

Global Compact Principles	Company's Policy & Direction	Specific Actions taken during the current financial year	Measures	Outcomes with key results and measurements	Data/ Result collected from the internal departments/ functions (champions)	Review forum
Principle 1 Business should support and respect the protection of internationally proclaimed human rights.	The principles of international Declaration of Human rights are followed by the company. Its policies support, respect and protect the Human rights of its direct as well as indirect employees	Company policies and guidelines ensure human rights compliance across the system.	Employee Engagement Score	Employee Engagement survey for 2012 has been completed. Management Score : - 4.07 / 5 Non-Management Score : - 3.99 / 5	HR- Corporate	ESS Action plans are converted to Voices initiative and rolled out across company
		Formulation of CR Policy, CR Strategy and Principles of Community Engagement respectively.	No. of Policies added/ modified	<ul style="list-style-type: none"> The Community Relations of Tata Power has reached out 3.67 lakhs people in 251 villages, 14 districts of seven states in India. #Income Generation Rural-BPO at Khopoli employed a total of 1085 rural educated youth in addition to 213 youth (already employed in the beginning of the year (including 19% of SC/ST) with annual earning of Approx. Rs 1.73 Crore 1036 youth have been trained on various vocational trade. Cumulative, 210 SHGs comprising 2,950 members have saved approximately Rs. 43 lakh. Livelihood grants and fishing net (and boat) provided to 158 and 317 fishermen respectively 547 farmers were supported for agriculture intervention Free fodder provided to 3048 heads of cattle daily during the year Rs. 66 lakhs mobilised from Government for livelihood and other development programs 	CSR Group	In CSR Review
				Education <ul style="list-style-type: none"> providing special coaching has covered 19,012 students (includes whole Nirsab block in Jharkhand). Provided computer and English speaking classes, which benefited 1476 youth including students. Teachers from 100 Anganwadi centers trained and supported for designing pedagogy Education materials including books, note book etc provided to 3298 students in nearby schools. Health <ul style="list-style-type: none"> Mobile medical services and health camps serve about 23,327 patients. 174 units of blood donated by employees Health awareness covered 2,355 people Environment <ul style="list-style-type: none"> 10,19,200 saplings were planted across. Environment education covered 5,890 people. Mangrove plantation covered 1000 ha. 		
				Infrastructure <ul style="list-style-type: none"> 10.8 km road asphalted at hydro power operations in Maharashtra and Mundra. Three community halls were built for community use. 12 RO Plants installed 104 Sanitations constructed. Two ponds renovated. Social Welfare <ul style="list-style-type: none"> 916 registered employee volunteers put 6,074 hours for community welfare Rann Utsav, promoted by Gujarat state government; Vibrant Gujarat; International Womens Day Celebrated by organising specialised health camps for women 		

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		Affirmative Action Policy for under-privileged community formulated as per Tata Group Guidelines for improving the 4 Es-Employment, employability, Education, Entrepreneurship	Number of initiatives	Tied up with two Industrial Training Institutes (ITI) in remote areas for imparting training and improving employability to rural youth. Tata Power is in the process of developing various short/ long duration programmes to cater to the needs of Scheduled Caste / Scheduled Tribe (SC/ST) students.	CSR Group	
		Web based system called 'SADACHARAN' was launched in 2009-10 for training employees on expected Ethical behaviour. A two day workshop was held for training the Local Ethics Counsellors and Ethics Ambassadors.	All employees are expected to take the web based training.	During the year and specially during Ethics Week celebrations from 3rd to 10th March 2012, employees were encouraged to complete the web based training. Around 30 officials attended the workshop.	Chief Ethics Counselor and team	Apex Committee Review
	Policy for Sexual Harassment is in place	A mechanism for addressing complaints related to sexual harassment across the organisation has been implemented. The existence of a committee to address issues and specialised woman counselor for female employees are in place.	Concerns raised and action taken	Punitive action for cases reported. Appointment of an NGO member is being considered on the POSH Committee.	Chief Ethics Counselor and team	Quarterly reviewed by Apex Committee chaired by MD.
	Concerns redressal 60	Efforts made to address concerns within 60 days	Concerns resolution time	Average resolution time 34 days. Being monitored and reported to management on a monthly basis.	Chief Ethics Counselor and team	Quarterly reviewed by Apex Committee chaired by MD.
	Consumer Satisfaction & delight by policy of transparency.	Consumer meets are held regularly	complaints/ Suggestions, Customer Satisfaction index	Overall Customer Satisfaction Index for reporting period: 96	Consumer Relations Department	Annual Customer Satisfaction survey
Principle 2 Business should ensure that they are not complicit in human rights abuses	CSR Policy Rehabilitation and resettlement (R & R Policy)	Public hearing and interaction with project site people held. View of land losers, villagers expectations and issues are heard. Environmental Impact Assessment is also carried out.	Number of Public hearings/ EIA carried out	Mundra Expansion & Trombay Unit # 6 Coal conversion - EIA is being carried out.	Project Group	In projects Review

