

TATA MOTORS LIMITED
COMMUNICATION ON PROGRESS
2006-2007

Ladies and Gentlemen,

I am delighted to submit the fourth Communication on Progress to the Global Compact Society for the financial year, 2006-07. I am delighted to submit the fourth Communication on Progress to the Global Compact Society for the financial year, 2006-07.

Tata Motors, India's largest automotive company is committed to strengthen its leadership position in the Indian marketplace. The Company is the largest Indian exporter of automobiles and has planned further growth in international markets. As a leading company of the Tata Group, Tata Motors is committed towards improving the quality of life of the community it serves. It has crafted a corporate strategy to deliver exceptional value in its products and services to the customers, offer superior returns to its share holders, enhance country's natural heritage and augment its societal value.



Whether in pursuing its business growth or meeting its responsibilities, Tata Motors' intent is to contribute by "*doing the right thing*" as against merely being compliant by "*not doing the wrong things*". Tata Motor's manufacturing facilities in Jamshedpur, Pune and Lucknow have been certified to ISO:14001 Environment Management System (EMS) standard. The manufacturing plants have reduced power and water consumption per unit of vehicle by pursuing various energy and water conservation efforts. Rain water harvesting continues to be a focussed activity at the manufacturing plants and the company successfully implemented its Rain Water Harvesting project in Jamshedpur manufacturing unit. The manufacturing plants have also produced noteworthy results in re-use and re-cycling of packaging material and metal scrap and continue to pursue more aggressive targets in this direction. As a part of Clean Development Mechanism, the Company's wind power project has been successfully registered with the United Nations Convention on Climate Change for trading carbon credits.

Tata Motors is a signatory to the United Nations Global Compact and is engaged in community and social initiatives on labour and environment standards in compliance with the principles of the Global Compact. The Company has well-defined thrust areas for its community development initiatives and these are linked to national and international goals and standards, including the Human Rights Charter, Bharat Nirman Programme and the Millennium Development Goals. The Company's contribution in national development, environmental conservation and societal value creation has been acknowledged at various forums and the Company has received many awards including the coveted *CII-EXIM award for Business Excellence*, CII awards in *Corporate Sustainability Reporting*, *Energy Efficiency and Energy Management*, *Green Governance Award* by the Bombay Natural History Society and the *Golden Peacock Global Award* for Corporate Social Responsibility by Institute of Directors, the international body of company directors. Tata Motors is also the only Indian automobile company that has earned the distinction of "*Notable COP*" for the second consecutive year in 2005-06.

The Report covers the impact of various societal and environmental programmes carried out within the manufacturing units, at non-plant locations and in surrounding communities. The Report also enumerates various partnerships of the company with the society and industry to champion the cause of human rights protection. I hope that you would find the report useful.

Yours truly,



PROTECTING HUMAN RIGHTS

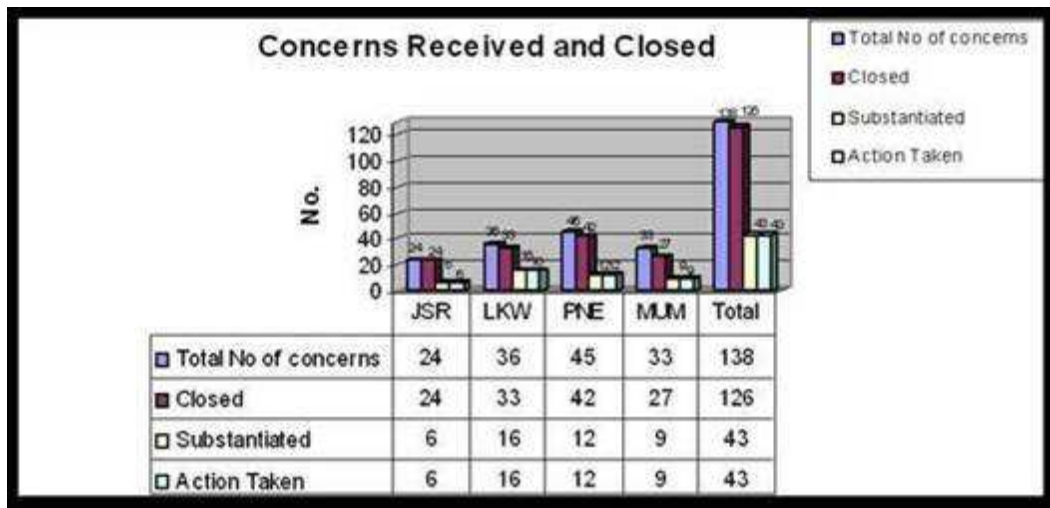
Tata Motors’ employees uphold the Tata Group’s legacy and reputation of a “*business built on foundations of trust and ethics*”, by adhering to the Tata Code of Conduct (TCoC). TCoC has been developed to ensure high standard of corporate and personal behaviour on which the Tata Group’s reputation and respectability has been built over the past 120 years. The Code is a set of 25 principles, which enshrine the human rights principles, the commitment towards environment protection, adherence to labour standards and anti-corruption.

