

# **Narayan Performance 2017-18 - Global Compact**

## **Principles**

### **A. Human Rights**

**Principle 1) : Business should support and respect the protection of internationally proclaimed human rights.**

NPPL policies have been meticulously drafted & followed, keeping the principles of Human Rights, the Constitution of India, labour laws etc., in mind.

NPPL has a special provision for ensuring safeguard of Women employees at workplace.

**Principle 2) : Make sure they are not complicit in Human Rights abuses**

There has been no instance of the company having abused human rights in any manner.

Grievance & Redressal Management System is in place to record issues regarding the Human Rights. The committee is doing meeting on the same to address problems.

#### **MEASUREMENT OF OUTCOMES :**

- No such cases found regarding human rights in the year 2017-18.
- NPPL has implemented ISO 26001 for Social Responsibility Management System.

## **B. Labor Standards**

**Principle 3) : Businesses should uphold the freedom of association and the effective recognition of right to collective bargaining.**

The Government of India has enacted various labour laws to adequately protect the interest of the working class. These laws are strictly adhered in NPPL. This is done to ensure that the interests of the workers are protected.

**Principle 4) : The elimination of all forms of forced and compulsory labour.**

The company does not employ forced and compulsory labour nor does it ever ask its employees to deposit their original documents pertaining to educational qualification or Date of Birth.

**Principle 5) :The effective abolition of child labour**

As per NPPLs recruitment Policy, the minimum age for the employment is 18 years. No person below this age can be employed in NPPL, thereby ensuring that child labour is not employed in NPPL. In fact, NPPL is "Zero Tolerance" company regarding employing of child labour. The related proofs are recorded and maintain.

**Principle 6) : Eliminate discrimination in respect of employment and occupation**

Uniform set of rules are mentioned in the 'The HR Policy' of NPPL, that apply equally to all employees, irrespective of factors such as sex, cast, religion, race etc.

All recruitments are conducted in transparent manner, giving equal opportunity to all citizens without any discrimination.

### **MEASUREMENT OF OUTCOMES :**

- No such issues found regarding Labor in the year 2017-18.
- NPPL checked up the Guidelines of ILO and ensure compliance.
- OHSAS 18001 Audit conducted by TUV-Sud in Feb-18. Few minor gaps were identified and closed.

## **C. Environment**

**Principle 7) : Business should support a precautionary approach to environmental challenges:**

NPPLs Health, Safety and Environment policy is being aligned to international standards on Occupational Health & Safety (OHSAS 18001-2007) and on Environment (ISO- 14001-2015).

Company's commitment towards environment conservation continued with the completion of several Environment Improvement Projects. These projects helped in creating pollution-free environment, conservation of precious resources like energy and Water utilizing state of art technologies.

Major Environment Improvement Projects executed & Sustained in past several years includes:

1. Rain water harvesting systems were installed at plants of the company, to improve quality of ground water & preserving every drop of water. – Sustain.
2. Several tree plantation drives were organized at plants of the company involving the employees and surrounding community. – Sustain.
3. Conservation of natural resources and efficient water management. – Sustain
4. Additional solar plant was installed at second plant for Energy generation. – Sustain
5. Other energy conservation project initiated Like LED Lighting, Natural Lighting etc.
6. NPPL is also engaging suppliers in environmental initiatives & making aware of various practices.

**Principle 8) : Undertake initiatives to promote greater environmental responsibility**

As part of its commitment towards the social environment and as a responsible corporate citizen, NPPL is involved in community development programmes in various parts.

**There are five thrust areas under the present NPPL CSR Scheme (Corporate Social Responsibility).** The projects in these thrust areas are generally in and around our Manufacturing Units,

- 1 Self-employment generation.**
- 2 Environment Protection**
- 3 Education**
- 4 Health Management and Medical Aids**

## **5 Disaster / Calamity Management**

The projects in the past year included providing essential facilities in the schools including providing drinking water facilities, school furniture and stationary to students.

Projects related to self employment generation are also taken up every year where women and youth are given training in certain trades to become self employable and in some places certain equipments have also been distributed.

### **Principle 9) : Encourage the development and diffusion of environmentally friendly technologies.**

NPPL is a non-polluting and an environment friendly company in all its activities, products and services, providing safe and healthy working environment to all stakeholders.

In conformity with its concern for the environment, NPPL has been contributing to the national effort for developing and promoting renewable energy based products on a sustained basis. In one of our manufacturing units, we have put up 30kW solar generation.

### **Conservation of Energy**

The following Energy Saving Systems, utilizing efficient technologies, were also undertaken:

1. Replacement of old motors with energy efficient motors.
2. Replacement of old energy inefficient transformers with energy efficient transformers.
3. Installation of automatic power factor controller for inductive loads.
4. Installation of energy efficient bulbs / Tube lights.
5. Installation of transparent Roofs.

### **MEASUREMENT OF OUTCOMES :**

- No issues found regarding Environment in the year 2017-18.
- NPPL has recently upgraded ISO 14001 : 2015 After a full day training.
- 5+ Trainings imparted to employees regarding Waste Management & Resource Conservation.
- Wooden usage reduced by 20% using corrugated as substitute.
- ISO 14001:2015 Audit conducted by TUV-Sud. Few minor gaps were identified and closed.

## **D. ANTI • CORRUPTION**

**Principle 10 : Business should work against all forms of corruption, including extortion and bribery.**

In order to prevent corruption, a host of 'transparency measures' have been initiated company wide. Some of them are:

- Vendor Registration applications, vendor registration process and status of vendor registration process is available on the request and is communicated twice a year.
- All details of purchase orders and contracts concluded are available on the company's internal software for viewing.
- A code of conduct is prepared and included in induction manual for employees entering into organization.

As part of company's endeavor to set high standards of conduct for its employees, a Code of Business Conduct and Ethics has been laid down for all Board members of Senior Management Personnel. The Code encompasses General Moral Imperatives, Specific Professional Responsibilities, Additional duties / imperatives for Board members and Senior Management Personnel.

### **MEASUREMENT OF OUTCOMES :**

- No issues regarding Anti-corruption found in the year 2017-18.