



TATA MOTORS

**Global Compact
Communication On Progress
2008-09**

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Message from the Managing Director - India Operations



Prakash M. Telang

Ladies and Gentlemen,

I am delighted to submit the Communication on Progress to the Global Compact Society for the year 2008-09.

Tata Motors, India's largest automotive company, continuously strives to deliver exceptional value in its products and services to the customers, offer superior returns to its shareholders, enhance the country's natural heritage and improve the quality of life of the communities it serves.

Tata Motors continues to extend full support to the principles of Global Compact and strives to align its business operations towards the furtherance of these principles. With increasing focus on climate change and the need to reduce carbon emissions, the Company is working consciously to reduce its carbon footprint. Vehicular emissions form a major portion of this carbon footprint. There is therefore a focus from the Company on the development of environmentally friendly vehicles (EFVs). Tata Motors is on the anvil of launching its Hybrid city bus and the range of electric vehicles based on the Indica Vista hatchback and mini-truck Ace. The Company is also geared up for the switch over to the Bharat Stage IV norms to be introduced in India from 1st April 2010. At the same time the Company is also constantly evaluating various technologies which will result in lower CO₂ emissions and in turn offer better fuel economy to its customers. In the manufacturing locations, the Company has initiated a drive to reduce its carbon footprint as well. The Company has trained Champions to lead the CO₂ abatement plans. Yugandhara, a website on the intranet has been created for the purpose of awareness creation amongst employees. The Company also runs a suggestion scheme for reduction of carbon footprint to engage employees in this effort. All the manufacturing facilities of Tata Motors are certified to meet ISO:14001 Environment Management System (EMS) standards.



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Rain water harvesting and tree plantation continues to be a focussed activity. Tata Motors participated in the United Nations' Billion Tree Campaign as a part of the World Environment Day celebrations with a target of 200,000 trees to be planted over 1100 locations globally.

The Company has well-defined thrust areas for its community development initiatives which are linked to national and international goals and standards, including the Human Rights Charter, Bharat Nirman Programme and the Millennium Development Goals. Tata Motors is engaged in community and social Initiatives on labour standards in compliance with the principles of the Global Compact. Over a thousand youth from areas surrounding the Company's plants were trained in various technical and vocational trades across its plant locations. In the development of new manufacturing locations the Company attaches a strong focus on the development of local manpower through vocational and technical training. The Company also has attached a serious concern on the road accidents since it is a market leader in commercial vehicles in India. With this responsibility in mind the Company is also working with various State Governments for setting up Driver Training Institutes.

The Company's contribution in national development, environmental conservation and societal value creation has been acknowledged at various forums. The Company has been identified as a winner in the automobile sector in a study carried out by the Carbon Disclosure Project (CDP) Secretariat which showcases its performance in low carbon technologies. The Pune and Jamshedpur plants have won National Energy Conservation award 8 times since 2001.

The Report covers the impact of various societal and environmental programmes carried out within the manufacturing units, at non-plant locations and in surrounding communities. I hope that you will find the report useful.

Prakash M. Telang



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HUMAN RIGHTS



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Human Rights

The Constitution of India is one of the most rights-based constitutions in the world. Drafted around the same time as the Universal Declaration of Human Rights (1948), the Indian Constitution captures the essence of human rights in its Preamble and in the sections on Fundamental Rights and the Directive Principles of State Policy.

There are three trajectories of human rights discourse in the Indian context:

1. Civil and Political Rights,
2. Economic, Social and Cultural Rights, and
3. Rights of the Marginalized (such as women, scheduled castes and the scheduled tribes)

Tata Motors' contribution to human rights lies in shaping direction for the latter two trajectories through its initiatives in protecting and promoting the right to health, to education and to dignity of its workforce, their families as well as of the society at large. Tata Motors has also designed and implemented special programmes for the socially disadvantaged sections of the population, the scheduled castes and scheduled tribes, as part of its affirmative actions programme.



TATA MOTORS



Protecting Human Rights

Within Our Own Boundaries

HUMAN RIGHTS POLICY

POLICY ON HUMAN RIGHTS

TATA MOTORS believes in and respects Human Rights as enunciated by the International Labour Organisation.

TATA MOTORS is committed to protect the Human Rights of its employees while dealing with them in all the activities falling under the relationship of 'Employer' and 'Employee'.

Decision to seek employment rests with the individual only, and it is completely voluntary. TATA MOTORS does not and will not allow or encourage Compulsory or Forced Labour in any of its processes and practices.

TATA MOTORS respects the right of its eligible employees to organise for the purpose of Collective Bargaining as well as their right to support or oppose the labour union recognised by TATA MOTORS.

TATA MOTORS respects the definition of Child Labour as mentioned in the guidelines of International Labour Organisation. TATA MOTORS will not engage any person under the age of 18 years (legal age of employment) for any operations or services (as presented in law) unless it is part of government approved job training or apprenticeship programme.

TATA MOTORS honours the right of its employees to choose and decide the extent of their involvement in Political Activities in their Personal Time.

TATA MOTORS expects its Channel Partners and Contractors to adhere to business principles consistent with its own.

