



**TATA**

**TATA** AUTOCOMP



**ANNUAL SUSTAINABILITY REPORT**  
**2022-23**

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**Tata AutoComp Systems Limited**

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# 1. Company Profile

## 1.1 History and Operations

Tata AutoComp Systems Limited (hereinafter referred to as Tata AutoComp/TACO/ we/our Company) provides products and services to Indian and Global automotive OEMs as well as Tier 1 suppliers. Backed by the Tata Group, Tata AutoComp is one of India's leading automotive components conglomerate with capabilities spanning the entire value chain, namely automotive interior and exterior plastics, composites, sheet metal stampings as well as engineering and supply chain.

Driven by the values of integrity, excellence, unity, responsibility, and innovative solutions Tata AutoComp aims to deliver value to all stakeholders and exceed customer expectations.

### **Vision:**

- To be the Most Trusted Mobility Components and Systems Partner

### **Mission:**

- Deliver value to all stakeholders by differentiation through safety, quality and constant innovation

### **Values**

- **Integrity**

We must conduct our business fairly, with honesty and transparency. Everything we do must stand the test of public scrutiny.

- **Pioneering**

We will be bold and agile, courageously taking on challenges, using deep customer insight to develop innovative solutions.

- **Responsibility**

We must continue to be responsible, sensitive to the countries, communities and environments in which we work, always ensuring that what comes from the people goes back to the people many times over.

- **Excellence**

We must constantly strive to achieve the highest possible standards in our day-to-day work and in the quality of the goods and services we provide.

- **Unity**

We must work cohesively with our colleagues across the group and with our customers and partners around the world, building strong relationships based on tolerance, understanding and mutual cooperation.

## 2. Sustainability at TACO

### 2.1 CEO's Message

Dear Reader,

It is my privilege to present before you our inaugural ESG report to demonstrate our progress and commitment towards business, people and planet. Allow me to first give a brief introduction of Tata AutoComp. Tata AutoComp Systems Limited (Tata AutoComp), promoted by the Tata Group, provides products and services to leading Indian and Global automotive OEMs as well as Tier 1 suppliers. Tata AutoComp has own capabilities in Automotive Interior & Exterior Plastics, Composites, Sheet Metal Stampings, Powertrain Solutions (DCT and CVT), EV Chargers and electronic solutions as well as offer Engineering and Supply Chain Solutions for passenger and commercial vehicles.



Tata AutoComp has 9 joint ventures in partnership with leading companies from the Global Auto Component Industry through which it manufactures and markets automotive components and systems like Engine cooling solutions, Automotive batteries, Rear view mirrors, Shifters, Parking Brake Lever, Cameras, Washer Systems, HVAC, Exhaust and emission control systems, seating systems, Battery Pack, Battery Cooling System, Battery Management System, Motors, Controllers, Integrated Drivetrain (Integrated Motor, Inverter and Reducer) for Passenger and Commercial vehicles as well as Suspension Systems for Heavy commercial vehicles. Tata AutoComp has 56 manufacturing facilities spread across India, North America, Latin America, Europe and China.

Technology has been the key growth driver of Tata AutoComp. We were the pioneers in introducing drivetrain and related components to help OEMs introduce Electric Vehicles. We also augmented our existing portfolio to ensure that we have relevant solutions for Electric Vehicles. We invested in creating our own capabilities in Vehicle and Power electronics and today are ready to offer solutions like On Board & Off Board Chargers, DC-DC converters, BLDC motors and controllers and Bus Bars. Besides introducing new products in our portfolio, we have also invested a lot in enhancing our capabilities by focusing on:

1. **Offering better safety and comfort**
2. **Enhancing aesthetics and haptics**
3. **Focusing on Light-weighting**
4. **Investing in localization**

We have also increased our Go To market by entering into allied mobility and industrial segments where we can leverage our engineering and manufacturing technology. Today we have customers in other mobility segments like Railways, Metros and Off-Road equipment also. We also serve multiple customers in the industrial sector like Stationary energy generation units and Battery Energy Storage Systems.

These efforts have ensured that we have been able to register a CAGR of 43% over the past 3 years and today are over a USD 2 Bn company at aggregate sales.

Tata AutoComp has always been a people centric organization. Besides building a young and vibrant talent pool internally, we have served the communities around our operations through our various CSR projects. Our CSR projects focus on supporting the economically and socially deprived communities as well as differently abled people. We have visually challenged as well as physically challenged people working on our shopfloors. We have several projects under our CSR program:

1. **WASH:** This project focuses on improving the Water, Health and Sanitation of the schools & villages around our facilities
2. **Water Conservation:** This project aims to reinstate the existing water bodies to ensure sustainability of water in villages.
3. **Menstrual Hygiene Management:** To promote and ensure safe, sustainability menstruation practices & improve facilities and bring about behavioural changes among women and adolescent girls.
4. **Education and Skill Development:** We focus on improving the facilities of the Government primary schools so that children from villages study in a better environment. We also partner with the schools to improve the curriculum, upgrade the skills of the teachers and work towards Holistic Development of Children through a flagship programme 'HoPE'. We provide scholarships to girl children and students from economically weak backgrounds but deserving to pursue higher education up to 12th standard and Engineering post schooling. We also impart skills to improve the employability of the youth, Persons with Disability, differently abled and Transgender.
5. **Project HoPE:** This project aims at imparting skills beyond education like Dance, Music, Art and Craft, Computer skills, Sports etc. This is aimed at developing creativity and bring about all round development amongst children.
6. **Autism Centre:** In partnership with Autism Research Centre as well as a couple of Tata Group companies, we are setting up the largest Autism Centre in Maharashtra. This residential facility is aimed at developing skills of the challenged children such that they can earn a sustainable livelihood.

**7. Samata:** Through this program we encourage sports amongst Persons with Disability

**8. Sankalp:** Through this program we create awareness of employment opportunities amongst tribals and marginalized community.

**9. Urban Forestry:** This project aims at building green belts in and around cities.

**10. Sahjeevan:** Finally, we also care for the animals on street. We believe that despite urbanization, each species of the animal community has a right to co-exist. We ensure that the street dogs and cows are taken care off.

As regards our focus on our planet, Global warming is a reality and we at Tata AutoComp are aware of our responsibility towards the planet and our future generations.

Our ESG vision is **to become an ESG leader in the segment and create long-term value through implementing the best sustainability practices.**

While on one hand, by offering energy efficient, solutions towards electric vehicles and light weighting solutions to our customers, we are helping them in their green journey, we are also focusing on reducing our own carbon emissions, conserving water and maximizing use of renewable energy.

1. Through installations of solar power at our manufacturing locations, we have been able to achieve a reduction of ~4,000 tons of carbon annually.

2. Through our concentrated efforts in water management, we have recycled ~99% of water at our facilities. Water is an essential requirement not only in our manufacturing processes but also for drinking and sanitation. We have reduced our domestic water consumption from 38 ltrs/day/person to 28 ltrs/day/person.

3. We have also increased our waste recycling by ~20% as compared to FY22, by leveraging operational efficiencies and using reusable materials in our packaging.

While these are early results, we are also committed to meeting the Net Zero target by 2045 taken by the Tata Group.

Dear reader, let me assure you that Tata AutoComp is not only poised to be a leader in offering latest technologies to the mobility industry, but also committed to play a leadership role in supporting the communities around its operations as well as playing a leading role in dispersing its responsibility towards the planet.

Sincerely,

Ravi Chidambar  
CEO

## 2.2. About this Report

This is Tata AutoComp's maiden sustainability report, aimed at transparently communicating its ESG performance for FY 2022-23. This report marks a significant milestone in our commitment to transparency and sustainability, encapsulating TACO's strides across all business verticals.

### Reporting frameworks

TACO has published this report with reference to the GRI Standards 2021 and has also considered the United Nations Sustainable Development Goals. We have also complied to applicable national and local laws, rules, and regulations for calculating and disclosing environmental, social and safety performance indicators.

### Reporting scope and boundary

The following entities are covered:

- Tata Autocomp Systems Interiors & Plastic Division (IPD)
- Tata Autocomp Gotion Green Energy Solutions
- Tata Autocomp Systems Composites Division
- Tata Autocomp Systems Supply Chain Solutions (TSS)
- Tata Autocomp Systems Technical Centre (TTC)
- Independent Aftermarket (IAM)

### Responsibility statement

The Board of Directors takes accountability, recognizing its responsibility for the integrity and completeness of this Report and its contents. At TACO, we have fostered a culture of collective responsibility, ensuring that every facet of the preparation and presentation is with reference to the GRI Standards. This commitment underscores our dedication to transparency and adherence to the highest reporting standards, affirming our pledge to stakeholders and the broader community.

### Reporting period

The report covers information across the financial period of April 1, 2022, to March 31, 2023.

Reporting cycle

Annual

For any queries related to this report please contact

**Mr. Raju Gupta on 9632676898 / Ms. Aishwarya Jaju 8668824125.**

## 2.3 Key Sustainability Highlights FY 2022-23

### Environment

**98.83%**

Water recycled

**4,924 MWh**

Renewable energy used

**3,469 tons**

Waste recycled

**4.54 tons/ INR Cr  
of Revenue**

GHG intensity

### Social

**40,000**

CSR beneficiaries

**Zero**

Fatalities

**11 Hours**

Average Employee training

### Governance

**1**

Women Board  
members

**2**

Independent  
Directors

### Membership of Associations

- Confederation of Indian Industry (CII)
- Automotive Component Manufacturers Association of India (ACMA)

### Certifications



ISO  
14001:2015



ISO  
50001:2018



ISO  
45001:2018



ISO  
9001:2015



IATF  
16949 First Edition



QS9000

## 2.4 Our Approach to ESG

Being a part of the Tata Group, we are aligned with Project Aalingana, Tata Group's flagship sustainability strategy, which embodies a vision for a greener, cleaner, more sustainable, and equitable future for the planet. Aalingana outlines the Tata approach to planet resilience, the Group's aspiration of Net Zero by 2045 and the vision of securing the future by innovating today. It commits to embedding sustainability into business strategy by focusing on three interconnected pillars: driving the decarbonisation of our businesses and value chain; applying a systemic, circular economy approach to reduce resource use and waste; and preserving and restoring the natural environment.

During the reporting year, we undertook a comprehensive assessment of understanding our pillars of sustainability which will help us create value for our stakeholders. Through this assessment, we have identified pillars i.e., Governance and Processes, Environment and Social. Each pillar is then segregated into respective material issues. We also undertook a comprehensive study and have established targets across our material issues that will help us reach our goals and align with the Tata Group's Project Aalingana.

### **Our ESG Purpose**

Pioneer innovative, best in class mobility solutions for a green world

## 1.1. Stakeholder Engagement and Materiality Assessment

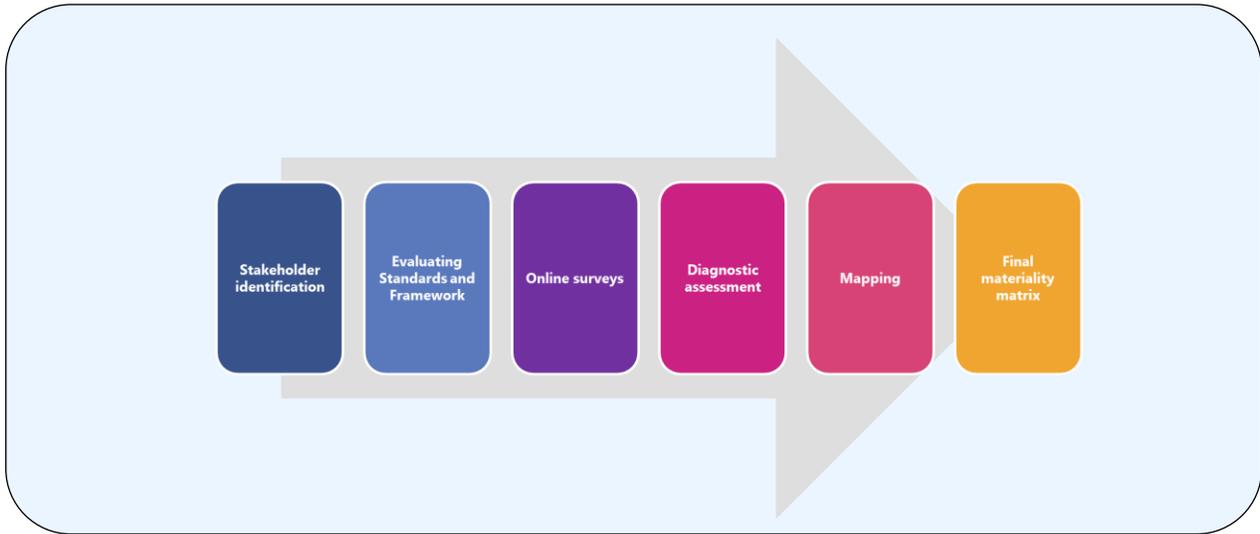
We regularly interact with all our stakeholders to cultivate and strengthen meaningful relationships. This ongoing engagement plays a crucial role in enhancing our strategic planning, decision-making processes, and overall business expansion.



