



Narayan Powertech Pvt. Ltd.

United Nation Global Compact
Communication on Progress

of



Narayan Powertech Pvt. Ltd.

For Year 2021-22

Based on :

Implementing the United Nations Global Compact and its principles



CONTENTS

PARTICULAR	PAGE
1. HUMAN RIGHTS.....	3
1.1. PRINCIPLE 1.....	3
1.2. PRINCIPLE 2.....	3
2. LABOUR.....	4
2.1. PRINCIPLE 3.....	4
2.2. PRINCIPLE 4.....	4
2.3. PRINCIPLE 5.....	5
2.4. PRINCIPLE 6.....	5
3. ENVIRONMENT.....	6
3.1. PRINCIPLE 7.....	6
3.2. PRINCIPLE 8.....	6
3.3. PRINCIPLE 9.....	7
4. ANTI-CORRUPTION.....	8
4.1. PRINCIPLE 10.....	8



Narayan Powertech Pvt. Ltd.

HUMAN RIGHTS

Principle – 1

Business should support and respect the protection of internationally proclaimed human rights.

Narayan Powertech Pvt. Ltd. policies have been meticulously drafted and followed by keeping in mind, that every person shall be treated dignity and equality. Basic rights include freedom of speech, privacy, health, life, liberty and security, as well as an adequate standard of living.

Narayan respect human rights with full responsibilities and putting utmost effort to fulfill all the requirements offered by Government. We address all negative human rights impacts related to the business and act as per Government guideline.

In an increasingly interconnected world, there is closer scrutiny of corporate impact on people and communities. Narayan focus on protecting human rights and cultivate positive relationships with their stakeholders which can help in our business continues growth and social license to operate.

Narayan respect and support the principles of Human Rights, Constitution of INDIA, Labour Law, etc., to ensure they are not violating we monitor and update by following standard operating procedure.

Narayan 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 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 grievance cases recorded related to human rights violation in year 2021-22.
- Imparted safety training to all team members on COVID safety.
- We distribute Uniform, Safety Shoes, PPEs, COVID -19 PPEs to all employees.



Narayan Powertech Pvt. Ltd.

- Work place safety – Did sanitization all over workplace for clean and disinfect work place.
- Narayan Powertech is ISO 45001 implemented company with an objective of fulfilling and maintaining the requirement of Human Rights.
- Following all Safety Guideline offered by Government of INDIA during the time of pandemic COVID-19.
- Narayan has implemented ISO 26001 for Social Responsibility Management System.
- PC Tablet provided to primary health center for vaccine registration.
- Conducted First aid, firefighting, HIRA trainings.

LABOUR

Narayan Powertech Pvt. Ltd., fulfills all the requirement of labour law to maintain relationship between Employers, Employees and Workers for dealing the issues of Public. Our objective behind complying the labour law requirement is to bring Employer and Worker at same level to mitigate the difference between two ever-warring group.

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 Narayan. This is done to ensure that the interests of the workers are protected.

Principle – 4

Businesses should uphold the elimination of all forms of forced and compulsory labour

Narayan powertech never forced or compulsory labour is any work or service that is exacted from any person under the menace of any penalty, and for which that person has not offered himself or herself voluntarily. Providing wages or other compensation to a worker does not necessarily indicate that the labour is not forced or compulsory. By right, labour should be freely given and employees should be free to leave in accordance with established rules. Narayan does not recruit forced and compulsory labour nor does



Narayan Powertech Pvt. Ltd.

it ever ask its employees to deposit their original documents pertaining to educational qualification or date of birth certificate etc.

Principle – 5

Businesses should uphold the effective abolition of child labour

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

Principle – 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation

Uniform set of rules are mentioned in the 'The HR Policy' of Narayan, 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 candidates without any discrimination.

MEASUREMENT OF OUTCOMES

- No cases recorded related on Labour law violation in year 2021-22
- At Narayan we celebrated Diwali function on virtual basis to keep team motivated and happy.
- Narayan is ISO 45001 implemented company with an objective of fulfilling and maintaining the requirement of Labour Law.
- During lockdown period of COVID – 19, all employees got regular benefits from Narayan.
- COVID Tests conducted for all employees & Vaccination drive conducted in House for all manpower
- Employees at Narayan are covered under health insurance which also cover COVID-19
- Blood donation camp conducted
- Refrigerator and heater provided to primary health center for labor room of women at the time of delivery.
- We distribute uniform, safety shoes ,PPEs, COVID -19 PPEs to all employees



Narayan Powertech Pvt. Ltd.

- Vitamin C & Zinc tablets and Ayurveda medicines distributed to employees
- 7 Blind persons have been appointed for easy work like cutting or small wires.

ENVIRONMENT

Principle – 7

Business should support a precautionary approach to environmental challenges

Narayan Quality, Environment, Occupational, Health and Safety policy is aligned with the international standards i.e., ISO 14001 which keeps an objective to protect environment from any environmental aspect.

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.
2. Several tree plantation drives were organized at plants of the company involving the employees and surrounding community.
3. Conservation of natural resources and efficient water management.
4. Additional solar plant was installed at second plant for Energy generation.
5. Other energy conservation project initiated LED Lighting, Natural Lighting etc.
6. Narayan is also engaging suppliers in environmental initiatives & making aware of various practices.
7. We dispose our waste in biological manner and hazardous waste with approved government entity NECL only.
8. Tree plantation at local village – 100 Nos.



Narayan Powertech Pvt. Ltd.

Principle – 8

Businesses should undertake initiatives to promote greater environmental responsibility

As part of its commitment towards the social environment and as a responsible corporate citizen, Narayan is involved in community development programmes in various parts. There are five thrust areas under the present 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 years 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 equipment have also been distributed.

Principle – 9

Businesses should encourage the development and diffusion of environmentally friendly technologies

Narayan 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, Narayan 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.



Narayan Powertech Pvt. Ltd.

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 violation towards Environment management system for year 2021-22.
- Installed solar panels for clean energy and electricity.
- Tree plantation done at local in village. Total plantation done was 100 trees for year 2021-22.
- Undertaking electricity saving projects with our team.
- Our company premises have two water harvesting facility that is reviewed and maintained.
- For Waste segregation we regularly monitoring the process and for increasing the effectiveness we do project on the same.
- We dispose our waste in biological manner and hazardous waste with approved government entity NECL only.
- Trolley dustbin provided to Luna Gram Panchayat (Village)
- Fire mock drills trainings provided.

ANTI – CORRUPTION

Principle 10

Business should work against all forms of corruption, including extortion and bribery.



Narayan Powertech Pvt. Ltd.

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 2021-22.