

Communication on Progress

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Communication on Progress

Participant

Press Metal Industries

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2017/08/03

Time period

August 2016 – August 2017

Format

Stand alone document – Basic COP Template

Differentiation Level

This COP qualifies for the Global Compact Active level

Self-assessment

- ✓ Includes a CEO statement of continued support for the UN Global Compact and its ten principles
 - ✓ Description of actions or relevant policies related to Human Rights
 - ✓ Description of actions or relevant policies related to Labour
 - ✓ Description of actions or relevant policies related to Environment
 - ✓ Description of actions or relevant policies related to Anti-Corruption
 - ✓ Includes a measurement of outcomes
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Statement of continued support by the Chief Executive Officer

Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

03/08/2017

To
The Customer

I am pleased to confirm that Press Metal Industries reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our customers using our primary channels of communication.

Sincerely yours,

Mr. Ashok Kumar Mundra
(Chief Executive Officer)

Human Rights

Assessment, policy and goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.

- (a) We do not employ and person who is below the age of eighteen years.
- (b) Respect for the dignity of female employees is our primary concern - zero tolerance is shown to persons who violate this principle. A separate and empowered committee has been set up, reporting to the CEO, to look into any issues relating to harassment of female employees in the work place.
- (c) We ensure that no female employee is made to work beyond a certain time limit.
- (d) We adopt a policy that is appropriate to the purpose and supports its strategic direction & easily be communicated, understood and applied within the organization.

Implementation

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

- a) Suggestion box installed in organization.
- b) Regular training conducted for employees on Human Rights.
- d) consultation aims to find out what is working well and what is not, and how improvements might be made to the services being delivered. Usually consultation is conducted with customers, but staff and other stakeholders are also useful sources from whom to gather information about how a service is operating.
- e) Responsibilities for the protection of Human Rights with in the company because
- Deprivation that arises as the unintended consequence of government policies, for example disastrous economic policies that leave many people destitute.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

- a) The CEO takes direct and active actions to ensure that human rights of all employees are safeguarded, especially of female employees.

- b) Periodic performance evaluation or information review about their relevant requirements by senior management as well as CEO.

Labour

Assessment, policy and goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

(a) Wages and emoluments are strictly in compliance with current rules laid down by the Government.

(b) Working hours are also determined as per the norms laid down by the Government.

(c) Employees whose children have excelled in schools/colleges are felicitated by the Management to encourage them and others to put in extra efforts.

(d) Loans are arranged for (internally or externally) for deserving employees for medical urgencies or education of their children.

(e) Training programs are arranged periodically for all employees with regard to safety at the work place; development of skills in specific areas; techniques for improving knowledge in their specific work areas; etc.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

(a) Extra curricular activities are arranged for all employees to build-up inter personal relationships which will improve the working environment and build trust amongst all employees.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

a) Payments to employees are made only after the CEO himself checks that wage/salary calculations are correct for each employee. The CEO himself hands over the wage/salary cheques to each employee in person.

- b) Any issues raised by any employee, whether work-related or personal, are attended to in a time bound manner to the satisfaction of all concerned.
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Environment

Assessment, policy and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

- (a) It is ensured that the working environment in all areas is hygienic and suitable for humans.
- (b) Adequate toilet facilities have been provided as per norms laid down by the Government.
- (c) The organization has determine, provide and maintain the environment necessary for the operation of its processes and to achieve conformity of products and services.
- (d) We adopt a suitable environment which can be a combination of human and physical factors, such as social, psychological & physical.

Implementation

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

- (A) Activities have been undertaken to reduce consumption of electricity to the maximum possible, e.g.
- (1) Power factor equipment has been installed
- (2) LED lights have been installed to replace the older normal tube-lights and CFL lamps
- (3) Lagging has been fitted on all asbestos roofs to reduce heat in the work place
- (4) Transparent sheets have been provided in the asbestos roofs to increase natural light
- (5) Air circulators have been installed in roofs to suck out heated air from the work place
- (6) Human effort in material movement has been reduced dramatically by providing roller conveyors and trolleys easy to operate

(7) Raw Material scrap has been reduced drastically by changing processes of manufacture and procuring raw material in correct sizes (waste has been reduced from 22% to approx. 3%)

(8) Single-piece flow has been adopted and implemented in all areas – manufacture and assembly

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

(a) Production output can be increased only when the working environment (physical as well as personal) is healthy. This area is always the focus of attention by all middle-management.

(b) Social and psychological environment is taken care of by ensuring healthier interaction among employees by extra-curricular activities and open sessions periodically with Top management in which any employee is free to raise his/her concerns; psychological environment is also taken care of by appreciation of outstanding work done by employees as well as their children, and timely monetary help for medical urgencies and education.

Anti-Corruption

Assessment, policy and goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.

(a) We do not do business with any customer who expects any form of bribes for giving us business.

(b) We encourage our suppliers to report to the CEO if any of our employees demands favours in any form.

(c) We follow our company policy of zero-tolerance for corruption, bribery and extortion.

Implementation

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

(a) Proper awareness raising and regular conduct training of employees about the company's policies regarding anti-corruption and extortion (mailings, internet, internal communication).

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

(a) Because of our strict adherence to no corruption whatsoever, we have sacrificed several business opportunities right from day one – this has limited our growth compared to other similar entities; but for us, ethics is more important than growth or profits.

(b) Any employee found indulging in any corrupt practice related to our business is terminated outright.

(c) We earned a reputation for clean, honest and transparent business practices, both with customers and suppliers. The outcome of this is that we have continued to grow with the same customers since the last 30 odd years that we have been in business.

Note: Responsibility for the content of participants' public communication related to the Global Compact principles and their implementation lies with participants themselves and not with the UN Global Compact Office.

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