

UN Global Compact Communication on Progress 2020~2021

Statement of continuing support

It is with great delight that I reassert LPS BOSSARD's Persistent commitment to the UN Global Compact and its principles.

Our day-to-day business activities are enlarging focused on serving our prestigious customers through our product and services. Our actions are always customers focused to built long- lasting connections with customers, recognizing the value of our highly committed employees, while respecting environmental limitations and investing in communities. We understand that the quality of our relationships is the foundation of our long-term success as a business and that is reflected in our ongoing support for the UN Global Compact principles of human rights, labor, environment and anti-corruption.

There has never been a more important time to demonstrate that our business is sustainable and committed to the long term. At LPS BOSSARD, we know how important it is that we play a positive role in the communities we serve and that we meet or surpass the expectations of society, our customers, regulators and investors. We recognize that ultimately we are defined and judged by our behavior towards and within the communities we serve.

In 2020, on top of 140 days contributed by nearly every individuals employees, we donated More than 2.0 Cr INR to community initiatives. Focused mainly on environmental and educational, and during unprecedeted time of Covid-19 we help society by donating Covid checking RT-PCR , PPE KITS, Mask's machine to local hospital. Volunataries for COVID-19 Vaccination as LPS Bossard employees participated in Vaccianation Trail Programe. Compliance to WHO Guidelines COVID-19 Pandemic and MHA Ministry of Home affairs Guidelines are adhered and SOP's are established for the same
Lot of Awareness program were conducted to reduce Covid-19 impact in city.
helping poor girl children projects. We are proud of the investments we make in this area. In particular, during the past year we have extended our commitment to support disadvantaged and vulnerable young people who are not able to get proper education, employment or training. We have Launched time to time various programs in our BP Jain Skill Development center to further promote skill development initiative. We worked very hard with Shanti devi charitable Trust to help needy people and to support nation objective to WOMEN EMPOWERMENT.We are proud to work with these organizations, who are leaders in their field. We will continue to report on its progress – and that of our other projects and goals – in the years ahead.

Rajesh Jain
Managing Director
March 2021

UN Global Compact Principles	GRI Indicators
<p>Human Rights</p> <p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Policies: LPS BOSSARD Code of Conduct for Suppliers, LPS BOSSARD IMS Manual</p> <ul style="list-style-type: none"> - LPS BOSSARD also supports the Equator Principles, the Extractive Industry Transparency Initiative. - LPS BOSSARD's Values are; to be open to different cultures; connected with our customers, communities, regulators and each other, and dependable and doing the right thing. This includes our commitment to ethical and sustainable business practice and taking responsibility for the social and environmental impacts. <p>Progress:</p> <ul style="list-style-type: none"> - LPS BOSSARD continues to build a culture which values and respects all employees and their opinions. We remain committed to meritocracy, which requires a diverse and inclusive culture. - Throughout 2020, education on LPS BOSSARD's values continued across all levels of employees, through inductions strategic programs, and leadership and professional skills programs. - Our senior leaders always keep utmost focus on these values and demonstrate through actions. - In 2020, 100% employees went through values training, in addition to the rest of employees who were trained in 2019. - Child labour policy modified by incorporating of Human Trafficking. - Providing safe and healthy working conditions. - By Ensuring Non-discrimination in personnel Practice - By ensuring that they do not use directly or indirectly forced labour or child labour. - By fostering opportunities for girls to be educated to empower them and also helps a company to have a broader and more skilled pool of workers in the future, and. - 51 % women's are working on Higher Position 	

Principle 2: make sure that they are not complicit in human rights abuses.

Policies: LPS BOSSARD HR Manual, LPS BOSSARD Code of Conduct for Suppliers

- LPS BOSSARD's Businesses are required to develop a Code of Conduct which includes, among other elements, a commitment to comply with the letter and spirit of all laws and regulations; a commitment to comply with the letter and spirit of all laws and regulations; a commitment to truth and fair dealing; conduct of personal affairs includes rules governing the acceptance or offering of gifts, favors, services, hospitality, loans or fees, or anything of monetary value; and whistle- blowing procedures.
- LPS BOSSARD has a public 'Code of Conduct' with which all suppliers have to comply. This Supplier Code of Conduct requires suppliers to respect the human rights of their employees, specifically those related to the freedom of association and collective bargaining, prohibition of child or forced labour, and non-discrimination at work. It also states that suppliers must comply with LPS BOSSARD's environmental, social and ethical standards for our supply chain, which includes respecting the human rights of the communities in which they operate. LPS BOSSARD retains the right to audit suppliers' adherence to the Code.
- Any LPS BOSSARD employee who becomes aware of matters of concern, including the health and safety of an individual being endangered or the environment being damaged.
- Assessing the environmental and social impacts of providing goods and services to our customers, including human rights issues, has been firmly embedded into our overall risk management.

