



COMMUNICATION OF PROGRESS FOR YEAR 2021

Business Commitment Letter

Dt.: 01.02.2022

To,

H.E. António Guterres
Secretary-General
United Nations New York,
NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to confirm that *Veer-O-Metals Pvt. Ltd.* Supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. *Veer-O-Metals Pvt. Ltd.* will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the UN Global Compact, and *annually* thereafter according to the UN Global Compact COP policy. This includes:

1. A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is *separate* from our initial letter of commitment to join the UN Global Compact.
2. A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
3. A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

We could not submit our previous years COP due to our representative contact details in UNGC portal which were not updated hence not received any reminders/communications. We promise to submit COP every year and comply with requirements of UNGC.

Sincerely yours,

Mr. Vaneet Sham Sunder
Director, Veer-O-Metals Pvt Ltd.

Company Profile

VEER-O-METALS Pvt Limited as a group was established in the year 1965 at BEL industrial area. As a group we are engaged in the manufacture of Stamped Parts, Precision Sheet Metal Fabrication Parts, Machined Components and Mechanical Assemblies. We have an in-house strong Mechanical Engineering and Manufacturing team for Design and Development, dedicated in providing high end design solutions which are industry specific.

Unit 2 Address: Shed No.2, Sy. No. 51/1A, Huskur Road, Heggadadevapura Village, Dasanapura Hobli, Bangalore North Taluk, Bangalore – 562123, Karnataka, India.

Huskur road facility is in operation since 1st April 2005, and is spread over an area of 100,000 Sq. ft of built up space housing manufacturing and administrative blocks, Cafeteria, Security offices , HSD storage, Liquid Nitrogen, Liquid Oxygen storage facility and STP campus also has parking areas for two and four wheelers.

Unit 3 Address: No.87-A, Jigani 1st Phase, Industrial Area,Jigani Hobli, Anekal Taluk, Bangalore- 562106, Karnataka, India..

Jigani Facility operational since 1st April 2010, is spread over an area of 45,000 Sq. Ft of built up space housing , production & administrative blocks, Cafeteria, Security Offices, STP & ETP campus also has parking areas for two and four wheelers.

Harohalli Facility Unit 4 Address:: Plot No.124 & 125, Part I Harohalli 1st Phase Industrial Area 562112 Ramanagar district, Karnataka, India. . Approximately 40 km from Bangalore city.

Harohalli Facility operational since March 2018, is spread over an area of 150694 Sq. Ft of built up space housing , production & administrative blocks, Cafeteria, Security Offices, campus also has parking areas for two and four wheelers.








Companies work 06-days in a week. Production department work in 03 shifts (06 am to 02 pm, 02 pm to 10 pm, 10 pm to 06 am) and office staff works in single shift (08.00 am to 05.00 pm).

Plants are equipped with First Aid boxes, Fire Extinguishers, Smoke Detectors. To manage emergencies round the clock trained fire fighters and first aiders are available.






Nagarur Address: Sy. No.130/139, Nagrur Village, Huskur Road, Dasanapura Hobli, Bangalore North Taluk. Karnataka.

The Manufacturing facility:








Unit 2 : Huskur road facility has following infrastructure.

-  CNC Turret Punch Press
-  CNC Laser Cutting
-  CNC Bending Machine
-  Power Presses
-  Welding, Buffing and Sandering
-  Nitrogen Generation Plant
-  Liquid Oxygen Storage




Unit 3 : Jigani facility has following infrastructure

-  CNC Turret Punch Press
-  CNC Bending Machines
-  Power Presses
-  CNC Gasket Laying Machine
-  Powder Coating








Unit 4: Harohalli facility has following infrastructure.