Praveen P. Sachin
Executive Director - Finance & Corporate Affairs
16 March 2005

Tata Motors has a well defined policy on human rights. To further ensure that there is no human rights violation within its manufacturing units and through its supply chain and channel partners, the company mandates all members of its value chain to adhere to the Tata Code of Conduct (TCoC). The Code is a set of 25 principles, which enshrine the human rights principles, the commitment towards environment protection, adherence to labour standards and anti-corruption.

In addition, the Company has well developed Supplier and Dealer Assessment Processes to take care of issues related to social aspects, which are made a part of the selection process for dealers and suppliers of the company. All legal and regulatory requirements need to be fulfilled before final selection. The Company also periodically audits the job contractors for adherence to labour laws and other statutory requirements, such as payment of minimum wages, Provident Fund and Gratuity etc. The Company also has a special Contracts Cell and Price Panel, which conducts regular compliance audits of contractors and suppliers to ensure their adherence to legal enactments.



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Protecting Human Rights

Tata Motors also has a policy against non-discrimination in employment. This policy guides all recruitment procedures.

NON DISCRIMINATION POLICY

POLICY ON EQUAL OPPORTUNITY AND NON-DISCRIMINATION IN EMPLOYMENT

As part of its Recruitment Practices, TATA MOTORS is committed to provide Equal Opportunity to all eligible applicants for employment without any discrimination against their gender, race, religion, caste, colour, ancestry, marital status, nationality and disability.

Opportunity for employment will be solely based on eligibility and merit of the applicant. Career growth opportunities will be based entirely on individual merit.

Praveen A. Kadle
Executive Director – Finance & Corporate Affairs

16 March 2005

Protecting Human Rights

Outside Our Own Boundaries

Tata Motors is committed to protect and promote human rights of people at large and improve the quality of life of communities by working in areas of Health, Education and Employability. The activities touch the lives of more than a million citizens and contribute towards promoting the human rights to health, education and work through improved facilities and skill base.



Tata Motors is among the country's most admired companies for their corporate social responsibility (CSR) Initiatives, as per the Nielsen Corporate Image Monitor Survey 2008-09.



Jaguar Land Rover achieved silver status at its first attempt in the UK's leading voluntary benchmarking of corporate responsibility.

Health

- Run clinics, health centres and hospitals
- Run mobile health clinics to improve access to health care by remote villages
- Organise prenatal care for expectant mothers
- Organise camps for Immunization of children and for family planning
- Organise health awareness camps on common diseases and ailments
- Train women as Village Health Workers from within the community in basic health care
- Ensure safe and perennial drinking water through construction of permanent structures
- Improve sanitation through awareness drives and individual household level sanitation facilities



Initiatives in Health Care	Impact in 200809
Curative & preventive health services	<ul style="list-style-type: none"> • 104270 community members benefited • 2500 of these were patients with minor ailments treated by Tata Motors' trained Village Health Workers
Low Cost Toilets for sanitation	1900
Cleanliness drives	4000 villagers participated



Education

- Provide infrastructural support through construction of schoolrooms
- Upgrade existing facilities in the schools, like building laboratories, computer centres, etc.
- Provide scholarships to eligible students from lower income group for higher education
- Improve quality of education through promotion of extra-curricular activities for students and special training programmes for teachers
- Provide vocational guidance to help students in career planning
- Promote adult education through special evening classes

Initiatives in Education	Impact in 2008 - 09
Infrastructure development, facility upgradation and donations	100 schools benefitted
Extra curricular activities for overall personality development	4167 students
Scholarship for higher studies	734 students



Employability

- Organise technical and vocational training programmes and workshops in different trades
- Promote employment and entrepreneurship development through formation of co-operatives
- Promote women empowerment through formation of Self Help Groups and women co-operatives
- Partner with Industrial Training Institutes across the country to help impart industry-relevant training
- Open Driving Training Institutes, in partnership with state governments

Initiatives in Health Care

Impact in 2008-09

Vocational Training

1048 youth, of which 570 were women

Technical Training

1542 youth trained in MMV, refrigeration, electrical, etc.

Entrepreneurship Development

200 entrepreneurs created –mid day meal, garages, honey making, tailors, garage owners, etc.



Mr. S. N. Ambardekar, Head (Manufacturing Operations - Commercial Vehicle Business Unit) received the Rotary Vocational Excellence Award 2008-09 from Mr Vilas Jagtap, District Governor - Rotary District. The award is instituted by the Rotary Club in recognition of excellence in performance.

In addition, as had been stated, the company also undertakes special initiatives for protecting the human rights of the socially disadvantaged sections of the population, the scheduled castes (SC) and scheduled tribes (ST).

An overview of some of the Affirmative Actions taken by the company in 2008-09 is given below:

Entrepreneurship Development

1. Thirteen entrepreneurs created in total, of which 3 are ST from Mechanic Motor Vehicle (MMV) Trade Course and 1 ST youth in Jamshedpur (opened own shop)

Tata Motors' Contribution to MMV Trade:

- Technical training in Mechanic Motor Vehicle Trade in partnership with Ramakrishna Mission at Sakwar, Thane Distt., Maharashtra
- Soft skills in Computers and English language
- Practical training at dealerships
- Tools
- Mentoring by employee volunteers

2. First youth opened a shop for digitization of photographs at Jharkhand

Tata Motors' Contribution:

- Computer training
- Mentoring by employee volunteers

Employability

1. The Company has statutorily reserved seats for SC/ST students (under the Apprentice Act 1995) and trained over 400 youth in its manufacturing units under various apprenticeship programmes in 2008-09.