To view the Tata Code of Conduct, please visit our Corporate Governance section at www.tata.com - http://indica.co.za/0_our_commitment/corporate_governance/code_of_conduct.htm

As an employee at Tata Motors, it is obligatory to not only adhere to the code but also to be concerned if there is an actual or possible violation of any clause and to bring it to the attention of the Ethics Counsellor. TCoC is prominently displayed at our establishments and is available in English and vernacular languages at the company’s internal website. Moreover, all current and new employees undergo training on TCoC and commit to adhere to the same in writing.

There is robust ethics counsellor process to monitor implementation of TCoC. The TCoC incorporates within its fold, the Human Rights principles, which thus get monitored during the process of monitoring of the former. Employees, as well as outsiders, have the liberty to raise concerns if any, related to the Tata Code of Conduct and the Human Rights Policies thus. Ethics Counsellors, who are present at all locations, address these concerns.

In relation to the process of managing the business ethics, it is of much avail to talk about the Whistle Blower Policy at Tata Motors. This policy is an extension of the Tata Code of Conduct. The Whistle Blower’s role is that of a reporting party with reliable information. The Policy also defines clearly the composition and role of investigators or fact-finders and that of arriving at corrective or remedial action in each given case. The Policy explicitly mentions pre-requisites to ensure that the identity of the Whistle Blower is kept confidential. All employees of the Company are eligible to make Protected Disclosures under the Policy.



* JSR stands for our manufacturing unit at Jamshedpur
 LKW stands for our manufacturing unit at Lucknow
 PNE stands for our manufacturing unit at Pune
 MUM stands for our offices in Mumbai, including the corporate office

Tata Motors, through its community development departments, strives to address the requirements of community, in particular from the underdeveloped rural areas. Tata Motors has a well-structured process to work in the areas of health, education, employability and environment. This comprehensive development program attempts to improve the standard of living of the community in the underdeveloped rural area, thereby promoting their basic human right to lead a life of dignity. An overview of the activities in 2006-07 and their impact is given below:

Health



73529 patients are provided curative services through Tata Motors supported Health Centres and Mobile Medical Vans (MMV). 569 cataract operations were also carried out free of charge.

Village Health Workers (VHWs or “barefoot doctors”) have been trained from amongst the community members. They can administer primary health care and medicines for common ailments. VHWs treated 2200 patients for minor ailments in 06-07.

8318 villagers benefited from various immunisation programmes and health awareness camps. The awareness camps included AIDS awareness, family planning, food and nutrition programmes.



To promote Sanitation, 1494 low-cost toilets and 15 bio-gas plants were constructed.



In 2006-07, following initiatives were taken to provide clean drinking water to villagers:

- Construction of a water reservoir and a water tank, providing perennial source of water to 2090 villagers
- Treatment of existing drinking water sources in 246 villages
- Installation of 11 hand pumps and repair of three wells, ensuring clean drinking water supply for over 3500 villagers

Education



School rooms and boundary walls were constructed in 7 schools, promoting higher education for children from over 12 villages in 2006-07. Adult literacy programmes were also organised for 160 adults.

