

		Unionised employees as a comprehensive package.
<b>Principle 4</b>		
The elimination of all forms of forced and compulsory labour.	As per Govt. of India, there is no forced and compulsory labour.****	There is no forced and compulsory labour in Voltas Limited. An appointment letter follows an offer letter stating conditions of service and separation. Exit interviews are conducted at the time of separation.
<b>Principle 5</b>		
The effective abolition of child labour.	We will not deal with any Supplier / Dealer / Vendor who employ child labour.	Company engages employees over 18 years of age only and deals with suppliers and vendors who comply with this.
<b>Principle 6</b>		
Eliminate discrimination in respect of employment and occupation.	We strictly follow the TATA Code of Conduct and do not discriminate on the grounds of gender / race / creed in our selection process.	<p>1. Our HR Policies on recruitment and selection are specifically described and are On-Line.</p> <p>2. The Company considers employment for the physically challenged.</p> <p>3. The Company has revisited the Policy on prevention of sexual harassment and has come out with a more comprehensive policy on the same in December 2011.</p> <p>The Management has constituted an apex committee comprising of women employees - Company Ethics Counsellor and a woman from an NGO.</p>
<b>Environment Protection</b>		
<b>Principle 7</b>		
Businesses should support a precautionary approach to environmental challenges.	The Company is traditionally pro-environment and specific policies and guidelines exist to set direction that addresses these Principles and beyond. The Company has an Environmental Policy.	<p>a. No land filling for solid waste, hazardous waste.</p> <p>b. Zero effluent discharge to sewer.</p> <p>c. Maintaining norms of treated effluent water, air emission and noise pollution.</p> <p>d. Stop use of banned items like Freon – 11 in manufacturing and</p>