

UN Global Compact - "Communications of Progress"

From the Managing Director's Desk

"Tata Ryerson firmly believes that the aim of wealth generation through its business inextricably extends to sharing it with the community it serves. It looks towards long-term corporate sustainability through pursuit of continuous improvement in the environment in which it operates."

The Global Compact & Tata Ryerson

Tata Ryerson has signed the Compact in 2005, which requires our business to adhere to the ten principles laid out by the UN Global Compact, related to human rights, labour standards, anti-corruption and environment.

Pursuant to the Tata Group signing the Compact, the Company is in the process of adopting the Global Reporting Initiatives (GRI), which, when complied, will enable the Company to assess its total performance based on the "triple-bottomline" approach - economic, environmental and social.

The Adherence to the Ten Guiding Principles

Principles (GRI indicators correlated with)	Company's Policy & Direction (Approach/Process/Deployment)	Specific actions taken (Outcomes with Key results and measurements)
Human Rights		
Principle 1		
Businesses should support and respect the protection of internationally proclaimed human rights	We follow the International Declaration of Human Rights. Our HR policies and procedures consider this.	<p>1. Tata Ryerson Code of Conduct (CoC), which embodies the values of both the JV partners, is explained (in languages besides English, also in Hindi & Marathi) at the entry point to all new joiners in the organization and the new entrants sign the TRyL CoC.</p> <p>2. At entry point, all employees are provided with a Service Rule book, which lay down various rules for the officers, like working hours of all employees, facilities provided by the company, etc.</p> <p>3. Regular dialogues/feedbacks are conducted across the organization with/from all employees during Communication Meets.</p>
Principle 2		
Make sure they are not complicit in human rights abuses	The TRyL CoC expressly commits to treat all employees with dignity and to conduct its business fairly without making any discriminations. Also, our HR/IR processes are derived through a consultative process, i.e. joint discussion of the management with the Union.	<p>1. The Company ensures that it engages in business with suppliers, vendors, etc. who are compatible with the practices of the Company.</p> <p>2. Any issue of conflict is addressed and peacefully resolved by the top management in discussion with the Union.</p> <p>3. There is also a Safety Committee, Welfare Committee to address the various issues raised by the employees.</p>
Labour Standards		
Principle 3		
Businesses Should uphold the freedom of association and the effective recognition of the right to collective bargaining	TRyL engages in a process of 'collective bargaining' through employee Union and periodic negotiations are in place (every 3 years, a Wage Negotiation takes place) as per our Company policy.	The management interacts with labour Unions for fixation of salaries, labour welfare measures, productivity bonus and all such decisions are arrived at with mutual consent, considering the performance parameters of the Company.
Principle 4		
The elimination of all forms of forced and compulsory labour	As per the Govt of India policies, forced and compulsory labour is banned. The Company policies support this Principle.	There is no forced and/or compulsory labour in Tata Ryerson Limited.
Principle 5		
The effective abolition of child labour	The Company's Recruitment & Selection Policy ensures that only adults over 18 years of age are employed by the Company. All suppliers/ Dealers/ Vendors are also informed strictly on this issue.	<p>1. The Company engages employees over 18 years of age only and deals with suppliers and vendors who comply with this.</p> <p>2. There is a continuous review & monitoring policy in place to ensure this.</p>
Principle 6		
Eliminate discrimination in respect of employment and occupation	We abide by our CoC and do NOT discriminate our recruitment & selection process on the basis of caste/ creed/ sex/ religion etc.	Our HR policies on recruitment and selection are non-discriminatory. Right to employment in the organization is protected & practised regardless of religion, caste, creed or sex.

Principles (GRI indicators correlated with)	Company's Policy & Direction (Approach/ Process/ Deployment)	Specific actions taken (Outcomes with Key results and measurements)
Environmental Protection		
Principle 7		
Businesses should support a precautionary approach to environmental challenges	The company is pro-environmental in its approach & practices and specific policies and guidelines exist to set direction that address these Principles and beyond.	<ol style="list-style-type: none"> 1. Certain units of the Company are certified to ISO 14000 Environment System Standards. 2. Environmental assessment Impact study has been conducted. 3. Operates ETPs to neutralize effluents. 4. TRyL products do not have any immediate adverse impact on the society, as the process of sizing the steel through slitting, cutting-to-length, roll forming and rebar are all "green". 5. Maintains norms of air & water emissions, noise pollution and Forest Act.
Principle 8		
Undertake initiatives to promote greater environmental responsibility		<ol style="list-style-type: none"> 1. Reducing usage of LDPE, HDPE by using single VCI stretch film in our Cold-Rolled Processing. 2. Effective trial is on to replace wood with steel pallets.
Principle 9		
Encourage the development and diffusion of environmentally friendly technologies		<ol style="list-style-type: none"> 1. Impact of products/operations on society is considered at the project feasibility stage itself so that correct technology can be chosen and used. 2. Emphasis is on the use of re-generated acid for pickling operations, or even replacing pickling operations entirely with EPS technology. 3. Effluent water is treated to eliminate harmful elements and used for other purposes.
Anti-Corruption & Prevention of Bribery		
Principle 10		
Businesses should work against corruption in all its forms, including extortion and bribery	<p>As a Tata Group Company, there is an elaborate system and processes on the 'Management of Business Ethics' (MBE) and all employees sign our CoC.</p> <p>The CoC spells out in clear terms the norms on gifts & donations and the ethical ways for conducting the company's business affairs such that corruption in workplace is prevented/ eliminated.</p> <p>All Management and supervisory staff sign the TRyL Code of Conduct (CoC).</p> <p>At the vendor / Suppliers meets, our CoC is explained.</p>	<ol style="list-style-type: none"> 1. A copy of TRyL Code of Conduct (CoC) is given at the time of offer to all. 2. The company has a Chief Ethics Counsellor and locational Ethics Coordinators across the major locations of the Company. 3. The "Whistle-Blower Policy" has been in place since the year 2005. 4. Breaches on ethics, after thorough probe with full transparency, are addressed through exemplary punishment including dismissal, suspension & warnings, with feedback to the top management. This is an ongoing process.