



ADOR FONTECH LIMITED

Regd. office: Belview 7 Haudin Road Bangalore 560 042; CIN: L31909KA1974PLC020010
Web: www.adorfon.com; Email: investorservice@adorfon.com, customerservice@adorfon.com

Business Responsibility Statement

Ador Fontech Limited is committed to conducting its business responsibly. As part of Corporate Strategy, the existing systems are constantly monitored and where ever required new innovations are adopted across economic, social and environmental dimensions that not only benefit the Company, but also the society at large.

Section A: General information about the Company

Sl No.	Particulars	Details
1.	Corporate Identity Number (CIN)	L31909KA1974PLC020010
2.	Name of the Company	Ador Fontech Limited
3.	Registered Address	Belview 7 Haudin Road Bangalore 560 042
4.	Website	www.adorfon.com
5.	Email id	customerservice@adorfon.com
6.	Financial year reported	April 1, 2015 to March 31, 2016
7.	Sector(s) in which the Company is engaged in (industrial activity code)	Life enhancement of industrial components NIC: 331
8.	List three key products/services that the Company manufactures/provides	Welding electrodes and flux cored wires Welding equipment Repairs and refurbishment
9.	Total number of locations where business activity is undertaken by the Company	
	Number of international locations	Nil
	Number of national locations	Eight
10.	Markets served by the Company- Local/State/National/International	All (Local/State/National/International)

Section B: Financial details of the Company

Sl No.	Particulars	Details
1.	Paid-up-capital	Rs.3.5 crores
2.	Total turnover	Rs.147.07crores
3.	Total profit after taxes	Rs.10.37 crores
4.	Total spending on Corporate Social Responsibility as a percentage of profit after tax(%)	Amount spent Rs29 lakhs As a percent of profit – 2.80 %
5.	List of activities in which expenditure in 4 above has been incurred	Primary: Education/Sports and skill development Others: Medical and basic necessities of life

- P1 : Code of conduct and ethics, whistleblower policy
- P2 : Responsible supply chain policy, supplier code of conduct, information security policy
- P3 : HR policies, Human Rights Statement
- P4 : CSR policy, sustainability policy
- P5 : Human rights statement
- P6 : HSE policy
- P7 : Policy advocacy statement
- P8 : CSR policy, Sustainability policy
- P9 : Information security policy, brand guidelines, data privacy policy, quality policy

2a. If answer to S No. 1 against any of the principle is 'No', please explain why (tick up to two options) – Not applicable

Details	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has not understood the principles									
The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									
The Company does not have financial or manpower resources available for the task									
It is planned to be done within the next six months									
It is planned to be done within the next one year									
Any other reason									

3. Governance related to BR

Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assesses the BR performance of the Company –within 3 months, 3-6 months, Annually, More than 1 year	Annually
Does the Company publish a BR or a Sustainability Report. What is the hyperlink for viewing this report. How frequently is it published	Only uploaded on the website of the Company- www.adorfon.com

Section E : Principle wise performance

Principle No.	Description	Reported
1.1	Does the policy relating to ethics, bribery and corruption cover only the Company –Yes/No. Does it extend to the Group/Joint venture/Suppliers/Contractors/NGO's/Others	As per the Indian laws, covers the Company and its wholly owned subsidiary. The joint venture entity is covered by applicable Malaysian laws.
1.2	How many stakeholder complaints have been received in the past financial year, and what percentage was satisfactorily resolved by the Management. If so, provide details in about 50 words.	Five complaints were received and all of them resolved.
2.1	List up to three of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities	All the products of the Company are oriented towards environmental concerns.
2.2	For each such product, provide the following details in respect of resource use (energy, water, raw materials etc.) per unit of product (optional) (i)Reduction during sourcing/production /distribution achieved since the previous year throughout the value chain (ii)Reduction during usage by consumers (energy, water) that has been achieved since the previous year	Not measurable
2.3	Does the Company have procedures in place for sustainable sourcing (including transportation) If yes, what percentage of your inputs was sourced sustainably. Also provide details thereof in 50 words	Yes and approximately over seventy five percent
2.4	Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work. If yes, what steps have been taken to improve their capacity and capability of local and small vendors	The Company always endeavours to procure from local and small suppliers. Further, it also undertakes job work operations through small contractors. Supervision and training by the Company, ensures enhancement of capabilities and improved skill levels which to enhance their sustaining leverage.
2.5	Does the Company have a mechanism to recycle products and waste. If yes, what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.	Yes Greater than ten percent.
3.1	Please indicate the total number of employees	236 as on March 31, 2016
3.2	Please indicate the total number of employees hired on temporary/contractual/casual basis	Approx. 60 across all manufacturing plants and offices (Approx because of need based).
3.3	Please indicate the number of permanent women employees	Two
3.4	Please indicate the number of permanent employees with disabilities	Nil