Stakeholder	Mode of engagement	Frequency of engagement	Engagement activity and topics of concern
Employees	Emails, Meetings, Notices, Intranet, Website, Review meetings, Performance appraisal processes	Ongoing and need basis	Employee health, safety and wellbeing Employee career management, learning growth and development Policies, processes and performance
Board	Emails, Meetings, Notices, Intranet, Website, Review meetings, Performance appraisal processes	Regular Board meetings	Business performance
Customers	Emails, Website, Interactions, Customer satisfaction survey	Ongoing and need basis	Customer satisfactions and opportunities for improvement
Investors	Annual reports Quarterly presentations Investor meets Emails One on one interactions Website	Regular Board meetings	Performance and financial results Strategy and business operations
Suppliers	Emails, Website, Interactions Supplier meets Vendor satisfaction survey	Ongoing and need basis	Vendor satisfaction and opportunities for improvements Business growth
Community	In person interactions CSR Field visits Group discussions	Continuous/ Frequently	Community needs and expectations Opportunity for improvement
Government and regulatory authorities	Interactions with State authorities, Pollution control boards, Tax officials, Seminars, Media Reports	On-going Need basis	Statutory and regulatory compliance
Trade associations	Trade meets	Need basis	Industry growth

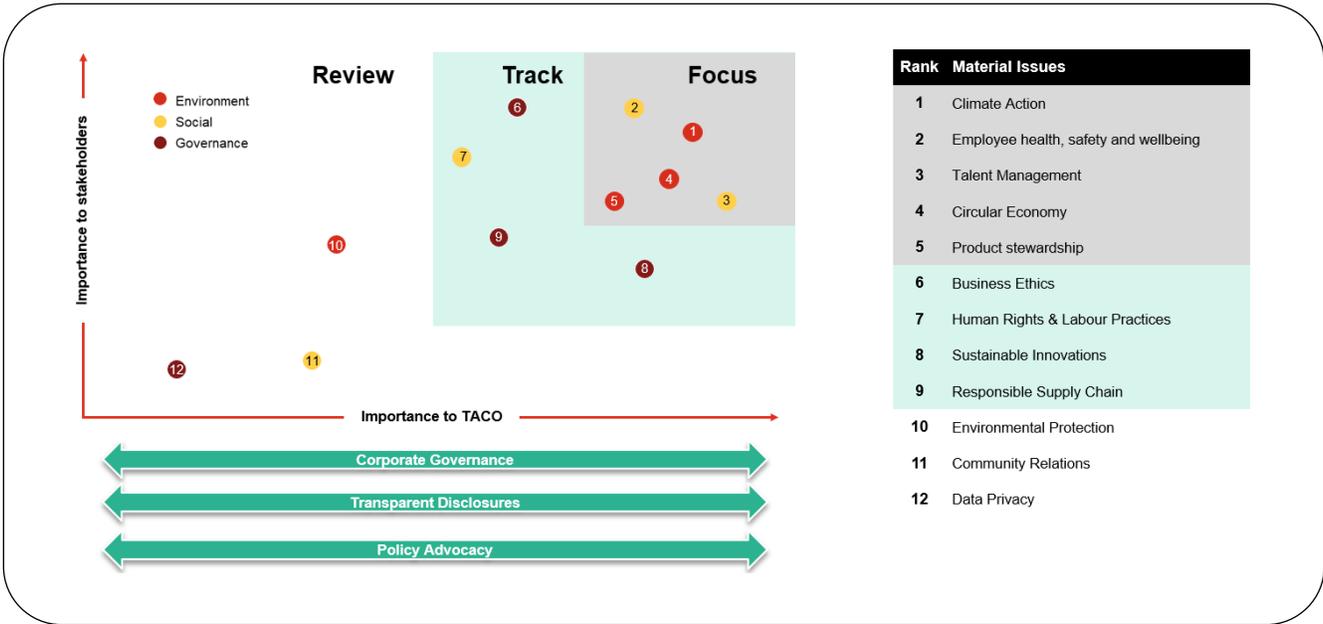
As an integral component of our sustainable strategic initiative, we carried out a materiality assessment in FY 2022-23. This exercise aimed to identify material issues/ focus areas with substantial potential to influence our capacity to generate long-term value. The outcomes of this assessment empower us to formulate a clearly defined roadmap for the delivery of sustainable value.

## Materiality assessment process



<b>Stakeholder identification</b>	Stakeholder groups – Peers, investors, suppliers, customers, and employees were selected
<b>Evaluating Standards and Framework</b>	Review of standards like SASB, BRSR, DJSI, MSCI, was undertaken
<b>Online surveys</b>	Online surveys with identified stakeholder were undertaken to capture the stakeholder materiality preference was undertaken
<b>Diagnostic assessment</b>	Assessment of the material issues of stakeholders was considered and a score was arrived at
<b>Mapping</b>	The final scores were mapped for TACO, and other stakeholders and a matrix of the issues was derived. On the x-axis was importance to TACO while importance to stakeholders was mapped on the y-axis
<b>Final Materiality Matrix</b>	The materiality matrix will be finalized in consultation with teams at TACO and PwC

# Materiality Matrix



## 1.2. ESG Targets

During the year, TACO engaged in a comprehensive exercise to develop robust ESG targets to meet our long-term sustainability vision. The company is actively working towards transforming these targets into tangible results, fostering a culture of responsibility and excellence. This ongoing endeavor reflects our belief in the importance of ESG principles, reinforcing its commitment to creating positive, lasting impacts within the organization and in the broader community.

Stakeholder	Material issue	Target	Target year	Baseline year
Environment	Climate action	Achieve Net Zero	2045	-
		Reduce Scope 1 and Scope 2 emissions by 25%	2030	2020
		Achieve 100% renewable energy	2030	-
		Increase renewable energy in the total energy mix by 20%	2026	2024
	Circular economy	Become Water Positive	2040	-
		Achieve water neutrality at all sites	2030	-
		Achieve Zero liquid discharge (ZLD) at all sites	2030	-
		Achieve Domestic water consumption of less than 30 Liters/person/day	2024	-
		Ensure Zero Waste to Landfill	2030	-
		Ensure 2x of recycled material in the total input material	2025	2020
	Product Stewardship	Conduct LCA cradle-to-gate for 100% critical products	2025	-
	Environmental protection	100% sites assessed for Biodiversity impact	2026	-
		100% sites to have Biodiversity Management Plans	2027	-
		Ensure Zero biodiversity related non-compliances YoY	YoY	-
	Social	Employee health, safety and wellbeing	Achieve Zero LTIFR	YoY
Maintain Zero fatalities			YoY	-
Cover 100% of employees for Health check up & Health Index			YoY	-
Talent Management		Achieve attrition of Hi-pot of 0%	YoY	-

		Maintain voluntary attrition rate <10%	YoY	-
		Ensure 50% female employees in workforce	2030	-
		Achieve 10+ hours of training for each employee	2026	-
		Maintain employee satisfaction score of greater than 90%	2024	-
		Ensure 100% of employees receive regular performance and career development reviews	YoY	-
	<b>Human Rights &amp; Labour Practices</b>	Ensure Zero Human rights violations	YoY	-
		Ensure 100% employees receive human rights, Diversity & Inclusion training annually	2024	-
		Reduce TAT to <60 days for POSH complaints	2024	-
	<b>Community relations</b>	Accelerate Annual Volunteering hours for staff employee to 8 hours	2026	-
		Impact 5 Lakh lives (Direct beneficiaries) positively through CSR initiatives	2030	-
<b>Governance</b>	<b>Business ethics</b>	Ensure 100% employees receive code of conduct and ESG training annually	2024	-
		Reduce TAT to <45 days for TCoC complaints	YoY	-
		Reduce TAT to <10 days for Customer complaints	2027	-
		Maintain Customer satisfaction score of greater than 85%	2024	-
	<b>Sustainable Innovations</b>	Target 2% of R&D spend on improving environmental and social impacts of product	2025	-
	<b>Responsible Supply Chain</b>	Assess 100% critical suppliers on ESG parameters	2025	-
	<b>Data privacy</b>	Ensure Zero Data breach incidents	YoY	-

## 2. Governance and Processes

In fostering a culture of transparency, accountability, and ethical conduct, we uphold the best governance practices across our business operations. Our commitment to robust governance practices serves as a bedrock for strategic decision-making, ensuring alignment with industry best practices and regulations.

### Highlights of the year

<b>1</b> Women Directors	<b>2</b> Independent Directors	<b>100%</b> Board attendance	<b>5 years</b> Average Board member tenure
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### Material Topics

- Corporate governance
- Business ethics
- Transparent disclosures
- Policy advocacy
- Sustainable innovations
- Responsible supply chain

### SDGs contributed

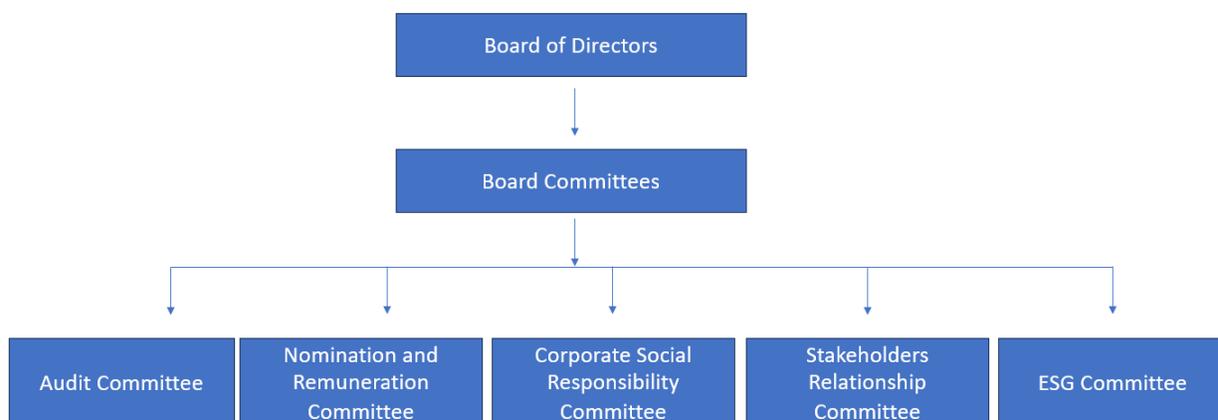


## 2.1. Corporate Governance

TACO's philosophy on corporate governance oversees business strategies and ensures fiscal accountability, ethical corporate behaviour, and fairness to all stakeholders. Strong leadership and effective corporate governance practices have been our hallmark, inherited from the Tata culture. Our executive decision-making procedures are guided by the underlying concepts and fundamental values that the Tata group abides by. For us, corporate governance is an ongoing process that motivates us to stay on track, and generate value for our shareholders, customers, workers, and the community in which we operate.

### Governance Structure

We have established a strong and dedicated governance structure that is responsible for overseeing our day-to-day operations and ensuring ethical and transparent conduct of business. The governance structure is as follows:



### Sustainability governance structure

TACO sustainability governance strategy is a 3-tier system which is further broken down into:

#### 1. Sustainability

**Navigators:**

- Ensure group-level sustainability strategy planning in-line with the ESG Ambition
- Closely monitor and oversee the Group's sustainability performance and report to the board of directors.
- Provide recommendations to Sustainability Drivers on ESG strategy

#### 2. Sustainability

**Drivers:**

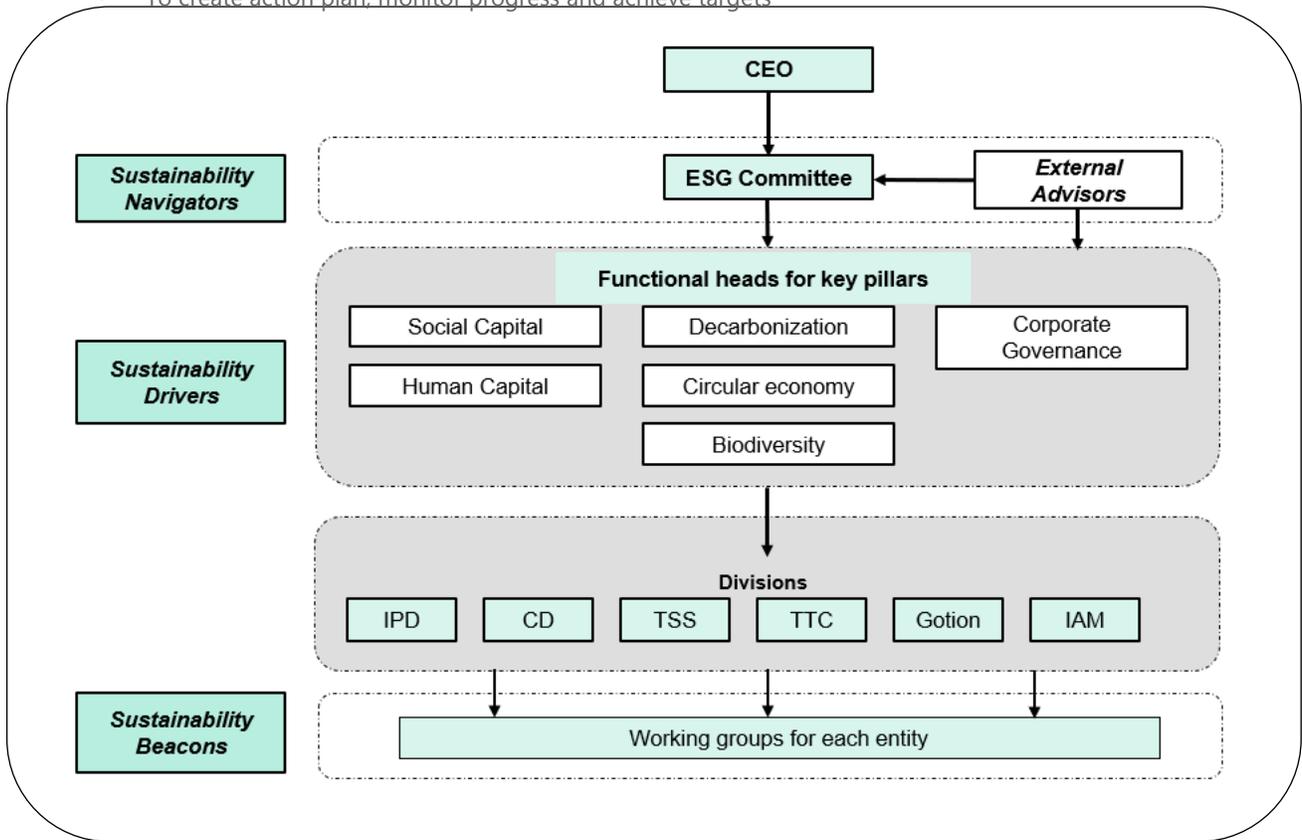
- Design, Plan and implement sustainability initiatives / projects to Project Aalingana objectives
- Monitor entity-level ESG performance and compliance.
- Ensure compliance with the national and international standards
- Ensure uniform capacity building and ESG sensitization across entities

#### 3. Sustainability

**Beacons:**

- To development and implement technical SOPs
- To engage periodically with all stakeholders and data owners

- To conduct training programs
- To create action plan, monitor progress and achieve targets



### Board of Directors

The Board of Directors of the Company has a combination of Non-Executive, and Independent Directors with rich professional backgrounds.