2. Batch of 2008-09 for the Mechanic Motor Vehicle Trade Course at Sakwar includes 42 students, of which 36% belong to SC/ST category. The intake therefore is double than the previous year

3. 58 SC/ST youth trained in computers and mushroom cultivation, of which 44 were women belonging to ST category

4. Under the Public-Private Partnership, partnered with Industrial Training Institutes (ITIs) across the country.

Tata Motors' Contribution to ITIs:

- Inputs for curriculum revision as per the latest industry requirements
- Training of the ITI trainers at the Company's manufacturing units
- Exposure visits for the trainees at the manufacturing units
- Support through provision of tools and equipments, including automobile cut sections
- Support in organizing regional level competitions
- On-the-job training for trainees at various dealerships and service stations
- Representation by Senior Management at Regional / National level for Core Committees for Technical Education including Chairmanship of the Industry Managing Council of ITI

<p>Education</p>	<p>Scholarship programme, <i>Vidyadhanam</i>, instituted in 15 schools in villages of the project area of Pune manufacturing unit as part of the Affirmative Action programme. 111 students awarded scholarships for higher studies under the programme in June 2008. Of these awardees, 76 belong to SC/ST Vidyadhanam. It is an educational assistance programme and not a financial scholarship per say. It is a rolling programme that runs for 3 years from class VII-IX.</p> <p>Objectives -</p> <ul style="list-style-type: none"> • Improve quality of education • Enhance the enrollment ratio • Decrease the drop-out rates • Increase sex-ratio in classes • Universalisation of school education. <p>Assistance provided-</p> <ul style="list-style-type: none"> • Educational aids • Solar lanterns for children in homes without electricity (currently 30 students identified) • Special reading rooms and special classes for English, Math and Science by 70 employee volunteers • Regular extra-curricular activities in theatre, sports, music, art, elocution, quiz, etc. • Summer and winter camps for these students within TML premises for personality development sessions and activities, spread over 2 days.
<p>Employment</p>	<ol style="list-style-type: none"> 1. Final placements of MMV Trade Course pass outs from Sakwar at Tata Motor's dealerships co-ordinated by Tata Motors' employee volunteers. Representatives from dealership involved at all stages, right from curriculum design to on-job training to designing testing methods and providing inputs on soft skill training. The active involvement from leading dealerships ensures their confidence in the quality of training imparted, encouraging the placements of these students. 2. Three women found employment as computer teacher (2) and as computer operator (1) after having received computer training organised by the Company at Jamshedpur. 3. As part of the Rain Water Harvesting project undertaken by the Company at Jamshedpur, covered under Micro Economical Social Organization (MESO), a central government aided programme meant for socio-economic upliftment of SC/ST population, 2 new ponds were added to the existing 10 ponds during the year. Total work generated in the project this year was 2000 man days, benefiting 52 tribal families.
<p>Miscellaneous</p>	<ol style="list-style-type: none"> 1. Supplementary diet and health care provided 120 students, not covered by ICDS programme in Pune. 2. Curative and preventive health care provided to more than 10,000 SC/ST villagers in the project areas of Jamshedpur, Pune and Lucknow manufacturing units. 3. Quality of work for over 3000 SWACH- [a cooperative of Recycling Agents (Waste Pickers)] workers improved through innovative designing of waste collecting carts by the Engineering Research Centre of Tata Motors. SWACH is a body that organizes women from the unorganized sector to form co-operative and provide livelihood opportunities to the members. The members' belong to SC category. This body is a recognized entity by Pune Municipal Corporation and Pimpri -Chinchwad Municipal Corporation.



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LABOUR



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Labour

Free and collective bargaining

Tata Motors believes in the mutual growth and sustainable development of its employees and strives to promote cordial and harmonious industrial relations by giving employees adequate platforms to voice themselves and be a vital part in the decision making process. Thus, the Company encourages the collective bargaining process with a view of agreeing on long-term wage settlement, which is duly signed by independently elected members of the union and management representatives. Every manufacturing unit has its own internal unions.

One of the primary objectives of the unions is to negotiate on behalf of its members with the management via the collective bargaining process and get a mutually beneficial wage settlement agreement. This agreement is applicable and binding to all workmen within that manufacturing unit. Tata Motors is proud that all its unions are internal and with no political affiliations. The union leaders and representatives are elected democratically. The internal unions at Tata Motors function with the purview of the Trade Unions Act, 1926.

Apart from collective bargaining process, the union also plays an important role in managing development of its members through various initiatives. One such initiative is the "worker education programme", which is a year round activity and the participants for the programme are selected by the union representatives.

Apart from trade unions, every plant also has internal safety teams which are made up of workmen and safety officers who take upon themselves to ensure and maintain the highest safety standards across the plant. Workmen are also an integral part of self-directed quality teams whose sole focus is to maximize worker productivity. The unions also take administrative decisions including canteen maintenance and how to organize worker's office transportation.

The management has encouraged various forums for the unions to raise any grievances and seek redressal through bipartite forums like an Industrial Relations Committee (Union, Management and random workmen as observers meet and raise issues, if any, and understand the Company's position), Safety Committee (to negate unsafe working conditions) Transport Committee, etc.

