

COMMUNICATING ON THE 10 PRINCIPLES OF UN GLOBAL COMPACT

Attempt has been made to cover all the UNGC principles from 1 to 10 and corresponding GRI-G3 indicators. For more details of any specific initiative of our Company, please visit www.tatatinplate.com

Snapshot of TCIL - UNGC principles & GRI-G3 INDICATORS

Principles and relevant GRI-G3 indicators	Key outcomes	Engagement/Process
<p>Principle 1</p> <p>Business should support and respect the protection of internationally proclaimed human rights</p> <p>GRI-G3: HR1, HR2, HR3, HR4, HR5, HR6, HR7, HR8, HR9, EC5, LA4, LA6, LA7, LA8, LA9, LA13, LA14, SO5, PR1, PR2, PR8</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <p>Human rights policy part of Tata Code of Conduct (TCoC). No human rights violations.</p> <p>Resolving Concerns raised by Stake holders</p>	<p>Management of Business Ethics (MBE) Assurance Survey for Capturing employees' perception once in 2 years.</p> <p>Supplier's meet on business ethics.</p> <p>Monthly Audit & Review</p>

	<p>Social responsibility focussed on key thrust areas - employability, education, entrepreneurship and equity:</p> <p>To cope up the increasing expectation of the semi skilled ,semi literate and underprivileged youths of the community, this year company has started 2 month certificate course on Skill development Training program (Welder, Fitter& carpenter) in Partnership with Jusco Utility &Industrial Training Institute.80 youths were trained in 2 batches. The fee was sponsored by TCIL. More than 50% of the trained youths were able to find jobs with Local Contractors.</p> <p>The other initiative Spoken English/Basic course started for SC/ST's Students for enabling them to take computer classes with ease.</p> <p>TCIL received SA-8000:2008 accreditation.</p> <p>Surveillance Audit verdict- Continued Certification.</p>	<p>Need based Specialized Training and awareness programmes, Health camps etc.</p>
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<p>Principle 2</p> <p>Business should ensure that they are not complicit in human rights abuses</p> <p>GRI-G3: HR1, HR2, HR3, HR4, HR5, HR6, HR7, HR8, HR9, SO5</p>	<p>We ensure that there is no abuse of human rights including the minimum wage policy and benefits.</p> <p>TCIL received SA-8000:2008 accreditation.</p> <p>Surveillance Audit verdict-Continued Certification</p>	<p>Monitoring the statutory compliance of contractors & suppliers. 'No child labour clause' as part of the Contractor agreement.</p>
<p>Principle 3</p> <p>Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>GRI-G3: LA4, LA5, HR1, HR2, HR3, HR5, SO5</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <p>Clause 23 of TCOC also ensures Freedom of Association.</p> <p>Recognition of the Trade Union - The Golmuri Tinsplate Workers' Union (GTWU).</p> <p>TCIL received SA-8000:2008 accreditation .</p> <p>Surveillance Audit verdict-Continued Certification</p>	<p>The Company has a formal monthly meeting with the Union representatives.</p> <p>For officers & Executives, monthly dialogues with senior management chaired by the MD are held.</p>

<p>Principle 4</p> <p>Business should support the elimination of all forms of forced and compulsory labour</p> <p>GRI-G3: HR1, HR2, HR3, HR7, SO5</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <p>TCIL has never been charged with, indicted or in any other way whatsoever involved with the use of bonded, forced or compulsory labour.</p> <p>TCIL received SA-8000:2008 accreditation S.</p> <p>Surveillance Audit verdict-Continued Certification</p>	<p>TCIL conducts periodic internal audits/checks along with regular inspection by the government labour officers which helps in validating the adherence to the various labour laws.</p>
<p>Principle 5</p> <p>Business should uphold the effective abolition of child labour</p> <p>GRI-G3: HR1, HR2, HR3, HR6, SO5</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <p>TCIL adheres to recruiting only workers of age 18 years and above and does not engage in any child labour. During 2011-12, no child labour was engaged. TCIL received SA-8000:2008 accreditation</p> <p>Surveillance Audit verdict-Continued Certification</p>	<p>The age of the recruits by the contractors were checked by the HR department before recruits were permitted to undertake work.</p>