Composition of the Board	
Name	Designation
Arvind Hari Goel	Chairman
Rati Forbes	Independent Director
Hari Lakshminarayan Mundra	Independent Director
Milind Madhav Shahane	Non-Executive Non-Independent Director
Ankur Verma	Non-Executive Non-Independent Director

Our Board shares a common vision to uphold the highest standards of Corporate Governance as they participate in articulating goals, visions, strategies, and business targets. To support the Board delegate its duties and responsibilities effectively we have formed Committees of the Board in accordance with the provisions of the Companies Act, 2013.

## **Board Committees**

### **1. Audit Committee**

The Audit Committee, as per the Act and Clause 49, plays a multifaceted role in ensuring corporate governance. It recommends the appointment, remuneration, and terms of auditors, overseeing their independence and performance. Additionally, it scrutinizes financial statements, approves or modifies related party transactions, reviews inter-corporate loans, and evaluates internal financial controls and risk management systems. The committee monitors the end use of funds raised through public offers, ensuring compliance with legal requirements. It oversees the appointment of CFO and the functioning of the Whistle Blower mechanism. Moreover, it reviews management discussion and analysis, related party transactions, and internal control reports. The Audit Committee of a Tata company extends its oversight to financial reporting controls and processes for material subsidiaries, as well as compliance with legal and regulatory requirements, including the Tata Code of Conduct. It conducts a comprehensive review, ensuring transparency, accountability, and adherence to established norms.

### **2. Nomination and Remuneration Committee**

The Nominations and Remuneration Committee (NRC) is instrumental in recommending the setup and composition of the Board and its committees, including the formulation of criteria for determining qualifications, attributes, and independence of directors. Periodically, the committee reviews the Board's composition to achieve an optimal balance in terms of size, skills, independence, knowledge, age, gender, and experience. It plays a crucial role in recommending the appointment or reappointment of directors and devising a Policy on Board diversity. Additionally, the committee supports the Board and Independent Directors in evaluating the performance of the Board, committees, and individual directors, establishing criteria for the evaluation of Independent Directors. The NRC recommends the Remuneration Policy for directors, executive team, Key Managerial Personnel (KMP), and other employees, overseeing annual recommendations for remuneration. Furthermore, it supervises familiarization programs for directors, HR philosophy, People strategy, and HR practices, providing guidelines for the remuneration of directors on material subsidiaries. The NRC also recommends how the company will vote on resolutions related to the appointment and remuneration of directors on the Boards of its material subsidiary companies, and it performs other duties consistent with the provisions of the committee charter.

### **3. Corporate Social Responsibility Committee**

According to the Act, the Corporate Social Responsibility (CSR) Committee is mandated to formulate and recommend to the Board a comprehensive CSR Policy that outlines the activities to be undertaken by the company. It is also responsible for recommending the allocated expenditure for these activities and monitoring the implementation of the CSR Policy. Additionally, the CSR committee of a Tata company, beyond its statutory obligations, holds the authority to oversee the company's adherence to corporate and societal obligations, ensuring a reputable corporate citizenship. It extends its oversight to activities that influence the quality of life for diverse stakeholders and monitors both the CSR Policy and expenditure of material subsidiaries, demonstrating a commitment to holistic social responsibility and ethical business practices.

### **4. Stakeholders Relationship Committee**

The committee is tasked with a comprehensive review of statutory compliance concerning all security holders. This includes addressing and resolving grievances such as complaints related to the transfer of securities, non-receipt of annual reports, declared dividends, notices, and balance sheets. Furthermore, the committee oversees compliance with dividend payments and the transfer of unclaimed amounts to the Investor Education and Protection Fund. It is responsible for reviewing all matters associated with the transfer of the company's securities, approving the issuance of duplicate certificates, and scrutinizing movements in shareholding and ownership structures. The committee ensures the establishment of effective controls and monitors the performance of the Registrar and Share Transfer Agent. Additionally, it recommends measures to enhance the overall quality of investor services and formulates policies related to the Code of Conduct for the prevention of Insider Trading, particularly in the absence of a separate committee established for this purpose.

## 5. ESG Committee

The ESG Committee is instrumental in aligning the group-level sustainability strategy with the ESG Ambition, overseeing the planning, implementation, and monitoring of sustainability initiatives in line with Project Aalingana objectives. With a keen focus on sustainability performance, the committee reports to the board of directors and provides recommendations to the Sustainability Drivers on ESG strategy. Ensuring compliance with national and international standards, the committee actively monitors entity-level ESG performance, conducts capacity-building initiatives, and fosters ESG sensitization across all entities. Additionally, the committee engages with stakeholders and data owners periodically, conducts training programs, and formulates action plans to monitor progress, ultimately striving to achieve set targets in a comprehensive and sustainable manner.

### Board Diversity Policy

Having a diverse board is crucial for us to ensure varied experiences, skills and backgrounds of individuals are brought to the table to gain a deeper understanding of humanness and enhance effectiveness. Our Board Diversity Policy enables us in promoting a more inclusive and well-rounded decision-making process. We believe that in our company, diverse perspectives can foster a space of innovation, adaptability, and market responsiveness. Our Board Diversity Policy not only ascertains fulfilling social expectations but also enhances the company's ability to navigate an ever evolving and competitive landscape.

***Read our Board Diversity Policy [here](#).***

### Board self-assessment

Our Board regularly undergoes self assessment, which allows the board members to reflect and improve on their individual as well as collective contributions, this in turn fosters accountability, transparency, and a commitment to excellence. Additionally, this encourages our board members to align their strategies and intentions with the ever-changing needs of the company and its stakeholders.

### Board Independence

As part of our governance framework and governance guidelines, we prioritize an independent evaluation of board performance. This process serves as a cornerstone for our ongoing enhancement and strategic alignment initiatives. Conducting independent assessments plays a pivotal role in identifying potential blind spots, addressing conflict of interest concerns, and identifying areas that might be inadvertently overlooked during self-assessment. This commitment underscores our dedication to fostering transparency, accountability, and continuous improvement in our governance practices.

### Code of Conduct

The Tata Code of Conduct (TCoC) is a comprehensive document which serves as the ethical road map for Tata employees and companies and provides the guidelines by which the Group conducts its businesses. The Tata Code of Conduct outlines our commitment to each of our stakeholders, including the communities in which we operate, and is our North-Star when we are sometimes faced with business dilemmas that leave us at ethical crossroads.

The Tata CoC, which every employee signs at the time of joining the Company, serves as a moral guide and a governing framework for responsible corporate citizenship. Periodic refresher courses are conducted to ensure continued awareness of the code, and employee communications from the leadership reiterate the importance of our values and the Tata Code of Conduct.

Tata Code of Conduct principles are communicated to customers and suppliers during contract discussions, and they are appropriately incorporated through specific clauses in proposals contracts, agreements and codes of conduct.

***Read the Code of Conduct [here](#).***

## **Risk Management**

TACO recognizes the importance of successful risk management which helps in fulfilling its strategic goals and ensuring long-term, sustainable development.. The Company has a well-defined and robust risk management procedure that includes a comprehensive risk register regularly updated to ensure its accuracy and relevance. Our risk register effectively captures, monitors and updates the strategic risks, market risks, operational risks, external risks and emerging risks faced by our business across geographies.

Our Company is committed to a thorough and regular assessment of our risk exposure, conducting formal reviews at least twice a year. To ensure effective risk management, we have established dedicated functions within the organization, including a specific committee at the board level. Importantly, the structure of our risk management function ensures its independence from our business lines, promoting objectivity and comprehensive oversight. Furthermore, we have also completed both internal and external audits of our risk management processes within the last two years. This approach reflects our dedication to maintaining a resilient and well-governed framework for identifying, evaluating, and mitigating risks across our operations.

## **2.2. Business Ethics**

TACO recognizes the paramount importance of adhering to high ethical standards. Our commitment to business ethics extends beyond compliance with regulations; it is an integral part of our corporate culture. Each year as part of our employee performance evaluations, we appraise the performance of our employees on their capacity to Identify and manage risks, issues, and/or improvement opportunities related to the value of integrity and TACO's ethics and compliance program. Our performance evaluation framework is designed to encompass compliance criteria, and it carries a substantial weight within the overall assessment. This weight significantly contributes to determining the achievement of objectives tied to bonus allocation, firmly establishing the alignment of compliance with employee remuneration.

### **Anti-bribery and Anti-corruption Policy**

We consistently adhere to the highest principled conduct and have earned our reputation for trust and integrity while building a highly successful global business. Our core values do not tolerate bribery or corruption in any form, a commitment underpinning everything we do.

***Read the Policy [here](#).***

### **Whistleblower mechanism**

The Management encourages every employee of the company to promptly report any actual or possible violation of the Code of Conduct or an event he/she becomes aware of that could affect the business or reputation of the company or any other TATA Company. The Management encourages every employee of the company to promptly report any actual or possible violation of the code or an event they become aware of that could affect the business or reputation of the company or any other TATA Company. This can be done through the procedure laid down in the Whistle Blower Policy to approach the Ethics Counsellor/ Chairman of the Audit Committee of the Company, or can also be emailed to [whistle.blower@tataautocomp.com](mailto:whistle.blower@tataautocomp.com).

Avenues provided for all employees and stakeholders to report concerns or non-compliance are investigated and addressed following due processes.

***Read the Policy [here](#).***

## 2.3. Transparent Disclosures

At TACO, we have built a strong and dedicated governance structure that is responsible for overseeing our day-to-day operations and ensuring ethical and transparent conduct of business. Focusing on continual improvement, the Board engages in active and transparent discussions on strengthening the corporate governance framework and ensuring management transparency through various Committee meetings. We also strive to maintain maximum transparency with all our stakeholders and look forward to incorporating their suggestions and feedback on a regular basis.

Aligned to this endeavor, we ensure there are systematic engagements with all our stakeholders to disseminate relevant information effectively and accurately. In terms of transparent and ethical taxation, we ensure a timely response to all enquiries/ notices from tax authorities, timely tax payment and maintenance of complete transparency in representation of company matters before tax authorities.

### **Tax strategy**

The Tata philosophy of management has always been, and is today more than ever, that corporate enterprises must be managed not merely in the interests of their owners, but equally of all government and non-government stakeholders including their employees, of the consumers of their products, of the local community and finally of the country. As our continued commitment towards corporate citizenship, we treat social development activities which benefit the communities in which we operate as an integral part of our business plan.

We strive to provide an environment which is free from poverty and social exclusion. We believe that a fair and transparent tax system is necessary for combating these socioeconomic problems. Our approach to taxation aims to be consistent with our reputation for quality, integrity, and social responsibility..

*Read our Tax Policy [here](#).*

## 2.4. Policy advocacy

TACO proactively collaborates with industry associations and regulatory bodies to discuss forthcoming policies, regulations, and implementation strategies across various domains such as emissions, safety, research and development among others. These advocacy initiatives, aligned with our Code of Conduct and policies, aim to establish a sustainable business environment for the company while achieving positive outcomes for all stakeholders involved.

### **Political contributions**

TACO did not make any contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups. TACO is a privately owned entity and lobbying is not a part of its Code of Conduct.

## 2.5. Sustainable Innovations

TACO is strategically focusing its resources on cutting-edge technologies to reduce GHG emissions. Our commitment extends from the earliest stages of product design to production, emphasizing innovation that transforms end-of-life products into valuable resources. This dedication is seamlessly integrated into our engineering capabilities, covering Concept Design, Rapid Prototyping, Product Development & Validation, and Tooling Design & Development.

In a stride toward sustainable innovations, TACO has established a factory dedicated to producing Battery Energy Storage Systems (BESS). Operating under the joint venture TACO Gotion Green Energy Solutions, this initiative involves the production of Li-Ion BEES, contributing to the manufacturing of Battery Energy Storage Systems for Tata Power. Furthermore, we have extended our efforts to integrate ESG principles into our core strategy of innovation management, reinforcing our commitment to responsible business practices. This integration involves addressing ESG topics in our innovation strategy and strengthening collaboration with stakeholders. In line with our commitments, we also target up to 2% of R&D spend on improving environmental and social impacts of product.

Being an auto component manufacturer, most of TACO's subsidiaries are not involved in R&D. Manufacturing is based on the designs obtained from the automobile manufacturer. However, the Composites Division of TACO does have an R&D centre and is involved in innovation management. The data presented above consists of the Composites Division R&D spend and initiatives.

## **2.6. Responsible Supply Chain**

As a global business offering a variety of products and services in markets around the world, we manage a diverse and dynamic supply chain. Our supply base is comprised of internal manufacturing centers, production procurement, original design manufacturers (ODM), and general procurement.

We have established a formal Supply Chain/Sustainable Procurement Policy, which helps us maintain a keen focus on sustainable and local sourcing for raw materials. TACO relies on its extensive supply chain to ensure the availability of essential materials and components necessary for the seamless functioning of its operations.

We uphold a robust Supplier Code of Conduct that mandates strict adherence from all our suppliers. This comprehensive code comprehensively addresses key aspects, including Human Rights and Labor practices, where guidelines encompass issues, such as forced labor, child labor, working conditions (including aspects like working hours, physical and mental demands, wages, and benefits), occupational health and safety, discrimination and harassment, as well as the freedom of associations and collective bargaining.

We are also progressing on our commitments and are targeting to assess 100% of our critical suppliers by 2025. Our commitment extends to Environmental standards, covering aspects like greenhouse gas emissions, energy consumption, pollution prevention, waste management, resource efficiency, and biodiversity, with strict policies against deforestation or land conservation. Furthermore, the Supplier Code of Conduct encompasses Business Ethics, emphasizing zero tolerance for corruption, conflicts of interest, and anti-competitive practices. This robust framework reflects our unwavering commitment to ethical, sustainable, and responsible business practices throughout our supply chain.

## **2.7. Data Privacy**

As cyber-attacks become more widespread and complex, we have adopted industry best practices and have moved beyond technology defense to establish a robust, risk-based cybersecurity framework. Our objective is rooted in the foundation of detecting and responding to threats while identifying and protecting our critical assets.