Labour

Procedures involving information, consultation and negotiation with employees:

Business Unit Level Managing Director, Executive Director (Business Unit Head)	Annual
Plant Head Senior VP/ Direct Reports	Monthly Periodically
Divisional Level GM/ Direct Reports	Monthly
Factory/Department Level Divisional Head/ Factory Head/ HR	Monthly Weekly
Centre of Excellence owners / HRO	Need Based one-to-one interaction

The bargainable workforce engaged across Tata Motors is around 12,919 out of which 12,343 are members of the unions, amounting to around 95% of the bargainable workforce.



The Human Resources department of Commercial Vehicle Business Unit, Pune won the SAIL HR Excellence Award in the Large Scale organisation category. On the occasion of its 50th year of production, Steel Authority of India (SAIL) in collaboration with Indian Institute of Management, Ahmedabad recognised excellence in people management practices through these awards.



Four workmen from Commercial Vehicle Business Unit, Pune have been conferred with the prestigious Prime Minister's Shram Awards. The objective of the award is to recognise outstanding contributions made by workmen, both in public and private sector organisations.



Tata Motors' manufacturing unit at Pantnagar has been adjudged the winner of the Golden Peacock award for Occupational Health and Safety for the year 2008-09. The award is instituted by the "Institute Of Directors", New Delhi, as recognition of strong driving force for sustainable excellence.

Labour

Eliminating Child Labour and Forced and Compulsory Labour

Tata Motors does not employ any child labour or employ any forced or compulsory labour. All employees of Tata Motors have the choice to part ways with the Company amicably.

Tata Motors ensures that it operates within the legal framework and adheres to all the labour laws applicable in India. The Company goes a step further by reviewing its compliances via the Sorbarnes-Oxely Act. A further audit is served through the implementation of Social Accountability 8000 standards across the three main manufacturing units of the Company. SA 8000 certification is provided post an external audit of the Company's facilities and value to ascertain the absence of forced/compulsory labour, possibility of child labour and adherence to payments of minimum wages, etc.

In addition, Tata Motors takes a written undertaking from all its materials suppliers and agencies from which the Company sources contractual manpower to adhere to the Tata Code of Conduct and the Factories Act, which in essence incorporates human rights principles pertaining to minimum wages, child labour and forced and compulsory labour.





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ENVIRONMENT



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Environment Management in Tata Motors

Environmental Policy:

Tata Motors has incorporated environmentally sound practices – in its processes, products and services. The 'precautionary approach' to environmental protection is embodied in the 'Environmental Policy' of the Company. The Policy articulates top management commitment to continually improve Tata Motors' environmental performance.



Commercial Vehicle Business Unit, Lucknow has bagged the Excellent Energy Efficient Unit Award at the 10th National Awards for Excellence in Energy Management - 2009 conducted by CII – Godrej Green Business Centre at Chennai recently. The objective of the award is to recognise 'Excellence' in Energy Management in industries and facilitate sharing of information by excellent energy efficient companies.



Tata Motors Pantnagar was declared the winner of National Energy Conservation Award 2009, 1st prize in Automobile Manufacturing category by Ministry of Power, Government of India. National Energy Conservation Award is recognition for selected industrial units, which have made systematic & consistent attempts for efficient utilisation and conservation of energy during the year 2007-08 & 2008-09. This is a Union Government Initiative towards climate change.



Environmental Policy

Tata Motors reaffirms its commitment to minimise the adverse impact of its products, operations and services on the environment.

Towards this end, it shall strive to :

- Establish sound environmental objectives and targets and a process of reviewing them.
- Comply with all applicable legal/regulatory and other environmental requirements.
- Reduce the emission levels of vehicles in full compliance of the regulatory norms and proactively work with the Industry, Government, other related industries and agencies to bring in international best practices.
- Use of environmentally sustainable technologies and practices for prevention of pollution and the continual improvement in environmental performance.
- Conserve natural resources and energy by minimising their consumption and wastage.
- Minimise waste generation, enhance recovery and recycling of material and develop Eco-friendly waste disposal practices.
- Building awareness of our work force, customers and vendors on environment issues.

This policy has been communicated to all our employees and shall be made available to the public/stakeholders on request.

Ratan N. Tata
Chairman

July 29, 2003.

environmental

policy

Environment Management

Enterprise Process Model (EPM) Manual

An Enterprise Process Model (EPM) manual comprising of 19 Enterprise Level Processes and their sub-processes was published in 2002-03 and is continuously upgraded to ensure that the EPM processes evolve in line with process changes, changing business needs and global paradigm shifts such as the emerging Climate Change challenge.

Environment Management is a level 1 process in the EPM

The 19 Top Level (Enterprise level) Processes have been documented in the form of Process Definition Sheets (Integration Chart) and Process Maps and all the sub processes (Integration and Alignment Charts) have been documented in the form of Turtle Diagrams. Integration notes have been added to the processes in 2009 to make the EPM more vibrant. Every process has defined measures for “effectiveness and efficiency”. This EPM approach has helped Tata Motors to evolve a uniform approach to Environment Management across all manufacturing locations.

