

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 Employment</p> <p>To cope up the increasing expectation of the semi skilled ,semi literate and underprivileged youths of the community, company has started Short term technical Training Program (Welder, Fitter, Electrical Fitter Mason & Carpentry) Now with the affiliation with Construction Industry Development Council EST.by Planning Commission(Govt. of India. it has added value to it . Now from 2 months course it is extended to 3 months course & examination is conducted by CIDC so is the certification Since the last update 17 youth were sponsored by TCIL.</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> |
|--|--|--|

| | | |
|--|--|--|
| | | |
| <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.</p> <p>During 2012-13, no child labour was engaged.</p> <p>TCIL received SA-8000:2008 accreditation</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>Surveillance Audit verdict- Continued Certification</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 Energy task force and carried Energy audit by external agencies.</p> <p>GHG emission,tc02e/MT of Tinsplate production reduced from 0.72 to 0.69</p> <p>Solar Water Heater in the Hospital area</p> <p>Water consumption (m3 per ton) brought down from 16.6 to 14.8.</p> | <p>Create awareness program among employees & Carbon Foot Print mapping of Works /Town/Hospital covers Scope 1 and scope 2 emissions. Energy Audit conducted by M/s. Telos</p> <p>Batch Annealing Furnace 9 BAF) -1 unit have been converted to Propane based system like in BAF-2 (Propane based furnace).</p> <p>Exploring new Technology, use of renewable Energy</p> <p>Waste Heat Recovery & rinse water utilisation for making of DM water.</p> <p>Reuse of recycled water at Mobile equipment department by implementing project of “oil water separator system”.</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,</p> | <p>Abatement measures taken on conservation of natural resources and Improvement of surrounding environment</p> <p>TCIL received CII - (Eastern Region)SHE award 2012-13</p> | <p>Up-gradation of ash handling system has been done at boiler for better ambient air quality.</p> <p>Up gradation of waste water treatment system.</p> <p>Integrated Management System Assessment series (ISO-9001:2008, ISO-14001:2004 & OHSAS-</p> |

| | | |
|---|--|--|
| EN30, SO5, PR3, PR4 | | 18001:2007) Implementation of DuPont Safety system |
| <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>Current Coal Fired Boiler to be replaced by Gas fired Boiler.</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>Tinsplate is a 100% recyclable product and is environmental friendly</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> |

| | | |
|---|--|---|
| <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> |
|---|--|---|