

UN Global Compact - "Communication on Progress"		
Principles (GRI indicators correlated with)	Company's Policy & Direction (Approach/ Process/ Deployment)	Specific actions taken during the current financial year (Outcomes with Key results and measurements)
Human Rights		
Principle 1		
Businesses should support and respect the Protection of Internationally proclaimed human rights	We are signatories of Global compact While reviewing HR policies , this is considered	<ol style="list-style-type: none"> 1. Employee are encouraged to express their concern at ethics meetings which are arranged across the locations 2. TATA CODE OF CONDUCT AND TATA Philosophy explained at the entry point to all new entrants in the organisation . Refresher course conducted periodically . 3. We are in the process of preparing our 4th Triple Bottom line report
Principle 2		
Make sure they are not complicit in human rights abuses	Our Employees relation process are consultative and regular meeting are held between Management and union to resolve conflicts .	<ol style="list-style-type: none"> 1. Voltas while appointing suppliers and dealers ensures that they comply with all relevant statutory requirements 2. Our manufacturing units have Safety Committee, All factory requirements are met as per statutory requirements
Labour Standards		
Principle 3		
Businesses Should uphold the freedom of Association and the effective recognition of the right to collective bargaining .	We have recognised Union . Collective bargaining through Employees Union and period negotiation are continuously on .	<ol style="list-style-type: none"> 1. VP - HR and his Team interacts with the collective bargaining group and wage revision are effected as per the signed agreement

Principle 4		
The elimination of all forms of forced and compulsory labour	As per Govt of India , there is no forced and compulsory labour.	There is no forced and compulsory labour in Voltas limited
Principle 5		
The effective abolition of child labour	We will not deal with any supplier / Dealer / Vendor who employ child labour	1. Company engages employees over 18 years of age only and deals with suppliers and vendors who comply with this .
Principle 6		
Eliminate discrimination in respect of employment and occupation	We strictly followed the TATA Code of Conduct and do not discriminate on the grounds of gender / race / creed in our selection process	1. Our HR policies on recruitment and selection are specifically described and are ONLINE 2. The Company considers employment for the physically challenged
Environment Protection		
Principle 7		
Businesses should support a precautionary approach to environmental challenges	The company is traditionally pro-environment and specific policies and guidelines exist to set direction that addresses these Principles and beyond. The company has an Environmental Policy.	a. No land filling for Solid wastes , Hazardous waste. b. Zero Effluent discharge to sewer. c. Maintaining norms of treated effluent water , air emission & noise pollution. d. Stop use of banned items like Freon -11 in manufacturing & Asbestos for forklift exhaust pipes.
Principle 8		
Undertake initiatives to promote greater environmental responsibility		Initiatives to promote greater environmental responsibility a. Recycling of waste water b Solid & Hazardous wastes are disposed off through authorized recycler. c Greenery by design. More than 3000 big trees planted all around the complex. d Utilization of solar energy for canteen utensil cleaning water.

		e Use of Natural lighting for daylight illumination by providing polycarbonate sheets
Principle 9		
Encourage the development and diffusion of environmentally friendly technologies		Development and diffusion of environment friendly technologies 1. Development of co-generation VAM using waste heat recovery from engine & other sources.
<i>Anti-Corruption and prevention of Bribery</i>		
Principle 10		
Businesses should work against corruption in all its forms, including extortion and bribery	<p>We have well defined management of business ethics programme and follow the TATA code of conduct strictly. The Company's Ethic councilor in place and he is a member of Corporate management group and assisted by Locational ethics counselors and ethics committee</p> <p>All Management and supervisory staff sign the Tata Code of conduct . All the general staff are covered under TATA code of conduct session</p> <p>AT the vendor / Suppliers meet . TATA code of conduct is explained</p>	<p>1. The copy of TATA code of conduct is given at the time of offer.</p> <p>2. An e-mail id is being put in place for reporting concerns , also drop boxes are placed at all location for receiving concerns</p>