To enhance the quality of education in schools, development programmes were organised for teachers and students in 31 schools and Career Guidance programmes for students of Class IX and Class X students.

Scholarships for higher studies were awarded to 201 students, of which 15 were girl students from the economically weaker sections.

Employability



Vocational and Technical training was provided to women and youth members in the project areas of various locations of the company, in partnership with social and public sectors. A highlight of the training programmes conducted is given below:

Initiative	Partnering Agency/Agencies	Beneficiaries
Technical training in Electrical work, Fitting, Turning, Welding	Ram Krishna Shilpa Mandir, West Bengal	179 youth members
Technical training in Welding, Fitting, Electrical Work, Motor Mechanics, Sheet Metal Work	ITI, Hooghly; ATI, Dasnagar and Howrah Homes, West Bengal	346 youth members
Beautician course, Sewing, Food products and utility items making	Government local bodies of West Bengal	546 women
Vocational Training in computers and apparel design and making	NIIT and Apparel Training and Design Centre, West Bengal	224 youth members
Women’s Co-operative to provide catering facilities formed	SP&C and other government agencies in West Bengal	25 women

Aid to NGOs

Tata Motors acknowledges the contribution made by the Non Government Organisations in protecting and promoting human rights and thus, has instituted a Donations Committee to review and reward donations after determining their need and merit. A sum of Rs. 1.17 million was disbursed in 2006-07 towards donation of Tata vehicles to organisations working in the field of health, education and road safety. Donations in kind to the organisations help the company to forge relationships with the social sector by playing an important role in sustaining the work of such organisations. Partnerships across the nation with these organisations help the company to reach out to a larger community base unbound by limitations of geography and outreach ability. The International Business Unit has ensured that the ethos of the company – *contributing back to the society* - is practiced in foreign markets too.

Initiatives at Tata Motors' International Locations



Photo: Technical training centre in Johannesburg started by Tata Automobile Corporation South Africa (TACSA), our distributor for trucks and buses in South Africa

Around 445 dealer sales and service staff have been trained since the inauguration of the training centre in 2005. Apart from the dealer staff, trainings are also conducted for fleet owners, institutional customers and drivers. The training sessions include classroom as well as hands on training



Photo: Skill building programmes, including driver's training and on-job training programmes for motor mechanics in Senegal

The programme has lead to the creation of employment for more than 100 people in 2006-07

