

THE MADRAS ALUMINIUM CO.LTD

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THE MADRAS ALUMINIUM COMPANY LIMITED (MALCO)**UNITED NATIONS GLOBAL COMPACT PRINCIPLES****Communication On Progress****“Empowering Lives”**

MALCO is part of Vedanta Resources Plc., London listed metal and mining major and is an equal opportunity employer. MALCO is among the few companies in India registered with United Nations (UN) and is committed to comply with Global Compact Principles.

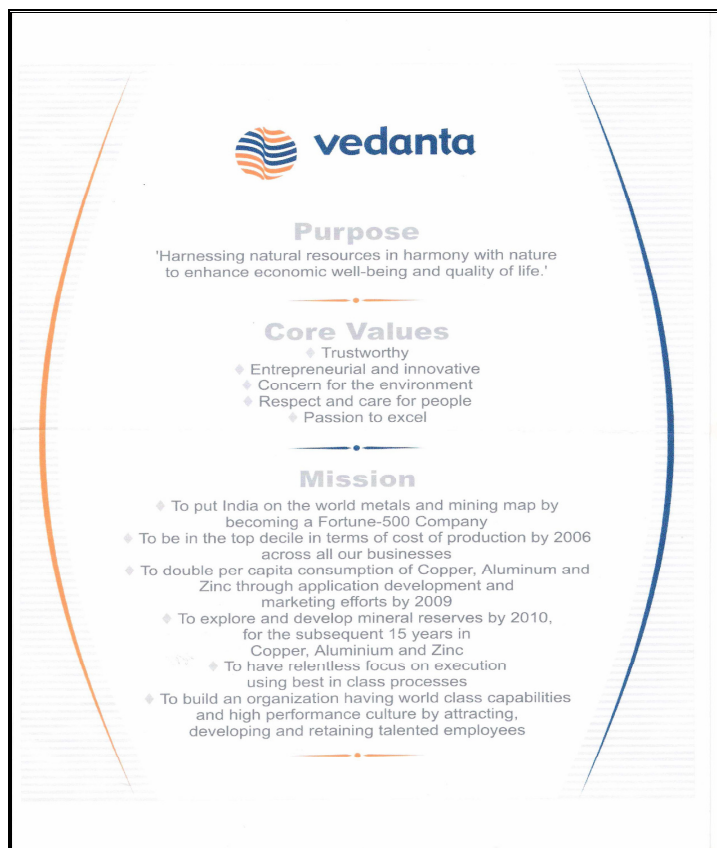
“We at MALCO are committed to follow the principles of Global Compact in its true letter and spirit. Over the years we have mapped the needs of the community and espoused sustainable development in the field of health, safety, environment, livelihood and women empowerment, amongst others. In our mission to be a responsible corporate citizen we are continuously partnering the growth and social well-being of communities where we operate.”

- V. Krishnan, Head Operations

An update on the compliance is given below.

1. Protection of human rights

One of the core values of MALCO is ‘**Respect and Care for People**’, MALCO is committed to protect human rights and ensure every human being is treated equally in all aspects, which underlines our commitment to human rights. MALCO takes care of, not only the basic human rights of its employees but also that of the community around



Few of such initiatives to serve the community around and meet their basic needs are listed below

HEALTH CARE

Multi Specialty Camps

In association with Aravind Eye Hospital Madurai. 75 patients were operated upon and fitted with intra ocular lenses. Spectacles distributed for 95 people.

MALCO Clinic

Providing free treatment and medicine five days a week. On an average 5,000 people are getting benefited in a year

MALCO DOTS Centre

63 patients have been treated for tuberculosis under the DOTS (Directly Observed Treatment Short course) regime. Out of which 36 have been completely cured. 11 are under treatment. 13 have defaulted. 3 are HIV+ and are taking treatment at Government Hospital, Mettur Dam. Counseling is being done for the defaulters to get them back into the treatment regime. Scheduled medications are provided to them thrice a week.

VEDA Blood Bank - Blood Donors' Club

Providing support to the District Blood Bank during emergency periods by sending employees for blood donation. A donor list is maintained and employees are sent as and when there is a need

Rural Health Camps

This program has mainly been launched to cover the neglected health needs of the rural population.



