

BHEL Performance 2006-07- Global Compact Principles

Human Rights

1) Business should support and respect the protection of internationally proclaimed human rights.

BHEL's policies have been meticulously drafted & followed, keeping the principles of human rights, the Constitution of India, labour laws etc., in mind.

2) Make sure they are not complicit in human rights abuses.

There has been no instance of the company having abused human rights in any manner.

Labour Standards

3) Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

The Government of India has enacted various labour laws to adequately protect the interest of the working class. These laws are strictly adhered to in BHEL. All Heads of BHEL Units are required to submit a report about compliance with different laws. This is done to ensure that the interests of the workers are protected.

Apart from this, BHEL has various bi-partite fora for workers, where the issues/problems concerning the workers are discussed and settled. BHEL has also an apex level bipartite forum wherein representatives of all Units of BHEL, along with the Central Trade Union Organizations, to which the Unions are affiliated, are represented from the workers' side and the Management is represented by Chairman and functional Directors along with the Heads of Units.

4) The elimination of all forms of forced and compulsory labour

The company does not employ forced and compulsory labour.

5) The effective abolition of child labour

As per BHEL's Recruitment Policy, the minimum age for the employment is 18 years. No person below this age can be employed in BHEL, thereby ensuring that child labour is not employed in BHEL.

6) Eliminate discrimination in respect of employment and occupation

Uniform set of rules are mentioned in the 'The Personnel Policy' of BHEL, that apply equally to all employees, irrespective of factors such as sex, caste, religion, race etc. All recruitments are done in open manner, giving equal opportunity to all citizens of India without any discrimination whatsoever.

Environment

7) Businesses should support a precautionary approach to environmental challenges;

BHEL's Health, Safety and Environment policy is aligned to international standards on Occupational Health & Safety (OHSAS-18000) and on Environment Management Systems(ISO-14000). All BHEL units/regions including Industry Sector office complex in New Delhi besides a hospital in Bhopal unit and BHEL township, located near New Delhi (NOIDA),are certified to these standards, after stringent audits by an international certifying agency.

During the year, the process of re-certification on these systems was continued for number of BHEL Units/Regions. As part of its efforts for development of new Environment Improvement Projects on sustainable basis, number of initiatives has been taken by the company during the year 2006-07 & significant among these are;

- To improve quality of ground water & preserving every drop of water, additional rain water harvesting systems were installed at all the plants & township of the Company.
- Several tree plantation drives were organized at plants/townships of the company located across the country , involving the employees and surrounding community, bringing a total number of trees planted so far up to 3 millions.
- Conservation of natural resources, generation of energy from waste and efficient water management.

8) Undertake initiatives to promote greater environmental responsibility

As part of its commitment towards the society and as a responsible corporate citizen, BHEL is involved in a host of community development programmes in various parts of the country.

- BHEL has set up schools for mentally challenged children at its four major units. These schools, run by BHEL in association with members of BHEL Ladies Club, cater to the special training required for these under privileged children.

The first such school called 'Arivalayam' was set up by the management in 1977 at its Trichy Plant with technical support from Christoffel Blinden Mission of Germany. A psychiatrist and psychologist attend to the needs of the children & speech therapists provide guidance to teachers and parents, periodically.

Vocation training like weaving door mat, screen printing, tailoring, electrical coil winding, helps these students in integrating with the community and making a living on their own, besides boosting their self confidence.

- In the area of rural development, BHEL has been playing a proactive role and has adopted 56 villages all over the country in the vicinity of its major manufacturing plants. In these villages welfare activities like medical aid, provision of street lights, drinking water and infrastructure support to schools are undertaken regularly, benefiting over 80,000 people of these villages.

9. Encourage the development and diffusion of environmentally friendly technologies

The Company has developed and offers products in the area of non-conventional and renewable sources of energy like wind electric generators, solar photovoltaic systems, solar heating systems, solar lanterns and battery powered road vehicles.

BHEL has contributed to the national effort for development of far-flung/remote areas on a sustained basis & commissioned three 'Stand-Alone' Solar Photovoltaic (SPV) power plants in eastern India- Sunderbans. BHEL's effort in harnessing renewable energy for the welfare of people living in remote parts of the country was admired by the President of India & West Bengal Renewable Energy Development Authority.

- In addition, India's largest Solar-Diesel Hybrid Power Plant (50 KWp capacity) – facilitating availability of un-interrupted & environment friendly power for various applications at the world-famous tourist island of Bangaram in Lakshadweep
- 150 sets of solar powered water pumping systems commissioned by the company in Punjab in Northern India, catering to the power requirement of 2 H.P. pumps for Irrigation purpose.

Anti – Corruption

10. Business should work against all forms of corruption, including extortion and bribery

In order to prevent corruption, a host of 'transparency measures' have been initiated company wide. To achieve the objective, training programmes, seminars/ conferences & time to time Chief Vigilance Officer's address to employees are a regular feature in the Company. Main objective of the Company is to curb corruption by focusing more on the preventive and educative aspects, rather than investigative / punitive.

With a view to reducing corruption, Government of India has enacted "Right To Information Act" - giving right to all citizens of India to seek information besides other rights of inspection etc., from all Government controlled institutions and public organizations. BHEL has taken lead role in implementing all provisions of the act in letter and spirit.
