

9th Sept'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 **Hindustan Platinum Pvt. Ltd.** supports the Ten Principles of the United Nations Global Compact on human rights, labour, 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. **Hindustan Platinum 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:

- 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.
- 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).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

We would like to inform you that we have missed the deadline for submitting the COP, as we somehow overlooked the date of submission. Our sincere apology for the mistake, and humbly request you to consider the document for submission.



Sincerely yours,  
Mr. Ashish Choksi,  
Executive Vice President





	Global Compact Principle	Commitment/ Policies, Action Taken & Impact Achieved and/or Plans for the upcoming Year
<input type="checkbox"/>	1: Businesses should support and respect the protection of internationally proclaimed human rights	<p><b><u>Commitment/ Policies:</u></b> We are following the international declaration of Human Rights. We have formulated conflict mineral policy for us and our suppliers.</p> <p><b><u>Action Taken:</u></b> We have sent conflict mineral reporting template to our core suppliers. We have signed many contracts / agreements with our overseas customers, which includes human welfare and rights.</p> <p><b><u>Outcomes:</u></b> Employee grievances if any are addressed on priority. Our suppliers have understood and endorsed the CMRT declaration.</p> <p><b><u>Plan for the upcoming Year:</u></b> We will be audited by third party for sustainability in next financial year.</p>
<input type="checkbox"/>	2: and make sure that they are not complicit in human rights abuses.	<p><b><u>Commitment/ Policies:</u></b> We have formulated below policies for our organisation:</p> <ol style="list-style-type: none"><li>1. Sustainable and ethical procurement policy</li><li>2. Code of conduct &amp; Ethics</li><li>3. Prevention of sexual harassment policy</li><li>4. Human rights policy</li><li>5. Employee suggestion scheme policy</li><li>6. Employee support service policy</li><li>7. Security Policy</li></ol> <p><b><u>Action Taken</u></b> Our company has a strict policy of registration of all employees with the provident fund, Employees state insurance. We follow guidelines of the workers minimum wages act. Company provides conveyance to all employees from all parts of the city. Mediclaim policy for all the employees and their family member is provided. We have conducted third party audit for all factors related to sustainability. We have made internal complaint committee under the sexual harassment of women at workplace (prevention, prohibition, and redressal) Act 2013 &amp; the rules, 2013.</p>



	<p><b>Outcomes:</b> The HR department discusses all issues related to the employees with recognised and representative union and finds a solution. If required, the issue is brought to the notice of Executive Vice President for a solution. Our overall compliance in this aspect is more than Indian average. Our division is awarded with OHAS 45001 certification. We review the status six monthly to resolve any issues regarding sexual harassment.</p> <p><b>Plans for the Upcoming Year:</b> To conduct Code of Conduct audit. We will be audited by third party for sustainability in next financial year.</p>
<input type="checkbox"/>	<p><b>3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</b></p> <p><b>Commitment/ Policies:</b> Our company has a recognised employees union.</p> <p><b>Action Taken:</b> Office bearers of the employee's union discuss with company management on various issues including wages. Wages are revised in discussion with the union.</p> <p><b>Outcomes:</b> Employees get solutions to their problems. Current Long-Term Settlement with union is for the period April 2022 to March 2026 was signed before expiry of existing agreement, which itself is an historic event and shows the trust between management and union.</p> <p><b>Plans for the Upcoming Year:</b> We conduct meetings to discuss all issues. We will be audited by third party for sustainability in next financial year.</p>
<input type="checkbox"/>	<p><b>4: the elimination of all forms of forced and compulsory labour;</b></p> <p><b>Commitment/ Policies:</b> We have recruitment and On-Boarding Policy.</p> <p><b>Action Taken:</b> Above policy is strictly followed. We have conducted third party audit.</p> <p><b>Outcomes:</b> No forced labour. We got 100 % marks in forced labour that means we do not have any forced labour in our organisation.</p> <p><b>Plans for the Upcoming Year:</b> We will adhere to our policies. We will be audited by third party for sustainability in next financial year.</p>



