

UNITED NATIONS GLOBAL COMPACT INITIATIVE

"Communication on Progress" 2007**CEO's Statement**

Tata Power is in the third year of reporting "Communication on Progress" under Global Compact initiative.

Tata Power is a member of Tata Group, which is well known for its business ethics, labor welfare, customer centric policies and Corporate Social Responsibility.

Tata Power, a pioneer in the private power sector in India, has historically been committed to the mission of improving the Quality of life, community service and environment enrichment & development through afforestation, water conservation, nurturing local species of flora and fauna and other social development intervention in its areas of operation.

Tata Power's Trombay Thermal Station being situated in Mumbai metropolis has operated under strict environmental norms by world standards, . The station has completed 51 years of successful operation this year. One of the two 500 MW Units at Trombay has run uninterruptedly for 500 days, creating a national record.

Tata Power continues on a growth path. It has added 55 MW of Wind Generators in Maharashtra. Work has commenced for 250 MW unit at Trombay, 120 MW units at Haldia & Jojobera. Several projects have been identified in India and are at different stages of completion.

Further, Tata Power has been adjudged as the successful bidder for the prestigious 4000 MW Ultra Mega Power Project at Mundra, Gujarat, the single largest installation in the country, against stiff competition. Orders for major equipments have been placed and site activities have commenced. Tata Power has procured 30% stake in Bumi Coal Fields, Indonesia for this project.

Tata Power's efforts in Business & Operational Excellence, Environment & Safety Management have been recognized over the years, by various Institutions and the company has received many awards. *The notable awards during the year were- Golden Peacock Special Commendation in environment management and Greentech Safety Award (Platinum)*

Tata Power is committed to conduct its business by adhering to the Ten principles of the Global Compact Initiative not only in letter but in spirit as well.

Prasad R. Menon

Managing Director

Systems

Tata Power's business is guided by the 'Tata Code Of Conduct' (TCOC), a document that all employees are signatory to, and bound to abide by. This code has been revisited and modified this year to keep pace with the national/international social, business and legal changes. The code is comprehensive in content and includes issues of business ethics, environmental responsiveness, fair and transparent business practices. Besides, the Company has documented policy statements on Insider Trading, Business dealings, HIV & AIDS, Media, Whistle Blower, Anti Sexual harassment, Environment, Safety & Health, Corporate Sustainability, Affirmative Action and Quality. Apart from Technical/ Functional manuals; manuals on Safety, Administration and Corporate Identity direct the operations of the Company. The Environment and Safety cell has been integrated and enlarged giving due importance that the subject deserves. A Review Schedule ensures appropriate checks and balances on implementation and constant improvement to the processes. All thermal generating stations are ISO -9000, 14000 and OHSAS certified. As an improvement, the Company has adopted the Process Based Management System (called the EPM - Enterprise Process Management), based on the framework of APQC (American Productivity in Quality Center). The EPM is a wholistic framework covering all facets of Business Excellence.

With respect to the principles related to human rights, the Company has taken following actions:

1. Protect the human rights of employees
2. Impart them training in latest skills and introduce performance linked bonus.
3. Establish programs to promote the general health and welfare of employees - e.g., Annual Medical examination for all employees, Group Medical Insurance, HIV/AIDS awareness.
4. Ensure that security arrangements do not cause human rights violations

With respect to the principles related to labour, the Company has taken following actions:

1. Allow workmen to freely choose whether or not they wish to set up or join trade unions and bargain collectively.
2. Enable workmen's representatives to carry out their functions by allowing them to meet on company premises, post trade union notices in the premises etc. Joint committees of Officers and workmen address SHE and cultural matters.
3. Utilize adequate and verifiable mechanisms for age verification in recruitment
4. Eliminate any form of discrimination with respect to gender, cast or creed in recruitment, service conditions, training and career development

With respect to the principles related to the environment, the Company has taken the following actions:

