



**GRI
Standard
Disclosures**

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Indicators

Economic Performance Indicators								
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No.	Parameter		2006-07	2007-08	2008-09	2009-10		
EC1	Direct Economic Value generated							
	a) Revenues	Net sales	3945.64	4036.31	8,362.09	5,412.26		
		Revenues from financial investments	162.15	640.53	131.62	257.21		
		Sales of fixed assets	1.23	0.27	0.69	0.07		
	DEV generated		4109.02	4677.11	8,494.40	5,669.54		
	Economic Value Distributed							
	b) Operating Costs	Payment to suppliers	2572.70	2611.17	6,357.46	3,427.78		
		Non-Strategic investments	251.87	252.97	496.77	552.99		
		Royalties	1.67	4.16	3.04	0.95		
		Depreciation	150.35	148.76	131.19	187.19		
		Facilitation Payments	305.58	309.66	360.67	390.62		
	c) Employee wages & benefits	Employee salaries	148.98	169.73	199.02	204.66		
	d) Payments to providers of Capital	Dividends to all shareholders	172.08	211.25	211.65	218.93		
		Borrowing Cost & Foreign Exchange loss on	12.80	8.24	283.55	314.06		
		Interest on debts & borrowings	29.93	12.94				
	e) Payment to the government	Company Taxes	218.88	243.82	293.27	217.71		
		penalty(if any)		0	-	-		
f) Community Investments	Voluntary donations	1.3	2.38	2.43	3.16			
EV Distributed		3866.141876	3975.08	8,339.05	5,518.05			
Economic Value retained		DEV generated-EV Distributed	242.88	702.03	155.35	151.49		
EC2	Financial implications & other risks & oppurtunities for TCL's activities due to climate change					Page No: 25, 26		
EC3	Nature of payments :Pension, super annuation & PF		INR Crores	Sources	2006-07	2007-08	2008-09	2009-10
	Company's Contr to Providend Fund - Singapore			Div. B/s	0.01	0.03	0.01	-
	Company's Contribution to Providend Fund			Div. B/s	4.13	4.37	4.49	4.95
	Company's Contr. to Employees Pension Scheme-1995			Div. B/s	2.19	2.15	2.22	2.17
	Company's Contribution to Superannuation Fund			Div. B/s	4.20	4.09	3.40	3.01
	Company's Contribution to Pension Fund			Div. B/s	0.31	0.05	0.01	0.01
	Company's Contribution to Gratuity Fund			Div. B/s	6.87	2.61	0.17	4.22
	Sum Total				17.71	13.29	10.30	14.36
EC4	Financial Assistance obtained from Government			2006-07	2007-08	2008-09	2009-10	
	Subsidy Income			1079.35	1240.89	4683.6	2059.7	
Government/Government Companies hold 76,048 shares (0.03% of total shareholding) in Tata Chemicals Ltd as on March 31,2010								
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of opeartions					Page No: 47, 48		
EC6	Policy,practices, and proportion of spending on locally-based suppliers at significant locations of opeartions					Page No: 47, 48		

EC7	Procedures for local hiring & proportion of senior management hired from local community at significant locations of operation	Page No: 47, 48
EC8	Development & impact of infrastructure investments & services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Page No: 47, 48
EC9	Understanding & describing significant indirect economic impacts, including the extent of impacts	Page No: 47, 48