TACO's information security is led by a dedicated Chief Information Security Officer (CISO) with a robust IT background, who is actively engaged in overseeing our cybersecurity strategy and processes. Internally, we provide all employees awareness trainings and access to an Information security/Cybersecurity Policy, ensuring widespread understanding and adherence.

Our approach includes ongoing cybersecurity awareness training and a transparent escalation process for employees to report any suspicious activity. Notably, information security/cybersecurity is a crucial component of employee performance evaluations, influencing disciplinary actions when necessary.

TACO places a strong emphasis on preparedness, maintaining annually tested business continuity/contingency plans and incident response procedures. Our commitment to the highest standards is evident in achieving 100% ISO 27001 certification for both, our IT infrastructure and information security management system. Additionally, our IT infrastructure and information security management systems undergo rigorous external audits annually, demonstrating our unwavering dedication to maintaining robust cybersecurity measures.

Key Performance Indicator	Number
Number of information security breaches	0
Number of clients, customers and employees affected by the breaches	0
Total breaches resolved	0

## 4 Environment

Climate change is one of the growing concerns to humanity and business operations posing greater threat to humanity due to change in global weather patterns. COP27 aims to build on COP26 progress by advancing global initiatives for a swift energy transition, emissions reduction, and revamped climate finance. Scientific consensus emphasizes limiting global temperature rise to 1.5°Celsius from pre-industrial levels to avert catastrophic climate impacts, highlighting the interconnectedness of climate action with issues like water scarcity, rise in temperature, change in precipitation patterns, rising sea levels and extreme drought conditions, heat waves, floods, cyclones and biodiversity loss. This underscores the need for comprehensive efforts to address climate change's diverse challenges and prioritize inclusivity in climate solutions.

At TACO, we recognize this importance of mitigating climate related risks and are committed to sustainable business operations, establishing both short-term and long-term goals that resonate with our overarching sustainability vision. These targets are carefully crafted to generate positive impacts that not only meet stakeholders' expectations but also seamlessly align with the core tenets of the business strategy. These ambitious goals are not only forward-thinking but are also designed to be achievable and quantifiable, reflecting our dedication to measurable progress.

### Highlights of the year

<p><b>34.91%</b></p> <p>reduction in GHG emission intensity</p>	<p><b>18.59%</b></p> <p>increase in Waste recycled</p>	<p><b>98.83%</b></p> <p>Water recycled</p>	<p><b>6.36%</b></p> <p>Renewable energy share in total energy mix</p>
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### Material Topics

- Climate action
- Circular economy
- Environmental protection
- Product stewardship

### SDGs contributed:



## Approach

The Project Aalingana drives the sustainability agenda of all Tata group of companies to achieve Tata group's vision for a greener, cleaner, more sustainable and equitable future for the planet. Aalingana outlines the Tata approach to planet resilience, the group's aspiration of net zero by 2045 and the vision of securing the future by innovating today.



We track the performance of the company for various Key Performance Indicators (KPIs) on quarterly basis to assess the progress made in line with the sustainability related commitments, goals and targets. Tracking of progress against each KPI for the identified material issues is practiced across all facilities and business units of TACO.

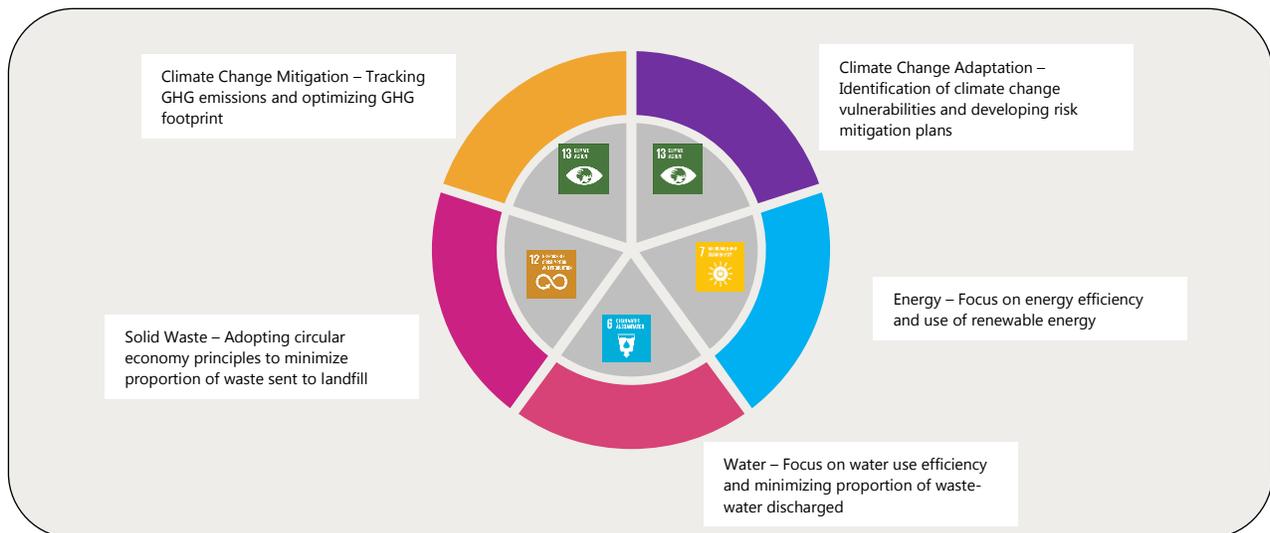
Our sustainability strategy for the identified environmental material issues is aligned with the overall Tata group level strategy. The Tata Climate Change Policy was adopted in 2009 and requires all companies of Tata group to measure carbon footprint and strive to

- Be the benchmark in the industry on the carbon footprint across the operations
- Engage actively in climate change advocacy and shaping of regulations in business
- Incorporating 'green' perspective in all key organisational processes

The principles of TACO for achieving environmental sustainability include:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Embody principles of product stewardship by enhancing environmental impacts of products and services across their lifecycle.

The thrust areas forming the minimum sustainability agenda of the company include:



## 4.1 Climate Action

### GHG Emission Reduction

As one of the India's leading auto component conglomerate, TACO is committed to address climate change related risks and have taken concrete steps to reduce the carbon emissions and conserve energy from the direct, upstream and downstream operations of the company. To achieve the goal of Net Zero by 2045, decarbonization roadmap is being prepared by incorporating strategies and plans, benchmarking emissions vis-à-vis industry peers, setting targets, identifying and prioritizing decarbonization levers and implementing energy efficiency measures. We have an ESG committee at group level which tracks the performance of each division of TACO on implementation of ESG goals, targets, commitments and achievements made year on year basis.

We have taken short-term goal to reduce 25% of scope 1 and scope 2 carbon emissions by 2030 against the baseline year 2020 and the long-term goal of Net Zero by 2045 taken to mitigate various climate change related physical risks and transition risks. As per the recent studies conducted, a 1.5°C rise in temperature may cause severe physical risks such as heat waves, longer warm seasons and shorter cold seasons. If the temperature further rises to 2°C, extreme weather conditions such as heat may severely impact the agriculture and human health according to the study conducted by Intergovernmental Panel on Climate Change (IPCC) Report in 2021.

**Scope 3 carbon emissions reduction are very crucial and typically the hardest to tackle especially in sector like automotive which has a large and diverse set of supplier base.**

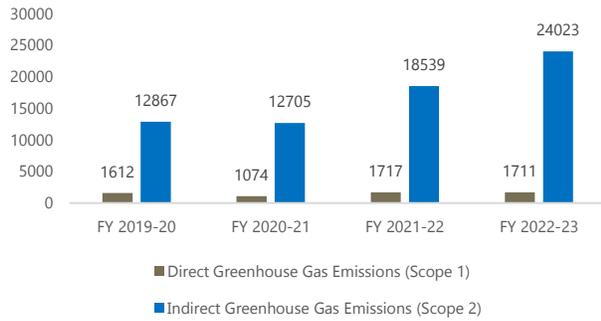
**We are in process of calculating our Scope 3 emissions, and have already started implementing programs and initiatives for a few of the Scope 3 categories. We are actively engaging with our suppliers on emissions reduction disclosures and targets.**

**Carbon offsets allow individuals, companies, and organizations to compensate for emissions that are challenging to eliminate entirely through internal efforts. This is particularly relevant for sectors where complete emissions reduction is difficult or expensive. We are in process of reviewing exploring opportunities for purchasing Carbon offsets and RECs and, power purchase agreements for green power, and invest in prospective industrial carbon removal alternatives.**

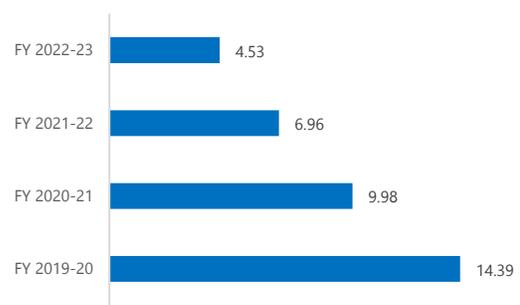
We recognize the critical importance of managing our GHG emissions, Switching to Clean Fuels and Energy Management to reduce our environmental impact and contribute to sustainability. We track various sources of absolute scope 1 and 2 GHG emission as per IPCC standards. The emission sources considered for carbon emission include:

- **Scope 1 Carbon Emissions:** We have considered all direct emissions from the activities of TACO under our control. The sources of scope 1 carbon emission include fuel combustion in the operations, fuel consumption in fleet vehicles and air conditioning leaks etc.
- **Scope 2 Carbon Emissions:** We have considered the indirect emissions happening through non-renewable electricity purchased by TACO as these carbon emissions occur during generation of electricity from fossil fuels.

### Scope 1 & 2 GHG Emissions (tCO2)



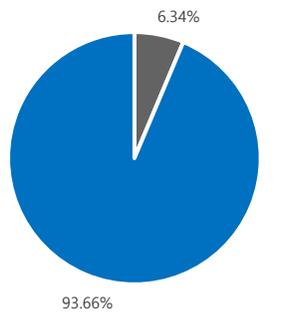
### GHG Emissions Intensity (tCO2/INR Crore)



We are committed to reducing our GHG emissions intensity against the revenue generated, focusing on a systematic approach through deployment eco-friendly technologies, increasing the share of renewable energy, switching to clean fuels, optimization of systems and processes, conservation of resources etc. The GHG emissions intensity for the FY 2022-23 is 4.53 tCO2/INR Crores with a steep decline at the rate of 34.91% compared to the FY 2021-22.

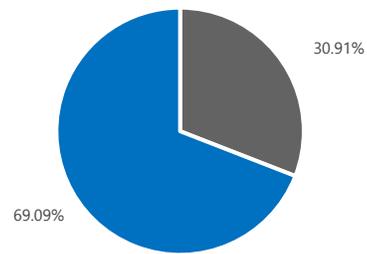
### Scope 1 and 2 GHG Emissions at various entities of TACO:

#### IPD GHG Emissions FY 22-23 (%)

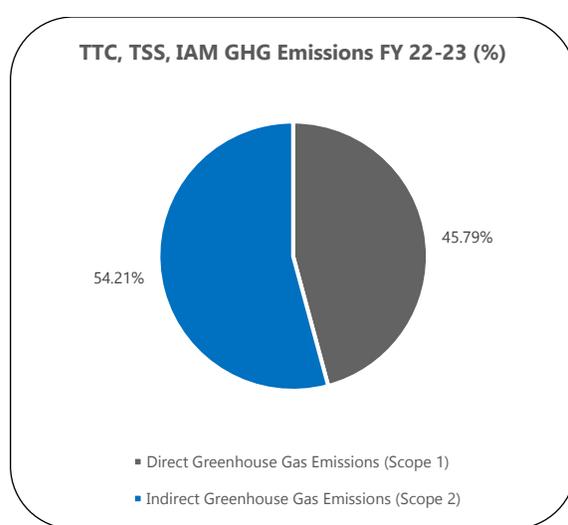
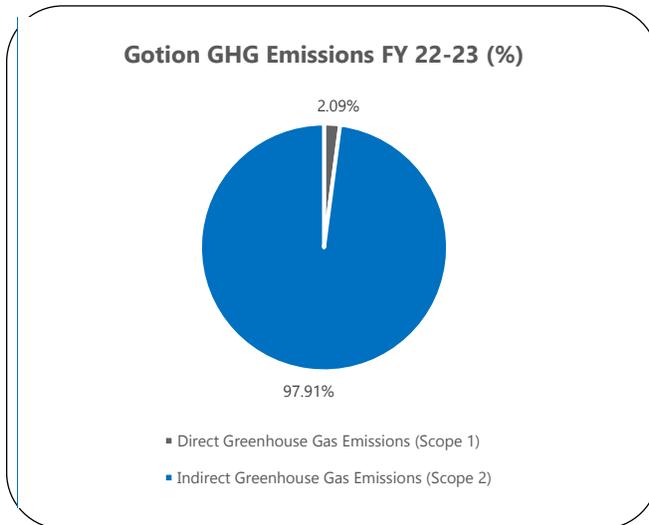


- Direct Greenhouse Gas Emissions (Scope 1)
- Indirect Greenhouse Gas Emissions (Scope 2)

#### CD GHG Emissions FY 22-23 (%)



- Direct Greenhouse Gas Emissions (Scope 1)
- Indirect Greenhouse Gas Emissions (Scope 2)



TACO has reduced the 1608 tons of carbon emission through implementation of following interventions:

SN	Interventions	Outcomes (Tons of Carbon Emissions Reduction)
<b>CD</b>		
1	Auto Synchronization of steam pressure for molding process - Reduced consumption of 30,004 standard cubic meters of Piped Natural Gas (PNG)	63
2.	Furnace oil replaced with PNG as boiler fuel	19.20
3.	Reduced PNG consumption in boilers from 139 standard cubic meters/MT of sheet molding compound (SMC) to 103 standard cubic meters/MT SMC	111
	Implementation of energy conservation measures	1411.5
	a. Improvement of efficiency in air compressor - 24,178 kWh energy conservation	
	b. Installation of auto control for air conditioning systems - 3,639 kWh energy conservation	
	c. Automation of air flow in material storage duct air conditioning system - 6,457 kWh energy conservation	
	d. Optimization of performance of cooling motors in hydraulic press - 11,160 kWh energy conservation	
	e. Improvement of production efficiency and production plan in mold shop - 6,439 kWh energy conservation	
	f. Installation of LED lights across all plants - 600 kWh energy conservation	
	g. Reduced the utilization of compressor 1 by improving the connectivity and utilization of air line across the plant	
	h. APFC panel capacity increased by 300 KVAR for maintaining unit power factor	
	i. Servo system implementation in IMM 2000TB and IMM 2000 TA	
	j. Optimization of utilization of process and domestic Air Handling Units (AHUs) by installation of meters and usage of them only in summer season	
	k. Implemented energy conservation measures in process machines	



Interiors Plastic Division (IPD) of TACO has replaced Propane gas with Piped Natural Gas (PNG) at Hinjawadi and Sanand. Usage of propane as fuel for combustion helps in reducing the scope 1 carbon emission. Switching of fuel from Propane to PNG helped in reducing 35% carbon emission reduction.