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Principle 3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	The Company follows various laws enacted by the Government, as applicable to the establishment from time to time. These laws are in conformance to the International Labour Organisation (ILO). Company has recognized Trade Union for bargainable category of workmen	The Company has an IR Cell to deal with all Union related issues. For officers, open dialogues, MD's dialogues are held.	Number of regular meetings	Monthly meetings are held by HR & concerned Divisional Heads with local union representatives for resolving issues. Clause 23 of TCOC also supports citizenship and Freedom of Association.	Regular Meetings were held by HR Corporate at Divisions.	In HR review
	The Union submits Charter of Demands (CoD) for revising the allowances and benefits for bargainable category of employees. The Industrial Relation (IR) committee constituted to discuss various issues raised by Union and for discussing the CoD along with Union representatives. After negotiations, terms of settlement are finalized. The Settlement signed with the Union is registered as per law. The duration of the settlement is for 4 years	Implementation of the settlement signed for revising the benefits to bargainable category employees for period of 4 years	COD status	Continued the Performance Linked Award for bargainable staff. The settlement also covers opportunity for Training, Guidelines for Production and productivity, efficient utilization of working time, Co-operation	HR- Corporate	In HR review
Principle 4 Business should support the elimination of all forms of forced and compulsory labour	The Company abides by the law of the land. The Factories Act, The BIR Act, Contract Labour Abolition and Regulation Act, etc	The Company conducts periodic internal audits, third party audits and regular inspection by the government labour officers which helps in validating the adherence to the various labour laws ensuring proper service conditions of employees, working hours, health, safety and working conditions, etc.	Number of cases of forced labour	Audit by external agencies under way on compliance of various labour laws. No cases of forced labour.	Legal / Administration / HR departments	Monthly meeting of HR- Corporate
Principle 5 Business should uphold the effective abolition of child labour.	The Company abides by the law of the land. The Factories Act, The BIR Act, Contract Labour Abolition and Regulation Act, etc.	All contractors are made aware of company's commitment to these laws and are asked to sign a declaration to follow the same.	% of contractors complied to the rules	100% compliance	Administrative Departments.	All SBU heads
		Employee State Insurance Scheme (ESIS) registration of all the contract labour is made mandatory for all the contractors, which ensures that children are not employed for the jobs.	% of contractors complied to the rules	100% compliance	Operational Departments	Monthly meetings of all SBU heads
Principle 6 Business should uphold the elimination of discrimination in respect of employment and occupation.	Company has a clear and transparent policy of employment opportunities, and no discrimination of any kind is done in respect of employment and occupation.	Job opportunities are posted on Tata Power web site giving opportunity to all. The entrance written test also is web based so that people from all across the regions can easily appear. Intra group movement opportunity also provided through open job posting.	Number of advertisements for jobs in public domain / intranet	100% jobs	HR- Corporate	In HR review
	TCOC clause 4 promises equal opportunities to all	All new recruits are given a copy of TCOC and encouraged to freely raise any concerns	% new recruits covered	100% officers pledged to follow TCOC	HR- Corporate	Chief Ethics Counsellor