<input type="checkbox"/>	<p><b>5: the effective abolition of child labour;</b></p>	<p><b><u>Commitment/ Policies:</u></b> We have human rights policy, where we have addressed to recruit a person above 18 years.</p> <p><b><u>Action Taken</u></b> The company human rights policy ensures that no child labour is recruited. We have conducted third party audit. Our customers have audited us to check the effectiveness of this policy.</p> <p><b><u>Outcomes:</u></b> The age of all employees is more than 18 years. We have asked some of our vendor to sign on code of Conduct, where minimum age limit is specified for the workman.</p> <p><b><u>Plans for the Upcoming Year:</u></b> We will strictly follow the company human rights policy on child labour. We will be audited by third party for sustainability in next financial year.</p>
<input type="checkbox"/>	<p><b>6: and the elimination of discrimination in respect of employment and occupation.</b></p>	<p><b><u>Commitment/ Policies:</u></b> The policy on Human Rights includes no discrimination on account of age, sex, nationality, or religion.</p> <p><b><u>Action Taken:</u></b> The company's Human Rights policy ensure that there is no discrimination on account of age, sex, nationality, and religion. We have conducted third party audit.</p> <p><b><u>Outcomes:</u></b> We have women working as Managers and General Managers. Third party audit had rated us 100% on these criteria. We have formulated a internal complaints committee for redressal of sexual harassment of women at work place.</p> <p><b><u>Plans for the Upcoming Year:</u></b> To hold meeting once in six months / after the receipt of complaint to resolve it. We will be audited by third party for sustainability in next financial year.</p>
<input type="checkbox"/>	<p><b>7: Businesses should support a precautionary approach to environmental challenges.</b></p>	<p><b><u>Commitment/ Policies:</u></b> Company has an environment policy.</p> <p><b><u>Action Taken:</u></b></p> <ol style="list-style-type: none"><li>1. The company has made a procedure to check aspect and impact on environment of all activities. If it exceeds to certain value, it will be taken seriously, and precautionary measures will be taken to reduce its impact on the environment.</li><li>2. Company has installed wet scrubber for melting furnace, having low power consumption,</li><li>3. Installed exhaust system for plating plant</li></ol>





4. Company has its own effluent treatment plant, where effluent is treated before it is release to the CEPT and installed online analyser to check the outlet parameter continuously.
5. Company has sewage treatment plant, after treating sewage water, it is released to root zone.
6. Third party testing of our treated effluent is done every month from external NABL approved lab and testing of the same is done daily in our own laboratory for COD, TDS, SS and PH.
7. We are conduction Environment monitoring every month from external agency those having NABL/MoEF approval, to check the actual pollution load.
8. Ambient air, air emission is also checked by third party periodically. Noise level in the company's premises is also checked periodically.
9. Mass transportation is being provided to our staff as well as our workers to reduce pollution.
10. Obtained ISO: 14001 certificates in the month of March '12.
11. Started maintaining records as per ISO: 14001 and finalised Environment Management Program like reduction in consumption of water, electricity, reduction in generation of hazardous waste and set the target to reduce the adverse effect on environment due to our operations.
12. Started sending Hazardous Waste, Bio-Medical Waste and E-waste to Government Authorised disposer for proper disposal of waste.
13. Company has procured noise level checking instrument and noise level is monitored periodically.
14. We have developed AgZnO material, this can be used as substitute to Cadmium.
15. One of our customers has conducted RoHS audit and we scored 60 % marks.
16. The generation of electrical power at our windmills and solar panels installation is in net surplus of our total power consumption.
17. We have tested our electrical contacts for REACH compliance of 169 substances.
18. We have reduced our effluent quantity approximately by 15 %.
19. We have started using Eco-friendly fuel (PNG supplied by Mahanagar Gas Ltd.)
20. We have installed online effluent analyzer at our wastewater treatment plant and taking care the discharge of treated effluent as per MPCB norms. (After treatment discharging the effluent to CETP)
21. The Existing Root zone area is under modification for new latest technology developed by IIT for treating the sewage water. The technology based on Soil biotechnology. The treatment of waste degradation of waste by the use of aerobic as well as anaerobic treatment and use of various types of microbial culture gives the wastewater quality meeting the highest standard as per pollution control norms MPCB. The total wastewater which is generated around 50kl/day is recycled back to toilet flushing and Garden use. The surface



	<p>area over SBT is planning to cover up with Plantation which will help to increase the aesthetic value, reduce the smell and greenhouse gases the technology is low cost, environment friendly. Total area uses for biotechnology around 353m<sup>2</sup></p> <p>22. Rainwater Harvesting: We have put system for rainwater harvesting over the last few years and the water collected during monsoon is used throughout the year for gardening and housekeeping.</p> <p>Reducing in power consumption: We have installed Energy Meters throughout our plant to study the use of energy in various processes and have reduced electric consumption by high approx. 5% in many areas.</p> <p>23. In plant area and office area we have installed LED light and VFD to all high current equipment's.</p> <p>24. We have upgraded our Environment Management System to new standard i.e., ISO: 14001: 2015.</p> <p><b>Outcomes:</b> We have reduced adverse impact of our activities on environment.</p> <p><b>Plans for the Upcoming Year:</b> We are going to implement utilization of Canteen solid waste (Waste Food) to Compost. The proposed plant is of 100Kg/day and giving the 10-15Kg of manure daily to reduce the solid waste and helping the environment to reduce the pollution. In turn reducing the garbage load of NNMC. The outcome of the waste are high quality manure containing the nitrogen and Phosphorous which is to be utilized for the Garden or develop the sour rounding aesthetic value of industries The technology based on Soil microbiology, Low-cost technology and Odour free area. This is indirect source of reducing the greenhouse gases by increasing the growth of plants.</p> <p>After this implement HP become the ZERO SOLID WASTE company.</p>
<p>8: undertake initiatives to promote greater environmental responsibility;</p> <p><input type="checkbox"/></p>	<p><b>Commitment/ Policies:</b> To reduce water / power consumption</p> <p><b>Action Taken:</b></p> <ol style="list-style-type: none"><li>1. We have changed water distribution system</li><li>2. We have installed overhead tank to save consumption of power.</li><li>3. We monitor water and power consumption every month.</li><li>4. We have kept targets to reduce water consumption and electrical consumption without affecting production.</li><li>5. We have replaced halogen lamps with LED lamps to save power in the factory.</li></ol>



