



SWANI RUBBER INDUSTRIES

Manufacturers of: Highest Grade Reclaim Rubber & Allied Products

15 December, 2022

To our stakeholders:

I am pleased to confirm that Swani Rubber Industries reaffirms its support to the Ten Principles of The United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the Integration of the Global Compact and its principles into our business strategy, culture and daily Operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Rattandeep Singh Swani

Managing Partner



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Swani Rubber Industries supports the Ten Principles of the United Nations Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

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

Labour Standards

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

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



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Human Rights

SWANI RUBBER INDUSTRIES RESPECTS AND PROMOTES THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS. SWANI RUBBER INDUSTRIES PROVIDES & AIMS TO PROVIDE SAFE WORKING ENVIRONMENT IN ITS FACILITIES & THROUGHOUT THE SUPPLY CHAIN.

Company direction, plan, and action

1) Swani Rubber Industries' Policies clearly states that Swani Rubber is an Equal opportunity employer and prohibits any kind of discrimination based on gender, region, religion, race, caste, colour and is abided by the laws of the land. All new recruits are apprised with company policies through Orientations / Employee Handbook and this is acknowledged by every employee.

Measures and Outcome

Complaints received on cases arising out of discrimination and number of complaints received in the year: **None**

2) Periodical safety trainings have been organized.

Measures and Outcome

Around 150 Hours of Trainings were provided to Employees in various safety related topics.

3) Vaccination camp was organized to ensure 100% vaccination coverage for employees as well as their families.

Measures and Outcome

Swani Rubber Industries has achieved 100% vaccination of all employees.

4) All agreements with stakeholders have clauses, which promotes human rights compliances.

5) 100% of stakeholders have been made aware of the grievance mechanism for any issues including human rights with clear redressal process.

Measures and Outcome

Human rights related grievances and/or complaints: **None Reported**



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ENVIRONMENT

SWANI RUBBER INDUSTRIES RESPECTS AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Company direction, plan and action

- 1) Swani Rubber Industries has identified and prohibited usage of hazardous Chemicals that pose any kind of risk to the environment as well as to society.
- 2) Swani Rubber strictly adheres to internal material standard that restricts the usage of all the hazardous substances.

Measures and Outcome

Substances of Very High Concern (SVHC) as per REACH Regulation

- 3) Swani Rubber has set a target of reducing its water consumption by 5% by 2023.
- 4) Company has also set a target of reducing its Energy and GHG Emission by 8% by 2023.
- 5) Reducing by 50% the amount of paper printing by transforming to digital Media.
- 6) Swani Rubber encourages the use of Recycled paper.
- 7) Swani proposes to planting of 500 trees every year in coordination with NGO'S.
- 8) The company is certified for ISO 14001:2015 (Environment Management system) standard; and it meets the national and international requirements by setting and achieving objectives and targets.

Measures and Outcome

Total no. of Environmental violations: **None Reported**



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LABOUR RIGHTS

SWANI RUBBER INDUSTRIES HAS A POLICY IN PLACE FOR CHILD LABOUR AND RELATED ISSUES. SWANI RUBBER INDUSTRIES PROHIBIT THE USE OF CHILD LABOR AND ALL FORMS OF FORCED LABOR WITHIN ITS FACILITIES AND THROUGHOUT THE SUPPLY CHAIN.

Company direction, plan, and action

1) Swani Rubber's recruitment policy stipulates engagement of people above 18 years of age. Company follow this guideline during talent acquisition process by validating the age through Government approved authorized certificates.

Measures and Outcome

Engagement of child / adolescent labour is NIL.

This is 100% ensured through the Company's internal audit system.

2) Swani Rubber upholds the freedom of association and the effective Recognition of the right to collective bargaining

Measures and Outcome

Post notification of minimum wages from respective State Governments, Wages at our plant paid to workers are 8-10% above the notified minimum wages.



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Anti –Corruption

SWANI RUBBER INDUSTRIES HAS A POLICY IN PLACE REGARDING CORRUPTION, BRIBERY AND RELATED ISSUES. ITS THE VIOLATION OF SRI'S ANTI-BRIBERY & CORRUPTION POLICY TO OFFER, PAY, PROMISE OR AUTHORIZE TO PAY MONEY, GIFTS OR ANYTHING OF VALUE, INCLUDING BUT NOT LIMITED TO BRIBES, ENTERTAINMENT, FACILITATION PAYMENTS, KICKBACKS OR ANY BENEFIT, DIRECTLY OR INDIRECTLY.

Company direction, plan, and action

- 1) The company has established Whistle blower policy for :
 - Doing business with integrity and display zero tolerance for any form of unethical behaviour.
 - Vigil mechanisms are set up by the company to report concerns about unethical behaviour.
 - Protected disclosures can be made by a whistle-blower through Defined channels to report actual or suspected frauds and violation Of the Company's Code of Conduct.

Measures and Outcome:

No cases of complaints/cases of corruption



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Measurement of Performance Indicator

Year: 2021-22

Serial No	Area	Target	Actual
1	Upholding Human Rights	Zero Violation	Zero
2	Non Discrimination	Zero Violation	Zero
3	Child Labour	Zero Violation	Zero
4	Forced Labour	Zero Violation	Zero
5	Violation of ethics	Zero Violation	Zero
6	Good health and well being Medical camp	1	1
7	Surveillance audits for - Environment - Safety and Health	1 1	1 0
8	Safe Working Environment - Accidents - Harassments (of any kind)	Nil Nil	Nil Nil