

RALLIS INDIA LTD. MUMBAI

UN GLOBAL COMPACT PRINCIPLES - Communication on Progress 2013

Principle Number	Principles	GRI ref.	Company's Policy	Specific actions taken during the current year
	HUMAN RIGHTS			
1	Businesses should support and respect the protection of internationally proclaimed human rights.	HR 1 to 4	Although a written down policy is not in place, under the Tata Code of Conduct, process is in place for human rights protection.	<ol style="list-style-type: none"> 1. Whistle blower policy was formulated and released. 2. A survey on 'Management of Business Ethics' was conducted and the score compared to previous survey. 3. An e-mail approach for all employees, 'Speak up', direct to the Chairman to voice concerns. 4. Display of 'Tata Code of Conduct' (TCOC) at all functions and at conspicuous locations. 5. Commitment, by way of signature, by Managers for strict adherence to TCOC 6. Full compliance to the laws of country and ILO declaration on human rights.
2	Make sure they are not complicit in human rights abuses	HR 2,3,8	Vendors, contractors and service suppliers covered for adherence to protection of human rights.	<ol style="list-style-type: none"> 1. Formation of 3 member Ethics Committee of the Board 2. Appointment of Company Ethics Behavioral Counselors at all factories. 3. Ensuring award of contracts only to suppliers & service providers who respect the human rights and comply to related laws in their business. 4. Formation of Safety, Canteen & consultative committees to address area of conflicts.

	LABOUR STANDARDS			
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	HR5, L A 3 & 4	Company recognises unionism among workers and invites collective bargaining for causes. No victimisation of any individual and freedom of association is open to all.	<ol style="list-style-type: none"> 1. Permits existence of Labour Union within the business. 2. Wage settlement, by collective bargain, signed at above three units in the year with involvement of top management. 3. Continuous dialogue with union representatives on related issues including welfare and wages.
4	The elimination of all forms of forced and compulsory labour.	HR 7		<ol style="list-style-type: none"> 1. Formulated The Grievance Redressal Mechanism & Ethical Counselor Procedures. 2. Compliance to law of the land that prohibits forced labour.
5	The effective abolition of child labour.	HR 6	Recruitment Policy of employing only adults as defined under Law of the Land.	<ol style="list-style-type: none"> 1. Strict adherence to Company's Recruitment Policy by checking authentic birth certificates. 2. Prohibits at the gate, entry of any child within the factory premises to ensure inadvertent employment by contractors.
6	Eliminate discrimination in respect of employment and occupation	HR 4 , L A 1 0 & 1 1	Policy on providing opportunity of employment without any discrimination.	<ol style="list-style-type: none"> 1. Gender Equality employment except at operations / locations where statutes prohibit employment of women. 2. Employment of physically challenged persons at permissible operations for safety reasons. 3. Applications for employment do not carry columns for religion, province, mother tongue etc.

	ENVIRONMENTAL PROTECTION			
7	Businesses should support a precautionary approach to environmental challenges.	LA 10	Safety, Health & Environment Policy of the company addresses the approaches. Climate Change Policy of Group is also adopted to address CC issues	<ol style="list-style-type: none"> 1. Various Environment up-gradation projects to ensure clean and green environment in and around factories. 2. Effort towards Reduction in GHGs across the company 3. Safety is given utmost importance starting from Top management to down the line
8	Undertake initiatives to promote greater environmental responsibility	EN 1016	Commits resources for promoting noble causes.Promotes initiatives like Corporate Sustainability Reporting and Corporate Social Responsibility.	<ol style="list-style-type: none"> 1. Declarations filed to OPCW under Chemical Weapons Convention Act. 2. Eliminated production of "dirty dozen" (POPs) under Stockholm Convention treaty. 3. EMS at all units certified under ISO 14001:2004 standard. 4. Environmental performance reported through CSR. 5. Social afforestation in the neighboring community at all locations. 6. Voluntary service in governing Common Effluent Treatment Plants & Hazardous waste Management Association.
9	Encourage the development and diffusion of environmentally friendly technologies.	EN 17	Environment Policy commits for continuous improvement and respond sensitively to environmental concerns of the community.	<ol style="list-style-type: none"> 1. New Technologies in waste water treatment. 2. Self sufficient in treating effluent and recycling a part of treated effluent. 3. Energy conservation initiatives across the company bringing in reduction in fuel consumption. 4. Various Odor management initiatives to enhance environment management in and around units.

	<p>ANTI CORRUPTION AND PREVENTION OF BRIBERY</p>			
10	<p>Business should work against corruption in all its forms, including extortion and bribery.</p>	<p>SO 2 & 3</p>	<p>Adresses by TCOC and obligatory on all managers to sign for commitment.Observation for adherence by anyone and opportunity to report to Ethic Counselors.</p>	<p>1. All managers renewed the commitment by signing the undertaking. 2. Strict adherence to Code -5 of TCOC that prohibits acceptance or giving of even gifts for business benefits. 3. Disciplinary action taken on a manager for violation of the code.</p>