

SOCIAL ACCOUNTABILITY 8000

INITIATIVES IN UNIVERSAL CABLES LIMITED, SATNA

"Social Accountability International 8000" is another name for **SA 8000** standard, which aims to promote continuous improvement for work place conditions and ensures the ethical sourcing for production of goods and services. It sets out basic standards and procedures regarding **Health and Safety**, the use of **Child Labour**, **Forced Labour**, **Discrimination**, **Trade Union Rights**, **Disciplinary Practices**, **Compensation** (*Remuneration*) and **Working Hours**, together with the **Management Systems** to deliver them.

Based on the principles of International Human Rights, norms as delineated in International Labour Organization (ILO) Conventions, the United Nations (UN) Convention on the Rights of the Child and the Universal Declaration of Human Rights, SA8000 has adopted above core areas.

In order to achieve benefits, **Universal Cables Limited (UCL)** has implemented these system requirements. Following are the benefits from the implementation of these systems:

- ✓ Satisfies Customers' Needs,
- ✓ Helps National and International Recognition.
- ✓ Improved Efficiency,
- ✓ Increased productivity,
- ✓ Reduced Waste,
- ✓ Enhanced Profitability,
- ✓ Allows the Company to Operate Consistently,
- ✓ Gives a Competitive Edge,
- ✓ Encourages Investment and
- ✓ Continuous Improvement in Working Conditions

SA 8000 Policy

Universal Cables Limited is committed to:

- Continually improve the work place conditions, taking into consideration, the changes in legislation, code of conduct requirements and other company requirements.
- Company with national and other applicable laws and other requirements related to Social Accountability.
- Conform to all requirements of SA 8000.
- Respect the International Instruments of Social Accountability and their interpretation.

These shall be achieved by:

- Systematically implementing the requirements of SA 8000.
- Setting and periodically reviewing Social Accountability objectives and targets.
- Enhancing awareness among employees and interested parties through their active participation.

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STATUS :-

S. No.	Element	Standard Requirement	Status in UCL Satna
1.	Child Labour	No employees are less than 15 years of age, unless local law stipulates a higher age	No employees in UCL are less than 18 years of age
2.	Forced Labour	No forced or compulsory Labour under any conditions (i.e. bonded, forced, and prison labour)	UCL does not engage or support the use of forced and compulsory labour. The terms & conditions of employment are communicated prior to recruitment
3.	Health & Safety	<ul style="list-style-type: none"> ▪ Provide a safe & healthy working environment ▪ Take adequate steps to prevent accidents & injury to health ▪ Minimizing causes of hazards inherent in the working environment ▪ A representative responsible for all health & safety activities 	<ul style="list-style-type: none"> ▪ UCL is already OHSAS 18001 certified and has identified health & safety related hazards in the activities, taken adequate steps to control the risks involved ▪ Regular health check ups are carried out ▪ Trainings are provided on Health & Safety ▪ Potable drinking water & other facilities are provided
4.	Freedom of Association & right to collective bargaining	<ul style="list-style-type: none"> ▪ To form and join trade unions of their choice and ▪ To bargain collectively 	UCL respects the right of all employees to form and join trade unions of their choice & to bargain collectively.
5.	Discrimination	<ul style="list-style-type: none"> ▪ To provide equal treatment to all employees in all the matters like employment, training, promotion & capability regardless of race, caste, national origin, disability, gender, sexual orientation, Union membership etc. 	UCL has made a policy for not engaging in or supporting any discrimination in hiring, compensation, access to training, promotion, termination based on race, caste, national origin, religion, disability etc. A well defined Personnel manual is available.
6.	Disciplinary practices	Not engaged in or support <ul style="list-style-type: none"> ▪ Corporal punishment ▪ Mental or physical coercion ▪ Verbal abuse 	UCL does not engage in or support the use of corporal punishment, mental or physical coercion & verbal abuse to any employee
7.	Working hours	<ul style="list-style-type: none"> ▪ Working hours not exceed 48 hours per week ▪ Overtime is restricted to 12 hours per week maximum 	UCL complies with applicable laws and industrial practices on working hours & overtime
8.	Remuneration	<ul style="list-style-type: none"> ▪ Ensure the subsistence wage earned by the employees for the regular hours are sufficient for them including their dependants to food, cloth & house them selves 	UCL ensures that the wages are always sufficient to meet the basic needs of employee.
9.	Management System	<ul style="list-style-type: none"> ▪ To declare company Policy for Social Accountability & Labour Conditions 	UCL has already a Social Accountability policy. The social objectives are to involve all interested parties like contractors, suppliers and own employees and make them aware about SA 8000 and thereafter its implementation

CERTIFICATION OF SA 8000

SA 8000 is designed for independent assessment and certification by a third party certification body. Our company has been awarded SA 8000 certificate from Bureau Veritas Certification (India) Private Limited.