

## Communication on Progress for EIL under the UNGC Programme

‘EIL is committed to the UNGC principles related to human rights, labour rights and the environment and now the tenth principle related to anti corruption. We strive to incorporate the same in our business policies as a testament to our continued support for the international initiative on the GC principles.’

- *Shri M K Dalal, C&MD, EIL*

S. No.	UN GC Principles	EIL’s progress on these principles	Relevant GRI Indicators
<b><i>Human Rights</i></b>			
1	Businesses should support and respect the protection of internationally proclaimed human rights	EIL recognizes its responsibility to uphold human rights at the workplace and within its sphere of influence. We ensure that human rights are protected and our personnel policies are designed in the manner that safeguards the interests of employees. The same is also reflected in our approach towards our people management.	HR1, HR 2, HR3, HR4
2	Businesses should make sure that they are not complicit in human rights abuses.	<p>We have a policy for redressal of grievances wherein 3 Grievance Redressal Committees have been constituted. These are Grievance Redressal Committees on transfer, for vendors/suppliers/contractors and for employee related issues.</p> <p>We also have an anti sexual harassment Policy in which a Complaints Committee has been constituted to look into complaints related to sexual harassment.</p> <p>We have also outlined a policy on Corporate Social Responsibility to reaffirm its commitment for contribution to society</p>	
<b><i>Labour Standards</i></b>			
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	EIL has given complete freedom of association to its workmen and effective recognition of their right to collective bargaining.	HR5, HR6, HR7, LA3, LA4, HR4, LA10, LA11

		<p>Structured meetings were organized with Associations representing almost two-third of EIL's total manpower posted at Head Office while taking HR initiatives and reviewing/framing policies.</p> <p>The industrial relations remained peaceful and harmonious during the year and there was no manday loss on this account.</p>	
4	Businesses should uphold the elimination of all forms of forced and compulsory labour	<p>Any form of forced and compulsory labor and child labour does not exist. Minimum wages for contract labour are complied with and hygienic and healthy working conditions are provided to all.</p>	
5	Businesses should uphold the effective abolition of child labour		
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation	<p>The Corporate Policy does not allow any distinction of any kind, such as race, colour, sex, religion, language or property status in respect of employment and occupation.</p> <p>Employees are recruited as per well defined Recruitment Rules and equal opportunity is provided to all without any discrimination on the grounds of religion/region, caste, colour, sex etc. This has resulted in heterogenous work force representing different regions/religions.</p> <p>Government instructions related to reservation/relaxation to socially underprivileged class i.e. scheduled castes/tribes and other backward classes (SC/ST/OBC) in matters of Recruitment and Promotions are complied. The SC/ST policy was framed based on these Govt. instructions/guidelines.</p> <p>Further, the company has employed many physically challenged persons as a testimony that there is no discrimination in respect of employment/occupation</p> <p>EIL continues to provide</p>	

		comprehensive welfare facilities to all employees and their dependents.	
<b>Environment</b>			
7	Businesses should support a precautionary approach to environmental challenges	<p>EIL provides services in diverse areas such as water and effluent treatment ranging from concept to commissioning and environmental pollution assessment, control and management.</p> <p>As an integral part of Corporate Quality Policy, the management of Engineers India Limited recognizes and accepts its commitment to the protection of environment The HSE (Health, Safety and Environment) policy of the company is a testament to this commitment</p> <p>EIL design and engineer a number of end-of-the-pipe treatment facilities like Effluent Treatment Plants and Sulphur Recovery units. It has also designed and engineered secured storage and disposal facilities for hazardous waste in order to achieve minimal environmental impacts on the surrounding environment.</p>	3.13, EN1, EN2, EN3, EN4, EN5, EN6, EN7, EN8, EN9, EN10, EN11, EN12, EN13, EN14, EN15, EN16, EN17, 1.1
8	Businesses should undertake initiatives to promote greater environmental responsibility	<p>Apex regulatory authority of India i.e. Central Pollution Control Board (CPCB) is undertaking several steps to improve existing environmental regulations and procedure. EIL has been assisting CPCB to develop and modify their existing procedure with respect to Environment Audit (EA).</p> <p>EIL has also introduced state-of-the-art technologies for recovery and reuse of wastewater through membrane and thermal processes first time in any Indian refinery.</p>	
9	Businesses should encourage the development and diffusion of environmentally friendly technologies	EIL has developed indigenously spent caustic treatment facility. This has been regarded as big break through in the treatment of the spent caustic.	
<b>Anti-Corruption</b>			

10	Businesses should work against all forms of corruption, including extortion and bribery	<p>EIL has a Vigilance Department that works for creating awareness and improving the vigilance administration. This department follows the Central Vigilance Commission (CVC) directives for encouraging a culture of honesty and preventing the possibilities of corruption.</p> <p>The Vigilance Department carries out inspection of cases of contract award and purchase orders and Immovable Property Return files.</p> <p>The Vigilance Department also undertakes investigation of complaints received from the Ministry, CVC and other sources.</p> <p>CTE (Chief Technical Examiner) type technical inspection of in-house contracts is also an important activity for this Department in EIL.</p> <p>Further, this Department strives to create vigilance awareness through training programmes, keeps a watch over delinquent employees and suggests system improvements for prevention of irregularities and corruption.</p>	SO2
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