Our manufacturing facilities at Pune, Jamshedpur, Pantnagar and Lucknow are certified to the ISO-14001:2004 Standard for Environmental Management Systems (EMS). The environmental aspects of products, services and operations and their related impacts have been formally assessed as a part of the installed Environmental Management System. Since the first EMS certification in 2001, the system has matured and a robust audit and review mechanism has delivered tangible improvements in terms of resource conservation, pollution prevention and assured legal compliance.



Initiatives for promoting and protecting the Environment

1. Green Product Design (New products designed in line with Green Objectives)

Tata Motors is the leading vehicle manufacturer in India, offering products operating on diesel, gasoline, and bio-fuels.

Exhaust emissions including CO₂ emissions is considered to be a primary contributing factor to urban air pollution and global warming. Of the total volume of emissions associated with the life cycle of an automobile, from material sourcing to recycling of end-of-life vehicles, the largest portion of such emissions occurs when the vehicle is on the road during its use phase. Tata Motors considers controlling on-road emissions as one of the most significant technological, financial and business challenge. While the Company is working on developing fuel cells and other technologies of the future, we are also working to reduce emissions from vehicles being manufactured currently, through highly efficient engines and technologies.

In view of global competitiveness, business challenge is to design and develop safe and affordable fuel efficient and alternative renewable energy vehicles after detailed feasibility study, taking into account the socio-economic and environmental impact assessment of the products. Tata Motors is increasingly investing in design and development of fuel efficient and alternative energy vehicles and is also implementing new advanced technologies to increase efficiency of internal combustion engines. Although these new technologies for reducing emissions are expensive, the savings in fuel compensates the high cost of advanced fuel efficient technologies.

At Tata Motors, the commitment to developing environment friendly and sustainable products is in an accelerated phase. It is involved in several initiatives in the area of alternate fuel. Expert teams are working on following special projects involving environment friendly technologies using alternative energy vehicles at the Company's Engineering Research Center at Pune and Jamshedpur.

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Initiatives for promoting and protecting the Environment

Hybrid Electric Car

Hybrid Electric car is being developed. The concept vehicle has been demonstrated while prototypes are under development.

Electric Traction System for Buses

An Electric Traction System for Buses which is an all-electric power train using motors and inverters for driving the motors is being developed.

Hybrid Bus

A Diesel/CNG hybrid bus as first application of the Electric Traction System is also being developed.

Fuel Cell Bus

Fuel cell Bus is a derivative of an Electric Bus, in that the electric power source is a fuel cell.

Electric Car

The Company is developing an Electric Car based on Indica platform targeted at European markets where there is surplus electricity generation from renewable sources. The vehicle would use high energy density batteries to give a meaningful driving range between charges.

Electric Small Commercial Vehicle

An all-electric small commercial vehicle is under development for North America and Europe.

Bus Rapid Transit System

Motors based on use of low floor CNG buses with high capacity is a sustainable solution for mass transportation problems in metro cities in India like Delhi, Mumbai, Bangalore, etc. It proposes the use of special lanes on the routes reserved for such buses to facilitate faster movement of buses and is based on Intelligent Transportation System model (ITS). It is enabled by Information, Communication, Smart Card and GPS technologies to provide better service to commuters.

Initiatives for promoting and protecting the Environment

Apart from the above, Tata Motors has successfully implemented lead free wheel balance weights, lead free printing inks, lead free bulbs, alternate designs/coatings for hard chrome plating, cadmium plating, lead free coatings for fuel tanks, lead free carbon brushes for electrical motors, etc.

Asbestos free brake pads and clutches have been introduced in many of our products. In addition, water based paints are being used instead of solvent based paints to avoid VOC emission. Work is going on for reducing/elimination of hexavalent chromium for corrosion preventive coatings and development / implementation of lead free bearing shells and bushes.

Tata Motors is working with the steering committee of National Hydrogen Energy Board to find the ways to harness hydrogen - potential energy of future. India is a signatory to the World Forum of United Nation's of Economic Commission (UNECE) for Europe. Tata Motors is also participating actively in the following National Committees which are working on formulating policies and regulations for improvement of environment including GHG reduction, throughout the country:

- 1) Expert Committee on Air Quality Monitoring, Emission Inventory and Source Apportionment Studies for Indian Cities and Vehicular Pollution Control, constituted by Central Pollution Control Board, Delhi.
- 2) Technical committee for Heavy-duty Diesel Retrofit Demonstration Project, constituted by National Environmental Engineering Research Institute (NEERI), Mumbai.
- 3) Steering Committee for Mobile Air Conditioning Assessment Project, constituted by TERI, Delhi.
- 4) Expert Committee on formulation of Auto Fuel Policy headed by Dr. R. A. Mashelkar and revision of Auto Fuel Policy by Ministry of Petroleum & Natural Gas.
- 5) Sub-committee on CO2 emission norms of Union Ministry of Shipping, Road Transport and Highways of India, along with Automotive Research Association of India (ARAI).
- 6) Working Group on Automotive Mission Plan of Ministry of Heavy Industries & Public Enterprises, released in December 2006.
- 7) Coordinated Automotive Research initiative of Department of Science & Technology of Government of India, for developing the National Hybrid Propulsion Platform programme.
- 8) Ministry of New & Renewable Energy, Government of India (GoI), is promoting and assisting technology development for GHG reduction by way of increased usage of Biodiesel. The Company is engaged in this initiative of GoI and currently running number of engine and vehicle programmes to commercialize usage of Biodiesel as soon as the same is made available to the general public by oil marketing companies.

