

COMMUNICATING ON THE 10 PRINCIPLES OF UN GLOBAL COMPACT

Attempt has been made to cover all the UNGC principles from 1 to 10 and corresponding GRI-G3 indicators. For more details of any specific initiative of our Company, please visit [www.tatatinplate.com](http://www.tatatinplate.com)

**Snapshot of TCIL - UNGC principles & GRI-G3 INDICATORS**

Principles and relevant GRI-G3 indicators	Key outcomes	Engagement/Process
<p><b>Principle 1</b></p> <p>Business should support and respect the protection of internationally proclaimed human rights</p> <p><b>GRI-G3:</b> HR1, HR2, HR3, HR4, HR5, HR6, HR7, HR8, HR9, EC5, LA4, LA6, LA7, LA8, LA9, LA13, LA14, SO5, PR1, PR2, PR8</p>	<p>TCIL released ( SAP) Social Accountability Policy</p> <ul style="list-style-type: none"> <li>Human rights policy part of Tata Code of Conduct (TCoC). No human rights violations.</li> </ul> <p>Resolving Concerns raised by Stake holders</p>	<p>Management of Business Ethics (MBE) Assurance Survey for Capturing employees' perception once in 2 years.</p> <p>Supplier's meet during which a session on ethics is conducted.</p> <p>Quarterly Review Meetings</p>

	<p>Corporate Social Responsibility</p> <p>In order to do holistic development of the Society, Company has focussed on key thrust areas - Employability, Education, Entrepreneurship and Employment. The key activities are mentioned below.</p> <ul style="list-style-type: none"> <li>▪ Balwadi classes (Pre Nursery) in 3 CD Centers of TCIL is being conducted to enable the students to get admission in good Schools. 172 students benefited including 57 from SC/ST Category.</li> <li>▪ Remedial classes at Harijan Basti are exclusively conducted for school dropouts and weaker &amp; poor students in order to prepare them to continue their classes and rejoin the schools respectively. 66 students benefited.</li> <li>▪ Remedial classes at nearby villages. There are 4 centers running in nearby Villages, Hurlung, Lupungdi h &amp; Nutundih. 141 children benefited and 60 boys &amp; Girls admitted in good schools of the city which was far cry for the village people</li> </ul>	<p>Need based Specialized Training and awareness programmes on Education .Skill development, Preservation of Art &amp; Culture</p>
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	<ul style="list-style-type: none"><li>▪ Domestic Management: The awareness session for Women on domestic Safety, Road safety, Career counseling ,budget etc are conducted for women empowerment.610 women benefitted from the various sessions.</li><li>▪ Free Education at Vidya Jyoti Tinsplate High School and Adivasi School in TCIL colony .TCIL has sponsored 79 students which includes admission fees, monthly fees etc.</li><li>▪ Scholarship for pursuing higher study at Prestigious University. This is done under Corporate NGO Partnership for sponsoring Meritorious SC/ST Students to pursue their higher/Technical Education.Through Foundation of Academic excellence &amp;</li><li>▪ To motivate the meritorious students for their academic Excellence ,Monetary award is given to 30 students every year</li><li>▪ Mid wife training in TCIL Hospital .The tribal girls are trained at Tinsplate Hospital for one year they are also known as</li></ul>	
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	<p>community health provider.</p> <p>34 tribal girls benefited from this training.</p> <ul style="list-style-type: none"> <li>▪ 4 months Basic Computer Education &amp; Communication Skill training .This course is imparted to community girls &amp; Boys at Tinsplate Ladies Welfare Association building .The course module is developed by e junction of M junction Services ltd. Altogether 89 boys and girls were benefited from this course.</li> <li>▪ Short Term Skill development: Imparting Training to Unskilled Semi literate unemployed youths of the community Including SC/ST's in various Short term Skill Training on Welder, Fitter Mason, Electrical Fitter, Carpentry at Jusco Utility and Industrial Training Institute approved .26 youths benefited from this training.</li> <li>▪ Vocational Training at 3 TCIL CD centers is being Imparted on the following Trades/ (Beautician, Tailoring &amp;</li> </ul>	
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	<p>Advance Computer course) 461 youths mainly girls benefited.</p> <ul style="list-style-type: none"> <li>• Promotions of Art &amp; Culture: The Classical Dance &amp; Drawing Classes are conducted at TCIL Community Development Centers. 120 Children were benefited.</li> </ul>	
<p><b>Principle 2</b></p> <p>Business should ensure that they are not complicit in human rights abuses</p> <p><b>GRI-G3:</b> HR1, HR2, HR3, HR4, HR5, HR6, HR7, HR8, HR9, SO5</p>	<ul style="list-style-type: none"> <li>• We ensure that there is no abuse of human rights including the minimum wage policy and benefits.</li> </ul>	<p>Monitoring the statutory compliance of contractors &amp; suppliers. 'No child labour clause' as part of the Contractor agreement.</p>
<p><b>Principle 3</b></p> <p>Business should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p><b>GRI-G3:</b> LA4, LA5, HR1,</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <ul style="list-style-type: none"> <li>• Clause 23 of TCOC also ensures Freedom of Association.</li> <li>• Recognition of the Trade Union - The Golmuri Tinsplate Workers' Union</li> </ul>	<p>The Company has a formal monthly meeting with the Union representatives.</p> <p>For officers &amp; Executives, monthly dialogues with senior management chaired by the MD are held.</p>