Environment							
Performance Indicators							
Page No: 21 - 26							
No.	Parameter	Unit	2005-06	2006-07	2007-08	2008-09	2009-10
EN-1	Materials used by weight or volume						
	Ammonia	MT	118771	125478	105322	87572	91799
	Natural Gas	SM3	379299696	388302719	383569807	367515192	489634280
	Naptha	MT	424	2465	22541	20977	342
	Phos acid (purchased only)	MT	240118	251578	215850	182139	192615
	Potassium Chloride (MOP)	MT	143619	168380	146753	169912	170558
	Rock Phosphate	MT	213808	200485	161460	151656	88679
	Sea salt as NaCl	MT	1451124	1476887	1367114	1881956	1979503
	Total Lime stone	MT	1781293	1915654	1744371	1738191	1678523
	Soda Ash / CRS	MT	41731	36213	48709	31867	13900
	Sulphur	MT	80717	80743	72940	59817	45403
	Packaging Material	No.	73610189	71469382	57934600	65213888	70223352
	Lubricating Oil	KL	275	241	185	241	220
EN 2	Percentage of materials used that are recycled input materials						
	% Lime stone replaced in cement production	%	62.24	53.10	46.30	63.30	67.56
	Sulphur Sludge	%	N.A	N.A	58.46	31.36	20.50
EN 3	Direct energy consumption by primary energy source						
	Total Energy (Direct)	TJ	29603	28603	27719	29102	30241
	Indirect energy consumption by primary source						
EN 4	Total Energy (In-Direct)	TJ	7	109	173	169	155
	Energy saved due to conservation and efficiency improvements						
EN 5	En-Con	TJ	244.3	116.4	13.3	172.4	201.9
	EN 6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives					
Use of Biomass in Hot air generator		TJ	0	0	0.9	4.2	6.4
EN 8	Total water withdrawal by source						
	Ground Water	KL	5552136	5573304	5817455	5689938	6265645
	Surface water - lake	KL	311674	1370300	2005752	1664383	580838
	Surface water - Sea Water	KL	85023100	89410363	83441045	82250889	85378825
	Surface Water - (rain pit Water)	KL	0	0	0	0	3203
	Purchased Water - (Mithapur + Ranavav)	KL	0	0	0	17286	13737
	Other - Public Health Engineering (Municipal Supply)	KL	444963	346958	531424	642677	729843
	Total Water withdrawal	KL	91331873	96700925	91795676	90265173	92972091.2
EN 10	Percentage and total volume of water recycled and reused						
	Total Water recycled	KL	84955319	89539374	83808359	82141101	85056812
	% water recycled	%	48%	48%	48%	48%	48%

EN 11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high bio-diversity value outside						
	Land owned	sq.km	-	95.29	95.34	95.48	95.48
	Land leased (Mithapur + Ranavav)	sq km	-	66.17	66.17	66.17	75.41
	Land managed in protected areas	sqkm	0.12	0.39	0.39	0.39	0.39
EN 12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high						
	Page No: 24						
EN 13	Habitats protected or restored						
	Page No: 24						
EN 14	Strategies, current actions, and future plans for managing impacts on biodiversity						
	Page No: 24						
EN 15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of						
	Page No: 24						
EN 16	Total direct and indirect green-house gas emissions by weight						
	Total Direct & Indirect Emission	MT	2760232	2674547	2867496	2731728	2746924
EN 17	Other relevant indirect green-house gas emissions by weight						
	Total other relevant indirect emission	MT	471	1093	986	647	434
EN 18	Initiatives to reduce greenhouse gas emissions and reductions achieved						
	En-Con, Biomass used and SAM use in place of CRS	MT	14998	6795	823	9927	11621
EN 19	Emissions of ozone-depleting substances by weight						
	Total ODS used	MT	1	1	2	2	2
	Total OD potential	MT	0.17	0.04	0.10	0.11	0.13
EN 20	NOx, SOx, and other significant air emissions by type and weight						
	SPM	MT	1781	2067	2179	1753	1758.48
	SOx (including acid mist from hal)	MT	1615	1204	1935	1317.27	1236.90
	NOx	MT	632	1037	1219	1422.93	1188.29
	NH ₃	MT	920	861	889	716	808
	Total Fluorides	MT	49	48	43	45.44	49.39
EN 21	Total water discharge by quality and destination						
	Quantity	KL	87683960	88201749	85970899	74783864	79085221
	Ammonical Nitrogen / NH ₃	MT	222	284	290	268	287
	TKN	MT	16.10	21.70	34.30	28.02	34.69
	TSS	MT	11685	11919	12459	13599	16292
	Phosphate	MT	1.99	1.08	0.96	0.95	1.26
	Fluoride	MT	0.53	0.56	0.44	0.30	0.35
EN 22	Total weight of waste by type and disposal method						
	Total Waste	MT	1358410	706110	2811757	661611	598997
	Non hazardous Waste	MT	1358313	705988	2811114	661224	598767
	Hazardous Waste	MT	88	113	636	378	222
	Biomedical Waste	MT	5	4	4	6	6
	Other Waste	MT	4	5	2.84	3	2
EN 23	Total number and volume of significant spills						
	None Reportable						
EN 24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally						
	Not applicable						
EN 25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff						
	Not applicable						
EN 26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation						
	Aspect-Impact as per ISO 14001 and Responsible Care for impact mitigation. Emergency preparedness plan in case of any mishap during transportation of hazardous chemicals						
EN 27	Percentage of products sold and their packaging materials that are reclaimed by category						
	Not applicable						
EN 28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and						
	Not applicable						
EN 29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations,						
	Responsible Care for impact mitigation. Emergency preparedness plan in case of any mishap during transportation of hazardous chemicals						
EN 30	Total environmental protection expenditures and investments by type						
	Expenditure; Total expenses (sum of Capital + Revenue expenses)	Rs.Lakh	3505	9705	4217	2751	4189