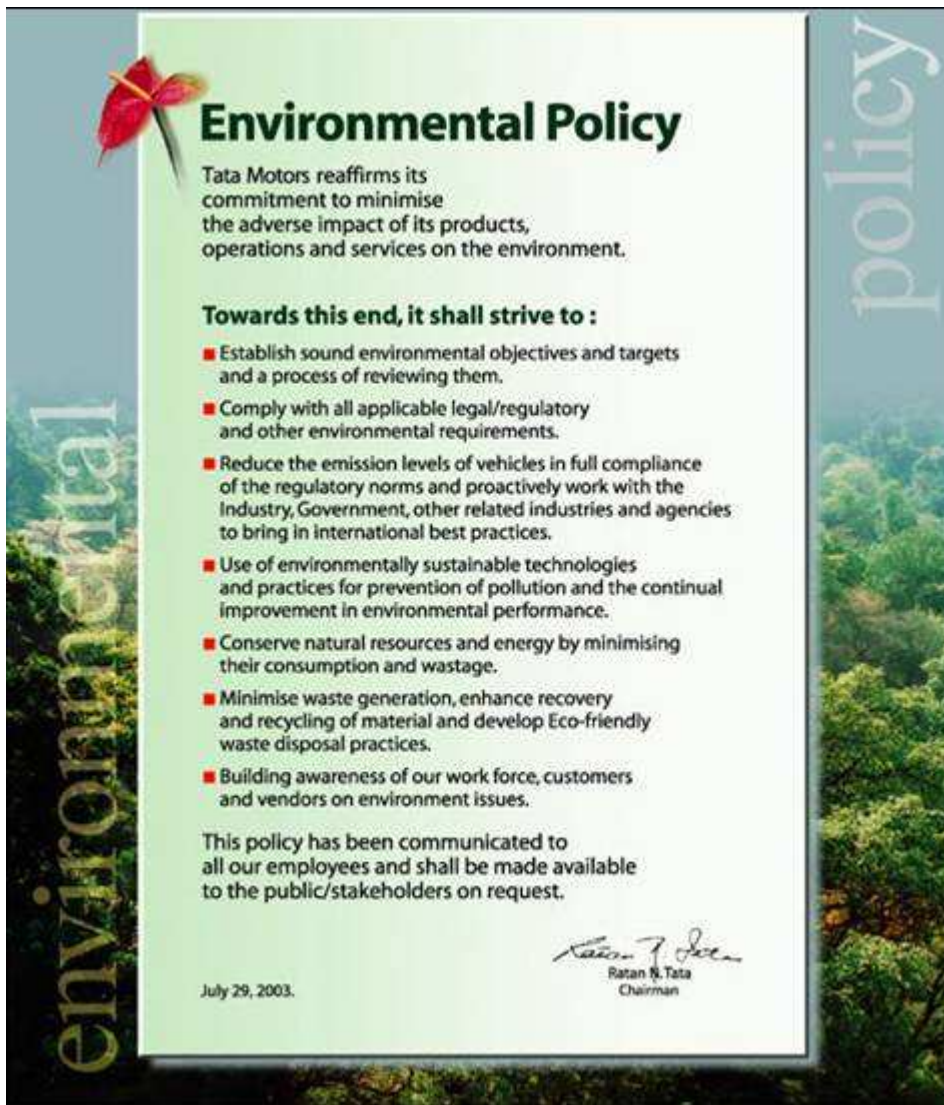


Photo: 'MAHA Customer Care Programme' organized by Tata Motors along with its dealer in Nepal, M/S Sivradi Trading

The campaign, in addition to the free check-up of TATA vehicles, also included Drivers' Training and Technical Tips, free Medical Checkup, Eye Camp and AIDS Awareness programme

ENVIRONMENT PROTECTION

Tata Motors, being one of the pioneers in automobile sector in the country on its path to World Class Manufacturing has incorporated environmentally sound practices as one of its prime objective - in its processes, products and services. The 'precautionary approach' to environmental protection is embodied in the 'Environmental Policy' of the Company. The Policy (given as under) elaborates Top Management commitment to "proactively work with interested parties to adopt international best practices over and above full legal compliance."




Environmental Policy

Tata Motors reaffirms its commitment to minimise the adverse impact of its products, operations and services on the environment.

Towards this end, it shall strive to :

- Establish sound environmental objectives and targets and a process of reviewing them.
- Comply with all applicable legal/regulatory and other environmental requirements.
- Reduce the emission levels of vehicles in full compliance of the regulatory norms and proactively work with the Industry, Government, other related industries and agencies to bring in international best practices.
- Use of environmentally sustainable technologies and practices for prevention of pollution and the continual improvement in environmental performance.
- Conserve natural resources and energy by minimising their consumption and wastage.
- Minimise waste generation, enhance recovery and recycling of material and develop Eco-friendly waste disposal practices.
- Building awareness of our work force, customers and vendors on environment issues.

This policy has been communicated to all our employees and shall be made available to the public/stakeholders on request.


 Ratan N. Tata
 Chairman

July 29, 2003.

Our manufacturing facilities at Pune, Jamshedpur and Lucknow have achieved certification to the ISO-14001 Standard. The environmental aspects of products, services and operations and their related impacts have been formally assessed as a part of the installed Environmental Management System. "Facilities and Environment Management" is identified as a Business Process and is formally documented in our Enterprise Process Manual. "Facilities and Environment Management" process is mapped in detail and the measures for "effectiveness and efficiency" of the process are specified. This has helped the Company to evolve a uniform approach across all manufacturing locations in the country.

Highlights of Environmental Performance (2006-07)

Contribution towards Sustainable Environment

Tata Motors has participated in the Sustainable development (S-DEV) exhibition in Geneva through TERI showcasing contribution for sustainable development. Tata Motors is working with the steering committee of National Hydrogen Energy board to find the ways where India may harness hydrogen potential energy of future.

