/wp-content/uploads/2015/07/MOSERBAER-Annual_Report_2016-FULL.pdf</a>
1.	<b>Businesses should support and respect the protection of internationally proclaimed human rights</b>	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.	<b>Page 9</b>
2.	<b>Make sure that they are not complicit in human rights abuses</b>	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.	<b>Page 11&amp; 40-41</b>
3.	<b>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</b>	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	<b>Page 40</b>

		the various issues that impact them.	
4.	<b>Elimination of all forms of forced and compulsory labour</b>	We work in full compliance with the labour laws and regulations in 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.	<b>Effective abolition of child labour</b>	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.	<b>Page 9 &amp;41</b>
6.	<b>Elimination of discrimination in respect of employment and occupation</b>	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.	<b>Page 41</b>
7.	<b>Businesses should support a precautionary approach to environmental challenges</b>	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.	<b>Page 45</b>

8.	<b>Undertake initiatives to promote greater environmental responsibility</b>	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 (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.	<b>Page 18 &amp; 45</b>
9.	<b>Encourage the development and diffusion of environmentally friendly technologies</b>	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.	<b>Page 4-5 &amp; 34-36</b>
10.	<b>Businesses should work against all forms of corruption, including extortion and bribery</b>	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.	