There are 6 camps organized every month covering 8 villages. The camps are held at Ramamoorthy Nagar, Tengalvarai and Thangamaripatinam. The camps are held at these locations on routine basis covering more than 200 patients per camp.

Beneficiaries 2009 - 10

Male	Female	Children	Total
2827	6930	2368	12125

Institutionalised Delivery



The common causes for Infant mortality in Salem/Namakkal District have been diarrhea, malnutrition, home delivery, and anemia and MALCO is working towards to

- increase hospitalised Delivery at Kolli Hills.
- encourage hospitalised delivery by giving a gift package worth Rs.700/- to the women who come to the primary Health Centre for delivery. The package contains accessories for the mother and the child.

So far 899 women have benefited.

EDUCATION

MALCO Scholastic Excellence Awards

MALCO instituted Scholastic Excellence Awards for the District Toppers from Salem District every year in 10th & 12th STD public examination.

Vedanta Scholarship

Vedanta Scholarship is for the best students to pursue higher education in engineering and medicine. In year 2009 – 10, Rs. 1.95 lakhs of rupees distributed for 13 students



Assistance to Government Schools

MALCO supports Government schools by providing study materials, desks and benches. In year 2009 – 10, Malco has renovated Government Primary school building at Ramamoorthinagar.

Evening Study Centers

16 study centers are being run at Mettur and Kolli Hills. 605 students are regularly attending the classes and have immensely benefited from these classes. Extra coaching was also given for students to perform well in the annual examinations. Awards are given for top performers in the 10th & 12th Public examinations.

Promotion of Sports

Sponsored Mettur Taekwondo club members to participate at state level meet organized at Madurai.

Sponsored Mr. Saravanakumar, student and Mr. J. Wellington, Coach from MALCO Vidyalaya to participate in Indo – France International throw ball competition

WOMEN EMPOWERMENT



For the development of the women, MALCO facilitated to form Self Help Groups through which unorganized, unemployed women are organized together and facilitated for capacity building through various activities and programs.

No of Self Help Groups formed	41
Total no of Women covered	657
Accumulated Group savings	Rs 2,52000
Groups taken up Income Generation Programs	6

Livelihood

Tailoring Training Center



Sewing Center for women of Ramamoorthy Nagar, Bharathi Nagar, and Desai Nagar have been established in which 50 women are trained for the period of six months.

Goat Development Initiative

Under Women Development initiatives, MALCO instituted the Goat Development Scheme in Ramamoorthinagar at the cost of Rs.1, 85,000, benefiting directly 185 Self Help Group members.

Computer Training Initiative



The youth are trained and to develop their skills in Computer Applications & Financial Accounting. Training started in July 2009 and so far 120 youth were trained. 29 youth were facilitated to get employment in Salem and Chennai

AGRICULTURE & OTHER INITIATIVES

Veterinary Camps

Agriculture and Cattle rearing are the major occupation of the Gonur Panchayat. As the nearest government Veterinary hospital is 8kms away, Veterinary Camps have been organised in association of Gonur Farmer's Association, Gonnur Milk Co-operative Society and Dept of Animal Husbandry.

The camp provides artificial insemination; de-worming and treatment to other ailments. In each camp more than 2,000 animals got treated. The cattle owners are given awareness about cattle rearing, quality of milk, care of animals and to raise their own fodder for animals

Drinking Water Supply to the surrounding Villages



MALCO is supplying around eight lakh litres of water per day to supplement the drinking water shortage in the surrounding villages of P.N Patty & Veerakkal Panchayat,

Child Friendly Village



Child friendly village project has been designed only for the well being of the rural children and it aims at achieving 100% result in the following

- All school age children are in school
- All children are immunized
- All child possess a valid birth certificate
- No child labor
- Nutritional security of the households

As part of this initiative MALCO is celebrating the first birthday of every child and ensures the child poses a valid birth certificate on this day. It is currently implemented in Ramamoorthy Nagar, which will be extended to other nearby villages also.