Initiatives for promoting and protecting the Environment

Tata Motors has been continuously launching environment friendly products in the markets by using the latest technologies available. While a number of models are already available with the LPG and CNG technologies, the Company is also actively pursuing electric vehicles programmes. Further, the Company is committed to meet all emission norms in its products that are enforced from time to time in India and the international markets where it operates. This is evident from the fact that the small car Nano, which is not only the most fuel efficient car, but also designed to meet BS-III emission standards despite the stiff cost targets of the project.

In January 2008, Tata Motors unveiled its People's Car, the Tata Nano, which India and the world have been looking forward to. A development, which signifies a first for the global automobile industry, the Nano brings the comfort and safety of a car within the reach of thousands of families.



Its safety performance exceeds regulatory requirements in India. Its tailpipe emission performance too exceeds regulatory requirements. In terms of overall pollutants, it has a lower pollution level than two-wheelers being manufactured in India today. The lean design strategy has helped minimize weight, which helps maximize performance per unit of energy consumed and delivers high fuel efficiency. The high fuel efficiency also ensures that the car has low carbon dioxide emissions, thereby providing twin benefits of an affordable transportation solution with a low carbon footprint.

Initiatives for promoting and protecting the Environment

2. Green Manufacturing

Advanced Technology adoption for CO2 abatement

- Gas fuels having lower CO2 intensity used for process heat requirements in Paint Shops.
- New Paint Shops incorporate heat recovery systems - VOC Incinerators / Recuperative Thermal Oxidizers which also reduce solvent emissions significantly.
- Shop integration with conveyor movement of aggregates, eliminating need for physical movement between shops.
- Central Compressor House incorporates Intermediate Controller Unit for demand side management.
- Advancements shared and replicated in all new Greenfield locations.



Future plans for CO2 abatement in product logistics

Initiatives for promoting and protecting the Environment

3. Climate Change Initiative

Energy efficiency – Engrained strength in Manufacturing

- Energy Cells formed at Jamshedpur and Pune since 1987. Energy Conservation (ENCON) is a planned and budgeted activity.
- Achieved average year-on-year 5% reduction in Specific Energy and Fuel Consumption.
- Current levels of Specific Energy and Fuel Consumption (2008-09) of 560.01 KWH/Equivalent Vehicle and 0.35 million Kcal/Equivalent Vehicle are industry benchmarks.
- Achieved benchmark performance amongst Automobile Manufacturing Companies in India – won 16 awards from premier institutions (BEE, Gol, CII, etc.) since 2000.

Benchmark achievement– Wind Energy CDM Project

- Total 395 million wind units generated since commissioning of the Wind Mill project, i.e. 4 Lakh tonne of Carbon dioxide avoided.
- First Tata Group Company to successfully register a CDM Project (Wind Energy Generation) and complete sale of 167K CERs (1 CER = 1 tCO₂e – tonne of Carbon dioxide equivalent)
- Implemented solar energy projects (like water heating, street lightings etc.) at premises.

Future plans for CO₂ abatement in power generation

- Existing Light Diesel Oil (LDO) fueled 2MW D.G. sets, will be converted to operate on dual fuel - Natural Gas (80%) + LDO (20%)
- Project Partners – New Energy and Industrial Technology Development Organization (NEDO), Ministry of Power (Govt. of Japan) and Ministry of Finance (Govt. of India)
- Projected CO₂ reduction = 1362 tCO₂e/year

Future plans for CO₂ abatement in product logistics

- HCV/MCV/LCVs will be dispatched on Custom Built Tractor Trailers, instead of being driven to sales outlet or customer.
- It is estimated that CO₂ emission reduction = 1.66 tCO₂ (in case of 3 vehicles/ trailer) and = 2.49 tCO₂ (in case of 4 vehicles/ trailer) will be achieved (work-out based on average distance travelled on road by chassis from Company's manufacturing unit at Pune).

Initiatives for promoting and protecting the Environment

Significant achievements in CO2 abatement



- In-house green-belt of approx. 5 lakh mature trees on premises "sinks" 10,500 tCO₂e (estimated) annually.
- Tree plantation commenced since 1964 for purpose of greening premises at all manufacturing units.

Tata Motors contributes to the United Nations – Billion Tree Campaign!!



**United Nations
Environment Programme**
environment for development

Commit to
ACTION

Join the
**BILLION TREE
CAMPAIGN**



- As part of World Environment Day celebrations, Vice Chairman appealed to every employee to participate in a mega tree plantation drive in support of the United Nations Billion Tree Campaign.
- Target for 2009-10 - 200,000 saplings globally across 1100 locations beginning June 5, 2009.
- 100,000 saplings planted so far across India, Africa and Middle East - at plant locations, offices, dealerships, authorised service centres, and spare parts distributors, involving channel partners and customers.
- 2000 commercial vehicles availed the benefit of free PUC (Pollution Under Control) check organised by Tata Motors at over 100 Service Centres across India.

