

Voltas Limited - UN Global Compact - "Communication on Progress" 2007 - 08

| Principles (GRI indicators correlated with) | Company's Policy & Direction (Approach/ Process/ Deployment) | Specific actions taken during the current financial year (Outcomes Key results and measurements) |
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| Human Rights | | |
| <p>Principle 1 Businesses should support and respect Protection of Internationally proclaimed Human rights</p> | <p>We are signatories of Global compact HR policies are reviewed bearing this is mind.</p> | <p>Meeting on Ethics are organized right through the year. These meetings provide the forum to employees to express their concerns. Case studies facilitate the voicing of concerns is carried out at all locations.</p> <p>The TATA CODE OF CONDUCT AND TATA Philosophy is explained as an entry point to all new entrants in the organization. Refresher courses are conducted periodically.</p> <p>We are in the process of preparing our 4th Triple Bottom line report</p> |
| <p>Principle 2 Make sure they are not complicit In human rights abuses</p> | <p>We follow a Consultative approach with respect to Employees relations and regular meetings are held between Management and union to resolve conflicts.</p> | <p>1. Voltas while appointing suppliers and dealers ensures that they comply with all relevant statutory requirements</p> <p>2. Our manufacturing units have Safety Committee, All factory requirements are met as per statutory requirements</p> |
| Labor Standards | | |
| <p>Principle 3 Businesses Should uphold the freedom of Association and the effective recognition of the right to collective bargaining.</p> | <p>We have recognised Union. Collective bargaining through Employees Union and period negotiation are continuously on.</p> | <p>HR and his Team interacts with the collective bargaining group and wage revision are effected as per the signed agreement</p> <p>In 2007, after negotiations, bonus /ex gratia was disbursed to employees at a rate of Rs.17, 500. - Per employee</p> <p>The Voltas Organization of Women is sensitive to the issues of Women.</p> |
| <p>Principle 4 The elimination of all forms of forced and</p> | <p>As per Govt of India , there is no forced and</p> | <p>A letter of Appointment is given to all employees which clearly states the</p> |

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| compulsory labor | compulsory labor. | terms and conditions of employment. |
| Principle 5 | | |
| The effective abolition of child labor | 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. Several Affirmative action Initiatives have been taken during the last |
| <i>Environment Protection</i> | | |
| 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 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 recyclers 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. |

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| | | <p>f. Preparation for ISO 14001 certification is almost complete & going for external certification by TUV in May 2008 for THANE plant.</p> <p>g. Going for new ETP / STP plant instead of traditional method of s tank & soak pit for domestic effluent.</p> <p>At chinchpokli establishment, rainwater harvesting has been successfully conducted.</p> |
| Principle 9 | | |
| Encourage the development and Diffusion of environmentally Friendly technologies | | <p>Development and diffusion of environment friendly technologies</p> <ol style="list-style-type: none"> 1. Development of co-generation VAM using waste heat recovery from engine & other sources. 2. Use of BHARAT 2 complied diesel engine on all diesel forklifts since OCT 2007. 3. Use of R134a gas in chiller packages instead of R11 & R22. |
| Anti-Corruption and prevention of Bribery | | |
| 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 has 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> | <ol style="list-style-type: none"> 1. The copy of TATA code of conduct is given at the time of offer. 2. An e-mail id is being put in place for reporting concerns, also drop boxes are placed at all location for receiving concerns 3. Case Studies on Ethics are conducted across the organization. This helps in facilitating the voicing of concerns. <p>All the major locations have Ethics Counsellors that meet with employees periodically to find out if there are any concerns regarding violations against the clauses mentioned in the TCOC</p> |