

	<p>strictly. The Company's Ethics Counsellor is in place and he is a member of Corporate Management group. He is assisted by Locational Ethics Counsellors and Ethics Committee.</p> <p>Management and Supervisory Staff sign the Tata Code of Conduct. General Staff are covered under Tata Code of Conduct session.</p> <p>At the Vendor / Suppliers meet, Tata Code of Conduct is explained.</p>	<p>Company Ethics Counsellor and supported by Locational Ethics Counsellors across the organisation.</p> <ol style="list-style-type: none"> 2. Drop boxes are placed at all location for receiving concerns. 3. The Company has in place the Whistle Blower Policy which is communicated to all employees. 4. Based on the guidelines of Tata Code of Conduct, the Company has in place specific policies, practices and procedures governing the professional and ethical conduct of its day to day operations. 5. Concerns on Ethics are reported on a quarterly basis to the Board Audit Committee. 6. A distinct email id ethics@voltas.com has been created to allow employees direct access to the Company Ethics Counsellor. 7. The Company has 21 Locational Ethics Counsellors (LECs) across the organisation including overseas. A guidance document on the roles and responsibilities of LECs has been prepared and communicated to the LECs as an aid to help them in facilitation of the TCOC implementation.
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