Social								
Performance Indicators								
Page No: 28 - 38								
No.	Parameter				2007-08	2008-09	2009-10	
LA1	Total workforce by employment type,employment contract & region							
	Management				836	892	912	
	Supervisory				613	620	617	
	Non Management				1762	1710	1661	
	Trainee				113	118	20	
	Total				3324	3340	3210	
LA2	Total number & rate of employee turnover : Attrition Rate							
	% in management				18.3	10	7	
	% overall				7.6	6	4	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employess, by major operations							
Page No: 29								
LA4	Percentage of employees covered by collective bargaining agreements							
Unions cover workmen of Haldia & Mithapur								
LA5	Minimum notice period(s) regarding significant operational changes,including whether it is specified in collective agreements							
	Part of write up							
Page No: 28 - 29								
No.	Parameter	Unit	2005-06	2006-07	2007-08	2008-09	2009-10	
LA6	Percentage of total workforce represented in formal joint management-worker health & safety comittees that help monitor & advise on occupational health & safety programs							
	Page No: 36- 38							
	Workforce in JMC	%	5.19	5.53	5.47	5.71	5.84	
LA7	Rates of injury, occupational diseases, lost days ,and absenteeism,& total number of work related fatalities by region							
	Injury Rate (No. of injuries per 2.0 Lakhs man-hr)		1.88	1.52	1.42	1.04	0.62	
	Occupational Disease Rate (No. cases per 2.0 Lakhs man-hr)		0	0	0	0	0	
	Lost Day Rate* (No. of lost days per 2.0 Lakhs man-hr)		71	219	136	7	71	
	Absentee Rate** (No. of absent days per 2.0 Lakhs man-hr)		206	259	157	154	143	
	Fatalities		1 (mithapur)	3 (mithapur)	2 (Mithapur & haldia)	—	1(Mithapur)	
LA8	Education, training, counseling, prevention, & risk control programs in place to assist workforce members, their members ,their families, or community members, their families, or communitymembers regarding serious diseases							
	Page No: 36- 38							
	No. of high risk workers		0	0	0	0	0	
	Assistance programs							
	Location	Program Recipients	Education /Training	Counseling	Prevention /Risk Control	Treatment		
	MITHAPUR	Workers	Yes	Yes	Yes	Yes		
		Workers' Family	Yes	Yes	Yes	Yes		
		Community Members	Yes	Yes	Yes	Yes	No	
	BABRALA	Workers	Yes	Yes	Yes	Yes	Yes	
		Workers' Family	Yes	Yes	Yes	Yes	Yes	
Community Members		Yes	Yes	Yes	Yes	Yes		
HALDIA	Workers	Yes	Yes	Yes	Yes	Yes***		
	Workers' Family	Yes	Yes	Yes	Yes	Yes***		
	Community Members	Yes	Yes	Yes	Yes	Yes		