The representative of the company is also participating in the following national committees working for improvement of environment throughout the country.

- 1) Technical committee for “Air quality monitoring, emission inventory and source apportionment studies for Indian cities” constituted by Central pollution control board, Delhi
- 2) Group on “Technical evaluation of ARAI reports on development of emission factors” constituted by Central pollution control board, Delhi
- 3) Technical committee for “Heavy-duty Diesel retrofit demonstration project” constituted by National environmental engineering research institute, Mumbai
- 4) Multi stakeholder committee to “Develop Better environmental sustainability targets for lead battery manufacturers” constituted by development alternatives, Delhi in collaboration occupational knowledge international, UK and national referral center for lead poisoning, India
- 5) Steering committee for “Mobile Air conditioning Assessment project” constituted by TERI, Delhi

Going Green

At Tata Motors, the commitment to developing environment friendly and sustainable products is in an accelerated phase. On March 29, 2005, the company announced its pilot bio-diesel programme jointly undertaken with Indian Oil Corporation. This involves using bio-diesel for Tata Motors' fleet of buses. Tata Motors has in recent years undertaken a number of R & D projects towards adoption of environment friendly technology. In addition to fuel conservation and exploration of hydrogen- based fuels, the company has also stepped up its efforts to utilize renewable bio-fuels.

Our research team continues to improve upon alternative fuel initiatives including Bio-diesel, Ethanol, Hybrid Electric Car and Fuel cell bus (uses hydrogen as input fuel). Major concerns like rate of fuel consumption and hydrocarbon emissions due to IC engine vehicles has been effectively deployed to address by introduction of Fuel cell bus. Tata Motors' engineers have also built a prototype electric Indica, run as a zero emission vehicle. In addition a hybrid electric bus is also under development.

It is to be noted that the company has already taken the lead in CNG vehicles. Today there are over 6800 CNG buses plying on Delhi roads. Tata Motors has already developed a wide range of CNG vehicles such as buses, Indica with CNG application and LCV-407 CNG vehicles for bus and truck applications.

Re-use of packaging materials

Spare parts dispatched from Pune and Jamshedpur Plants are packed in wooden crates manufactured from scrap wooden packaging of incoming material.

The Company's products do not require any external packaging. Wood used in packing crates of spare parts is re-cycled from wooden scrap packaging of received material. Heavy bought out components, which were received in wooden crates, are now changed over to returnable pallets. Collapsible custom-built polypropylene (PP) boxes have been developed for bought out

components that are bulky and light (e.g.: dashboards). These PP boxes can be dismantled, flattened and returned to vendors for re-use, eliminating the use of virgin packaging material each time. With a cycle time of more than 150 trips these polypropylene boxes have resulted in significant savings on component packaging.

Energy Conservation

Company has started Energy Accounting & Energy conservation programmes: Tata Motors Ltd. considers energy conservation critical to the operation of its Plant. Apart from reducing operational costs, the energy saved amounts to environment protection by way of avoiding pollution due to power generation processes. Energy conservation is driven throughout the organization, by way of setting Division wise targets and monitoring performance on everyday basis for optimizing energy consumption.

1. Introducing FRP blades for man-coolers.
2. Installing variable speed drive for flow control and energy saving
3. Introduction of fuel additives in Furnace Oil to improve the combustion efficiency of the fuel.
4. Soft-start energy savers for hydraulic press motors
5. Sheds designed for efficient natural lighting.
6. Use of CFL sodium vapor lamps to minimize energy consumption.
7. Installing portable compressors for isolated running to save compressed air
8. Harnessing natural daylight by installing translucent roof sheets in workshops
9. Use of LPG in place of LDO & Electricity for heating, wherever applicable.
10. Installation of Turbo Ventilators in forge & Foundry to extract fumes which do not require energy to operate.

The Jamshedpur plant and the Car Plant at Pune received the Union Ministry of Power's National Energy Conservation Awards, which recognises significant initiatives to reduce energy intensity and improve energy efficiency. The Jamshedpur plant won the award for the fourth year in a row.

