



Statement of Support

RR Kabel recognizes that it exists in an environment where the ten principles of UN Global Compact are very significant. We understand the nuances of the ten principles in the domain of Human Rights, Labour, Environment and Anti-Corruption very carefully. The requirements of these are embedded into our policies and procedures, which guide each and every team member at RR Kabel at all times.

The values of dignity of labour, respect for every employee, being fair and developing each one of them to the best of their abilities is the basis for Human Rights.

We appreciate and recognize the labour rights and can say with pride that we have one of the finest labour practices in our organization. All of these fully meet the requirements of the principles of UN Global Compact.

Environmental concerns are a top priority in our business agenda. Continually working on the optimum use of resources, we have taken a lead by installing a Solar Energy plant this year and other energy management initiatives. We follow the international standards on environment management system.

The organization denounces corruption in any form. It has policies which guide people at all levels to exhibit a good moral and ethical behaviour.

We have been taking an active participant to the Global Compact Network (India). We have attended meetings at New Delhi and have also taken an active part in the National Convention that was organized on 12th March 2016 at Mumbai.

As a corporate citizen, we fully support the ten principles of UN Global Compact and are pleased to communicate the progress on each of the four domains.

Mahendra Kabra
Jt. Managing Director

1st September 2016

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 right abuses.

At RR Kabel, we recognize that every human being has a right to have access to food, shelter and education. As an organization, we have been supporting education of the children in tribal areas. Our founder Chairman has been the President of THE FRIENDS OF TRIBAL SOCIETY OF INDIA. The organization has adopted villages in the state of Jharkhand. Education of the tribal children is taken care of by us.

A policy on conflict mineral has been made to prohibit procurement of tin that has been sourced from mines that support and fund conflict within the Democratic Republic of Congo or adjoining countries. We are also creating an awareness on conflict minerals within our group companies and the suppliers.

The three important Human Resource values of the organization are RESPECT, DIGNITY and SAFETY.

Every task is treated with dignity and every employee is treated with respect. The focus is on adding value to each and every task, whereby the person doing it does not feel inferior in any way.

At the same time safety considerations are kept foremost – for men in general and for women, in particular; since they are a vulnerable section of employees. The policy on prevention of sexual harassment at work place has been implemented. We provide a safe working environment for all our employees.

As an organization, we ensure that at no point of time we are complicit in human rights abuses.

LABOUR

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

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

Principle 5: the effective abolition of child labour

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

At RR Kabel the employees transcend to the level where they are treated as family members of an extended family of Ram Ratna Group. Driven by the human resource values of respect, dignity and safety, they are being groomed to be a better person and valued team member.

The organization has the following policies in place:

1. Prevention of forced and compulsory labour
2. Prevention of child labour
3. Policy for non-discrimination
4. Policy for equal opportunities

Every team member is informed and educated on the contents and implications of these policies. Regular training is taken on the policies. Compliance status is made and reviewed in the monthly management review.

The well constituted committees exist for 'Employee Welfare', 'Canteen', 'Women Welfare', 'Sports & Recreation',

During the last two years, there has been no case reported for a case of

- a) Child labour
- b) Forced / compulsory labour
- c) Grievance for discrimination
- d) Grievance for favouritism/ inequality

ENVIRONMENT

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

Principle 8: undertake initiatives to promote greater environmental responsibilities

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

RR Kabel is fully aware of the environmental challenges and has exerted a very proactive role to ensure that it leaves the minimum carbon footprints.

The initiatives taken by the organization are as follows:

1. Proactive training to employees on the new standard for Environment Management System (EMS) – ISO 14001:2015
2. Implementation of the requirements of ISO 14001:2015
3. Extensive tree plantation in and around the plant site
4. Training on conservation of resources, including fuel for vehicles and food in the canteen. RR Kabel encourages mass transport in buses. It discourages the practice of wasting food and drinking water in the canteen. Regular training, counselling and education takes place formally and informally.
5. Installing translucent sheet on roof top to let sunlight be used during the day time.
6. Promoting energy efficient machines and processes.
7. Promoting use of LED lamps

There is a close monitoring of consumption of resources (water, electricity, materials). The environmental objectives are monitored and have been achieved during the year. The table below gives the reduction in consumption of resources.

Sr. No.	Area	Target	Achievement
1	Water	5%	6%
2	Electricity	5%	7%
3	Fuel	5%	12%
4	Process scrap	3%	2.5%

RR Kabel has installed a Solar Energy Plant of 1.25 MW, which is a very environment friendly initiative.

RR Kabel has been the frontrunner in implementing the Energy Management System (EnMS). It is the first cable company in India to be certified with ISO 50001:2011.

The initiatives on Energy Management front have been recognized nationally and internationally. RR Kabel is represented in the energy management committees of Bureau of Indian Standard and International Organization of Standardization.



Tree plantation by visiting dignitaries takes place regularly. Above – delegates from African countries seen planting trees.



There is an extensive green coverage in the plant.

ANTI-CORRUPTION

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

The two values - ETHICS and INTERGITY are deeply rooted in the organization. These are followed at all levels, at all times and in all situations.

ETHICS is about following the rules. INTEGRITY is about doing the right thing, regardless of the rules.

RR Kabel differentiates between what is right and what is not right. It differentiates between what is acceptable and what is not acceptable.

There is a policy which prohibits people from accepting gift or favour of any kind from anyone. Misuse of power or position is viewed seriously.

Every employee is trained and retrained on the requirements of the 10th Principle of UN global Compact.

Self- Assessment Sheet for UNGC Ten Principles

Assessment Date: 1st Sep'16

Human Rights	Labour	Environment	Anti-corruption
Principle	Requirement		Status as on 1 st Sep'16
1	Support & respect internationally proclaimed Human Rights		<ul style="list-style-type: none"> ▪ Fully Support ▪ Fully Respect
2	Ensure businesses are not complicit in Human Rights abuses		<ul style="list-style-type: none"> ▪ Not at all complicit in Human Rights abuses
3	Uphold freedom of association and effective recognition of the rights to collective bargaining		<ul style="list-style-type: none"> ▪ Employees have freedom of association and rights to collective bargaining
4	Uphold elimination of all forms of forced and compulsory labour		<ul style="list-style-type: none"> ▪ Zero forced or compulsory labour.
5	Uphold the effective abolition of child labour		<ul style="list-style-type: none"> ▪ Zero child labour
6	Uphold elimination of discrimination in respect of employment and occupation		<ul style="list-style-type: none"> ▪ Zero non discrimination
7	Support precautionary approach to environment challenges		<ul style="list-style-type: none"> ▪ Good practices in place to address environment challenges
8	Undertake initiatives to promote greater environmental responsibility		<ul style="list-style-type: none"> ▪ Several initiatives taken towards better environment
9	Develop and diffuse environmentally friendly technologies		<ul style="list-style-type: none"> ▪ Solar energy plant ▪ Energy efficient machines ▪ Energy efficient processes
10	Work against all forms of corruption, including extortion and bribery		<ul style="list-style-type: none"> ▪ Ethics and Integrity promoted at all levels. ▪ Zero tolerance to corruption.