1. Use more environmentally benign inputs and outputs in product development
2. Conduct environmental impact assessments for new installations with transparency
3. Formalize commitment through an environment supportive management system approach such as ISO 14001 at its generating stations

With respect to principle regarding corruption, bribery and extortion, the company has taken following action:

1. Fraud identified as business risk and Anti Fraud policy is being drafted.

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Global Compact Principles	Company's Policy & Direction	Specific actions taken during the current financial year	Measures	Outcomes with key results and measurements	Data/Result collected from the internal departments/functions (Champions)	Review Forum
Principle 1 Business should support and respect the protection of internationally proclaimed human rights	The Principles of International Declaration of Human Rights is followed by the Company. Its policies support, respect and protect the Human rights of its direct as well as indirect employees.	Company policies and guidelines ensure human rights compliance across the system.	Employee Engagement Score	Employee Engagement survey is in progress	HR -Corporate	Monthly Operation Review Committee meeting (ORC meeting) conducted by MD.
		New policies are added/modified proactively as per the need of the business.	Number of new policies added/modified.	Three policies comprehensively modified viz. 1) Environment Policy 2) Safety & Health Policy - We have partnered with DuPont to benchmark our Safety Management Systems against world standard and improve behavioural aspects of Safety Culture. 3)TCOC 2008 updated comprehensively to consider global nature of operations of Tata Companies and placed on intranet.		
		IT enabled Web Call centres were added for some additional departments to lodge service related issues / suggestions on intranet.	Number of web call centers added	Three Nos.	IT Review (Alternate month)	

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Principal 1 contd.		Corporate Social Responsibility Policy (CSR) has been revisited and new Corporate Sustainability policy formed.	Number of CSR projects undertaken	Seven Numbers of projects completed viz. 1. Technical training programme to community youth. 2. Vocational guidance to community women. 3. Drinking water scheme for community. 4. Development of Educational infrastructure for community. 5. Aforestation 6. Pisciculture development for endangered species. 7. Energy Conservation & Electrical Safety awareness programmes for community.	CSR Group	In CSR Review (Alternate month).
		Affirmative Action Policy for under - privileged community formulated as per Tata Group Guidelines for improving the 4Es-Employment, Employability, Education, Entrepreneurship	Number of initiatives	Tie up planned with three Industrial Training Institutes (ITI) in remote areas for imparting training and improving employability to rural youth.	HR - Corporate	In HR Review (Alternate month).
		Employees are imparted training and awareness to thoroughly understand expected ethical behaviour.	Training imparted	During the report period, 1086 employees (36% of total) imparted refresher training in TCOC clauses.	HR - Corporate	

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Principal 1 contd.		Chief Ethics Counsellor (CEC) and Locational Ethics Officers (LEO) are nominated for addressing grievances alongwith Heads of SBUs. Power talks site - BLOGS started on Intranet for free expression of views.	Concerns raised and action taken.	Through Concern Boxes and through Local Ethics Officers (LEO) in each location available at all locations covering entire company.	Chief Ethics Counsellor & team.	Half yearly review by MD with ethics committee of board.
	Consumer Satisfaction & delight by policy of transparency.	Consumer meets are held regularly.	Complaints/ Suggestions, Customer Satisfaction Index.	Mostly satisfied customer.	Consumer Relations Department.	
Principle 2 Business should ensure that they are not complicit in human rights abuses	The Resettlement & Rehabilitation (R&R) guidelines have been formulated this year for the project affected people in conformity with the National & State R&R policy.	Public hearing and interaction with project site people held. View of land losers, villagers expectations and issues are heard. Environmental impact assesment is also carried out.	Number of public hearings.	At all new projects sites across India.	Project group.	In Projects Review (monthly).
Principle 3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	The Company follows various laws enacted by the Government, as applicable to the establishment from time to time. These laws are in conformance to the Internatinal Labour Organisation (ILO). Company has recognized Trade Union for bargainable category of workmen.	The Company has an IR Cell to deal with all Union related issues. For officers, open dialogues, MD's dialogues are held.	Number of regular meetings.	Monthly meetings are held by HR & concerned Divisional Heads with local union reps for resolving issues. Clause 23 of TCOC also ensures Freedom of Association.	Regular Meetings were held by HR Corporate at Divisions.	In HR Review (Alternate month).