6. We have changed Hard disc to solid state disc and installed LED monitors to save power consumption.
7. We have installed motion detector in all passages area to reduce power Consumption.
8. Company has rainwater harvesting system, The water collected by rain harvesting system is used for plantation and gardening.
10. We have replaced all tube lights of office area by LED.
11. We have introduced saw dust polishing to save water.
12. We have maintained the green belt development in the area inside and outside the premises. There are about 3200 nos trees are planted outside in the government area which help to reduce the GHG gases. We are maintaining it with the help of NGO/TIBIA/CETP/MPCB/DISH.
13. We use around 10 % recycled water.
14. We use the closed reactor in production area which eliminate the gaseous pollution and workplace improvement:
  - i) We have installed air pollution control system as per CPCB norms like,
    - a. Primary chamber
    - b. Secondary chamber
    - c. Spray evaporator cooler
    - d. Cyclone separator
    - e. Bag house
    - f. Scrubber
    - g. Stack (30meter height)
  - i) We have portable online gas analyzer to check the stack emission to control the effective combustion and reduces the pollution in the atmosphere.
  - ii) We are conduction Environment monitoring every month from external agency those having NABL/MoEF approval, to check the actual pollution load.
  - iii) We have installed wet condenser inside the department to control the duct and emission inside the department and the second control at wet scrubber.
  - iv) For good hygiene and air change at process area we have installed AHU.
  - v) We have installed online effluent analyzer at our wastewater treatment plant and taking care the discharge of treated effluent as per MPCB norms. (After treatment discharging the effluent to CETP)

**Outcomes:** Consumption of power and water has been reduced. Air Pollution has been reduced Drastically.





	<p><b>Plans for the Upcoming Year:</b> We monitor power and water consumption every month and have kept target to reduce the same. We keep track of environment related new laws and abide by them. We have planned to plant 200 trees this year with the help of NGO and DISH. We are planning to upgrade our Sewage Treatment Plant. We are replacing APC (Air Pollution Control) system with new upgraded system.</p> <ol style="list-style-type: none"><li>1. The staff of HPPL start to use the PNG gas and EV vehicle instead of petrol/ diesel to reduce GHG gases.</li><li>2. We also working to replace the shift transport bus in CNG or EV to reduce GHG gases.</li><li>3. We are planning to install Solar power at our building top.</li></ol>
<p>9: and encourage the development and diffusion of environmentally friendly technologies.</p>	<p><b>Commitment/ Policies:</b> To reduce use of natural resources by using eco-friendly technology, To reduce adverse effect on environment by using advance machines</p> <p><b>Action Taken:</b> 1 Used Belt Polishing machine instead of open-air hand brushing to reduce air pollution. 2. We have installed 60 KW power melting furnace to replace 150 KW furnace. 3. We have started practice of reducing furnace temperature during no load situation and starting furnace just in time to be ready for production process when required. 4. We have installed N2 generator to replace the H2 gas.</p> <p><b>Outcomes:</b> Due to belt polishing machine, spreading of polishing dust on the floor and in air is avoided. Electric power is saved.</p> <p><b>Plans for the Upcoming Year:</b> We promote Environment friendly electrical contact material against AgCdO.</p>





	<p><b>10:</b> Businesses should work against all forms of corruption, including extortion and bribery.</p>	<p><b><u>Commitment/ Policies:</u></b> We have formulated Human Rights policy for our employees and Code of conduct for suppliers.</p> <p><b><u>Action Taken:</u></b> Code of conduct has been forwarded to core supplier for signing, which also covers corruption and bribery.</p> <p><b><u>Outcomes:</u></b> Vendors have taken it in right spirit. Our vendors have signed the code of conduct policies. We have recently received 2 prestigious awards: 1. Best Employer Brand Award by Best Employer Brand Awards 2021 and 2. Certificate of Merit for Excellence in HRM in Chemical Industry by Indian Chemical Council Award 2020</p> <p><b><u>Plans for the Upcoming Year:</u></b> Plan to increase awareness among all the supplier on this aspect. We will be audited by third party for sustainability in this year.</p>
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