LA9	Health & safety topics covered in formal agreements with trade unions.						
	As per the Factories' Act and Rules which is in line with the ILO guidelines						
Notes LA7/ LA8	*For lost time accidents the lost days counting starts the day after the accident and days are counted as per calendar days **only for Haldia Non Management category of worker other sites data not recorded *** Facility is not in the company premises reimbursement is provided after submission of bills						
No.	Parameter	Unit	2005-06	2006-07	2007-08	2008-09	2009-10
LA10	Average hours of training per year per employee by employee category						
	Training Days/ employee		5.90	6.20	5.67	5.2	5.1
	Training Hours /employee		47.2	49.6	45.6	41.7	40.5
LA11	Program for skills management & lifelong learning that support the continued employability of employees & assist them in managing career endings						
	Skills training						Page No: 19 - 31
LA12	Percentage of employees receiving regular performance & career development reviews						
	Employees covered under Performance management system	%	Write up on hiring & carear progression		53	49	49.5
LA13	Composition of governance bodies & breakdown of employees per category according to gender,age group,minority group membership, & other indicators of diversity						
	Female employees (TCL)	%	3.71	3.8	4.09	4.09	4.29
	Management (female employees)	%		5.36	6.53	6.97	6.59
	Non- Management (female employees)	%		3.25	3.16	3.35	3.39
LA14	Ratio of basic salary of men to women by employee category						
	No discrimination						
No.	Parameter	Unit	2005-06	2006-07	2007-08	2008-09	2009-10
SO1	Nature,scope,& effectivenessof any programs & practices that assess & manage the impacts of operations on communities including entering,operating & exiting						
							Page No: 40 - 41
	Community Satisfaction / enagement index	Index 1-5	3.33	3.8	4.1	3.69	3.79
	CS Protocol Index	Index 1-1000	582	591	654	687	714
SO2	Percentage & total number of business units analyzed for risks related to						
	TCL is planning to conduct a comprehensive "fraud risk assessment" through an external expert agency.						
SO3	Percentage of employees trained in TCL's anti corruption policies & procedures						
							Page No: 18 - 19
	Employees trained	%		100%	100%	100%	100%
SO4	Incidents on corruption						
	No of incidents reported on corruption	Nos.		2	3	0	1
	Actions taken in response to incidents of corruption	Dismissal		1	1	0	1
		Contract not renewed			1	0	0
SO5	Public policy positions & participation in public policy development & lobbying						
	Table on membership in organization						Page No: 19
SO6	Total value of financial & in-kind contributions to political parties, politicians, & related institutions by country						
	Contribution of political parties & related institutions	Rs.		0	0	0	0
SO7	Total number of legal actions for anti-competetive behavior, anti trust & monopoly practices & their outcomes						
	No. of legal actions	No.		0	0	0	0
SO8	Monetary value of significant fines & total number of non-monetary sanctions for non-compliance with laws & regulations						
	Fines & sanctions	Rs.		0	0	0	0

No.	Parameter	Unit	2005-06	2006-07	2007-08	2008-09	2009-10
HR1	Percentage & total number of significant investment agreements that include human right clauses or that have undergone human right screening						
	forced & compulsory labour						Page No: 30 - 31
HR2	Percentage of significant suppliers & contractors that have undergone screening on human rights & actions taken						
	suppliers						Page No: 30 - 31
HR3	Total hours of employee training on policies & procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained						
	Human rights training						Page No: 30 - 31
HR4	Total number of incidents of discrimination & actions taken						
	No. of incidents	no			None	None	None
HR5	Operations identified in which the right to exercise freedom of association & collective bargaining may be at significant risk & actions taken to support these rights						
	None						
HR6	Operations identified as having significant risk for incidents of child labor & measures taken to contribute to the elimination of child labor						
	Child labour						Page No: 30 - 31
HR7	Operation identified as having significant risk for incidents of forced or compulsory labor, & measures taken to contribute to the elimination of forced or						
	Forced & compulsory labour						Page No: 30 - 31
HR8	Percentage of security personnel trained in TCL 's policies or procedures concerning aspects of human rights that are relevant to operations						
	Human rights						Page No: 30 - 31
HR9	Total number of incidents of violations involving human rights of indigenous people & actions taken						
	Incidents on Human rights abuse reported			Nil	Nil	Nil	Nil
No.	Parameter	Unit	2005-06	2006-07	2007-08	2008-09	2009-10
PR2	Total number of incidents of non-compliance with regulations & voluntary codes concerning health & safety impacts of products & services, by type of outcomes						
	No. of incidences	Nos.		None	None	None	None
PR4	Total number of incidents of non-compliance with regulations & voluntary codes concerning product & service information & labelling ,by type of outcomes						
	No. of incidents	Nos.		None	None	None	None
PR6	Programs for adherence to laws, standards, & voluntary codes related to marketing communications, including advertising, promotion, and sponsorship						
	Product responsibility						Page No: 44 - 46
PR7	Total number of incidents of non-compliance with regulations & voluntary codes concerning to marketing communications, including advertising, promotion, and sponsorship						
	No. of incidents	Nos.		None	None	None	None
PR8	Total number of substantiated complaints regarding breaches of customer privacy & losses of customer data						
	No. of complaints	Nos.		None	None	None	None
PR9	Monetary value of significant fines for non-compliance with laws & regulations concerning the provision & use of products & services						
	Value of Significant fines			None	None	None	None
	<i>The Company complies with the applicable laws in relation to use of product, packaging and labeling. There are no convictions against the company.</i>						