Progress:

- We regularly review our policies to ensure they reflect the latest risks and developments in certain sectors. For example, in 2020, we updated our policies in bilingual (English & Hindi) format, for better understanding of people.
- 2020, we launched an employee hand book and make mandatory policy to go through it for existing and new employees.
- .continually consult within and outside the company with relevant stakeholders, as part of a human rights due diligence process

Labour

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

Policies: LPS BOSSARD IMS Manual, LPS BOSSARD Code of Conduct for Suppliers

- LPS BOSSARD employees are made aware of their rights through written contracts, the employee handbook and the staff websites.
- LPS BOSSARD engages with recognized institutions through well-developed communications and consultation programs. Effective and efficient public institutions that empower business and individuals to make a positive contribution to the economy and society.

Progress:

- In 2021 we changed our QHSE policy, Core Value's Like Trust, Enterpreneurship, Leadership, Social Responsibility, Credibility trainings were provided to all the employees for regarding their rights.
- Our suppliers are now also evaluated for Conformance to labour laws.
- The policies & Code of conduct has been translated to bilingual formats (English & Hindi) for better understanding of employees for the rights and policies of company.
- Regular review meetings are conducted to check any violation of labour laws is not done
- Applied for Affiliation for Research & Development centre at LPS Bossard from Department of science & Technology Govt of india.

<p><u>Principle 4: The elimination of all forms of forced and compulsory labour;</u></p> <p>Policies: LPS BOSSARD IMS Manual, LPS BOSSARD Code of Conduct for Suppliers,</p> <ul style="list-style-type: none">- All LPS BOSSARD employees have contracts which clearly indicate the voluntary nature of their employment and procedures for ceasing employment.- Our Code of Conduct for Suppliers states that they must prohibit the use of forced labour and give workers, whether local or migrant, the right and the ability to leave employment when they choose.- We recognize that businesses can have an impact on the environment and communities around them. For over ten years, we have been developing, implementing and refining our own approach to working with our business customers to Understand and manage these issues. <p>Progress:</p> <ul style="list-style-type: none">- We assess customers according to their level of compliance with our policies and rank them into four categories: 'leader', 'compliant', 'near-compliant' and 'non-compliant'.- We meet our customers frequently and make agenda of discussion on these topics as a set agenda- We have established our policies for not entertaining forced labour of any form. The same has been flown down to suppliers.- Forced labour policy get modified with adding of Human trafficking policy.-	

<p><u>Principle 5: the effective abolition of child labour; and</u></p> <p>Policies: LPS BOSSARD IMS Manual, LPS BOSSARD Code of Conduct for Suppliers,</p> <ul style="list-style-type: none"> - Child labour is not considered to be a material issue for LPS BOSSARD's own operations which are office and branch-based - LPS BOSSARD's Code of Conduct for Suppliers states that they must ensure that child labour is not used and that the employment of young workers adheres to International Labour Organization standards and local regulations (Minimum Age Convention No. 138) <p>Progress:</p> <ul style="list-style-type: none"> - Our community investment program has a focus on education and environmental issues. - In 2020, as with previous years, LPS BOSSARD conducted 128 man days training on above subject to its employee. - We have strict monitoring over employee selection and proper documentation verification is done to ensure child labour free environment. - LPS Bossard also has an initiative to help the underage people in education and skill development with the help of its B.P. Jain Skill Development Center and shanti devi charitable trust. - Developing awareness and understanding of the causes and consequences of child labour - Adhere to minimum age provisions of national labour laws and regulations 	
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<p><u>Principle 6: the elimination of discrimination in respect of employment and occupation.</u></p> <p>Policies: LPS BOSSARD HR Manual</p> <ul style="list-style-type: none">- LPS BOSSARD's employment policies, detailed in the Global Standards Manual, prohibit discrimination on the basis of gender, race, sexuality, nationality, age, disability, ethnic origin, religion or status.- The LPS BOSSARD Code of Conduct for Suppliers states that they must treat all employees fairly and not discriminate against any group in its employment practices.- We believe in providing equal opportunities for all employees. The employment of disabled persons is included in this commitment and the recruitment, training, career development and promotion of disabled persons is based on the aptitudes and abilities of the individual. Should employees become disabled during their employment with us, efforts are made to continue their employment and, if necessary, appropriate Training is provided. <p>Progress:</p> <ul style="list-style-type: none">- Education on LPS BOSSARD's values has continued throughout 2020 and 2020 across all levels of employees, through induction, strategic programs, and leadership and professional skills programs. Our focus on values and courageous integrity has been instilled at every level of the company. For example, the values of being open, dependable and connected are an important first part of every appraisal for employees, including senior managers.- Senior managers have had external input through two-day training sessions on values run by reputed institutions.- Throughout 2020, an area of continued focus is gender Representation, particularly at senior levels of our organization. We are addressing any residual bias in hiring, promotions and talent identification.- In 2020, women accounted for 51 per cent of our workforce. Female representation at senior levels has also rose as compared to 45% from the year 2019- For Gender Equality Female Security Guard is Deputed.- POSH Committee is Constituted Prevention of Sexual Harassment- Conduct unconscious bias training- Establish programs to promote access to skills development	

