Corporate Sustainability – Affirmative Action  
CII Compendium

**Brief Introduction:**

Voltas is one of the world's premier engineering solutions providers and project specialists. Founded in India in 1954, Voltas Limited offers engineering solutions for a wide spectrum of industries in areas such as heating, ventilation and air conditioning, refrigeration, electro-mechanical projects, textile machinery, mining and construction equipment, materials handling equipment, water management & treatment, cold chain solutions, building management systems, and indoor air quality.

The Company’s strengths lie principally in management and execution of electro-mechanical projects, including air conditioning and refrigeration, the design and manufacture of industrial equipment, cooling appliances and materials handling equipment, sourcing, installation and servicing of diverse technology-based systems serving Indian industry through representation of global technology leaders.

The Company has ISO 9001 - 2000 standards certification in its projects businesses, and has successfully undertaken and executed prestigious high-value projects in the Middle East, Far East and South East Asia, CIS countries, Africa and India.

**Activities/ Initiatives :**

The Company shares the Tata Group’s commitment for developing a strong self-reliant community as part of its business process. The Company supports the national endeavour to bring about equality of opportunity for the socially and economically disadvantaged SC/ST communities through its Affirmative Action (AA) Policy and programme.

The Company has reconstituted its Cross Functional Team on AA and reviewed its engagement in the Tata Groups 4 initiative areas of Employment, Employability, Entrepreneurship and Aid-in-Education.

**Employment**

The Company has enhanced representation of SC/ST in recruitment at all levels. They have modified their HR-2 form for the purpose of capturing SC/ST data

<table>
<thead>
<tr>
<th>As on end March 2012 – India only</th>
<th>SC</th>
<th>ST</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>71</td>
<td>33</td>
<td>2846</td>
<td>2950</td>
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</table>
**Employability**

Through its Core Competency programme, the Company extends its technical skills in Air-conditioning and Refrigeration to underprivileged youth, supplemented with soft-skills training to help them build sustainable livelihoods. It has also helped in expanding the pool of young employable talent and expertise for the benefit of society and business. 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 them self-reliant and employable, with technical capabilities attested by end-of-course certificate.

The Core Competency projects were pursued in alliance with Joseph Cardijn Technical School and Bosco Boys Home in Mumbai, as well as GMR Varalakshmi Foundation in Hyderabad.

<table>
<thead>
<tr>
<th>01-04-2011 to 31-03-2012</th>
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<tbody>
<tr>
<td>Students enrolled</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>SC</td>
</tr>
<tr>
<td>----</td>
</tr>
<tr>
<td>775</td>
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</tbody>
</table>

It is the practical aspect that is emphasized to a greater degree as most of the students will enter into Industry as mechanics. Voltas has played a significant role in the training through plant visits, organizing equipment needed for the Course; periodic evaluation; and brainstorming for the future.

Further, there is on-the-job training through dealers whereby students get a first-hand exposure to customer complaints, and the skills to resolve them.

**Success Stories**

Vishal Gaikwad, (SC student) from the 19th Batch of the Joseph Cardijn Technical School is a school drop-out. Madhav Sarpe (SC student) of the same batch decided to leave his job as a courier boy and enroll at the Joseph Cardijn Technical School for Voltas’ course in Air-conditioning and Refrigeration, as it would give him a skill in hand to enhance his employability. He is currently drawing a salary of Rs.7,000/- per month and is confident of earning much more.
Education

As part of Aid-in-Education, the Company introduced a criteria based Scholarship policy to SC/ST students pursuing engineering. From April 2011 to end March 2012, ten SC students have been given Scholarships amounting to a total of Rs.1,25,000/- (Rupees One Lakh Twenty-five Thousand).

English instructor’s salary

The Company is reimbursing the monthly salary of a special English instructor who is engaged to give special attention to the 40 Kathkari children studying in the Bethany School run by the Bethany Society. The Bethany Society is a registered voluntary organisation committed to the integral development of the tribal community, poor and disadvantaged sections of society in Panvel taluka of Raigad district. The Kathkari tribe is considered to be one of the most primitive ST tribes in Maharashtra.

40 Kathkari tribe children were provided with note books through the efforts of our volunteers for the academic year 2012-13. Our volunteers visited the Kathkari children at Panvel in June 2012 to hand over their contributions. They also conducted interactive games which emphasized the value of setting goals in life.

For the academic year 2012-13 two ST students of the Kathkari tribe have been adopted by the volunteers for education.

In 2012 through the efforts of the Voltas Organisation of Women (VOW), Tata Motors presented a Sumo Gold at a nominal cost to the Bethany Society for the transportation of Kathkari children from the village to the school, in addition to the 4-wheeler minibus which was donated around 3 years ago.
**Mid-day Meal**

Voltas also provides Mid-day meal to the Kathkari children in the Bethany school with a view that one cannot study on a hungry stomach.

**Entrepreneurship**

The Company plans to promote Supplier Diversity by developing vendors for products/services through the Dalit India Chamber of Commerce and Industry (DICCI). Members of DICCI visited the manufacturing plant at Pantnagar in Rudrapur. After this interaction Voltas has started business with a Dalit entrepreneur and since May 2012 the company has given him business of Rs.2 Lakhs. These are ongoing efforts to take the initiative further.

**Success Story:**

One of the SC students from the Joseph Cardijn Technical School – Sachin Bharti, displayed entrepreneurial abilities. Through the efforts of the mentors, Sachin has succeeded in setting up a workshop of his own in partnership. Sachin’s monthly income is around Rs.24,000/-. He came to the city of Mumbai for employment from Uttar Pradesh. He had completed his HSC and did not want to continue studies on account of financial constraints. He was directed by an ex-student to the Joseph Cardijn Technical School to enroll in Voltas’ AC course.