-  CNC Laser Cutting
-  CNC Bending Machine
-  3D Printing Machine
-  Welding
-  Buffing and Sandering
-  Liquid Nitrogen Storage
-  Liquid Oxygen Storage

Unit 5: Nagrur Facility has

-  Powder Coating
-  Conveyor based pre-treatment 7 tank process.
-  Salts spray test and powder lab

All units have been continually upgraded with greater emphasis on safety, health and environment. The machineries have been equipped / retrofitted with safety features to reduce the risk of accidents and prevent injuries to the people. Some of the initiatives taken include

-  Light curtains in the presses
-  High pressure releases (Safety Valves) in the presses. Compressors reservoir
-  CCTV at all important locations in the shop floor and at places of potential emergency
-  Smoke & Fire sensors, access control systems in sensitive areas
-  Dedicated chemical storage facility with adequate fire safety measures
-  Public liability insurance
-  Built ETP and STP facility at Huskur and Jigani units.

-  Tie up with a local hospital for any medical assistance which is reachable in <5 minutes
-  Providing personal protection equipments like safety shoes, ear plugs, goggles, helmets etc. depending on the place of work
-  Solar panel installation to conserve energy.

As part of the regular practice of OHSAS, We monitor health and safety parameters at regular intervals. Few important parameters that are monitored are listed below.

- Noise level in the shop floor.
- RSPM at the work zones
- Ambient Noise
- Drinking water quality
- Regular health checks
- Eyes check up for welders, fork lift operators.
- All the Statutory requirements are regularly met. New requirements are being included into the system as and when being notified.
- All employees are provided with safe drinking water (RO water) from our own drinking water RO plant.
- Clean metal road for efficient and safe transport system
- Good Housekeeping practices are strictly followed to keep the plant and its environs neat and tidy

Further details can be found at www.veerometals.com

United Nations Global Compact Ten Principles

Veer-O-Metals are committed to run Business in compliance with 10 principles of UNGC.

Sl.No.	UNGC Principle	Commitment/ Policies, Action Taken & Impact Achieved and/or Plans for the upcoming Year
1.	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p><u>Commitment/ Policies:</u> Veer-O-Metals have established Corporate Social Responsibility Policy which covers protection of Human rights, labour rights, and moral ethical working which are conducive for Businesses.</p> <p><u>Action Taken:</u> Veer-O-Metals employees are provided with matured training on policies and guidelines are issued to all departments to support and respect the Protection of Internationally proclaimed Human Rights, including:</p> <ul style="list-style-type: none"> • Freely chosen employment • Reasonably paid remunerations • Extra payment for Overtime work • Protection of Health & Safety • Maintaining individual dignity and respect • Supporting Employees and their families during pandemics like covid-19. <p><u>Outcomes :</u></p> <ul style="list-style-type: none"> • Integrity and co-operation in all levels of employees. • Harmonious relation between employees and Management. • Less Employee turnover.

		Plans for the Upcoming Year: Allocating extra hours for training employee's w.r.t Policies.
2.	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Commitment/ Policies: HR policies</p> <p>Action Taken:</p> <ul style="list-style-type: none"> • We respect the right of all employees to associate freely, to join or not to join unions / associations and to seek representation • We provide opportunity for open communication and involvement to all employees and sincerely appreciate their contributions • Suggestion boxes are provided at many locations. All suggestions are reviewed by Management and due actions taken including rewarding the best / useful suggestions <p>Outcomes: Better participation of employees which helps in serving our customers, properly and in time</p> <p>Plans for the Upcoming Year: Communicating through visual display of Grievance policies and reporting mechanism.</p>
3.	Principle 4: the elimination of all forms of forced and compulsory labour;	<p>Commitment/ Policies: HR policies</p> <p>Action Taken:</p> <ul style="list-style-type: none"> • No employee will be compelled or forced to do any particular work, in normal operations or as a means of Labour discipline / Punishment <ul style="list-style-type: none"> ▪ Equal opportunity and fair treatment are ensured to all. <p>Outcomes: Employees are comfortable and no complaints received from any employee</p>

