

# PSL Modular Office Systems Eurocoustic Products Ltd.

## Social Responsibility Report

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## **About the Company:**

Over the last 25 years, the Rs. 4,000 crore PSL Group has come to be known by its flagship Company, PSL Limited.

Eurocoustic Products Limited: A Company with the brand name of "PSL Modular Office Systems" has a working "Integrated Management System" policy in place which includes ISO 9001:2008 (Quality Management Systems); ISO 14001:2004 (Environmental management systems) and OHSAS 18001:2007 (Occupational Health and Safety Assessment Series). EPL has taken PSL Group in a completely diversified field, moving from infrastructure to the world of aesthetics.

Eurocoustic Products Ltd is continuously introducing new and innovative products designed to meet the diverse needs and tastes of our customers. We provide unmatched product versatility for the full spectrum of today's rapidly changing work environments. Uncompromising manufacturing & quality standards, fast response time, and over a decade of experience allow us to consistently exceed our customers' expectations.

The manufacturing plant is located at Daman, near Vapi, Gujarat stands within a 34 acre PSL complex, having covered area exceeding 8000 sq mtr, equipped with all modern machineries and equipments produce high quality furniture components in metal and wooden finishes. The marketing, sales & service branches of EPL covers all the zones of our country.

## **Employee Health and Safety Management:**

PSL - targets zero-incident as the ultimate goal. In addition to complying with all applicable industrial safety laws.

1. It is our goal to achieve zero accidents and comply with all applicable safety and regulatory requirements to ensure safety is the top priority for EPL's sustainable development.
2. Company has a working Integrated Management System in place which includes company's compliance with OHSAS 18001.
3. Company has appointed safety officer and a senior management representative responsible for health & safety of all employees and implementation of all safety elements.

4. Periodical medical checkup is being conducted for employees.
5. Eliminating/controlling hazard factors and preventing incidents.
6. Encourage all employees to participate actively in safety and health training, and promotional activities.
7. Company strives to create a working environment that facilitates employees' physical, mental health. The working environment within EPL creates results by increasing morale and improving Quality of life for company employees.

## **Labour & Human Rights:**

Company believes that employees are the most important assets of an Organization. The continued development and growth of a company is based on the efforts of its employees. Therefore, EPL is committed to building a favorable workplace while continuing to improve on the working environment. EPL provides a competitive compensation and bonus, training programs, a variety of employee benefits and a safe and healthy working environment. By looking after every need of employees, EPL hopes every employee can enjoy their life at work.

The organization follows all regulations concerning human rights at the local and national levels.

## **Inclusiveness at workplace:**

Company believes that dimensions of workplace diversity include, but are not limited to: ethnicity, ancestry, gender, physical abilities/qualities, race, geographic location, income, marital status, religious beliefs and parental status.

## **Community Outreach & Involvement:**

### **Social responsibility Policy:**

We at Eurocoustic Products Ltd. are committed to become socially responsible organization by adopting/practicing the following.

- Fair hiring practices such as no child labor, not to engage forced labor
- Encouraging & promoting education for applicable employees (part time Diploma in Engg, other degrees)
- Good corporate ethics such as honesty & loyalty.
- No to receipt of gifts other than special occasion such as diwali, New Year Etc.,
- No practices of insider trading.

### **Community Outreach:**

Here are some of the programs and campaigns PSL launched in the past:

#### **Extensive Tree Plantation:**

This is an annual program at the onset of the Monsoon in June-July when trees are planted in and around our factories besides sponsoring trees in parks and gardens in the vicinity.

#### **Smoking-Free Zones:**

The first organization to go 'Smoking-Free' in Daman in 1993, followed by our other units in the country. The campaign started with a number of awareness lectures followed by posters, banners and placards with the 'Thank You For Not Smoking' tagline before it was formally included in the Personnel & Administration manuals.

#### **Cataract operations:**

60 cataract operations performed at an eye camp in Daman in 1995.

#### **Anganwadi:**

A PSL-sponsored Anganwadi in Daman

## **Balwadi:**

- Balwadi was started in 1999.
- It caters to the upbringing of small children in the age group of 3-5 years, mostly of our workers and local villagers.
- The classes are held under the supervision of a teacher, from 9 AM to 2PM, every day.
- Performance for the past 14 years has been excellent.

## **Punj Vocational Training Centre:**

The Punj Vocational Training Centre (PVTC), was started on 07th December 2009 at Village Kalgam, Taluka Umbergam, District Valsad, Gujarat, by the Punj Charitable Trust in collaboration with Agnel Technical College (Polytechnic), Bandstand, Bandra, Mumbai.



## **VISION:**

PSL Ltd. has started Punj Vocational Training Centre with an objective to develop employability of local youth and women, especially the drop-outs from schools who have to be absorbed into the mainstream of everyday life. They will thus have access to the Modular employability certificate courses.

## Objectives of PVTC:

- To impart locally marketable skills such as Tailoring, Fashion Designing, Electrician and Beautician to the youth and women.
- To organize Entrepreneurship Development Programs, interactions with organizations especially set up for promoting self employment.
- To develop career consciousness among school children, by organizing work-shops, talks and exhibitions.
- It would be our proud privilege if we can get the recognition as Vocational Training Provider under Modular Employability Scheme-Skills Development Initiative.

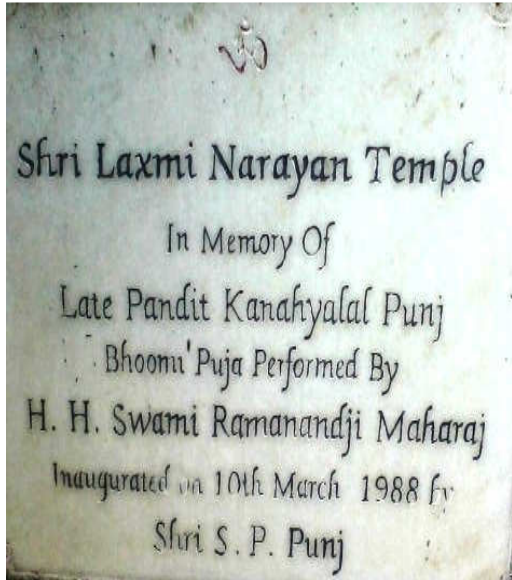


## Yearly scholarships:

- Punj Charitable Trust provides yearly scholarships to 22 bright students of our staff & workers.

## Temple:

- PSL Limited maintains the Laxmi Narayan Temple at Char Rasta, Kachigam, Daman.
- This is one of the well maintained temples in Daman.
- Temple is open for all throughout year.
- Various festivals like Navratri, Janmashtami etc celebrated with involvement of local public.





## Navjivan:

- A Senior Citizens Home (Navjivan) is being run by the Trust for the last 8 years at Daman.
- The senior citizens dine and stay in homely conditions. The area is very scenic and full of greenery.
- In the premises walkway, garden, temple etc. amenities have been created.



Date: 24.8.13  
REV: 01

UNIT HEAD

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