

<p>4.The Elimination of all forms of forced and compulsory labour.</p>	<p><u>Commitment/ Policies :-</u> Our recruitment is defined and our Hr Department recruits based on application received.</p> <p><u>Action Taken :-</u> Above policy is strictly followed. We have conducted third party audit.</p> <p><u>Outcomes:-</u> No forced labour. We got 100% marks in forced labour that means we do not have any forced labour in our organization.</p> <p><u>Plans for the Upcoming year:-</u> We will adhere to our policy and educate our vendor to implement these policies.</p>
<p>5. The effective abolition of child labour</p>	<p><u>Commitment/ Policies :-</u> The policy on selection, recruitment and confirmation of employment includes only person above 18 years to be recruited.</p> <p><u>Action Taken:-</u>The company recruitment policy ensures that no child labour is recruited. We have conducted third party audit.</p> <p><u>Outcomes:-</u> The age of all employees is more than 18 years.</p> <p><u>Plans for the Upcoming years:-</u> We strictly follow the company recruitment policy on child labour. We also ask our vendor to implement the same. We have planned to upgraded and update our existing policy.</p>
<p>6. And the elimination of discrimination in respect of employment and occupation</p>	<p><u>Commitment/ Policies :-</u> The policy on selection, recruitment and confirmation of employment includes no discrimination on account of age, sex,nationality or religion.</p> <p><u>Action Taken:-</u> The company recruitment policy ensure that there is no discrimination on account of age, sex,nationality or religion. We have conducted third party audit.</p> <p><u>Outcomes:-</u> We have Women working as managers and General Managers. Third party audit had rated us 100% on this criteria.</p> <p><u>Plans for the Upcoming years:-</u>We have planned to form a international complaints committee for redressal of sexual harassment of women at work place.</p>
<p>7.Business should support a precautionary to environmental challenges</p>	<p><u>Commitment/ Policies :-</u> Company has an environment policy.</p> <p><u>Action Taken:-</u></p> <ol style="list-style-type: none"> 1. The company has made a procedure to check aspect and implement an environment of new activity. If it exceed to certain value it will be taken seriouslyand precautionary measures will be taken to reduce its impact on the environment. 2. Company has installed wet scrubber for melting furnace, having low power consumption. 3. Installed exhaust systems for plating plant. 4. Company has its own effluent treatment plant, where water is treated before it is release to the drain.

For Elcomponics Sales Pvt. Ltd.

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