



VOLTAS LIMITED

Prashant Karkare
Vice President

April 13, 2011

Voltas Limited continues its commitment to adhere to the principles of the Global Compact.

Voltas being part of the Tata Group, we have inherited a rich culture of contributing to society and it is our fervent endeavour to carry this heritage forward. As a concept that goes far beyond mere philanthropy, 'giving back to the community' is a significant pillar of Voltas' engagement with Society. Voltas is increasingly adopting the Tata Group's commitment to sustainability, and its stated goals of protecting the environment, fighting climate change and conserving energy. In this drive, Voltas' products, services and operations play as strong a role as the efforts of Voltasites. Voltas' embrace of the Tata Business Excellence Model also offers a powerful tool for being a sustainable and effective resource in the tasks to be performed, and the many challenges to be overcome. The principles of sustainability form part and parcel of the shaping of Voltasites, through education, training, and internal communication channels. They encourage a spirit of giving and sharing, of volunteerism, and of concern for their individual responsibilities in the wider scheme of things. Our new vision is 'Engineering Solutions for a greener tomorrow.'

Community development takes the form of human development through Voltas' Core Competency projects as well as Affirmative Action initiatives. The underlying belief is in the sharing of knowledge and instruction, not charitable donations. The desired outcome is to free the recipient from dependence on hand-outs, making him self-reliant and employable, with technical capabilities attested by end-of course certificates, and various 'soft' skills as well.

The Tata Code of Conduct is a clearly defined document which serves as a guide on the values, ethics and business principles for all the Group Companies which includes Voltas. Voltas adheres to the Tata Code of Conduct in letter and spirit and addresses all 10 principles of the UN Global Compact. Voltas believes that our most valuable intangible asset to achieve our economic, environmental and social goals is our people and that the well-being of the company, and the well-being of its people are inter-dependant. We ensure that employees have a feeling of mutual confidence and loyalty, as well as respect for each other as human beings. Voltas is an equal opportunity employer. All decisions regarding selection and hiring of employees are made solely on the basis of job-related criteria and merits, without discrimination of their race, caste, religion, colour, ancestry, marital status, sex, age, nationality, disability and veteran status.

Prashant Karkare
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