<p>HR2, HR3, HR5, SO5</p>	<p>(GTWU).</p>	
<p><b>Principle 4</b> Business should support the elimination of all forms of forced and compulsory labour  <b>GRI-G3:</b> HR1, HR2, HR3, HR7, SO5</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <ul style="list-style-type: none"> <li>• TCIL has never been charged with, indicted or in any other way whatsoever involved with the use of bonded, forced or compulsory labour.</li> </ul>	<p>TCIL conducts periodic internal audits/checks along with regular inspection by the government labour officers which helps in validating the adherence to the various labour laws.</p>

<p><b>Principle 5</b></p> <p>Business should uphold the effective abolition of child labour</p> <p><b>GRI-G3:</b> HR1, HR2, HR3, HR6, SO5</p>	<p>TCIL released (SAP) Social Accountability Policy</p> <ul style="list-style-type: none"> <li>• TCIL adheres to recruiting only workers of age 18 years and above and does not engage in any child labour. During 2013-14, no child labour was engaged.</li> </ul>	<p>The age of the recruits by the contractors were checked by the HR department before recruits were permitted to undertake work.</p>
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<p><b>Principle 6</b></p> <p>Business should uphold the elimination of discrimination in respect of employment and occupation.</p> <p><b>GRI-G3:</b> LA2, LA 13, LA14, HR1, HR2, HR3, HR4, EC7, SO5</p>	<ul style="list-style-type: none"> <li>• TCIL has a systematic recruitment process, which ensures that there is no discrimination on account of age, sex, nationality or religion. The Company is an equal opportunity employer. However, it follows positive discrimination to support a candidate from Socially Backward Classes. The company also gives preference to physically challenged people if they are otherwise suitable.</li> </ul>	<p>Employee referral system for recruitment.</p> <p>Posting in the Career section in the corporate website.</p> <p>Advertising in print media.</p>
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<p><b>Principle 7</b></p> <p>Business should support a precautionary approach to Environmental Challenge</p> <p><b>GRI-G3:</b> EC2, EN18, EN16, EN30, SO5</p>	<p>Formation of Energy task force and implementation of energy audit recommendations as suggested.</p> <ul style="list-style-type: none"> <li>• GHG emission,tc02e/MT of Tinsplate production reduced from 0.72 to 0.66</li> <li>• Solar Water Heater in the Hospital area</li> <li>• Water consumption (m3 per ton) brought down from 14.8 to 14.3.</li> </ul>	<p>Energy Audit conducted by M/s. Telos</p> <p>Create awareness program among employees &amp; Carbon Foot Print mapping of Works /Town/Hospital covers Scope 1 and scope 2 emissions.</p> <p>Batch Annealing Furnace 9 BAF) -1 unit have been converted to Propane based system like in BAF-2 (Propane based furnace).</p> <p>Exploring new Technology, use of renewable Energy</p> <p>Waste Heat Recovery &amp; rinse water utilisation for making of DM water.</p> <p>Formation of task force for reduction of DM water consumption.</p>