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Principal 3 contd.	<p>The Union submits Charter of Demands (CoD) for revising the allowances and benefits for bargainable category of employees. The Industrial Relation (IR) committee constituted to discuss various issues raised by Union and for discussing the CoD along with Union representatives.</p> <p>After negotiations, terms of settlement are finalized. The Settlement signed with the Union is registered as per law. The duration of the settlement is for 4 years</p>	<p>After negotiations with the Union representatives on their CoD, settlement signed for revising the benefits to bargainable category employees for a period of 4 years (2006-09).</p> <p>Strategic Electronics Division (SED) SED Bangalore CoD under negotiation with their Union.</p>	COD Status	<p>The settlement made covering 1630 employees.</p> <p>Introduced Performance Linked Award for the first time and Educational loans.</p> <p>Allowances & benefits revised including enhancement in medical benefits, accidental death coverage. Revised promotion policy being evolved.</p> <p>The settlement also covers opportunity for Training, Guidelines for Production & Productivity, efficient utilization of working time, co-operation, etc.</p>	HR -Corporate	In HR Review (Alternate month).
				Grievance redressal process formed.	Respective Divisional Heads.	
Principle 4 Business should support the elimination of all forms of forced and compulsory labour	<p>The Company abides by the law of the land. The Factories Act, The BIR Act, Contract Labour Abolition and Regulation Act, etc.</p>	<p>The Company conducts periodic internal audits, third party audits and regular inspection by the government labour officers which helps in validating the adherence to the various labour laws ensuring proper service conditions of employees, working hours, health, safety and working conditions, etc.</p>	Number of cases of forced labour.	<p>Audit by external agencies under way on compliance of various labour laws.</p> <p>No cases of forced labour.</p>	Legal/Administration/ HR departments	Monthly meeting of HR - Corporate.

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Principle 5 Business should uphold the effective abolition of child labour.	The Company abides by the law of the land. The Factories Act, The BIR Act, Contract Labour Abolition and Regulation Act, etc.	All contractors are made aware of company's commitment to these laws and are asked to sign a declaration to follow the same.	% of contractors complied to the rules	100% compliance	Administrative depts	All SBU heads
		Employee State Insurance Scheme (ESIS) registration of all the contract labour is made mandatory for all the contractors, which ensures that children are not employed for the jobs.	% of contractors complied to the rules	100% compliance	Operational Departments.	Monthly meetings of all SBU heads.
Principle 6: Business should uphold the elimination of discrimination in respect of employment and occupation.	Company has a clear and transparent policy of employment opportunities, and no discrimination of any kind is done in respect of employment and occupation.	Job opportunities are posted on Tata Power web site giving opportunity to all. The entrance written test also is web based so that people from all across the regions can easily appear. Intra group movement opportunity also provided through open job posting.	Number of advertisements for jobs in public domain / intranet	100% jobs.	HR - Corporate	In HR Review (Alternate month).
	TCOC clause 4 states about equal opportunities to all.	All new recruits are given a copy of TCOC and encouraged to freely raise any concerns.	% new recruits covered	100% officers pledged to follow TCOC	HR - Corporate	Chief Ethics Councillor