Namuku Naame Thitam: (Public Private Partnership Program)

This program initiated by Govt. of Tamilnadu covers Infrastructure Development. Local panchayat can initiate any infrastructure development activities by contributing one third of total budget and government will contribute the remaining. MALCO contributes the amount on behalf of the panchayat to initiate the required infrastructure facilities to the village

2009 contribution :

- 1. PN Patti Panchayat – Rs.8.3 Lakhs**
- 2. Veerakalpuhur Panchayat – Rs.5 Lakhs**



Following are the Infrastructure developmental activities

1. School compound wall,
2. Community Toilet
3. Anganvadi center
4. Ration shop
5. Renovation of Primary Health Center Building,
6. Drinking water scheme,
7. 1.5lakh liters drinking water tank

2. No human right abuse

There is no human right violation at MALCO. Every employee has the right to freedom of thought, conscience, religion. freedom of opinion and expression.No one is held in slavery or servitude

3. Freedom of association and collective bargaining

There is no restriction imposed by MALCO against formation of association or any representation by the employees

4. Elimination of forced and compulsory labour

No one is employed forcefully or compulsorily at MALCO.

5. Abolition of child labour

It is ensured that no one below the age of 18 is engaged for carrying out any work at MALCO.

6. Elimination of discrimination (employment and occupation)

At MALCO without any discrimination across race, colour, sex, language, religion, political or other opinion, national or social origin, any one can hold any position. For example , women are holding key positions and sons of workmen are at senior executive level. MALCO is having employees from various parts of the country and also from the minority and backward communities which reflects our commitment to treat all equally with dignity

7. Precautionary approach to environmental challenges



Reverse Osmosis Plant

In order to conserve water, steps have been taken to commission Reverse Osmosis Plant to treat and reuse the waste water back in the process. The rejects from Reverse Osmosis Plant are treated in an Evaporator.

8. Initiatives to promote greater environmental responsibilities

From day one of commissioning of our Power Plant, the entire generation of Fly Ash is supplied to Cement Industries. MALCO is also successful in identifying users for the Bottom Ash, which was earlier used for developing vegetation on the waste called Red Mud from Alumina Plant.

In India, MALCO is the only organization which could develop customers for the solid waste Red Mud. The off-take by Cement Industries has gone upto 15000 MT per month during the year 2009-10

9. Development and diffusion of environment-friendly technologies

Few of the environment friendly practices of MALCO are

- a. Dustless loading spout to arrest fugitive emission while loading fly ash into bulkers
- b. Ultra-filtration to improve quality of Boiler Feed Water and reduce Boiler Blow Down
- c. Movement of coal through closed conveyor system from railway yard to coal yard instead of using trucks

10. Anti-corruption and bribery

MALCO has an extensive “Business Ethics and Code of Conduct (The Code)” which is applicable to all employees including Senior Management and Directors of the Company. The Business Ethics and Code of Conduct are strictly adhered to by all the employees as a core value in true spirit. The Company also has a whistle-blowing policy.

The efforts of MALCO have been recognized by various forums.

Awards and Accolades

- Winner of **TERI Award** for leadership efforts towards Environmental Management and innovative initiatives for the year 2004-05.
- Best **Social Work Award** received from the Minister of Social Work, Government of Tamilnadu for the Social activities carried at Yercaud Lake.
- Accolades from the **Deputy Director – Rural Health services, Salem**, expressing that, MALCO Clinic as the only private authorised DOTS centre in Salem District.
- Memento from **Namakkal District Collector for social activities** carried out in Kolli.
- Winner of **Golden Peacock Award for Innovation 2006**
- **Golden Peacock Finalist Award for Excellence in Corporate Governance-2006**
- **Golden Peacock Finalist Award for Excellence in Environment Management-2006.**
- Member in good standing by **Shristi - Good Green Governance Award 2006.**
- **State Safety Award** in **September 2006**
- **CII Commendation Award** for strong commitment towards Sustainable Development.
- **CII Leadership & Excellence in SHE (Safety Health & Environment)-2005, Southern Region.**
- **ICWAI National Award for Cost Excellence-2006 – 1st Prize in Private Sector-Manufacturing Unit Category.**
- **State Safety Award** in **March 2010**



At MALCO the Journey towards Excellence Continues