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Principle 7 Business should support precautionary approach to Environmental Challenge	All operation divisions have robust environmental management system, in conformance with State and Central Government Rules and Regulations, to address a precautionary approach to environmental challenges.	Environmental, Sustainability and safety policies are implemented at all the existing locations	Number of processes developed under Enterprise Process Model (EPM)	Three processes for Environment, Fourteen processes for Safety and five processes for Sustainability have been developed and deployed.	Data is received from generating stations. Data is developed, generated, recorded and documentation made internally within various departments.	Yearly review of EPM by internal auditors
		Annual environmental statements are submitted to the Government authority as per their guidelines	% compliance	100% compliance to the Statutory requirement at all the generating stations of Tata Power	Data results received from all the depts. Of Trombay Thermal Stations viz. Operation, Performance, Chemical, Mechanical, Electrical, Civil & Instrumentation	Environmental Audit by C-SHE, Internal Audit conducted by auditors and report reviewed by Management and Audit committee - yearly
		Tata Power's Trombay Thermal Power station continued with OHSAS 18001 certification	OHSAS Certificate	Certificate continued	Data is developed, generated, recorded and documentation internally made within various departments.	Environmental Audit by C-SHE. Surveillance audit once in a year
		Tata Power's three Hydro stations continued with ISO 14001-2004 Environment Management System	ISO 14001 certificate	Certificate continued	Data is developed, generated, recorded and documentation internally made within various departments.	Environmental Audit by C-SHE. Surveillance audit once in a year
		Tata Power's Jojobera division has continued with Integrated Management System	Integrated Management System (IMS) certificate	Certificate continued	Data is developed, generated, recorded and documentation internally made within various departments.	Environmental Audit by C-SHE. Surveillance audit once in a year
		Project registered for CDN benefits by UNFCCC	Number of carbon credits	Wind Power project at Khandke: CDM potential	Data is developed by external agency and internally during monitoring	Frequency of review is as per UNFCCC requirement
Principle 8 Business should undertake initiatives to promote greater environmental responsibility	Company is following its Mission statement "Innovating and deploying cutting edge eco-friendly technologies" & TCOC (Clause 8) . All strategies and business plans of Tata Power are directed towards achieving the above.	1) The company is responsible for submitting "Charter for Environment And Protection" (CREP) including action plans to Maharashtra State Pollution Control Board (MPCB). 2) Green Manufacturing Index covering statutory and non-statutory parameters is introduced at operating divisions. 3) Corporate Sustainability protocol score is introduced.	Annual Report to MPCB, Corporate Responsibility Report as per GRI G3 Guidelines	Submission of yearly report to statutory authority (MPCB) CO2 footprint report for FY 12 is under prperation. CDP report for FY 12 is prepared and uploaded on CDP website.	Data is received from all generating stations	Environmental Audit by C-SHE Yearly review by Audit committee.

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		The Fly ash generated from the Power plants is used as replacement of cement in ready mix concrete.	% Utilization	Tata Power has achieved 100% fly ash utilization target for its Trombay Thermal Power Station.	Data is received from performance at Trombay and Jojobera	Yearly review by government authorities like MPCB, CEA. Half yearly review by internal audit.
		Clause – 8 of TCOC Ensures Environmental Preservation	Number of concerns zero	Number of concerns	Data is received by environment department of individual station, Trombay & Jojobera	Environmental Audit by C-SHE
Principle 9 Business should encourage the development and diffusion of environmentally friendly technology.	As a commitment to Continuous improvement of the environmental performance, it is company's objective to minimize the quantity of waste generation and energy consumption from the processes by installing eco-friendly technology, or by increasing the use of renewable source of energy. Company will develop and use eco-friendly technology for safe production, transportation, use and disposal of products. Company shall extend knowledge by conducting or supporting research on the Health, Safety and Environmental effects of our products, processes and waste materials	1) Total capacity of wind power has increased to 206 MW 2) Initiatives like Solar based LED lighting, Energy efficient LED lighting 3) Installation of solar microwind hybrid 4) Installation of Organic waste converter	Installed capacity in MW	1) Completed installation and commissioning of 25 MW Solar Power plant at Mithapuri. 2) Total Wind capacity installed: 376.4 MW	Data received from project group	Monthly review meeting by management
		Trombay Thermal Power Station continued in-house technology in collaboration with TERI for disposal of oily sludge in eco friendly manner.	Treatment of oily sludge	Ongoing Initiated burning of Hazardous Waste under guidance of CPCB.	Environment dept. Trombay	Monthly review meeting by C-SHE
Principle 10 Business should work against corruption in all its forms, including extortion and bribery	Adherence to Tata Code of Conduct – Clauses 5,6,7,17, 20 & 25	Clause added in order copy to all vendors explaining the TCOC being followed by Tata Power and encourages them to freely lodge any complaints / concerns.	Number of concerns received & resolved.	No concerns received.		Monthly review of Central Sourcing Group (CSG).
		Fraud Risk Mitigation Plan is reviewed and monitored at the quarterly Risk Management Sub Committee meetings held during the year . Certain concerns raised were also investigated by the internal auditors and dealt with appropriately.	Number of concerns/ Fraud polices	Fraud Risk mitigation plan Report on the investigation carried out is reviewed by the Management and actions taken monitored periodically.	Risk Management and Internal Audit Group.	Periodical/ Quarterly review of Internal Audit/MD