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Principle 7 Business should support precautionary approach to Environmental Challenge.	All operation divisions of TPC have robust environmental management system, in conformance with State and Central Government Rules and Regulations, to appropriately address the precautionary approach to environmental challenges.	Company has established Corporate Environment & Safety Group whose function is to implement environmental and safety policies at all the existing stations.	Number of processes developed under Enterprise Process Model (EPM)	Four processes for Environment & Eleven processes for Safety developed.	Data is received from generating stations. Data is developed, generated, recorded and documentation made internally within various departments.	Yearly review of EPM by internal auditors.
		Annual environmental statements are submitted to the Government authority as per their guidelines.	% compliance.	100% compliance to the statutory requirement at all the generating stations of TPC.	Data results received from all the depts. of Trombay Thermal Stations viz. Operation, Performance, Chemical, Mechanical, Electrical, Civil & Instrumentation.	Internal Audit at half yearly frequency.
		Trombay Thermal Power Station is certified for OHSAS 18001.	OHSAS certificate.	Certificate continued.	Data is developed, generated, recorded and documentation internally made within various departments.	Internal audit twice in a year. Surveillance audit once in a year.
		TPC's three Hydro Divisions are certified this year for ISO 14001-2004 Environment Management System.	ISO Certificate	ISO 14001:2004 certificate obtained.	Data is developed, generated, recorded and documentation internally within various departments.	Internal audit twice in a year. Surveillance audit once in a year.
		TPC's Jojobera division has implemented integrated management system which is combination of ISO 9001, ISO 14001 and OHSAS 18001.	Certificate	Certificate of Integrated management system.	Data is developed, generated, recorded and documentation internally within various departments.	Internal audit twice in a year. Surveillance audit once in a year.
		Company has carried out Environmental Impact Assessment (EIA) study for all its new projects at following locations : a) Mundra, Gujarat	Number of reports	EIA report for Greenfield and expansion projects four numbers.	Data is received from external agencies and project group.	Internal review by Corporate Environmental & Safety Group.

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		b) Raigad, Maharashtra c) Naraj Marthapur, Orissa d) Jojobera, Jharkhand				
		TPC has initiated the process of developing the Project Development Document (PDD) for getting carbon credits under CDM project for its 4000 MW ultra mega power project and wind power project.	Number of Carbon credits.	CDM potential project.	Data for PDD is developed by external agency. Data during monitoring will be developed internally.	Frequency of review is as per UNFCCC requirement.
Principle 8 Business should undertake initiatives to promote greater environmental responsibility.	Company is following its Mission statement "Innovating and deploying cutting edge eco-friendly technologies" & TCOC (Clause 8) . All strategies and business plans of the Company are directed towards achieving the above.	The company is responsible for submitting "Charter for Environment And Protection" (CREP) including action plans to Maharashtra State Pollution Control Board (MPCB).	Annual report to MPCB.	Submission of yearly report to statutory authority MPCB.	Data is received from Trombay Thermal Station by CESG	Half yearly review by internal auditors.
		The Company is in the process to institutionalize sustainability in its business by creating awareness and reporting its performance as per Global Reporting Initiative (GRI) guidelines through Corporate Sustainability Report.	GRI report.	Corporate Sustainability Report, GRI being prepared.	Data is received from all generating stations.	Yearly review by GRI committee.
		The Fly ash generated from the Power plants of TPC is disposed off in a environment friendly manner. Fly ash is also used as replacement of cement in ready mix concrete.	% disposal.	TPC has achieved 100% fly ash disposal target for its Trombay Thermal Power Station. TPC has achieved 87% fly ash disposal target for its plant at Jojobera.	Data is received from performance at TTPS and operation at Jojobera.	Yearly review by government authorities like MPCB, CEA. Half yearly review by internal audit.
		Clause – 8 of TCOC Ensures Environmental Preservation	Number of concerns zero.	Number of concerns.	Data is received by environment department of individual station, Trombay & Jojobera.	Half yearly review by internal audit.