#### **Replacement of Propane Gas with Piped Natural Gas (PNG)**



Replacement of Diesel with PNG at Hinjawadi and Chinchwad plants of IPD reduced the carbon emissions by 27%. As part of decarbonisation strategy, the company has identified high carbon emitting fuels across all operations and replaced with low carbon emitting and cleaner fuels to reduce the Scope 1 carbon emissions from the direct operations of the company.

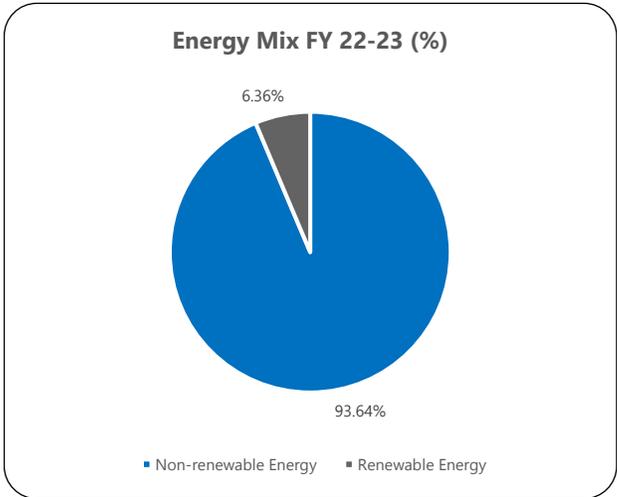
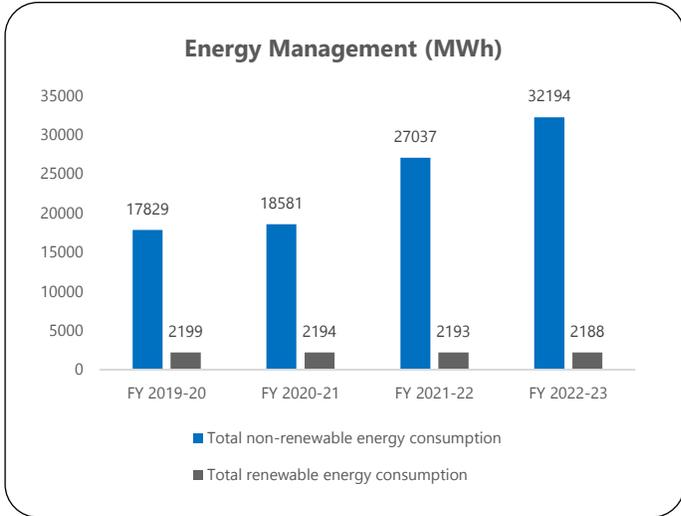
#### **Replacement of Diesel with PNG**

### **Energy Management:**

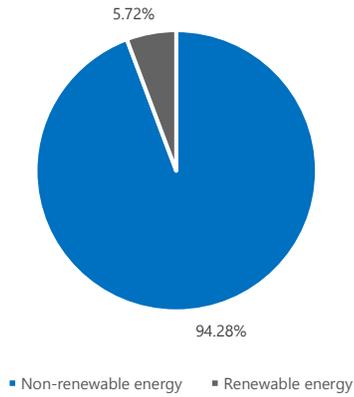
We are committed to reducing carbon footprint through installation of energy efficient technologies and implementation of energy conservation measures. We have a target to reduce energy consumption by 5% year on year. To reduce the scope 2 carbon emissions from energy consumption, the company is switching from thermal energy to renewable energy. We have a short-term target to source more than 20% electricity from renewable sources by 2026 considering the baseline year 2024 and a long-term target to achieve 100% renewable energy by 2030. The strategy for running the operations of the company on renewable energy is to produce low carbon footprint products and also mitigate the climate change related risks. We have taken several steps to increase the share of renewable energy in the total energy mix through installation of solar power plants. Currently, the share of renewable energy in the total energy mix is 6.36% for the FY 2022-23.

TACO conducts periodical energy audits by engaging an independent expert agency to identify the areas of energy conservation and to prevent energy losses. The identified energy conservation measures are implemented and tracked on monthly basis. Some of the key initiatives for energy conservation are:

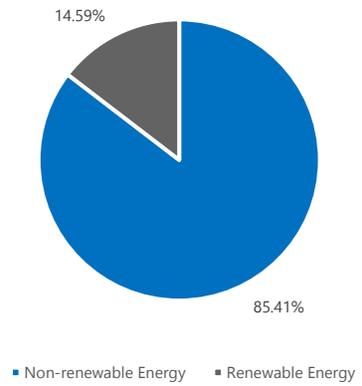
- Monitor and reduce specific energy consumption year on year by adopting effective “Energy Management System (EnMS)”.
- Increase the percentage of renewable energy in the total energy mix.
- Deployment of energy efficient equipment.
- Conduct periodic energy audits to identify and implement energy conservation measures.
- Conduct awareness programs to all employees on energy conservation measures.



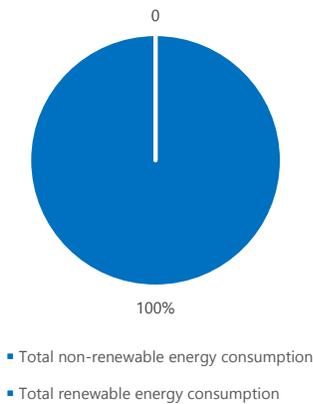
**IPD Energy Consumption FY 22-23 (%)**



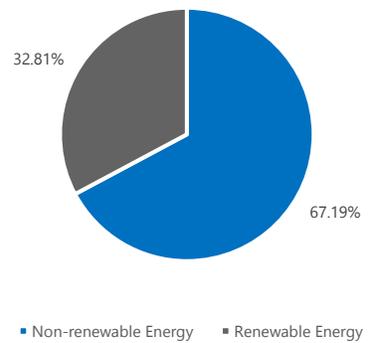
**CD Energy Consumption FY 22-23 (%)**



**Gotion Energy Consumption FY 22-23 (%)**



**TTC, TSS, IAM Energy Consumption FY 22-23 (%)**



As part of increasing the percentage of renewable energy by 20% by 2026 against the baseline year 2024, TACO is implementing phase wise roof top solar power plant installation across all facilities. The company has installed 1.5 MW solar roof top power plants under phase 1 reducing carbon footprint of the company by 1,552 tons per annum.

**Phase 1:** Under phase 1 installation of rooftop solar power plants, the company has installed rooftop solar power plants at 3 locations with a capacity of 1.47 MW generating 19.16 lacs kWh of solar energy.



TTC, 86 kWp



IPD MANN, 653.14 kWp



IPD Hinjewadi, 736 kWp

**Phase 2 & Phase 3:** Currently, phase 2 & phase 3 installation of rooftop solar power plants is in progress, covering 9 locations with a capacity of 5.19 MW generating 73 lacs kWh of solar energy under phase 2 and covering 8 locations with an overall solar power generation capacity of 51 lacs kWh under phase 3.

**Installation of Servo motor system in 2000T A Molding Machine to reduce electricity consumption**

Interiors Plastic Division (IPD) of TACO has installed Servo motor in 2000T A Molding Machine and reduced 40% of energy consumption along with maintaining desired quantity & quality of molding products, consistency and reduction in carbon emission. We have conserved energy of 1,98,720 kWh of electricity per annum and reduced carbon emission of 167 metric ton through installation of Servo motors. It also helped us in achieving the following:

- a. Precisely control of process critical parameters by the servo implementation.
- b. Old PLC (Programmable Logic Control) logic studied and developed new logic for latest PLC without affecting the machine performance.
- c. Non servo machines converted into servo machines.
- d. Diagnostic screen was developed in new system for quick troubleshooting during any fault occurs in the machine resulting reduction in the MTTR (Mean time to repair).
- e. Network healthiness screen was also implemented in this system.



Old motor



New Servo motor

## 4.2 Product Stewardship

Product stewardship is an approach to managing the environmental, health, and safety aspects of a product throughout its life cycle. TACO is strongly committed to responsible product stewardship, ensuring that our product portfolio aligns with sustainability principles and customer expectations. Our focus is on delivering high quality automotive components while minimizing our environmental impact. We have set a target of conducting Lifecycle assessment from cradle to gate of 100% of our critical products by 2025. We have taken several initiatives across our divisions towards Life Cycle Management, Environmental Impact Assessment, Product Design for Environment, Hazardous Substance Management, Waste Reduction and Recycling and Continuous Improvement in line with our rapidly evolving sustainability goals.

Composites Division manufactures composites which are an innovative replacement for conventional materials such as steel, aluminum and plastics for a wide range of automotive applications like "Class-A" external body panels, structural parts and NVH parts. Several innovative measures have been taken such as reuse of waste, conservation of natural resources through production of low-density products, light weight products and green pigment products.



### **Inauguration of BESS manufacturing facility by Tata AutoComp Gotion Green Energy Solutions Pvt Ltd:**

Tata AutoComp Gotion Green Energy Solutions Pvt Ltd has inaugurated manufacturing facility for Lithium Ion based Battery Energy Storage System (BESS). As companies are switching towards procurement of renewable energy such as solar and wind energy to run the business in sustainable manner by utilizing clean energy sources; the challenges faced by the companies due to intermittency of renewable energy sources can be addressed through BESS which enables round the clock supply of renewable power and ensures smooth green energy transition for companies.





Packaging of goods in polypropylene boxes



Sustainable packaging of finished goods in trolleys



Low density SMC product



Green pigment products



Conservation of resources by using robo dust as raw material in Sheet Molding Compound

### 4.3 Environment Protection and Biodiversity

TACO lays a strong emphasis on facilitating environmental protection by taking actions to preserve, conserve, and improve the quality of the natural environment. We stress upon responsible use of natural resources, the prevention of pollution, and the mitigation of negative impacts on ecosystems and biodiversity.

We strive to minimize our impact on natural ecosystems and ensure compliance with environmental regulations. On these lines, we target 100% of our operating sites to have Biodiversity Management plans by 2027.

TACO has implemented several projects like plantation of trees actively increasing allocation of more green spaces across all facilities. Under our Corporate Social Responsibility (CSR) Program, we are rapidly developing urban forests to improve biodiversity, aesthetic environment and reduce our carbon footprint. We have planted nearly 582 trees near our CD division, in addition to planting over 400 trees in Hinjewadi, Chakan and Sanand.

### Case Study



TACO has taken urban forest development initiative by conversion of semi barren land under Corporate Social Responsibility (CSR). Plantation of trees like Pipal, Neem, Banyan, Custard apple, Bamboo, Amaltash, Arjuna, khair, Almonds, Kanchana, Kadamba etc is carried out to improve the biodiversity at PCMC, Kodit, Purandar, Pune, Sanand and Dharwad. This plantation drive is carried out in association with NGO organization - Terre Policy Center, Tapovan Dana Charitable Trust

Urban forest development project for improvement of biodiversity

### Case Study

We celebrated World Environment Day on the 5th of June, 2023 with the intention to foster global environmental awareness and action. The celebration was held across multiple cities in India, with the primary activity being tree plantation drives. The aim of this initiative was to provide a platform for our employees to take steps in advocating sustainable practices and do their bit in the change making process.



## 4.4. Circular Economy

Our commitment to sustainability extends beyond conventional practices, emphasizing circular economy principles and sustainable innovations. Circular economy targets to move economic and production processes away from linear take-make-waste to more circular processes with integrated sustainability supply chain. This can significantly contribute to sustainable development and reduce the pressure on finite resources.

### Our Approach to Circular Economy:

Creating Awareness	<ul style="list-style-type: none"> <li>Awareness on identification of opportunities for improving resource efficiency and waste management promoting circular economy.</li> <li>Tata Group collaborated with Ellen MacArthur Foundation (EAF) to create common understanding of the latest Circular Economic (CE) thinking. The ReSOLVE framework by EAF takes core principles of circularity and applies them to six actions: Regenerate, Share, Optimise, Loop, Virtualise and Exchange (ReSOLVE)</li> </ul>
Applying the CE Concept to Identify Business Opportunities	<ul style="list-style-type: none"> <li>Review of operations and identify business opportunities through Circular Economic (CE) thinking.</li> <li>Implement projects related resource conservation, reduce waste generation, reuse and recycle waste, water conservation, recycle and reuse treated wastewater etc.</li> </ul>
Policy Advocacy on Resource Productivity	<ul style="list-style-type: none"> <li>Actively engage with policy makers for implementation of effective waste management system and enabling ecosystem for reuse and recycling of materials.</li> </ul>

We are aware that transitioning to a circular economy is critical. To help scale the circular economy solutions in the Auto Component industry, we have also undertaken several concrete measures towards having an economic model designed to maximize resource efficiency, minimize waste, and promote sustainability like installation of Mini water shed projects, recycling of wastewater, rainwater harvesting, waste recycling for production.