Initiatives for promoting and protecting the Environment

Tata Motors contributes to environment protection through initiatives implemented in communities

- Conserve water and create new water bodies
- Introduce environment-friendly farming methods and cooking practices in villages through awareness drives, demonstrations and installation of smokeless chullahs
- Enhance irrigation through building dams and check-bunds



Initiatives in Environment	Impact in 2008-09
Increase irrigational facilities for agricultural development	132 ponds created
Reduce GHG through promotion of alternate fuel resources in villages	17 biogas plants constructed

CO2 Footprint Assessment – M/s Ernst & Young

- Carbon Footprint Assessment carried out by third party - M/s Ernst & Young as a part of Group Level exercise along with Tata Steel, Tata Power, Tata Chemicals and Tata Consultancy Services.
- Footprint exercise highlighted that the energy intensive areas – Foundry, Heat Treatment and Paint Shop account for 50 to 60% of the CO2 emissions.
- Tata Motors will be exploring CO2 abatement ideas in these areas

CO2 Abatement Plan – M/s McKinsey

- M/s McKinsey took up the findings of the GHG footprint assessment and engaged in intensive brainstorming workshops to develop ideas and to explore 'best-in-class' benchmarks for replication.

CO2 Abatement Plan – Greening the "Supply Chain"

- Creating awareness amongst Vendors on Climate Change.
- 20 minute info-module on the science, impacts, causes and abatement of Climate Change.
- Shared Energy Conservation ideas that are working effectively in Tata Motors.
- Collected environment and energy related data through a format questionnaire from Tier-I Vendors and estimated carbon footprint attributable to Tata Motors.

Initiatives for promoting and protecting the Environment

Awareness creation on 'Climate Change Initiatives'



MD (India Operations) formally launched web-site on the World Environment Day

- Created website "Yugandhara" on intranet as a single point resource within Tata Motors on the science, impacts, causes and abatement of Climate Change.
- Web-site includes exhaustive information on the work done by Tata Motors for abatement.
- Information also e-mailed across organization and published in internal magazines.

CO2 Abatement Plan – driven by employees!!

Building capabilities

- 8 Champions identified and trained.
- Champions working for Carbon Footprint Mapping of other Tata companies.
- Formulated Teams for carbon footprint mapping at Dealers and Vendors end.
- Involvement of Senior Management as Mentors.

Idea generation

- Unique suggestion scheme launched across plants on "Reduction of Carbon Footprint".

Measure performance

- Align and track performances through Balanced Score Card and Major Performance Area's.
- Integration with Tata Business Excellence Model.

Initiatives for promoting and protecting the Environment

Tata Motors communication on Climate Change in public domain

A. Tata Motors reporting carbon footprint through Carbon Disclosure Project (CDP)

- The Carbon Disclosure Project (CDP) is an independent organization, managing the world's largest database of Corporate Climate Change information.
- CDP obtains data from participating organizations through voluntary disclosure of GHG related information.
- Tata Motors' voluntary response to CDP7 (2009) can be viewed at the following link:
<http://www.cdproject.net/company-homepage2.asp?id=2517>

B. WWF-India to showcase Tata Motors contribution

- WWF India, in partnership with the CDP Secretariat is undertaking a project entitled "Winners in a Low Carbon Economy".
- The study aims to identify and showcase performance and potential of leading Indian companies in 'low carbon technologies' in key sectors (Oil and Gas, IT, Telecom, Banks, Automobile, Engineering and Machinery).
- Tata Motors has been identified as one of the winners in the automobile sector, based on the information submitted in CDP6 (2008).
- WWF-India will publish the Study Report later this year

C. Tata Motors reporting on energy efficiency with BEE

- The Bureau of Energy Efficiency (BEE) is a statutory body under the Ministry of Power, Government of India.
- BEE has regulatory and promotional functions assigned to it under The Energy Conservation Act, 2001. The annual NATIONAL ENERGY CONSERVATION AWARDS is a prestigious competition, which is administered by the BEE.
- Tata Motors has won the award 8 times since 2001.
- Details of ENERGY CONSERVATION achievements and corresponding Green House Gas emission reductions can be viewed at <http://www.bee-india.nic.in/index.php?module=intro&id=11>



Global Compact
Communication On Progress
2008-09

ANTI-CORRUPTION



TATA MOTORS

This is a gift you will like!

Your good wishes are enough for me.



The Tata Group has always been values driven. The five core values of Integrity, Understanding, Excellence, Unity and Responsibility drive the way we run our businesses. The Tata Code of Conduct (TCoC) which is the ethical road map for the Tata Group is a derivative of the core values.

The Management of Business Ethics (MBE) is guided by the MBE Manual released by the Group Chairman in July 2006. In Tata Motors, the MBE programme is administered through the Chief Ethics Counselor, the Senior management, the Location Ethics Counselors and the Divisional Ethics Co-ordinators nominated by the management.

CODE OF CONDUCT

A TATA company and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration, gifts, donations or comparable benefits which are intended to or perceived to obtain business or uncompetitive favours for the conduct of its business.

Anti-Corruption

Improving awareness on business ethics

Management of Business Ethics (MBE) is included in the induction training of all new recruits and they have to undertake a pledge to abide by the same at the time of their joining. All existing employees including senior management have to reaffirm the ethics pledge every year. Regular re-orientation programmes are conducted throughout the year as well.

The Tata Code of Conduct (TCoC) clauses and policies are displayed on the intranet and also displayed on the shop floor and in the offices. Seven policies on ethics related topics have been released and are widely displayed across various locations. Articles on TCoC and names of the Divisional Ethics Co-ordinators (DECs) are published in the In-house journals.

