

**SAHASRA****ELECTRONICS PVT. LTD.****Corporate Sustainability Report****2013-14**

## From the MD's Desk



Indian society is going through a transformation from a general culture of compromise, compliance & conformity to innovation, diversity & challenge. We at Sahasra Electronics want to support this shift by being progressive & inclusive forward looking company.

The Indian Prime Minister has aptly described this decade as “decade of innovation”. I would like innovation & growth to be inclusive so that our company and all its employees, customers, vendors & service providers share the gains of a vibrant economy.

With this underlying approach I am glad to release the Corporate Sustainability Report 2013-14 that will provide the basis of our company operations towards a happy, healthy & prosperous future.

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# Introduction

## Our approach to Sustainability

Sahasra Electronics Pvt. Ltd. is an EMS company started in 2001 providing manufacturing solutions to the Automotive, Industrial, consumer electronics, led lighting, telecommunication & networking sectors. Our aim is to become well known EMS company in the world. We want Sahasra to be first choice for our customers and for our Employees. We believe that we can play a role by addressing the alarming challenges faced by the world and by helping to make the world a better place to live. We will also make our own business more sustainable. We think that if a company acts ethically, responsibly, and believes in sustainability will be more successful than its competitors. Our aim is not only profit but also confidence that we build with our Vendors, Customers, Employees, and society. We know that tomorrow's success depends upon today's trust which we built.

<b>SEPL</b>	<b>Corporate Sustainability Report</b>	
	<i>Initial Release date:</i> Oct.2010	<i>Doc. No. : CSR-001.00.2</i>

*Rev.Date:*  
20 March 2014

## Environment

Through our environment plan and business targets we identify and take action to reduce electrical energy, water consumption and become RoHS & REACH compliant and achieve maximum possible recycle and reuse of wastes.

Climate change is become a global concern so we have started investment in our clean and green processes in our manufacturing facility. Given the nature of business Sahasra own operations have a minimal impact on the environment. Many of our business activities show our sensitivity towards environment.

- Most of our products and processes are RoHS compliant.
- Our products are REACH compliant.
- We always try to procure only RoHS compliant parts.
- We introduced environment friendly technologies.
- We started manufacturing Led light assemblies which saves energy consumption.
- Our factory is annually approved by Local pollution control board.

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## Labour Practices

We believe that an organization is only as good as its people. Sahasra's work force comprises of skilled man power of various educational qualifications. We do not discriminate between men and women. In every employee category, irrespective of seniority, the basic salary is same for both genders. A total of 30% of our employees are women. Our hiring practice ensures that we follow the labour laws of India that prohibits bonded labour and provides medical facilities, provident fund, adequate medical and privilege leaves and other social security benefits.

Sahasra cares for its employees and greatly values their contributions. We enable our employees to remain at fore front of the latest development in the field of technology and engineering through education and training. The new employees go for 3 weeks training in the factory. We have a human resources development dept. dedicated to employees training. This dept. find outs the training needs and organize training by outside training organizations. In addition to that in-house training sessions to all employees are also organized on technical, communications, motivations etc. These results enhancement of productivity & quality.

The factory has 60% work force which has more than 5 year work experience in the factory, showing that the company has been successful in attracting and retaining talent.

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## Health & Safety

Safety overrides all production targets. This vision motivates us to continuously find the ways to achieve zero accidents at work place. The factory effectively controls workers exposure to the safety hazards (e.g. electrical shocks, air quality etc.). Safety procedures are monitored and enforced. They are periodically reviewed and upgraded as required. Necessary safety tools are provided to all the workers. Factory is well equipped with fire fighting equipment. Factory has adequate exits for easy accessible and having alarms, notifications and procedures in place for emergency situations. All workers are well trained for emergency situations.

The factory has implemented appropriate controls for worker exposures to chemical, biological and physical agents that exceed legal requirements. Machine safe guarding & maintenance program is in place. Adequate training is given to workers for machine related safety.

Canteen & wash rooms' cleanliness is a high priority issue with the management. It strives to maintain them as per regulatory requirements. Workers are provided with clean toilet facilities and access to potable water.

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# Human Rights

We respect human rights at work place and pursue global leading practices advocate freedom of association, ban on child labour, protection of indigenous rights and prohibition to the forced and compulsory labour. At Sahasra all work force activities are conducted in strict adherence to the applicable local laws. HR manager with the necessary qualifications and knowledge of the local laws ensures adequate compliance.

We are an equal opportunity employer and maintain a work environment free of all forms of harassments and discriminations. Parity is maintained between salaries of male and female employees of same grade. Sahasra never uses child labour for its operations and does not discriminate employment based on physical disability. Through compliance with the local labour laws Sahasra ensures that the human rights are not violated in the conduct of business.



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# Management System

Sahasra is an ISO9001-2008 certified company by TUV Rheinland. We follow leading management practices that align our processes to deliver quality products and services continual improvements are carried out in all manufacturing and service functions through various quality tools. Consistency of business processes is ensured by ERP system SAP.

We have a well defined organization structure, documented objectives, defined authority levels and system of internal controls. This ensures optimal utilization and protection of resources, accurate reporting of financial and sustainability performance and compliance with applicable laws and regulations. These internal controls also ensure that the assets are safeguarded against loss of unauthorized use.

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# Product responsibility

Sahasra's Quality management system ensures that the product it delivers has minimal defects. Sahasra's commitment to quality and deliveries ensures that the customer's needs are met consistently. By automating manual processes Sahasra's aim is to reduce waste and minimize manufacturing time with better quality.

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## Awards & Recognition

We are merited with many awards and recognitions for excellence for businesses.

- Best Export Award in medium and smaller industry segment in year 2009 by ELCINA and D&B.
- Businessman of the Year in 2010 by ELCINA and EFY.
- Best Export Award in medium scale industry segment in year 2012-13 by ELCINA and EFY.
- Our many Customers awarded us for best quality and timely deliveries.