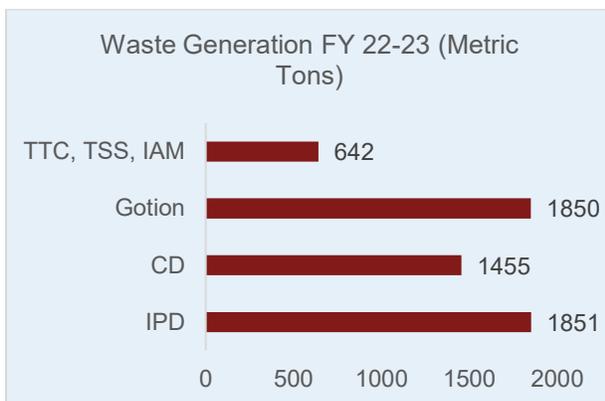
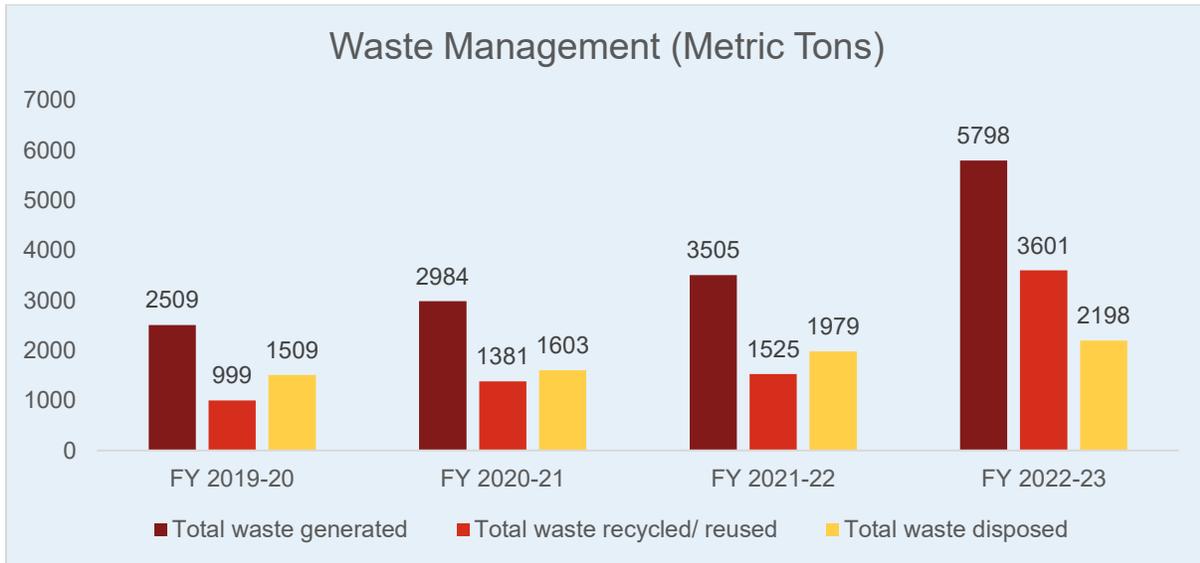
During the manufacturing design phase, we actively contribute to crucial decisions aimed at enhancing the circularity of our products. Our focus is on evaluating the carbon impacts of our products and incorporating circular design decisions to reduce carbon emissions throughout the production and usage stages. Prioritizing the use of recycled and sustainable materials is a key element of our commitment to the circular economy, and on these lines we have increased the waste recycling by 19.6% as compared to previous year. In the area of Waste and Water management as well TACO has taken several ambitious targets and initiatives.

### Waste Management:

TACO recognizes that Effective waste management is crucial for environmental protection, public health, and the conservation of resources. We have put together on these lines a robust system for systematic collection, transportation, processing, recycling, and disposal of waste materials. We have undertaken a target to double the quantities of waste recycled to be used for production by the year 2025 compared to baseline year 2020 and to achieve 'Zero waste to landfill' by the year 2030. Some of our key interventions across divisions for waste management are:

- Using up to 90% of sheet molding compound (SMC) scrap as alternative fuels in cement industry resulting in diversion of waste from landfill as fuel source.

- Reducing waste generation by replacing Poly Propylene boxes with trolleys for product distribution resulting in 45% reduction in waste generation.
- Reducing Sheet Molding Compound waste rejection quantities from 3% to 0.5%.
- Reusing of sheet molding compound (SMC) sludge in the SMC compound process resulting in reduction of hazardous waste by 30%.
- Replacing polybags with rexin bags facilitating less plastic pollution.



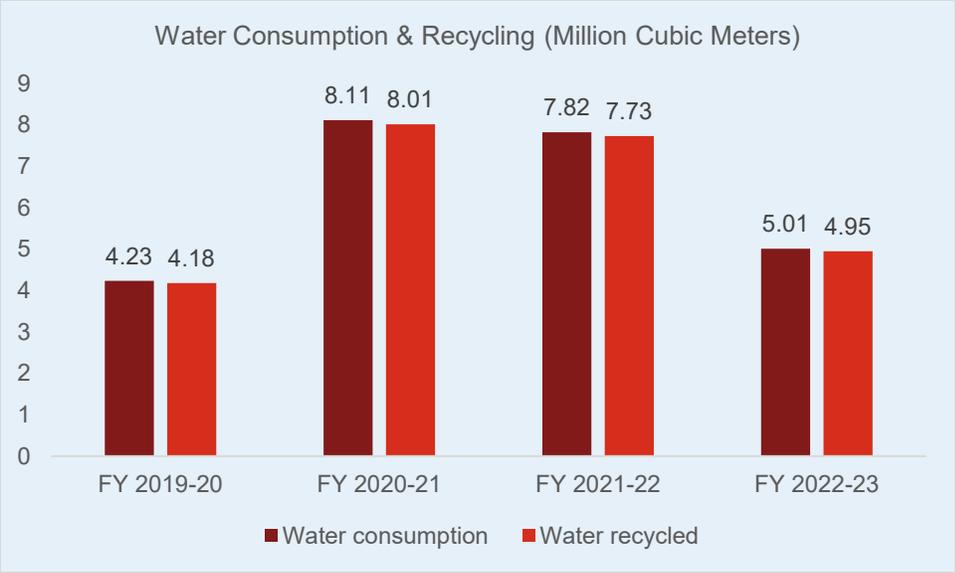
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**Water consumption:**

TACO places a significant emphasis on the responsible management of water resources, implementing a comprehensive system for strategic planning, development, distribution, and sustainable utilization of water. In pursuit of our commitment to environmental stewardship, we have undertaken various initiatives aimed at water conservation. Our objective is to attain water neutrality and Zero Liquid Discharge (ZLD) by 2030 and subsequently achieve a water-positive status by 2040. We have also targeted to have achieve Domestic water consumption of less than 30 Liters per person per day. Some of our key interventions across divisions for waste management are:

- Implementing sensor technology in restrooms to optimize water consumption, reducing environmental impact.
- 150 KL of rainwater harvested water and consumed in operations demonstrating our commitment to sustainable water management practices.



## 5. Social

At the core of our mission lies a commitment to embracing sustainable practices and fostering a socially responsible approach in all facets of our business operations. We deeply appreciate the invaluable contributions of our dedicated employees and we put efforts to cultivate an environment that nurtures their professional and personal growth. With a steady focus on talent development, we aspire to empower our employees to accelerate their career trajectories and seize opportunities for their overall well-being.

As a responsible corporate entity, we firmly believe in the principle of giving back to the communities in which we operate. To this end, we have initiated various impactful programs aimed at enhancing the lives of thousands. Our journey reflects our commitment to a holistic approach that intertwines sustainability, social responsibility, and employee well-being.

### Highlights of the year

<b>40,000</b>	<b>93%</b>	<b>2%</b>	<b>1,464</b>	<b>16.59%</b>
Lives benefitted through CSR activities	Retention rate	Reduction in attrition rate	New hires	% of employees covered by collective bargaining agreements

### Material Topics

- Employee health and wellbeing
- Talent management
- Human rights and labour practices
- Corporate social responsibility

### SDGs contributed



## 5.1 Employee Health, Safety, and Well-being

### Health and Safety

At TACO, we strongly believe that a safe and healthy work environment is essential for employee's well-being. We prioritize employee well-being not only because we consider it an ethical imperative but also because we believe that the wellbeing of our employees forms a cornerstone of a sustainable and flourishing workplace.

We adopt best practices in terms of employee health and well-being as we understand the direct impact of employee well-being on the company's overall performance. A comprehensive outlook to safety and wellbeing would be inclusive of physical, mental, emotional, and spiritual health leading to a supportive and encouraging work environment where employees can thrive and optimize their potential. The understanding that our commitment towards creating a platform wherein employees morale is uplifted would not only improve the quality of life of the employees and help them achieve self-actualization but would also yield benefits of increased productivity, lowered absenteeism, and reduced attrition. By nurturing a platform that supports employees to achieve their full potential through initiatives such as providing mental health resources and physical activity sessions among others. By nurturing a platform that enables employees to unleash their full potential, we are cultivating a workplace characterized by an engaged, enthusiastic, and driven workforce, ultimately leading to sustainable and positive outcomes.

### OHS Policy

Our company has an Occupational Health and Safety Policy in place which is applicable to company's entire operations, employees as well as contractors or individuals who are under the company's supervision. We ensure that our OHS Policy complies with relevant international standards and regulations, voluntary programs, and collective agreements on OHS. The Policy covers elements such as consultation with and participation of workers, their details, and workers' representatives. Through our Policy we also demonstrate our commitment to continually improve the performance of our OHS management system. Our Policy is inclusive of aspects such as setting up prioritizations and action plans and establishing quantitative targets for improving OHS performance metrics. The executive management is the highest endorsing decision-making body for implementation of the OHS Policy.

*Read our Occupational Health and Safety Policy [here](#).*

### OHS Management Systems

We have a robust OHS management system in place as a part of our OHS program. As a part of the program, we conduct OHS risks and hazard assessments to identify the potential triggers or causes for harm in the workplace. Along with that, we prioritize and integrate action plans with quantified targets to address the assessed risks. Moreover, the subsequent phase involves incorporating measures to ready and respond to emergency situations, succeeded by assessing the progress in mitigating or preventing health issues and risks against predefined targets. The process is also inclusive of internal inspections and procedures to investigate work related injuries, ill health, disease, and incidents. We have also conducted independent external verification of health, safety and wellbeing through accepted standards such as ISO 45001:2018.

As a part of our OHS programs, we provide regular trainings and refresher sessions to employees to raise awareness and reduce operational health and safety incidents. Furthermore, our occupational health and safety criteria are introduced and implemented in our procurement and contractual requirements.

Aligned with our dedication to the utmost safety standards, we have set ambitious goals to attain zero Lost Time Injury Frequency Rate (LTIFR) and consistently maintain zero fatalities annually. Moreover, we have also set a target to ensure that 100% of our employees undergo regular health check-ups, enabling us to closely monitor their health indices. These stringent targets and initiatives reflect our steadfast commitment to fostering a secure and healthy working environment for our employees.

## Safety-related certifications and accreditations

By complying to the regulatory and accepted safety standards, we mitigate the risk of incidents along with instilling confidence in our operations. Further, certifications such as ISO 45001:2018, enable us to assess and manage occupational health and safety risks. Moreover, adhering to the statutory and regulatory requirements ensures that our business operations are within the legal boundary. Consequently, the safety related certifications and accreditations reduce our costs associated with risks and accidents.

Our commitment to safety is ensured through strict adherence to regulatory and industry safety standards. This not only serves to mitigate the risk of incidents but also instills confidence in the effectiveness of our operations.

Beyond enhancing safety protocols, adhering to the statutory and regulatory requirements ensures that our business operations are within the legal boundaries and regulations. Moreover, these safety-related certifications and accreditations strategically position our Company to reduce costs associated with potential risks and accidents. This proactive approach not only safeguards our workforce and assets but also contributes to the overall resilience and sustainability of our business.

## Hazard Mapping

We carry out a hazard mapping assessment to map out all our activities, conducting a thorough analysis to identify potential hazards. This comprehensive approach takes into account the nature of each activity and historical incident data among other factors. By combining these factors, we ensure a detailed understanding of the risks associated with each task and ensure our emergency preparedness and response mechanism.

## Case study

TACO understands that safety trainings play a crucial role in ensuring a secure work environment. The sessions we conduct are of great importance to us to ensure that our employees are thoroughly and adequately educated about potential hazards, emergency procedures and the correct way to use safety equipment. Enhancing our safety protocols, executing safety initiatives and awareness trainings can significantly reduce accidents and injuries, ultimately safeguarding the well-being of our workforce and improving the overall productivity.

Throughout the year, we at TACO conduct multiple safety trainings which include:

- 1) First AID and CPR training
- 2) Fire fighting and hydrant training

Additionally, we also conduct a safety week celebration each year, which includes activities such as safety pledge, safety quiz for contractual workers and permanent employees, fire mock drill rehearsals and poster making competition for employees and their family members on safety messages.

During FY 2022-23, we celebrated the 52<sup>nd</sup> National Safety Week celebration (4<sup>th</sup> to 10<sup>th</sup> March 2023) with the theme 'Our Aim – Zero Harm'. Overall, we ensure that our National safety week celebrations are comprehensive and interactive and serve the purpose creating awareness on safety protocols for our employees.



First Aid Training



Firefighting training

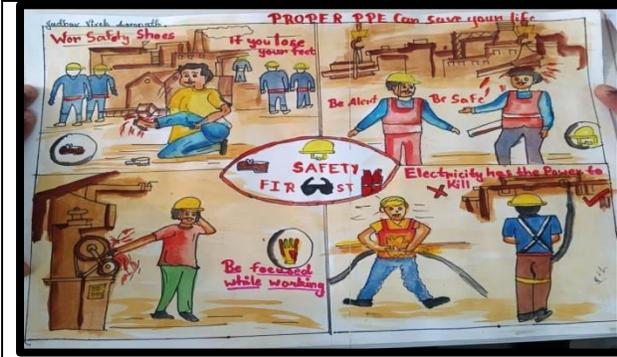


National safety week celebration

Safety pledge



Safety training



*Safety competition*



*Mock emergency drills*

## Quality and Processes

We have a robust quality management system (QMS) in place which is instrumental in ensuring that our products and services not only meet but often exceed industry benchmarks. Throughout the entire lifecycle of our products — from design and production to distribution, consumption, and disposal — we integrate meticulous quality and process considerations. This approach not only demonstrates our dedication to delivering products of the highest standards but also underscores our commitment to contributing to a sustainable and responsible business ecosystem. Moreover, all our manufacturing units are certified with ISO 9001:2015.

