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GCPL's Commitment & Continued Support to **UN's Global Compact Programme**

Company Profile

Company name: Global Calcium Private Limited

Address:

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Corporate office: No. 1, 2nd floor
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Koramangala - 5th Block
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Fax: 91 – 80 – 25530807
Web Page: www.globalcalcium.com

Brief description of nature of business:

Global Calcium Private Limited (GCPL) – is one of the world's leading producer and supplier of high-quality calcium and other mineral salts (gluconates, citrates, ascorbates, lactobionates, malates, pyruvates, orotates, lactates, etc.) catering to the pharmaceutical, nutraceuticals, food and beverage sectors world wide.

GCPL is an environment friendly company in all its activities, products and services besides providing safe and healthy working environment to all its stakeholders. The company is accredited to International standards viz – ISO 9001: 2015 certification for Quality Management Systems, ISO 14001: 2015 certification for Environmental Management Systems, HACCP certification & FSSC - 22000 for Food Safety Management Systems, WHO – GMP, EDQM, Kosher, Halal, etc.,

Statement of Continued Support:



Global Calcium Private Limited – Hosur: agrees to support the 10 principles of the UN Global Compact and has participated in the Global Compact since October 2007. Details can be found on the websites of the Global Compact.

Network:

WEB <http://www.unglobalcompact.org>

We have been audited successfully by:

1. M/s Novartis during October 2008 for CSR activities.
2. M/s GAIN during June 2009 for CSR activities.
3. M/s AstraZeneca during August 2010 for CSR activities

Practical actions taken are summarized as under:

Support and respect for the protection of internationally proclaimed human rights – by notifying our policies on Anti – Sexual Harassment, Child Labour, Collective Bargaining, Employment & Health. Supportings for the cited policies are detailed below:

- **Prevention of Sexual Harassment** – details of implementation in case of any harassment are laid out in the HR policy and guided by the principles laid down by the statutory authorities. GCPL has not faced any such complaint since its inception in 1979.
- **Child Labour** – it is also incorporated into the agreements signed off with our contractors and the policy is prominently displayed at the main Security, for information to all visitors. GCPL does not employ child labour in any form.
- **Collective Bargaining** – GCPL signs off a negotiated settlement governing the terms and conditions of employment of its unionized workmen every four years. This settlement is also registered with the Government authorities.
- **Employment** – GCPL employs persons based on the requirements of the job. The job profile is based on age,

education, relevant previous experience and merit. GCPL does not discriminate on sex, colour, creed, race or nationality. In addition, the cited CSR audits have thoroughly investigated these aspects which included a one on one personal interview to verify authenticity of the implementation.

- **Health** – a regular annual medical check up is conducted by qualified occupational health expert in our factory premises. There has been no adverse report. In addition, the statutory authorities periodically conduct surprise visits to our factory.
- **Environment, Health & Safety** – we continue to be covered under ISO 14001 including the updated version; certifying body periodically conducts audits and we comply all the requirements. We have also recently started vermiculture composting and nursery for growing plants. We have planted more than 300 saplings in this year.
- GCPL generates wind energy through its own windmill and this is equivalent to about **100%** of our energy requirements and we are also a zero-discharge company.
- **Quality & Food Safety** – we continue to be covered under ISO 9001 & HACCP, we are also certified to FSSC - 22000, certifying body periodically conducts audits and we comply all the requirements, we also got certified to Feed Safety (FAMI - QS).
- **Anti - corruption** - – it is incorporated into the agreements / Purchase orders etc... Signed off with our contractors and the policy is displayed at the main Security for information to all visitors. GCPL does not entertain bribery / corruption in any form.
- **As part of its on going CSR activities** – GCPL has during the period Oct 2018 to August 2019 supported the following activities – poor feeding, books & uniforms to school children, medical aids for poor, donation to hospitals, blood donation, old age homes eye camps, etc.,

(M. Chandrasekar)
Director – Technical
Global Calcium Private Limited (GCPL)