training and to particular occupations	
<p>Environment</p> <p><u>Principle 7: Businesses should support a precautionary approach to environmental challenges;</u></p> <p>Policies: LPS Bossard IMS Manual</p> <ul style="list-style-type: none"> - LPS BOSSARD has stated its commitment to the principles of sustainable development. - The LPS BOSSARD Code of Conduct for Suppliers states that they should consider the principles of EHS. -Policy implemented to fight against COVID-19 EPIDEMIC Announced by WHO <p>Progress:</p> <ul style="list-style-type: none"> - In 2020 focus was put on supplier development by keeping above points incorporated in the supplier qualifications. - LPS Bossard has been successfully completed its subsequent assessments for ISO 14001:2015 and OHSAS 18001 :2015 is being Migrated in to ISO 45001 : 2018 and improved its system with risk assessments. - LPS Bossard also successfully installed 184 kVA capacity solar panel to fulfill the electricity requirements. - In year 2020 around 12000 new trees planted and are being maintained all across the city and campus. - LPS Bossard get the recognition awards a silver rating from ECOVADIS, ISO:26000 Guidance for social responsibility organisation to reduce risk and drive innovation in their Sustainable Procurements. - Capacity of Solar panel to be incorporated Company wide in 2020 - Tree-guard on the highway having reflecting plates which keep vehicles away from the road edge. - LPS Bossard organized awareness program time to time amongs the employess and also for the society: Distribution of Mask,hand sanitizers distributed in the society, - Fumigation is done in the city park's to reduce the impact of COVID-19. - Disitibution Coronavirus Pamphlets at homes & Aware people for Do's & Don'ts of coronavirus 	

<p><u>Principle 8: Undertake initiatives to promote greater Environmental responsibility.</u></p> <p>Policies: EHS Policy, 2020 goals</p> <ul style="list-style-type: none">- The LPS BOSSARD Code of Conduct for Suppliers states that suppliers must have a written environmental / sustainability policy appropriate to the size and nature of their operations that addresses raw material usage, greenhouse gas emissions, water, waste, energy and wood & paper management and that suppliers should work actively to improve the environment in the communities in which they operate and pursue initiatives to bring about such improvement.- In 2017, we launched our ten sustainable operational goals for 2017 – 2020. Community Development project: <p>Progress:</p> <ul style="list-style-type: none">- We are making significant progress towards our 2020 goals- In 2020, over 32 senior managers attended sustainability leadership programs.- We have developed our innovative and sustainable ways of working with our suppliers and in-house.- In 2020, our recycling initiative gave us following results.- Cycle rally event organized to motivate green environment scheme- Mud-bowls 500-1000 distributed to the library.- Bio-degradables garbage bags distributed in school and different area of Rohtak- Adopt one colony/street : Community Development project- Installation of Tree Guards- Distribute Water Saver Filters & Chlorine for water cleaning- PUC Challan Pollution Under control Challan is in campus those vehicle have to evidenced with Fitness certificate and Insurance of the vehicle- Next Expansion in organization is designed on green building concept and have pledge for the same <p>Saving Carbon :- 36962 Kg. Water :- 216849 Ltr. Electricity :- 51770 Units Tree : 250</p>	

<p>Anti-corruption</p> <p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p> <p>Policies: LPS BOSSARD IMS Manual, LPS BOSSARD HR Policy.</p> <ul style="list-style-type: none"> - LPS BOSSARD's Business Principles for Countering Bribery give practical effect to such initiatives as the Organization of Economic Cooperation and Development. - LPS BOSSARD's policy covers both the bribery of public officials, and commercial transactions and relationships, providing a minimum Group-wide standard consistent with our business values. - We work closely with experts on these issues, including sitting on Transparency International's Business Principles for Countering Bribery Steering Committee. - We require our suppliers to comply with our Code of Conduct for Suppliers, <p>Progress:</p> <ul style="list-style-type: none"> - Frequent internal audits covers above issues also checking with supplier. - Third party hiring for internal company wide audits and report presented to management. - Employees have received training to ensure they have a sound and up to date understanding of sanctions, money laundering, bribery and corruption risks. Additionally, by the end of 2020, all employees had received training on LPS BOSSARD's values. - Subject matter experts help and advice is always incorporated in management action to support above principle. - Reviews have been conducted and regular audit are conducted to ensure smooth working of all the functions w.r.t SOPs. - Employess are motivated by the organization time to time motivating to become a responsible nation's responsible citizen and to fulfill his duty's accordingly. - 	