

V-Concern (Social Policy)

Empowera Technorganics strives for a leading position in all its markets and business segments. An important element to ensure business leadership is the successful integration of environment, health and safety (EHS) management into all relevant business processes.

Environmental problems are often of a global nature and demand responsible handling by all those concerned, and in recognition of this, Empowera Technorganics is taking an active role by starting an initiative, v-Concern.

This initiative was started to show our willingness to make continuous improvements in the areas of safety, health and environment. To this end, we are setting ambitious goals, monitoring the progress of improvement and making results visible both internally as well as externally.

Through this initiative we try focus on how we do business in a responsible manner, how we treat our employees and how we play our part as a member of local communities. We are convinced that our continued success as a Company can be good for business, for the environment, for our employees and for the communities where we operate.

We have developed some guidelines, which help us to do business in a socially responsible manner.

Employees

- Human resource policies and practices that develop and encourage, reward and recognize our employees at all levels
- Maintain competitive standards of employment and good industrial relations

Working conditions

- Offer conditions of work, wages, benefits, work time schedules which are competitive in local markets

Training

- Give high priority to employment training and development according to the same globally applied standards and criteria

Non-discrimination

- Refrain from any discrimination based on race, color, religion, age, national origin, sex, disability, etc.
- Do not tolerate behavior that is sexually coercive, abusive or exploitative

Child labor, forced labor

- Do not engage in or support the use of child labor or forced labor

Health and Safety

- Provide a safe and healthy work environment and take adequate steps to prevent accidents and injury to health by minimizing the causes of hazards inherent in the working environment
- Ensure that all personnel receive regular health and safety training

Environment

- Maintain high standards to minimize impacts on the environment by using resources efficiently and minimizing waste. (Save natural resources)
- Cooperate with local authorities and communities by providing accurate and timely information on potential impacts of their activities
- Support initiatives to promote greater environmental responsibility

Business partners

- Prefer to transact business with organizations which demonstrate a comparable level of social responsibility
- Are ready to give advice to any business partner in the application of similar social Policy standards.

We have been most fortunate to build a company of this magnitude and feel it is our duty to give back to society. Empowera is able to raise a proposed senior secondary school (Laurel High, The School) in the local community, where we perform our business. Through our initiatives, we have been able to fund education and food for those who otherwise would not have had a chance to attend school.

For more details about this initiative, please visit www.laurelhigh.in.