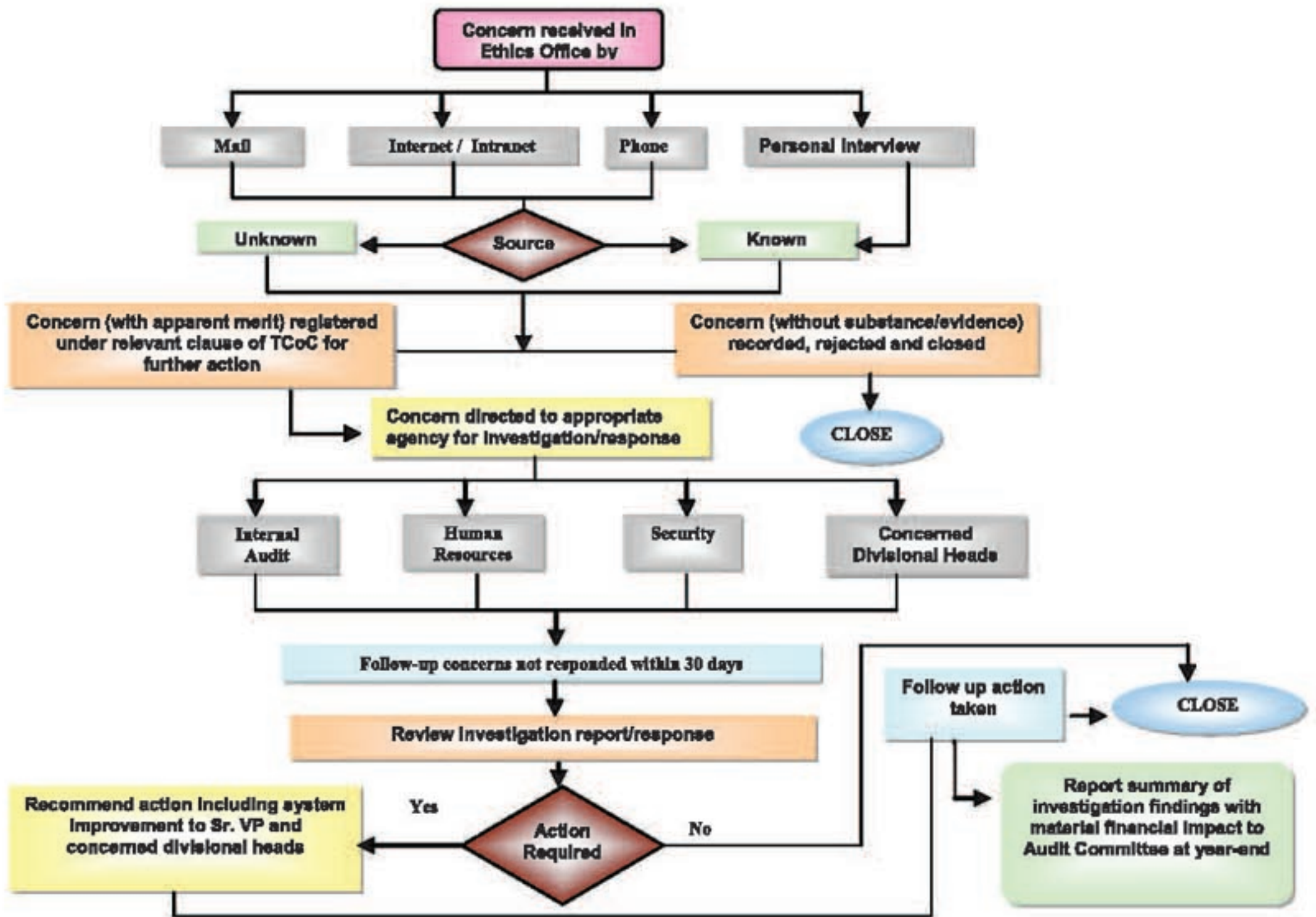
Discussions on TCoC are held in vendor meets, training is provided to suppliers/ contractors' staff and the ethics policy is displayed at dealers' offices. Vendor and Dealer Councils have been set up to propagate a culture of TCoC.

Survey on MBE is conducted every year and senior management takes appropriate remedial action based on the outcome of the survey. The status of the Ethics program is also presented annually to the board level Audit Committee.

Concern resolution:

Locked drop boxes are provided on the shop floor and in the offices for receiving concerns. Concerns may also be raised through e-mails (anonymous/ with identity), direct letters, toll free phones or personal meeting with the counselors/co- ordinators. Concerns received are resolved with the help of DECs and Internal Audit Staff in a time-bound manner. Results of investigations are reported to the senior management. Corrective actions like process improvement, counseling, cautioning, job rotation, etc. are taken accordingly.

Anti-Corruption





The image features the Tata Motors logo, which consists of a large, light blue circle with a dark blue outline. The text "TATA MOTORS" is written in a bold, dark blue, sans-serif font across the middle of the circle. Below the logo, the text "Global Compact Communication On Progress 2008-09" is displayed in a smaller, dark blue, sans-serif font. The background is white with a decorative pattern of thin, light blue lines that form a wavy, ribbon-like shape on the left side and a series of parallel lines on the right side.

TATA MOTORS

**Global Compact
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2008-09**