The Passenger Car Business Unit of the Company won the 'Certificate of Merit' in the Automobile Sector for the National Conservation Award 2006 instituted by Government of India and was declared an Energy Efficient Unit in Automobile Sector under CII National Award 2006

Water Conservation

Water conservation activities comprise of the following broad areas:

- Water Management System
- Intake Management
- Maintenance of water distribution network
- Quality of water (portability checks)
- Optimisation and leakage surveys
- Water re-circulation systems
- Water boosting systems
- Clean production processes.
- Rain water harvesting initiatives to use renewable energy sources and increase energy efficiency

Waste Management

At Tata Motors, all hazardous wastes generated from manufacturing process are disposed through the Common Hazardous Waste Treatment Storage and Disposal Facility (CHWTSDF)

1. The hazardous wastes are disposed at cost by the CHWTSDF either by direct land filling, land filling after treatment or incineration
2. Disposal methods are environmentally sound and are in line with best practices followed the world over. At Jamshedpur Works, hazardous wastes are disposed through in-house hazardous waste incinerator

Initiatives to use Renewable Energy Sources and Increase Energy Efficiency

Continuous improvements in conservation of electrical power through use of non- conventional energy resources such as wind power, improvement in power factor and focus on energy conserving processes have resulted in a decreasing trend of consumption per unit vehicle. Through its energy conservation projects, the Company has saved 573.97 lakh million joules in the last year.

Taking opportunity of the Clean Development Mechanism, Tata Motors Ltd. initiated action for 20.85MW Wind Power Projects installed & commissioned at Satara & Supa in the state of Maharashtra, India. Ministry of Environment (MoEF), New Delhi, has issued Host Country Approval for the Project. The Project was validated by M/s BVQI and registered by UNFCCC. In September 2007, we successfully traded the CERs through e-bidding on the Chicago Climate Exchange. This Wind Power constitutes 33% of total Tata Motors power requirement.

End-of-Life (ELV) Vehicle and Re-cyclability of products

- Tata Motors is working with the Department of Science and Technology (DST) as a member of the expert panel on "Recyclability of Automotive Systems and Components" under CAR (Core group on Automotive R&D) and TIFAC (Technology, Information, Forecasting and Assessment Council). The scope of work includes studying customer requirements, national and global trends, current status of technical capabilities in India, and recommendation of R & D projects on Recyclability.
- Tata Motors is also working with the Society of Indian Automobile Manufacturers (SIAM) as a member of the task force on Recyclability to study and develop a policy on Recyclability of vehicles in India.

Rain Water Harvesting

The RWH project can meet nearly 4 to 5 months requirement of water for Jamshedpur plant, thereby reducing its dependence on the river for its water requirements.



Photo: GREAT ROLE MODEL PROJECT - a Rain Water Harvesting (RWH) project implemented within the premises of manufacturing unit of Tata Motors at Jamshedpur

Promoting Bio-Diversity

Tata Motors, Pune had planned for environment protection even before its manufacturing facilities were completely set up. The approximately 800 acres of land, procured by Tata Motors, in 1965, was a barren landscape of hard basalt rock, which is typical of Deccan Trap with practically no soil cover. The hot arid climate of the region and the rocky terrain could support only a few wild shrubs. Over time, the creation of the water bodies and the tree cover (approximately 1,50,000 trees) has altered the very look of the entire landscape.

Lakes / ponds and surrounding areas have become attractive to aquatic and other birds, which was achieved by a planned microhabitat development programme.

These microhabitats include:

- | | |
|--------------------------------|--|
| 1. Water bodies | 2. Marshy area / Reed beds (<i>Typha</i> sp.) |
| 2. Open scrub land / grassland | 4. Garden / orchard area |



Photo: Trees bordering the water bodies provide perches to fishing birds



Photo: A group of juvenile Painted storks (*Mycteria leucocephala*) roosting in the 'heronry'

The species found in the project area are typically to be found in protected forests/woodlands/wetlands - indicating a stable mix of natural habitats, which today provides refuge to a multitude of animal and plant species, at a time when their natural habitats are being rapidly degraded by urbanization. The frequent sighting of ospery's fishing in the large water bodies, which form the heart of the project area, is an indicator of a stable and evolved lake ecosystem.