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<p><b>Principle 8</b></p> <p>Business should undertake initiatives to promote greater environmental responsibility</p> <p><b>GRI-G3:</b> EN1, EN2, EN3, EN4, EN5, EN6, EN7, EN8, EN9, EN10, EN11, EN12, EN13, EN14, EN15, EN16, EN17, EN18, EN19, EN20, EN21, EN22, EN23, EN24, EN25, EN26, EN27, EN28, EN29, EN30, SO5, PR3, PR4</p>	<p>Abatement measures taken on conservation of natural resources and Improvement of surrounding environment</p>	<p>To prevent dust generation inside the plant, e.g.: Installation water fogging system at Boiler conveyor to control dust, resurfacing of Roads completed. Loose soil areas are being converted to either green-cover or they are covered with paver blocks.</p> <p>Up-gradation of ash handling system has been done at boiler for better ambient air quality.</p> <p>Wheels washing system at vehicle entry at Solution centre to control dust inside shop floor.</p> <p>Up gradation of waste water treatment system.</p> <p>Integrated Management System Assessment series (ISO-9001:2008, ISO-14001:2004 &amp; OHSAS-18001:2007)</p> <p>Implementation of DuPont Safety system</p>
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<p><b>Principle 9</b></p> <p>Business should encourage the development and diffusion of environmentally friendly technology</p> <p><b>GRI-G3:</b> EN2, EN5, EN6, EN7, EN10, EN18, EN26, EN27, EN30, SO5</p>	<ul style="list-style-type: none"> <li>• Current Coal Fired Boiler to be replaced by Gas fired Boiler.</li> <li>• Acid Regeneration Plant - 2 fuel used is propane replaced Acid Regeneration plant -1 was working on HSD.</li> <li>• Systematic replacement CFL with LED lighting System.</li> <li>• Tinsplate is a 100% recyclable product and is environmental friendly</li> </ul>	<p>The new Electrolytic Tinning Line (ETL-II) building is 'green' constructed with modern energy efficient motors. It uses maximum sunlight for illumination, thus reducing the requirement of electricity for lighting purpose.</p>
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<p><b>Principle 10</b></p> <p>Business should work against corruption in all its forms, including extortion and bribery</p> <p><b>GRI-G3:</b> SO2, SO3, SO4, SO5, SO6</p>	<p>The Company is governed by Tata Code of Conduct (TCOC). All Executives, Officers and the Union Officials on behalf of their ranks have signed the declaration showing their adherence to TCoC.</p> <ul style="list-style-type: none"> <li>• There is a formal structure for redressal of concerns raised by the employees or other stakeholders on the violation of TCoC. As on date whatever concerns have been raised, they have been addressed and closed. The Ethics Process is driven by the Ethics Officer (who is the Chief Executive of the Company), Ethics Counsellor with a team of 11 Ethics Coordinators including 1 female co-ordinator and a Union representative as a Union Ethics co-ordinator.</li> </ul>	<p>All key stake-holders of the Company (employees, suppliers, customers ) have been made aware of the clauses of Tata Code of Conduct (TCoC)</p> <p>The TCoC and the Ethics process is prominently displayed on various sections of the plant, works area, office and the township</p> <p>Ethics Month Celebrations.</p> <p>Adoption of Whistle Blower, Gift &amp; Sexual Harassment Prevention Policies.</p>
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**Note: External Audit of SA 8000 2008 was conducted by BSI from 28th to 31st January 2014.**

**Our company has been recommended for Re-Certification of SA 8000 -2008.**