		<u>Plans for the Upcoming Year:</u> Strictly follow the rules as per HR policy
4.	Principle 5: the effective abolition of child labour; and	<p><u>Commitment/ Policies:</u> Corporate Social Responsibility Policy covering child labour avoidance.</p> <p><u>Action Taken:</u></p> <ol style="list-style-type: none"> 1. Any employee at the time of joining with VOM has to complete 18 years of age. Not a single person, below 18 years of age, will be allowed to engage in any job within the company premises. 2. Our periodic Vendor auditing system verifies and ensures no child labour is engaged in any activity, with the tire one or tier two suppliers. <p><u>Outcomes:</u> No child labour in company premises and at contractor/ vendor level.</p> <p><u>Plans for the Upcoming Year:</u> Continue following same system.</p>
5.	Principle 6: the elimination of discrimination in respect of employment and occupation.	<p><u>Commitment/ Policies:</u> Corporate Social Responsibility Policy covering non discrimination during requirement</p> <p><u>Action Taken:</u></p> <ul style="list-style-type: none"> • We will treat all employees equal in humane aspect, and there will not be any discrimination in respect of employment and occupation.

		<ul style="list-style-type: none"> ▪ We will not have any discrimination on the basis of Age, Disability, Ethnicity, Marital or family status, National origin, Race, Color, Religion, Sex, Veteran status or any other characteristics protected by law, for appointment, occupation and promotion. ▪ While recruitment diverse working culture is encouraged ▪ We promote suitable job opportunity for the disabled. <p>Outcomes: All employees treat one another with respect and dignity</p> <p>Plans for the Upcoming Year: Ensuring by recruitment and HR that interviewer selected for interviewing practices non discrimination.</p>
6.	Principle 7: Businesses should support a precautionary approach to environmental challenges;	<p>Commitment/ Policies: Company voluntarily implemented Environment Management System and Occupational Health and Safety Management systems.</p> <p>Action Taken:</p> <ul style="list-style-type: none"> • ISO 14001:2015, OHSAS ISO 45001: certified from DNVGL. • Necessary Permits, Registrations etc., related to the environment, as directed by law are obtained, maintained and renewed on time • Preventive measures are taken to ensure no pollution through water, air or noise. Necessary ETP, STP, high rise chimneys, acoustic enclosures etc are provided. Monthly monitoring of chimneys and stacks done to ensure free from pollution.

		<ul style="list-style-type: none"> Renewable energy like solar energy is used. Have in-house rooftop solar panels of 550KWP, 250KWP and 159KWP respectively. <p>Outcomes: Maintaining healthy atmosphere in and around factory premises</p> <p>Plans for the Upcoming Year: Planning towards Energy optimisation</p>
7.	Principle 8: undertake initiatives to promote greater environmental responsibility; and	<p>Commitment/ Policies: Environment Management System Policy</p> <p>Action Taken:</p> <ul style="list-style-type: none"> Due awareness on Environment protection and conservation of resources is given to all employees <p>Outcomes: Strict control over the waste disposals</p> <p>Plans for the Upcoming Year: Planning towards energy optimisation, increasing recycling % of water path towards being water positive.</p>
8.	Principle 9: encourage the development and diffusion of environmentally friendly technologies	<p>Commitment/ Policies: Environment Management System Policy</p> <p>Action Taken:</p> <ul style="list-style-type: none"> Most of the soft packaging likes Cardboard boxes, Polypropylene cases are being reused and hence the consumption and disposal get reduced. Hazardous substances as in the Global RoHS regulations are not used in any of the production process or products

		<p>Outcomes: Environmentally friendly working atmosphere</p> <p>Plans for the Upcoming Year: Planning towards energy optimisation, installation of renewable, smart metering for energy saving.</p>
9.	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>Commitment/ Policies: Code of conduct and reporting unethical businesses practices.</p> <p>Action Taken:</p> <ul style="list-style-type: none"> • Any and all forms of corruption, extortion and embezzlement are strictly prohibited and will lead to disciplinary action, including termination of service and legal action. <ul style="list-style-type: none"> ▪ Improper advantages like Bribe or other means of obtaining undue benefits are not offered or accepted ▪ Employees are advised not to accept or give any gifts or offers from / to any one with whom Veer-O-Metals have business relation. ▪ Every business decision, and related activity are to be the best interest of the company, and not on personal interest or relations ▪ Fraud, or the act or intent to cheat, trick, steal, deceive or lie is dishonest and in many cases, criminal intentional act of fraud by any employee is subject to strict disciplinary action, including termination of employment <p>Outcomes: No incident of Bribery, cheating or Fraud been reported / noticed during the past one year</p> <p>Plans for the Upcoming Year : Strictly follow the systems and procedures laid down in the policy</p>

