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Voltas Limited continues its commitment to adhere to the principles of the Global Compact through its various initiatives of building a culture of 'doing the right thing'.

As a part of the Tata Group, Voltas believes that it needs to add value to the Society at all times. Our MD addresses issues and challenges facing the organization which is communicated to all employees through a live web-cast, biannually. The new Vision statement guides our actions in the years ahead: 'Engineering Solutions for A Greener Tomorrow'. As a responsible corporate citizen Voltas recognises the need of long-term sustainability and its businesses focus on devising sustainable methods of conserving the environment. Voltas' objective is to improve the quality of life of its employees, shareholders, customers and the communities we serve. In the new green economy, Voltas endeavours to make its products and services environment-friendly through introduction of green efficient technologies in all areas of business operations. In line with the policy on Climate Change, the Company has put in place action plans to reduce its carbon footprint and also develop environment-friendly products and appropriate engineering solutions. Implementation of ISO 14001, at manufacturing locations, as also OHSAS 18000 for Health & Safety, at some of the key locations, have been the major initiatives undertaken during the year. All the manufacturing plants have appropriate safety initiatives underway, headed by senior officials who diligently oversee the safety aspect.

Voltas' embrace of the Tata Business Excellence Model also offers a powerful tool for being a sustainable and effective resource in the tasks to be performed, and the many challenges to be overcome. Voltas continues to put greater efforts on its Business Excellence model through a number of improvement initiatives for operational excellence.

Commitment to the development of a strong self-reliant community has been part of the Tata business processes and Voltas has always consciously promoted Corporate Social Responsibility. Voltas continually aims to build on the Tata Legacy and engages in different ways to connect with neighbourhood communities through its various community development initiatives. Voltas extends its Core Competency in Airconditioning and Refrigeration to underprivileged youth, primarily drop



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outs in education, to build sustainable livelihoods. The Company is also committed to supporting initiatives to ensure an equal footing for socially and economically disadvantaged sections in the country at large through its Affirmative Action policy.

Volunteering is a tradition in Voltas and Voltas volunteers are involved in a number of initiatives for the underprivileged such as mentoring, imparting soft-skills training and psychological hand-holding.

The Tata Code of Conduct is a clearly defined comprehensive document. It enunciates the values, that govern the conduct and activities of the Group Companies and its employees, and serves as an ethical roadmap which provides the guidelines for the Company to conduct its businesses.

Voltas adheres to the Tata Code of Conduct in letter and spirit and addresses all 10 principles of the UN Global Compact. Voltas emphasizes on communication to ensure that a culture of self-motivated ethics percolates through the Organization.

Prashant Karkare

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