3.5	Do you have an employee association that is recognised by the Management	No
3.6	What percentage of your permanent employees are members of this recognised employee association	Nil
3.7	Please indicate the number of compliants relating to child labour, forced labour, involuntary labour and sexual harassment in the last financial year, and those that are pending as on the end of the financial year	Nil
3.8	What percentage of your under-mentioned employees were given safety and skill up-gradation training in the last year. (i) Permanent employees (ii) Permanent women employees (iii) Casual/temporary/contractual employees (iv) Employees with disabilities	All
4.1	Has the Company mapped its internal and external stakeholders	Yes
4.2	Out of the above, has the Company identified disadvantaged, vulnerable and marginalized stakeholders	The Company respects all and treats all of them with alike.
4.3	Are there any special initiatives undertaken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders?. If so, provide details thereof, in about 50 words or so.	N.A
5.1	Does the policy of the Company on human rights cover only the Company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others	Covers the Company and its wholly owned subsidiary. The day to day operations of the joint venture is managed as per Malaysian laws.
5.2	How many stakeholders complaints have been received in the past financial year and what percentage was satisfactorily resolved by the Management	Five and all of them resolved.
6.1	Does the policy related to principle 6 cover only the Company or does it extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others	Covers the Company and its wholly owned subsidiary
6.2	Does the Company have strategies/initiatives to address global environmental issues such as climate change, global warming etc. Yes/No. If yes, please give the hyperlink for the web page etc.	Yes. The business of the Company and its joint venture entity are to conserve resources.
6.3	Does the Company identify and assess potential environmental risks	Yes.
6.4	Does the Company have any project related to the Clean Development Mechanism? If yes, please provide details thereof, in about 50 words or so. Also, if yes, has any environmental compliance report being filed.	Yes and as per Environmental Protection Act. Nonetheless no reporting done.
6.5	Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewable energy etc? Yes/No. If yes, please give the hyperlink for the web page etc.	Certification under OHSAS. www.adorfon.com
6.6	Are the emissions/waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported?	N.A.

6.7	Number of show cause/legal notices received from CPCB/SPCB which are pending (ie. , not resolved to satisfaction)as on the end of the financial year	Nil
7.1	Is your Company a member of any trade and chamber or association? If yes, name only those major ones that your business deals with	Yes. Bangalore Chamber of Commerce and Industry
7.2	Have you advocated/lobbied through the above associations for the advancement or improvement of public good? Yes/No. If yes, specify the broad areas (Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy Security, Waste, Food Security, Sustainable Business Principles, Others).	Advocated through seminars and business conferences.
8.1	Does the Company have specified programs/initiatives/projects in pursuit of the policy related to Principle 8? If yes, provide details thereof.	Yes.
8.2	Are the programs/projects undertaken through an in-house team/own foundation/external NGO/Government structures/Any other organization	In-house and external NGOs.
8.3	Have you done any impact assessment of your initiative	No.
8.4	What is your Company's direct contribution to community development projects – amount in Rs. and the details of the projects undertaken	Rs. 29 lakhs (Primary through and NGO's)
8.5	Have you taken steps to ensure that this community development initiative is successfully adopted by the Community? Please explain in 50 words or so.	Yes.
9.1	What percentage of client complaints/consumer cases are pending as on the end of the financial year?	Nil.
9.2	Does the Company display product on the product label, over and above what is mandated as per local laws? Yes/No/NA/Remarks (additional information)	Yes. The Company displays the registered trade-marks of its products.
9.3	Is there any case filed by any stakeholder against the Company, regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years and pending as on the end of the financial year? If so, provide the details thereof, in about 50 words or so.	No.
9.4	Did your Company carry out any consumer survey/measure consumer satisfaction trends?	No.