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Principle 9 Business should encourage the development and diffusion of environmentally friendly technology.	As a commitment to Continuous improvement of the environmental performance, it is company's objective to minimize the quantity of waste generation and energy consumption from the processes by installing eco-friendly technology, or by increasing the use of renewable source of energy. Company will develop and use eco-friendly technology for safe production, transportation, use and disposal of products. Company shall extend knowledge by conducting or supporting research on the Health, Safety and Environmental effects of our products, processes and waste materials.	TPC has Installed 44 MW capacity wind mill station at Khandake Dist Ahmednagar and 11 MW wind mill station at Bramanvel in Dhule District.	Installed capacity in MW.	Installation and commissioning of wind power stations.	Data is received from project group.	Monthly review meeting by Management.
		Trombay Thermal Power Station has developed in-house technology in collaboration with TERI for disposal of oily sludge in eco-friendly manner.	Treatment of Tons of oily sludge.	One batch of 7 tons was treated by Bioremediation Technology and procedure is started for treatment of second batch.	Environment dept. Trombay and Corporate Environment Safety Group (CESG).	Monthly review meeting by CESG.
		Tata Power has designed India's first Mundra Ultra Mega 4000 MW Station with 800 MW unit size, biggest in India which is supercritical type with enhanced efficiency of 43%.	CDM benefits received.	Being obtained.	Mundra design group.	
Principal 10 Business should work against corruption in all its forms, including extortion and bribery	Adherence to Tata Code of Conduct – Clauses 5,6,7, 20 & 25	Clause added in order copy to all vendors explaining the TCOC being followed by TPC and encourage them to freely lodge any complaints / concerns.	Number of concerns received & resolved.	Number concerns received.		Monthly review of Central Sourcing Group (CSG).
		Fraud identified as business risk and Fraud Policy is being drafted.	Number of concerns/ Fraud polices	Fraud Policy being drafted.	Internal Audit Group.	Monthly review of Internal Audit/MD.

THE TATA POWER COMPANY LTD; MUMBAI

ANNEXURE

Relevant Tata Code of Conduct (TCOC) Clause

Clause No.	Refer Item	Clauses
4	Principle 6	<p>Equal-Opportunities Employer : A Tata Company shall provide equal opportunities to all its employees and all qualified applicants for employment without regard to their race, caste, religion, colour, ancestry, marital status, sex, age, nationality, disability and veteran status.</p> <p>Human Resource policies should promote diversity and equity in the workplace, as well as comply with all labour laws and international best practices. Employees of a Tata Company shall be treated with dignity and in accordance with the Tata policy to maintain a work environment free of sexual harassment, wheter physical, verbal or psychological. Employee policies and practices shall be administered in a manner that would ensure that in all matters equal opportunity is provided to those eligible and the decisions are merit-based.</p>
5	Principal 10	Gifts and Donations : A Tata Company and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations, or comparable benefits, which are intended to or perceived to obtain business or un-competitive favour for the conduct of its business and shall participate in efforts to eliminate such forms of bribery, fraud and corruption. However, a Tata Company and its employees may accept and offer nominal gifts which are customarily given and are of commemorative nature for special events.
6		Government Agencies : A Tata Company and its employees shall not offer or give any company funds or property as donation to any government agencies or their representatives, directly or through intermediaries, in order toobtain any favourable performance of official duties. A Tata Company shall comply with government procurement regulations, and shall be transparent in all its dealings with government agencies as applicable.
7		Political Non-Alignment : A Tata Company shall be committed to and support functioning democratic constitutions and systems with transparent and fair electoral systems. A Tata Company shall not support directly or indirectly any specific political party or candidate for political office. The Company's conduct shall preclude any activity that could be interpreted as mutual dependence/favour with any political body and shall not offer or give any company funds or property as donations, directly or indirectly, to any specific political party, candidate or campaign.
8	Principal 8	<p>Health, Safety and Environment : A Tata Company shall strive to provide a safe, healthy and ergonomic working environment for its people. It shall comply with all health, safety and environmental regulations in each jurisdiction, in which it operates.</p> <p>A Tata Company shall be committed to best practice in minimising its impact on the environment, prevent the wasteful use of natural resources, and properly and safely control any hazardous aspects of its business.</p> <p>A Tata Company shall have policies and processes in place to address issues of safety, health and environment, and shall also have a disaster management system to address any natural calamities or business contingencies that may arise.</p> <p>A Tata Company, in the process of production and sale of its products and services, shall strive for economic, social and environmental sustainability.</p>
20	Principal 10	<p>Conflict of Interest : An employee or director of a Tata Company shall not accept a position of power / responsibility / board nomination in any other non Tata Company or not-for-profit organisation.</p> <p>The above will not apply to</p> <ul style="list-style-type: none"> Nominations to the Boards of Tata Companies, joint ventures or associate companies. Memberships / positions of responsibility in professional bodies wherein such association will benefit the employee / Tata Company. Nominations / memberships in Government committees / bodies or organisations. Exceptional circumstances as determined by the Competent Authority.