Monitoring of Savings for Year 2021

1002 - Energy Consumption						
Sl.No	Year	Non-renewable Electricity in KWh consumption from Grid (excluding renewable electricity)	Renewable Electricity KWh consumption (from solar, wind, hydropower etc.)	Diesel Consumption in KL	LPG Consumption in KG	PNG Consumption M3
1	2019-2020	825396	606455.4	17.64	103422	0
2	2020-2021	496600	203564.1	16.04	117315	0
3	2021-2022	744300	366451	9.79	76235	0

1003 - Energy Consumption						
Sl.No	Year	Non-renewable Electricity in KWh consumption from Grid (excluding renewable electricity)	Renewable Electricity KWh consumption (from solar, wind, hydropower etc.)	Diesel Consumption in KL	LPG Consumption in KG	PNG Consumption M3
1	2019-2020	579435	123349.53	6.682	0	154690.934
2	2020-2021	526620	124450	5.745	0	155157.879
3	2021-2022	434503	95888	3.589	0	79739.976

1004 - Energy Consumption						
Sl.No	Year	Non-renewable Electricity in KWh consumption from Grid (excluding renewable electricity)	Renewable Electricity KWh consumption (from solar, wind, hydropower etc.)	Diesel Consumption in KL	LPG Consumption in KG	PNG Consumption M3
1	2019-2020	153020	0	8.193	0	0
2	2020-2021	210170	72728.1	8.193	0	0
3	2021-2022	143480	59340	2.1	0	0

1002/1005 - Water Consumption							
Sl.No	Year	Total Water Consumed (bore well + Other sources) KL for year	Total Water Consumed (bore well + Other sources) KLD	Water usage Domestic in KLD (Average) (1002+1005)	Water Usage Production (1005)	Water Recycled	% of water recycled against consumption
1	2019-2020	7979.7	21.86	17.6	3.9	12.03	55.02650476
2	2020-2021	9605.3	26.32	16.02	10.3	11	41.79983967
3	2021-2022	5388.9	14.76	10	4.02	8.05	54.52411438
1004 - Water Consumption							
Sl.No	Year	Total Water Consumed KL for year	Total Water Consumed (bore well + Other sources) KLD	Water usage Domestic in KLD (Average)	Water Usage Production	Water Recycled	% of water recycled against consumption
1	2019-2020	1102.4	3.02	0.01	0	0.3	9.93287373
2	2020-2021	5001	13.70	0.04	0	1.63	11.89662068
3	2021-2022	3878	12.80	12.80	0	1.9	14.84375
1003 - Water Consumption							
Sl.No	Year	Total Water Consumed KL for year	Total Water Consumed (bore well + Other sources) KLD	Water usage Domestic in KLD (Average)	Water Usage Production	Water Recycled	% of water recycled against consumption
1	2019-2020	7803	21.38	13.00	7	4.5	21.04959631
2	2020-2021	7482	24.69	14.81	6	4.2	17.00882117
3	2021-2022	2376	7.84	6.97	1.4	5.6	71.41414141

CSR Statement for FY 2018-19			
Sl.No	Trust Name	Amount spent in Rs.	CSR Spent
1	Bhaorao Deoras Sewa Nyas, Rahul Singh	1,00,000.00	Healthcare Project
2	Youth for Seva, Bangalore	10,14,000.00	Healthcare, Education and Community development projects
		11,14,000.00	

CSR Statement for FY 2019-20			
Sl.No	Trust Name	Amount spent in Rs.	CSR Spent
1	Spastics Society of Karnataka	2,00,000.00	Healthcare project, Comprehensive Rehabilitation Services
2	Bhaorao Deoras Sewa Nyas, Rahul Singh	1,00,000.00	Healthcare Project
3	Akshaya Patra Foundation	5,00,000.00	Eradicating hunger (cooked meals to poor and needy people during Covid-19 lockdown)
4	SPASTICS SOCIETY OF INDIA	2,00,000.00	Health care Project
5	Youth for Seva, Bangalore	10,14,000.00	Healthcare, Education and Community development projects
		20,14,000.00	