### Employee mechanism feedback

We recognize the importance of employee feedback in enhancing safety measures. Their insights provide valuable information to meet standards, identify risks, and enhance safety protocols. This collaborative approach enables a deeper understanding of potential risks, leading to targeted measures for mitigation. Prioritizing employee input not only reduces the likelihood of incidents but also fosters a workplace culture centered on care, trust, and overall well-being.

### Employee well-being

Employee well-being at TACO is a core commitment, reflecting our dedication to fostering a workplace that prioritizes the health and happiness of our team. Beyond competitive compensation and benefits, we have implemented comprehensive well-being initiatives.

### Employee benefits

TACO is dedicated to enhancing the well-being of its employees through a range of comprehensive support benefits. These encompass employee benefits, stress management programs within the workplace, initiatives promoting sports and health, and considerations for optimal work conditions. Our commitment extends to providing flexible working hours and options for working-from-home, recognizing the importance of balancing professional and personal commitments. Additionally, TACO acknowledges the significance of family life by offering maternity and paternity leaves, underscoring our commitment to fostering a supportive and inclusive work environment.

### Employee grievances redressal mechanism

Establishing a robust employee grievance mechanism is paramount for us, as it ensures the cultivation of a fair, inclusive, and healthy workplace for our people. We ensure that our employees are given a platform where they can voice their concerns and that their concerns and issues will be dealt with in a just, transparent, and timely manner ensuring the confidentiality of the matter, ensuring that they can express their concerns without any fear of repercussions.

Our grievance redressal system is not merely a procedural necessity; it is a cornerstone of our organizational culture. By fostering a workplace where trust, collaboration, and respect are paramount, we strive to create an environment where every employee feels heard and valued.

### Employee engagement

Employee engagement plays a pivotal role in the success and growth of TACO. Recognizing the significance of a motivated and committed workforce, TACO has placed a strong emphasis on fostering employee engagement as a key element of its corporate strategy. We also conduct regular engagement sessions with an aim to garner feedback from our employees.

TACO conducts various engagement programmes across three pillars.

<b>Physical Fitness</b>	<b>Mental Wellbeing</b>	<b>Social Wellbeing</b>
<ul style="list-style-type: none"><li>• Tata AutoComp Cricket League 2023</li><li>• Loyola Football Tournament</li><li>• Tata Ultra Marathon</li><li>• ACMA Indoor Games</li></ul>	<ul style="list-style-type: none"><li>• Famiversity</li><li>• Free Counselling by TATA 1MG</li></ul>	<ul style="list-style-type: none"><li>• Sahjeevan</li><li>• HOPE</li><li>• Menstrual Hygiene</li><li>• Revive</li><li>• Samanta – Inclusivity with sports</li></ul>

### Case study

#### **Tata AutoComp Cricket League 2023**

In a spectacular showcase of sporting prowess, the TATA AutoComp Corporate League brought together 18 teams and over 90 employees representing various business units. The 3-day event featured intense competition during the League Matches, with each team vying for supremacy.

This remarkable cricket league not only celebrated exceptional cricket skills but also recognized sportsmanship, individual brilliance, and teamwork among the corporate participants.

### Case study

#### **Famliversity**

TACO conducts the FamilyVersity learning series – ‘Expressing your unseen leadership skills’.

Our focus at FamilyVersity extends beyond professional development, aiming to enrich the overall quality of life for working professionals and their families. This session, in particular, will explore strategies that empower participants to confidently express their leadership qualities. By increasing self-awareness, attendees will enhance their leadership presence, fostering a positive impact both in the workplace and within their familial spheres.

## 5.2 Talent Management

To bring into being a positive and productive work environment, employee engagement activities are crucial, the aim of such activities for us has been to create a personal connect with our employees and for them to go beyond their daily responsibilities and form a bond with their colleagues and the organization as a whole. Our engagement activities have successfully played a catalyst in keeping our employees motivated, satisfied and committed to their roles. We believe in creating a vibrant work culture where there is enough space for fostering team spirit and mutual affinity. We have adopted best practices to keep employee engagement rates up and boost allegiance to the company targets and goals.

TACO conducts individual and team-based performance management appraisals periodically, usually quarterly, or annually. It is a holistic approach, encompassing performance appraisals, by an objective perspective, through agile conversations and 360-degree feedback looking at multidimensional performance appraisals of individual employees. Additionally, team-based performance appraisals are also considered while ongoing appraisal management. Moreover, we are ensuring that 100% of our employees receive regular performance and career development reviews.

<b>07</b>	<b>7% Attrition</b>	<b>100%</b>
Trainings provided for career advancement	Employee turnover rate	Employees receive regular performance and career development reviews

### Employee Learning and Development

We believe that training initiatives and development programs add to the physical, mental, emotional, and spiritual health of employees, ultimately being fruitful for the employee's development and efficacy. Training and development programs equip employees with new skills which make them more adept in their specific sector. Trainings related to health and safety awareness prevents injuries and incidents in the workplace, empowering the employees with adequate knowledge to safeguard themselves and their colleagues from any unforeseen occurrence.

We believe in investing in the skills and knowledge of the workforce to promote internal talent development and build an adept employee whilst ensuring a pipeline of competent and qualified leaders in their respective fields and have also established targets to ensure every employee is getting adequately trained. We have ensured a 100% participation of full-time employees in the development programs.

At TACO, there are four major divisions under learning and development:

<b>Management and Leadership Development Academy</b>	<b>Operational Excellence Academy</b>	<b>Technology Product Leadership Academy</b>	<b>Linguistics &amp; Cross Cultural Engagement</b>
<b>Objective:</b> To foster the efficiencies & build agility and adaptability in developing organizational capabilities for effective execution of business goals	<b>Objective:</b> Focus on operational excellence through continuous improvement and by adoption of digital manufacturing technologies and solutions.	<b>Objective:</b> Focus on competitive strategy & to develop a culture of "Learning by Doing" that continuously brings superior products to automobile market.	<b>Objective:</b> To elevate the cultural values of Tata AutoComp with a view to develop inclusivity & long term associations with International stakeholders. The Academy aims to pave a way to better problem solving, more empathy, compassion, and

			adoption of the global best practises in the Tata AutoComp environment.
<p><b>Key flagship programmes include:</b></p> <ul style="list-style-type: none"> <li>• Leap Vault</li> <li>• Blue Mint</li> <li>• Higher Education EPGDM (MBA)</li> <li>• Higher Education B.Tech – Manufacturing Engineering</li> <li>• Group induction</li> </ul>	<p><b>Key flagship programmes include:</b></p> <ul style="list-style-type: none"> <li>• Toyota Supplier Development Programme</li> <li>• Operational Leadership</li> <li>• Production planning &amp; scheduling</li> <li>• Lean Practitioners</li> <li>• Digital Manufacturing</li> <li>• Problem Solving Practices</li> <li>• Quality Circle</li> </ul>	<p><b>Key flagship programmes include:</b></p> <ul style="list-style-type: none"> <li>• Powertrain Cooling System</li> <li>• Kinetic Interior Plastic System</li> <li>• Seating system Engineering</li> <li>• EV Engineering</li> <li>• AI &amp; Machine Learning</li> <li>• Vehicle Knowledge</li> <li>• Advanced Driver Assistance System (ADAS)</li> <li>• Material Engineering</li> </ul>	<p><b>Key flagship programmes include:</b></p> <ul style="list-style-type: none"> <li>• Cultural Carnivals – Swedish, Japanese, Chinese, Indian</li> <li>• Foreign Language Module – Mandarin , Swedish, Japanese , German</li> <li>• Cultural Symposium – Best Practices Sharing</li> <li>• Business Etiquettes</li> </ul> <p>Business Etiquettes</p> <p>Cultural Symposium – Best Practices Sharing</p> <p>Foreign Language Module – Mandarin , Swedish, Japanese , German</p>

**TACO’s flagship Leadership and Development Programs**

Our Flagship leadership and development programmes are aimed at holistically improving our organizational culture, our team collaboration and our employee's adaptability towards the work we do. We have certain management processes in place for the occupational health and safety of the workers. There are various initiatives that have been taken by us to ensure and maintain workers' well-being.

The two flagship employee development programmes include BlueMint and Leapvault.

**A. Blue Mint**

It is a transformative 8-month leadership journey designed exclusively for high-potential early-career talent within the Tata group. Affiliated with the prestigious London Business School, the program combines classroom and experiential learning to align capabilities with the forward-thinking Tata talent architecture. Tailored for individuals with 4-10 years of work experience, Blue Mint integrates marquee academic sessions, cross-functional capstone projects, and reverse mentoring opportunities. Carefully curated lectures, sense-making jams, and open mic forums facilitate

comprehensive learning. The program proactively engages, prepares, and advances voices of next-gen leaders, embedding them into the Tata group's fabric.

Key Benefits of Blue Mint Programme:

- **Leadership tools and insights:** The programme helps in acquiring a diverse set of leadership and strategic tools from London Business School, translating into actionable insights to accelerate work performance.
- **Personal and professional growth:** It helps enhance leadership behavior and interpersonal interactions, empowering participants to be their best selves in the workplace, fostering a sense of ownership towards challenges and opportunities.
- **Agile entrepreneurial mindset:** It assists in developing an agile mindset through short experiments that push boundaries, fostering an entrepreneurial spirit and comfort with change.
- **Shift in perspective:** It helps gain a holistic view of the Tata group, encompassing key issues and opportunities, contributing to informed decision-making and strategic thinking.

**0.13%**

Full time employees participating in Blue Mint in FY 2022-23

### B. Leap Vault

Leap Vault is a leadership development program aimed at molding senior leaders into visionary architects. The programme is tailored for leaders across diverse functions and leverages DDI© assessments to identify common learning themes. In collaboration with INSEAD & IIM-B, the initiative co-creates modules with inputs from top executives, ensuring relevance and depth.

This programme builds a pipeline of future-ready leaders who are adept at strategic influence, drive innovation, execution, coaching, financial acumen, with an entrepreneurial mindset. Leapvault helps participants gain insights through diverse learning modules, fostering leadership excellence. The program not only equips leaders to navigate current business complexities but also positions them for seamless succession into top roles, ensuring sustained organizational growth.

**0.38%**

Full time employees participating in Leap Vault in FY 2022-23

## 5.3 Human Rights and Labour Practices

We recognize the intrinsic value of our people and commitment to respecting human rights is integral across every aspect of our operations. We firmly believe that every individual within our company, regardless of position or background, deserves fair and dignified treatment.

We have established a robust Human Rights Policy which ensures a discrimination-free workplace for all. We expect our employees and stakeholders to consistently adhere to the established human rights standards. Our comprehensive human rights framework ensures responsible business practices, outlining the company's motives and commitment within our operational boundaries. We conduct regular training programs to keep our workforce well-informed about our principles and emphasize the importance of upholding these rights. Our objective is to integrate human rights principles into the core operations of our business. This commitment extends beyond meeting statutory requirements; it is a proactive effort to foster a diverse and environmentally sustainable workplace.

We have a company specific Human Rights Policy in place which showcases our commitment towards respecting and preserving human rights of our employees. By implementing a robust Human Rights Policy, our effort is towards fostering ethical practices and ensuring a socially responsible business environment. The Policy serves as a guiding framework, which outlines our company's adherence to upholding fundamental human rights principles. This is achieved by transparently defining the standards and expectations and ensuring that our employees, suppliers, and community is treated with dignity, respect, and fairness.

Our human rights Policy is comprehensive and encompasses directives and statements showcasing our commitments with respect to human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal remuneration and any form of discrimination.

***Read our Human Rights Policy [here](#).***

### **Reporting mechanisms**

We have established a robust mechanism for reporting human rights violations, providing employees and stakeholders with a transparent and accountable channel to voice their concerns. This framework is integral to fostering continuous improvement within our business operations. By promoting a culture of transparency and accountability, we aim to address any potential human rights issues effectively. We have also taken a target to ensure zero human rights violations and are actively working towards maintaining it. It is noteworthy that, during the reporting year, no incidents of discrimination, child labor, or bonded labor were reported, underscoring our commitment to upholding human rights standards.

### **POSH**

The Prevention of Sexual Harassment Policy emphasizes on confidentiality and non-retaliation, ensuring that employees feel a sense of security while coming forward with their concerns. We at TACO strongly abide by the POSH Policy and are committed to its applicability in the most efficient manner.

### **Non-discrimination and Anti-Harassment**

TACO is steadfast in its commitment to equal opportunity and upholds a Non-discrimination and Anti-harassment Policy. Our recruitment, development, and promotion decisions are grounded solely in performance, merit, competence, and potential. TACO's policies are designed to be fair, transparent, and clear, with a deliberate focus on fostering diversity and equality in alignment with applicable laws and Tata Code of Conduct provisions. These policies encompass explicit terms pertaining to employment, training, development, and performance management. At TACO, discrimination or harassment on any grounds, including but not limited to race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law, is strictly prohibited.

***Read our Non-discrimination and Anti-Harassment Policy [here](#).***

## 5.4 Corporate Social Responsibility (CSR)

CSR remains a cornerstone in our sustainability journey, guiding us toward responsible business practices that yield positive environmental and social impacts, it serves as an anchor that directs us towards responsible business practices which not only contribute to positive environmental implications but also have a social impact. We prioritize ongoing monitoring and progress tracking, recognizing the necessity of a robust mechanism to assess the impact of our actions, ensuring traceability and accountability for our measures.

We have an extensive CSR Policy in order, which acts as a guiding document for our scope of work and further supports our Company in efficiently curating and implementing our initiatives along with monitoring its progress. Having a CSR Policy in place also enables us to meet our legal and statutory obligations, which in turn helps us build trust and relatability with our stakeholders. All our CSR operations are routed through the Board’s CSR committee.