Clause No.	Refer Item	Clauses
		Competent authority in case of an employee shall be the chief executive who in turn shall report all such exceptional cases to the Board of Directors on a quarterly basis. In case of the chief executive and directors, the Group Corporate Centre shall be the competent authority.
		<p>An employee of a Tata Company shall not engage in any business, relationship or activity which might detrimentally conflict with the interest of his / her Company or the Group. A conflict of interest, actual or potential, may arise where, directly or indirectly, (a) an employee of a Tata Company engages in a business, relationship or activity with anyone who is party to a transaction with his / her Company, (b) an employee is in a position to derive a personal benefit or a benefit to any of his / her relatives by making or influencing decisions relating to any transaction, and (c) an independent judgement of the Company's or Group's best interest cannot be exercised.</p> <p>The main areas of such actual or potential conflicts of interest would include the following :</p> <p>Financial interest of an employee of a Tata Company or his / her relatives including the holding of an investment in the subscribed share capital of any company or a share in any firm which is an actual or potential competitor, supplier, customer, distributor, company. (The ownership of upto 1 per cent of the subscribed share capital of a publicly held company shall not ordinarily constitute a financial interest for this purpose.)</p> <p>An employee of a Tata Company conducting business on behalf of his / her Company or being in a position to influence a decision with regard to his / her Company's business with a supplier or customer of which his / her relative is a principal officer or representative resulting in a benefit to him / her or his / her relative.</p> <p>Award of benefits such as increase in salary or other remuneration, posting, promotion or recruitment of a relative of an employee of a Tata Company where such an individual is in a position to influence the decision with regard to such benefits.</p> <p>Acceptance of gifts, donations, hospitality and / or entertainment beyond the customary level from existing or potential suppliers, customers or other third parties which have business dealings with the Company.</p> <p>Notwithstanding that such or other instances of conflict of interest exist due to any historical reasons, adequate and full disclosure by the interested employees should be made to the company's management. It is also incumbent upon every employee to make a full disclosure of any interest which the employee or the employee's immediate family, which would include parents, spouse and children, may have in a company or firm which is a supplier, customer, distributor or has other business dealings with his / her Company.</p> <p>Every employee who is required to make a disclosure as mentioned above shall do so, in writing, to his / her immediate superior who shall forward the information along with his / her comments to the person designated for this purpose by the chief executive and / or the Board of Directors / executive committee appointed by the Board and, upon a decision being taken in the matter, the employee concerned will be required to take necessary action as advised to resolve / avoid the conflict.</p> <p>If an employee fails to make a disclosure as required therein and the management of its own accord becomes aware of an instance of conflict of interest that ought to have been disclosed by the employee, the management would take a serious view of the matter and consider suitable disciplinary action against the employee.</p>
23	Principal 3	Citizenship : An employee of Tata Company shall in his / her private life be free to pursue an active role in civic or political affairs as long as it does not adversely affect the business or interests of the Company or the Group.
25	Principal 10	<p>Reporting Concerns : Every employee of a Tata Company shall promptly report to the Management when she / he becomes aware of any actual or possible violation of the Code or an event of misconduct, act of misdemeanour or act not in Company's interest, which could affect the business or reputation of his / her or any other Tata Company.</p> <p>Any employee can make a protected disclosure under the Whistle Blower Policy. The Protected Disclosure should be forwarded under a covering letter which shall bear the identity of the WhistleBlower.</p>