



VOLTAS LIMITED

Prashant Karkare

Vice President

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Voltas Limited as a Corporate entity 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'.

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. Our 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.

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.

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. Community development takes the form of human development through Voltas' Core Competency Project. The underlined belief is in the sharing of knowledge and instruction, not charitable donation. The desired outcome is to free the recipient from dependence on handouts making the recipients self-reliant and employable, with technical capabilities attested by end-of-course certificates, and various 'soft' skills as well. 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. . To ensure inclusive growth and supplement Government efforts, a beginning has been made in Voltas to embed Affirmative Action initiatives in their HR and other business activities.

Giving back to the community is a significant pillar of Voltas' engagement with Society. Volunteering is part of the DNA of Voltas' employees and Voltas volunteers give of their time and effort, and most importantly their concern and caring in various worthwhile causes.

As a part of the Tata Group, Voltas provides equal opportunities to all its employees irrespective of caste, colour and creed. All employees have access to the Company Ethics Counsellor, either directly or through a helpline. Voltas adheres to the Tata Code of Conduct in letter and spirit and addresses all 10 principles of the UN Global Compact.

Prashant Karkare

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Business Improvement Group

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