

Global Compact – Communication On Progress 2011-2012

Principles (GRI Indicators to help correlation)	Company's Policy & Direction (Approach / Process / Deployment)	Specific actions taken during the current financial year (Outcomes with key Results & Measurements)
Human Rights		
Principle 1		
<p>Businesses should support and respect the Protection of internationally proclaimed human rights.</p>	<p>Our HR Policies and Tata Code of Conduct (TCOC) reflect this aspect.</p>	<p>1. 97 awareness sessions on TCOC were conducted across the organisation. Employees are encouraged to express their concerns at these meetings. The gifts and donations policy was reiterated during the festive season.. We have pioneered the case study methodology to be used across other Tata companies to more effectively disseminate the code. Case Study sessions were held in our Thane, Delhi and Chandigarh locations.</p> <p>2. The TATA CODE OF CONDUCT AND TATA Philosophy is explained at the time of compensation negotiation with a selected candidate. The concerned HR Manager shares the purpose and the gist of the Tata Code of Conduct with the candidate. At the monthly induction programme a detailed presentation is made to all new entrants.</p> <p>Refresher courses are conducted periodically.</p> <p>3. An Ethics Contest on Case Studies was organised to encourage members to voice concerns through these Case Studies. 56 Case Studies were received.</p>
Principle 2		
<p>Make sure they are not complicit in human rights abuses.</p>	<p>Our Employee Relations process is consultative and regular meetings are held between Management and</p>	<p>1. Voltas while appointing suppliers and dealers ensures that they comply with all relevant statutory requirements. We have</p>