CSR Statement for FY 2020-21			
Sl.No	Trust Name	Amount spent in Rs.	CSR Spent
1	Spastics Society of Karnataka	2,00,000.00	Healthcare project, Comprehensive Rehabilitation Services
2	Bhaorao Deoras Sewa Nyas, Rahul Singh	1,00,000.00	Healthcare Project
3	Akshaya Patra Foundation	6,00,000.00	Eradicating hunger (cooked meals to poor and needy people during Covid-19 lockdown)
4	Karunashraya-Bangalore Hospice Trust	1,50,000.00	Health care Project
	Total	10,50,000.00	

1002/05 - Safety Details						
SL. No.	Year	No. of Working days	Accident free days	Near Miss	Accidents	
					Major	Minor
1	2019-2020	300	296	3	0	4
2	2020-2021	295	294	2	0	2
3	2021-2022	249	244	1	2	3
1003 - Safety Details						
SL. No.	Year	No. of Working days	Accident free days	Near Miss	Accidents	
					Major	Minor
1	2019-2020	301	297	2	0	4
2	2020-2021	295	290	4	1	4
3	2021-2022	251(October)	246(October)	2	0	5
1004 - Safety Details						
SL. No.	Year	No. of Working days	Accident free days	Near Miss	Accidents	
					Major	Minor
1	2019-2020	300	300	0	0	0
2	2020-2021	301	301	0	0	0
3	2021-2022	249 (as of now)	248	5	0	1

1001 - Safety Details						
SL. No.	Year	No. of Working days	Accident free days	Near Miss	Accidents	
					Major	Minor
1	2019-2020	301	301	0	0	0
2	2020-2021	295	295	0	0	0
3	2021-2022	251(October)	250	0	0	1

1002 - Training Employees									
SL. No.	Year	CSR/Ethics/IT/HR and Other Policies		EMS and OHSAS		Safety (First Aid/ERT Internal and External Combined)		Other Training	
				(Internal and external combined)				(On job, Skill enhancing, others)	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
1	2019	64	64	40	120	90	85	170	164
2	2020	17	17	95	80	45	46	186	162
3	2021	31	31	43	75	45	27	248	150

1003 - Training Employees

SL. No.	Year	CSR/Ethics/IT/HR and Other Policies		EMS and OHSAS		Safety (First Aid/ERT Internal and External Combined)		Other Training	
				(Internal and external combined)				(On job, Skill enhancing, others)	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
1	2019	5	5	55	55	70	70	101	91
2	2020	6	6	154	131	65	109	196	170
3	2021	8	8	128	113	75	101	154	141

1004 - Training Employees

SL. No.	Year	CSR/Ethics/IT/HR and Other Policies		EMS and OHSAS		Safety (First Aid/ERT Internal and External Combined)		Other Training	
				(Internal and external combined)				(On job, Skill enhancing, others)	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
1	2019	8	8	28	24	11	11	52	49
2	2020	10	10	30	28	31	31	30	30
3	2021	46	46	34	31	65	59	77	51

1001 - Training Employees

SL. No.	Year	CSR/Ethics/IT/HR and Other Policies		EMS and OHSAS		Safety (First Aid/ERT Internal and External Combined)		Other Training	
				(Internal and external combined)				(On job, Skill enhancing, others)	
		Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
1	2019	8	8	36	122	30	30	73	73
2	2020	5	5	17	78	45	37	62	62
3	2021	15	15	42	74	45	81	86	73

Co2 Emission in Tons of CO2 (Scope 1 and 2)

1002/1005			1003			1004			Total Group CO2 emission Average	Target by 2030 (30% Reduction)
2019-20	2020-21	2021-22	2019-20	2020-21	2021-22	2019-20	2020-21	2021-22		
677176	407600	610576	691200	635849	356490	191262	274476	117659	440254	308178