

	Global Compact Principle	Action Taken & Impact Achieved and / or Plans for the upcoming Year
1	Businesses should support and respect the protection of internationally proclaimed human rights:	We have a Human Resource Department that takes care of the welfare of the employees
2	and make sure that they are not complicit in human rights abuses.	Transparent disciplinary committee with representation from the workers union.
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Workers belong to National Union of Transport & Allied Workers. Every year in April the Union submits salary increment proposals and a meeting is held between the Union Representatives and management for salary negotiations.
4	the elimination of all forms of forced and compulsory labour;	We have a panel of departmental heads who conduct interviews.
5	the effective abolition of child labour;	No persons under 18 years are eligible for employment
6	And the elimination of discrimination in respect of employment and occupation	We have a transparent disciplinary committee with representation from the workers union
7	Businesses should support a precautionary approach to environmental challenges;	We adopt a cautionary approach to disposal of used material such as lubricants and oil and disposal of scrap. We ensure the environment is not polluted
8	undertake initiatives to promote greater environmental responsibility;	We have a tree planting programme once every year
9	and encourage the development and diffusion of environmentally friendly technologies.	Tata Zambia Limited sells vehicles which are environmental friendly by complying with the emission restriction regulations.
10	Businesses should work against all forms of corruption, including extortion and bribery	We have a disciplinary code in place which clearly states that any employee engaged in such activities would be dismissed.