

CIN No: U51109UP1988PTC010331

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. Vice President 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 employee from all parts of the city. Mediclaim policy for all the employees and their family member is provided. We have upgraded and introduced new policies like sustainable and ethical procurement policy, Code of conduct and Ethics...Audit of OHAS 18001 is completed and we await certification.</p> <p>Outcomes: The HR Department discusses all issue related to the employees with recognized and representative union and finds a solution. If required the is brought to the notice of Vice President 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 for all stars case more than 2 meter height, to display safety instruction on the machine, to introduce work permit.</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 recognized employees union.</p> <p>Action Taken:- Office bearers of the employees union discuss with company management on various issues including wages. Wages are revised in discussion with union. We have signed the agreement with recognized union up to 2018.</p> <p>Outcomes:- Employees get solutions to their problems.</p> <p>Plans for the Upcoming Year :- We conduct scheduled meeting to discuss all issues.</p>

For Elcomponics Sales Pvt. Ltd.

Anjula Dwivedi

Anjula Dwivedi
Page 2 of 5.M. (HR)