<p>Principle 6</p> <p>Business should uphold the elimination of discrimination in respect of employment and occupation.</p> <p>GRI-G3: LA2, LA 13, LA14, HR1, HR2, HR3, HR4, EC7, SO5</p>	<p>TCIL has a systematic recruitment process, which ensures that there is no discrimination on account of age, sex, nationality or religion. The Company is an equal opportunity employer. However, it follows positive discrimination to support a candidate from Socially Backward Classes. The company also gives preference to physically challenged people if they are otherwise suitable.</p> <p>TCIL received SA-8000:2008 accreditation .</p> <p>Surveillance Audit verdict- Continued Certification</p>	<p>Employee referral system for recruitment.</p> <p>Posting in the Career section in the corporate website. Advertising in print media.</p>

<p>Principle 7</p> <p>Business should support a precautionary approach to Environmental Challenge</p> <p>GRI-G3: EC2, EN18, EN16, EN30, SO5</p>	<p>Formation of Climate Change Department and 3 Task Force, Power, Fuel and Water.</p> <p>GHG emission,tc02e/MT of Tinplate production reduced from 0.78 to 0.72</p> <p>Water consumption (m3 per ton) brought down from 18.90 to 14.6.</p> <p>More Coverage of Solar Water Heater in the Hospital area.</p>	<p>Create awareness program among employees and community.</p> <p>Carbon Foot Print mapping of Works /Town/Hospital</p> <p>Exploring new Technology,use of renewable Energy.</p> <p>TCIL covers Scope 1 and scope 2 emissions</p>
<p>Principle 8</p> <p>Business should undertake initiatives to promote greater environmental responsibility</p> <p>GRI-G3: EN1, EN2, EN3, EN4, EN5, EN6, EN7, EN8, EN9, EN10, EN11, EN12, EN13, EN14, EN15, EN16, EN17, EN18, EN19, EN20, EN21, EN22, EN23, EN24, EN25, EN26, EN27, EN28, EN29, EN30, SO5, PR3, PR4</p>	<p>Waste Heat Recovery System (WHRS) at CRM – 2 & waste rinse water reuse for DM water.</p> <p>Reuse of recycled water at Mobile equipment department by implementing project of “oil water separator system”.</p> <p>Mild steel impeller replaced with FRP impeller for coil cooling fans</p> <p>Modification in annealing return water line.</p>	<p>Information on power savings and energy conservation are printed on the salary slips of employees</p> <p>Implementation of DuPont Safety system</p>

	<p>Energy</p> <p>VFD implementation for fume exhaust system in pickling process</p> <p>Provision of natural (vargola) air ventilator</p> <p>TCIL received CII (ENCON) ENERGY CONSERVATION AWARD 2010-11</p>	
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<p>Principle 9</p> <p>Business should encourage the development and diffusion of environmentally friendly technology</p> <p>GRI-G3: EN2, EN5, EN6, EN7, EN10, EN18, EN26, EN27, EN30, SO5</p>	<p>Fly Ash to brick project Work under Progress</p> <p>Current Coal Fired Boiler to be replaced by Gas fired Boiler.</p> <p>Replaced HSD with Propane in annealing.</p> <p>Acid Regeneration Plant - 2 fuel used is propane replaced Acid Regeneration plant -1 was working on HSD.</p> <p>Systematic replacement CFL with LED lighting System.</p> <p>Delta to star conversion for under loaded motors</p> <p>Tinsplate is a 100% recyclable product and is environmental friendly</p>	<p>Integrated Management System Assessment series (ISO-9001:2008, ISO-14001:2004 & OHSAS-18001:2007)</p> <p>The new Electrolytic Tinning Line (ETL-II) building is 'green' constructed with modern energy efficient motors. It uses maximum sunlight for illumination, thus reducing the requirement of electricity for lighting purpose.</p>
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<p>Principle 10</p> <p>Business should work against corruption in all its forms, including extortion and bribery</p> <p>GRI-G3: S02, S03, S04, S05, S06</p>	<p>The Company follows TCoC principles. All Executives, Officers and the Union Officials on behalf of their ranks have signed the declaration showing their adherence to these principles.</p> <p>There is a formal structure for redressal of concerns raised by the employees or other stakeholders on the violation of TCoC. As on date whatever concerns have been raised, they have been disposed off. The Ethics Process is deployed by the Ethics Officer (who is the Chief Executive of the Company), a Ethics Counsellor with a team of 11 Ethics Coordinators including 1 female co-ordinator and a Union representative as a Union Ethics co-ordinators</p>	<p>All employees, suppliers, customers and members of the community have been made aware of the clauses of Tata Code of Conduct (TCOC)</p> <p>The TCoC and the Ethics process is prominently displayed on various sections of the plant, works area, office and the township</p> <p>Ethics Month Celebrations.</p> <p>Adoption of Whistle Blower, Gift & Sexual Harassment Prevention Policies.</p>
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