The Pune Plant of the Company was awarded the ‘Bombay Natural History Society (BNHS) - Green Governance Award - 2006’ in the “Conservation and Restoration of Habitat” category. BNHS has conferred this award in recognition of the work done for the conservation of biodiversity at the residential area adjoining Pimpri Works

Tree Plantation

Over 197503 saplings were planted in 2006-07 on community wasteland and individual fallow land.

Energy Audits

- TML is having BEE certified Energy Auditors and they are regularly carrying out internal Energy Audits at different shops.
- TML has carried out Energy Audit thro CSIO & CII during 2001-02 & 03-04 respectively.

UPHOLDING LABOUR STANDARDS

Promoting Collective Bargaining

In keeping with the spirit of the Constitution of India wherein Right of Association is a Fundamental Right, Tata Motors respects the right for association of its employees and has constructive relationship with trade unions at all locations. Employees are encouraged to join the Trade Unions, as it believes that most individual and collective grievances can be resolved through bipartite forums. This has led to good industrial relations. With its collaborative approach to company union, Tata Motors has not faced legal action regarding anti-union practices.

Approximately 15000 of our permanent employees, who come under the unionised category, are covered by collective bargaining agreements. These agreements include health and safety provisions along with compensation structures in the form of a Memorandum of Understanding (MoU) between the management and the representing Union as per the provisions of the applicable labour legislations. These MoUs are signed every three years after negotiations between representing committees of the union and the Management.

While the union membership may vary from each location, all eligible employees, irrespective of his membership, enjoy the benefits as agreed in the MoU. The table below indicates the percentage of permanent bargainable employees who are members of the recognised union at respective locations.

While the existing grievance handling process takes care of issues of temporary employees, the recognised Unions also take up their issues.

Percentage of eligible employees covered by Unions at each location

Location/ Business Unit	Union	% Covered
Jamshedpur	Tata Motors Workers' Union	88.67%
Pune CVBU	Tata Motors Employees Union	98%
Pune PCBU	Tata Motors Employees Union	100%
Lucknow	Tata Motors Workers' Union	100%
Mumbai	Tata Motors Employees' Association	100%

Procedures involving information, consultation and negotiation with employees

Interaction Level	Frequency
Business Unit Level Managing Director, Executive Director (Business Unit Head)	Annual
Plant Head Senior VP/ Direct Reports	Monthly Periodically
Divisional Level GM/ Direct Reports	Monthly
Factory/Department Level Divisional Head/ Factory Head/ HR	Monthly Weekly
Centre of Excellence owners / HRO	Need Based one-to-one interaction

Eliminating Child Labour and Forced and Compulsory Labour

Tata Motors strictly adheres to the laws of the land with regard to forced and compulsory labour. The statutory regulations like Contract Labour Act, the Factories Act and the bi-partite settlement between the management and the union every three years serve as a legal binding force. The disciplinary action process at Tata Motors is as per the applicable laws like Model Standing Orders / Certified Standing Orders that allow the process of natural justice as per statute.

In addition, the Tata Code of Conduct, referred to earlier and strongly adhered to by the company, also has clauses on these two principles.

Tata Motors in 2006, went a step further and in order to ensure that no child labour or forced and compulsory labour is employed in its vendors, the Vendor Development Department took an undertaking from all vendors that they are adhering to the Factories Act 1948 (which, as has been mentioned, contains clauses on child labour and forced and compulsory labour). It is being targeted that the company audits the vendors for such compliance, at a later date.

Equal Opportunity for Employment

At Tata Motors, there is a written policy on non-discrimination and equal opportunity for employment, which has been reproduced below:

“As part of its Recruitment Practices, TATA MOTORS is committed to provide Equal Opportunity to all eligible applicants for employment without any discrimination against their gender, race, religion, caste, colour, ancestry, marital status, nationality and disability. Opportunity for employment will be solely based on eligibility and merit of the applicant. Career growth opportunities will be based entirely on individual merit.”