As a responsible corporate, we believe in giving back to society and acting in a socially responsible manner. We have also established a target of increasing employee participation and volunteering for CSR activities. Throughout the years, we have introduced an array of initiatives aimed at benefitting the local communities in which we operated, carried out through our dedicated CSR projects in three focus areas:

*Read our CSR Policy [here](#).*

Education	Health and hygiene	Skill development
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### I. Education

#### a. HoPE (Holistic and Progressive Education) in Government Schools and Orphanages with Digitalization

In collaboration with Urmee, Strokes Foundation, RSCA (Implementation partner), our program focuses on providing holistic and progressive education to children aged 0 to 12 years in Zilla Parishad schools and orphanages. The objective is to extend the impact of Project HoPE beyond academics by incorporating Dance, Music, Art & Craft activities. These weekly workshops, including Kathak dance, classical music, and art n Craft, are designed to enhance Concentration, Coordination, Confidence, and Communication skills—the four Cs—in students. A structured curriculum leads to certification after one year, emphasizing holistic development. The program’s digitalization component facilitates the creation of content for wider dissemination, extending the reach to schools beyond Pune. Currently implemented in 14 schools and 2 orphanages, across Pune, Jamshedpur, Lucknow, Sanand, Pantnagar and Chennai, Project HoPE is committed to providing a comprehensive and enriching educational experience for young learners.





### **b. Autism Research Centre**

The Autism Research Centre aims to provide a residential training facility for specially-abled students, fostering the development of their skill sets and creating pathways for sustainable livelihoods. Additionally, the establishment of the center holds a pivotal role in advancing understanding, refining diagnostics, and formulating effective interventions for individuals on the autism spectrum.

This comprehensive initiative involves the creation of essential infrastructure for a residential facility dedicated to specially-abled students. As a flagship project in collaboration with Tata BlueScope and Tata Power, the Autism Research Centre endeavors to enhance the cognitive development and motor skills of its beneficiaries through the creation of a sensory garden. The program further includes the provision of technical equipment to facilitate an improved learning experience for specially-abled students, ultimately paving the way for diverse livelihood opportunities. This impactful project is centered in Pune, with the overarching goal of promoting inclusivity and empowering individuals with autism.



### **c. Girls Scholarship Program for Higher Secondary Education and Engineering**

The Girls Scholarship Program, executed in partnership with Yojak and Lila Poonawala Foundation, is dedicated to supporting girls in Khed Taluka, Pune, in their pursuit of education. The program encompasses scholarships for Higher Secondary Schooling, targeting students in 8th, 9th, and 10th standards. Collaborating with esteemed organizations such as Tata Motors and Forbes Marshall, the primary objective is to empower and support girls in their educational journey, fostering equality and unlocking their full potential.

This impactful project provides financial assistance through scholarships, covering various educational expenses like fees, books, and related costs. Additionally, the initiative incorporates mentorship programs and guidance, addressing socio-economic barriers and aiding students in overcoming challenges. Over the last three years, the program has successfully supported 300 girls in collaboration with Tata Motors and Forbes Marshall. Notably, during the challenging times of the Covid pandemic, the project extended its reach by offering scholarships and development initiatives, contributing significantly to curbing school dropouts and ensuring continuity in education.



#### d. Worker Facilitation Centre (WFC)

The Worker Facilitation Centre (WFC), executed in collaboration with Aajeevika Bureau, is designed to support migrant workers employed informally in the Khed Taluka, Chakan/Talegaon industrial areas. This initiative aims to enable access to citizen and worker entitlements through a strategic partnership with Forbes Marshall. The program addresses the pressing need to provide comprehensive support, resources, and advocacy to enhance the well-being and rights of workers engaged in diverse industries.

The WFC project offers a multifaceted approach, creating a resource hub to empower workers. Key components include providing recourse to legal aid and establishing a safe space for workers to seek counsel for their grievances. The project focuses on facilitating access to identity documents, linking workers to social security schemes, providing legal aid in cases of wage theft or worksite accidents, and specifically reaching out to women workers. Additionally, the initiative involves cluster formation and capacity building of community Single Points of Contact (SPOCs) to ensure a holistic and impactful support system for the workers. The WFC stands as a beacon for worker empowerment, legal advocacy, and community building in industrial areas.



#### b. Samata - Inclusion through Sports for PWDs

Samata, an initiative implemented in collaboration with Adventures Beyond Barriers, across Pune, strives to create opportunities for both specially-abled and abled individuals to participate together in sports. The primary goal is to provide a platform where people from diverse backgrounds can come together, engage in sports activities, and collectively experience life. The program addresses the essential need for promoting inclusivity and accessibility, fostering a more equitable and diverse society where individuals of all abilities can actively participate and thrive.

Samata unfolds through adaptive adventure and sports activities designed to break barriers and create an inclusive space. By offering opportunities for people to engage in outdoor sessions and collaborative sports activities, the project aims to amplify the visibility of people with disabilities. This visibility promotes an environment of openness, sensitivity, and empathy, contributing to a society where differences are celebrated, and everyone has the chance to experience the camaraderie and adrenaline that sports uniquely offer. Samata stands as a testament to the transformative power of inclusive sports in fostering a more compassionate and understanding community.



### c. Sankalp - Empowering Marginalized Students and Career Counselling

Sankalp, executed in collaboration with Samata Centre – Action for Impact and Ekalavya, is dedicated to enhancing educational opportunities for children of migrant workers and tribal communities. The program involves an after-school initiative and teacher capacity building, driven by the critical need to uplift marginalized students for a more inclusive and equitable society.

Sankalp takes a multifaceted approach, addressing the educational journey of marginalized students. The project includes providing financial assistance, scholarships, and mentorship programs to support their pursuit of higher education. Additionally, the initiative incorporates a range of educational resources, skill development workshops, and a comprehensive career guidance program. These components work synergistically to empower marginalized students, providing them with the necessary tools, resources, and mentorship to navigate their educational journey and make informed decisions about their future. Sankalp stands as a beacon of hope, striving to bridge educational gaps and empower marginalized students towards a brighter future.



## II. Health and hygiene

### a. Water Sanitation and Hygiene Management

WAS is aimed at providing Water, Sanitation, and Hygiene facilities in government schools in Khed Taluka, Pune, responds to the critical need for water, sanitation, and hygiene initiatives. This initiative is driven by the overarching goal of promoting health and well-being in communities, starting with educational institutions.

WASH encompasses a comprehensive approach to raise awareness and instill crucial practices related to water, sanitation, health, and hygiene. The program is conducted in collaboration with Tata Trusts and conducts impactful awareness sessions and workshops for both students and teachers, focusing on behavioral aspects to ensure the sustained adoption of hygiene and sanitation practices.

Through these workshops and sessions, participants are educated on the importance of and the correct way to practice handwashing, maintain personal hygiene, and keep their surroundings clean. WASH goes beyond infrastructure, aiming to cultivate a culture of good hygiene practices for the overall well-being of students, teachers, and the broader community in Khed Taluka, Pune.



### b. MHM - Menstrual Hygiene Management

MHM, or Menstrual Hygiene Management, is a vital initiative conducted in collaboration with Tata Trusts, which encompasses sessions and workshops specifically designed for adolescent girls and women in villages in Khed Taluka, Pune. The primary goal is to break taboos surrounding menstruation, promote awareness, and provide essential resources, ensuring dignified menstruation for all.

MHM unfolds through impactful awareness programs that specifically target girls and women, educating them about essential menstrual hygiene practices. Additionally, the initiative includes hands-on pad stitching workshops designed for women and adolescent girls. By combining education with practical skills, MHM strives to empower individuals to manage their menstrual hygiene with confidence, contributing to a more informed and empowered community.



### c. Water conservation

The primary objective of this initiative is to ensure conservation and promote sustainable water management systems in villages within Khed Taluka. This collaborative effort involves partnerships with Tata Trusts and Yuva Mitra. The initiative addresses the crucial need to safeguard ecosystems, support agriculture, and ensure a sustainable water supply for future generations. It recognizes the importance of responsible water management in preserving the delicate balance of the environment.

Projects:

1. Efficient irrigation systems and community awareness form the cornerstone of our water conservation project. By implementing advanced irrigation methods, we aim to optimize water usage and contribute to the sustainable management of this vital resource.
2. The project also focuses on rainwater harvesting and smart water usage campaigns. Through these initiatives, we strive to safeguard precious water resources, promoting a greener tomorrow by ensuring that communities are actively engaged in responsible water consumption practices. This comprehensive approach reflects our commitment to a sustainable and resilient water management system in the villages of Khed Taluka.



### d. Child Health Care: Operation Smile Pediatric Heart Surgeries

In collaboration with ABMSS ,Rotary Club of Khadki, we are undertaking an initiative which aims to provide free-of-cost surgical pediatric heart treatment, extending emotional relief to families and breaking the cycle of poverty-disease debt. The collaboration with Deenanath Mangeshkar Hospital is integral to achieving this goal.

The program addresses the critical need to enhance accessibility and affordability for life-saving interventions in children. The project focuses on advancing surgical techniques specifically tailored for children from underprivileged backgrounds. Through this initiative, we not only aim to provide crucial medical interventions but also contribute to breaking the vicious cycle of poverty and disease.

### e. Sahjeevan

Sahjeevan, in collaboration with RESQ, strives to address animal population management through female-centric animal birth control and zoonotic disease control via anti-rabies vaccinations. Simultaneously, the project emphasizes community awareness and education.

Sahjeevan places a specific focus on female-centric animal birth control, leveraging scientific evidence indicating its efficacy in reducing the overall animal population in a given area. Anti-rabies vaccinations are systematically administered to all animals in the community, with a concentrated effort in areas reporting rabies cases.

Beyond medical interventions, the project conducts awareness sessions within communities. These sessions educate residents on coexisting with animals and include conflict mitigation meetings to assess and address local challenges.

The overarching goal is to encourage community participation, prevent future issues, and create an environment where humans and animals coexist harmoniously.



#### f. Urban Forestry

This initiative, in collaboration with Terre Policy Center and Tapovandana Charitable Trust, is designed to convert barren and semi-barren land into thriving urban forests. The primary goals include increasing biodiversity, reducing carbon footprint, and mitigating soil erosion in PCMC/Khodit, Purandar, Pune, Sanand, and Dharwad.

The project involves a comprehensive approach to sapling plantation in Pune. Key activities include sapling procurement, pit digging, plantation, and the provision of necessary soil and manure for optimal tree growth. Regular maintenance, including stick support provision and watering in summers, ensures the well-being of the planted saplings.

Native trees, such as Pipal, Neem, Banyan, Custard apple, Bamboo, Amaltash, Arjuna, Khair, Almonds, Kanchana, Kadamb, and more, are carefully selected based on their suitability to the local soil quality. The plants, sourced from Rajahmundry, Andhra Pradesh, boast a size of 14\*15 inches, ensuring quality and resilience. This initiative represents a holistic approach to urban forestry, promoting sustainable practices for a greener and healthier urban landscape.



### III. Skill development

#### a. Operations Skills for girls

The primary objective of this initiative is to provide skill training as assistant operators through a residential course, offering employment opportunities to youth in Khed Taluka. The program is conducted in collaboration with Y4D and places a special focus on empowering girls and youth from marginalized families.

There is a crucial need to guide the youth towards acquiring the right skills and exploring employment options available in the market. Bridging the gap between the skill sets of the youth and the demands of the job market is essential for their successful integration into the workforce.

This project aims to enhance the employability of youth in Khed Taluka by offering flexible, market-oriented learning modules. The program focuses not only on technical skills but also emphasizes the development of soft skills to ensure holistic growth, especially for girls.

Following the residential course, female participants undergo on-the-job training in various companies in Chakan. Throughout this period, accommodation arrangements are facilitated, and administrative issues are addressed. After completing one month of on-the-job training, the girls transition to apprenticeships in companies located in Chakan. The program further provides residential facilities to support their stay and ensures access to nutritious food. This comprehensive approach is designed to empower youth, particularly girls, by equipping them with valuable skills and facilitating their successful entry into the workforce.



v

#### b. Swayam - "DIL" Café

The core objective of the "DIL" Café under the Swayam initiative is to instill confidence and boost self-esteem among specially-abled students through engaging work and learning opportunities.

As part of the initiative conducted at Khed, Pune, 15 students at Pryatana have undergone comprehensive training in soft skills, hospitality skills, and effective communication. These students are then provided with a unique opportunity

to apply their skills by actively running a live counter two days per week at TSS – a business unit belonging to Tata Auto Comp Systems. This hands-on experience not only enhances their practical skills but also contributes to their personal development, fostering independence and a sense of achievement.

### c. EV: Skilling in Battery & Motor Repairing

This programme is undertaken in collaboration with Tata Strive and Tata Community Initiative Trust Programme of Tata Trust in Khed, Pune, with a primary goal of upskilling youth from economically challenging communities in electric vehicle (EV) servicing, coupled with a regular auto mechanic course, enabling them to secure livelihoods.

The program is structured to deliver comprehensive training programs, workshops, and resources that empower individuals with the skills required for both traditional auto mechanics and the specialized field of electric vehicle servicing. By focusing on the electric vehicle sector, the initiative not only addresses the current market needs but also contributes to environmental sustainability.



### d. Revive

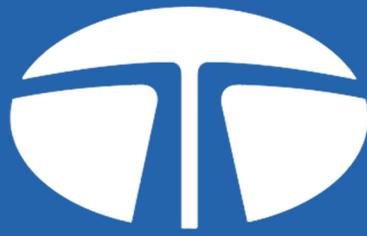
This initiative is implemented in collaboration with Periferry which aims at providing comprehensive skilling, grooming, and developmental program for transgender individuals. The goal is to instill self-esteem and foster independence by facilitating job placements.

There is a critical need to create awareness and sensitize employees while simultaneously addressing the employment challenges faced by transgender individuals. This project aims to break down barriers and enable the inclusion of transgender individuals in the workforce.

The program includes skill development and training initiatives tailored to enhance employability and promote self-sufficiency among transgender participants. In addition to skill-building, the project offers legal guidance and support to address issues related to discrimination and identity recognition. Collaborating with businesses, the initiative actively works to create employment opportunities for transgender individuals and advocates for inclusivity in the workplace.







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