Tata Motors believes in greater social equity in the country and has prepared a blueprint of Company’s contribution to the process through its [Affirmative Actions Programme](#). The measures that have been adopted towards this end are primarily directed to build the capacities of those belonging to the socially disadvantaged sections, the Scheduled Castes (SC) and the Scheduled Tribes (ST), rather than merely reserving jobs for them in the Company. Tata Motors acknowledges the interlinkage between economic and social backwardness and seeks to uproot its main causal factor - unequal upbringing and education. In order to bring the

SC/ST populations at par with the general categories, initiatives have been taken to enhance their access to education and skill development. Some of these initiatives are as under:

Initiative	Rationale	Impact
Mechanic Motor Vehicle (MMV) Trade course in Sakwar, Mumbai, for tribal youth in and around the region from 2003-04	Started in partnership with the Ramakrishna Mission with the view to enhance the employability of the tribal youth	Approximately 100 students so far employed in various service stations and/or have started small repair shops
Skill development programmes such as stitching, embroidery, charkha, food products, beautician and manufacturing of utility items	Training carried out through Self Help Groups and Mahila Mandals for empowering women by promoting their economic self-dependence	Training for 10 Self Help Groups (150 women) whose members belong to the SC/ST category in Pune alone
Full Time Apprenticeship Programme (FTA), Job Trainee Apprenticeship Programme (JTA) and Technician Vocational Apprenticeship Programme (TVA)	Seats are reserved for SC/ST and OBC candidates in these programmes as per the Apprentice Act of 1995. Programmes raise the employability of the students from the reserved category	In the last three years alone, 492 boys from the reserved category have been trained in Pune, 112 in Jamshedpur and 185 boys in Lucknow
Building school rooms with sanitary blocks (separate for boys and girls), sport grounds, libraries and laboratories Organising training programmes for the teachers on innovative and informal methods of teaching and training on use of visual and other teaching aids	To ensure access to education through infrastructural support and improve quality of education through upgrading existing facilities in the primary and secondary schools and through upgrading skills of the teachers in order to promote education among the SC/ST populations	These initiatives were started in 1977 and so far have benefited 1700 children from the rural poor
Awarding scholarships to needy and deserving SC/ST students (with special attention to ST girl students)	To enable the students from the reserved categories to seek higher education	In 2006-07, 100 students, including 15 ST girl students received the scholarships
Providing supplementary snacks to children from Tribal anganwadies in the project areas of Pune location, which are not supported by ICDS	To combat malnutrition amongst the tribal children and to promote their retention in school	100 children, are provided supplementary snacks every day
Providing aid for construction of houses for Katkari families and providing an alternative source of livelihood (Goat Keeping)	To improve the quality of life of the Katkaris, who are landless labourers, economically in a dismal condition, with no shelter or regular source of employment	All eight Katkari families in the project area of Pune plant
Running Mobile Medicare Vans equipped with basic equipments and medicines for common ailments with qualified doctor and nurses on board and running hospitals and medical centres	To provide complete Health Care for the disadvantaged sections of the population	In Pune alone, the Mobile Medical Van caters to the health needs of 3000 SC/ST families spread across 34 villages
Partnering with ITIs to create Centres for Excellence in Pune, Utrakhand and West Bengal	To improve the quality of ITIs	SC/ST students to receive better technical training, thereby enhancing their skill base and employability

AN ETHOS OF ANTI-CORRUPTION

As per the Tata Code of Conduct, the company adheres to a strict policy against any corrupt practices. The policy on gifts and donations, as explicitly mentioned in the TCoC is reproduced below:

“A Tata company and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations or comparable benefits that are intended to, or perceived to obtain business or uncompetitive favours for the conduct of its business. However, a Tata company and its employees may accept and offer nominal gifts which are customarily given and are of commemorative nature for special events.”

Any complaints regarding corrupt practices (made under the well established Whistle Blower Policy, are processed through the Ethics Counsellor process, detailed earlier - Page 3).