

# TATA AUTOCOMP SYSTEMS LIMITED

ESG FACTBOOK  
FY 2023-24



**TATA**

**TATA AUTOCOMP**

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# About the Factbook

This Environmental, Social, and Governance (ESG) Factbook serves as an abridged version of our Sustainability Report (SR), providing an overview of Tata AutoComp Systems Limited's sustainability efforts. This Factbook aims to highlight key aspects of our ESG performance, offering stakeholders a snapshot of our sustainability initiatives and progress. For a more detailed exploration of our integrated approach and overall performance, we encourage readers to refer to our Sustainability Report FY 2023-24.



# ESG TARGETS





Pillar	Material Issue	Target	KPI	Target year	Baseline year
Environment	Climate Action	Achieve Net Zero	Scope 1 emissions (tCO2) Scope 2 emissions (tCO2) Scope 3 emissions (tCO2)	2045	-
		Reduce Scope 1 and Scope 2 emissions by 25%	Scope 1 emissions (tCO2) Scope 2 emissions (tCO2)	2030	2020
		Achieve 100% renewable energy	Renewable energy consumption (MWh)	2030	-
		Increase renewable energy in the total energy mix to 20%	Renewable energy consumption (MWh) Renewable energy in total energy mix (%)	2026	-
	Circular Economy	Become Water Positive	Water consumption (KL) Water replenished (KL)	2040	-
		Achieve water neutrality at all sites	Water consumption (KL) Water recycled (KL) Water replenished (KL)	2030	-
		Achieve Zero liquid discharge (ZLD) at all sites	Quantity of water discharged (KL)	2030	-
		Achieve Domestic water consumption of less than 30 Liters/person/day	Water consumption Liters/person/day	2024	-



Pillar	Material Issue	Target	KPI	Target year	Baseline year
Environment	Circular Economy	Ensure Zero Waste to Landfill	Waste sent to landfill (Metric Tons)	2030	-
		Ensure 2x of recycled material in the total input material	Quantity of recycled material in total input material (Metric Tons)	2025	2020
	Product Stewardship	Conduct LCA cradle-to-gate for 100% critical products	Number of critical products undertaking LCA	2025	-
	Environmental protection	100% sites assessed for Biodiversity impact	Number of sites with Biodiversity Impact Assessment	2026	-
		100% sites to have Biodiversity Management Plans	Number of sites with Biodiversity Management Plans	2027	-
		Ensure Zero biodiversity related non-compliances YoY	Number of Biodiversity related non-compliances	YoY	-



Pillar	Material Issue	Target	KPI	Target year	Baseline year
Social	Employee health, safety and wellbeing	Achieve Zero LTIFR	LTIFR	YoY	-
		Maintain Zero fatalities	Number of Fatalities	YoY	-
		Cover 100% of employees for Health check up & Health Index	% of Employee Covered for Health Check up & Health Index	YoY	-
	Talent Management	Achieve attrition of Hi-pot of 0%	% of Attrition of Hi-Pot	YoY	-
		Maintain voluntary attrition rate <10%	Voluntary Attrition rate	YoY	-
		Ensure 50% female employees in workforce	% of female employees	2030	-
		Achieve 10+ hours of training for each employee	Average hours of training per employee (annually)	2026	-
		Maintain employee satisfaction score of greater than 90%	Employee satisfaction score	2024	-
		Ensure 100% of employees receive regular performance and career development reviews	% of employees receiving regular performance and career development reviews	YoY	-



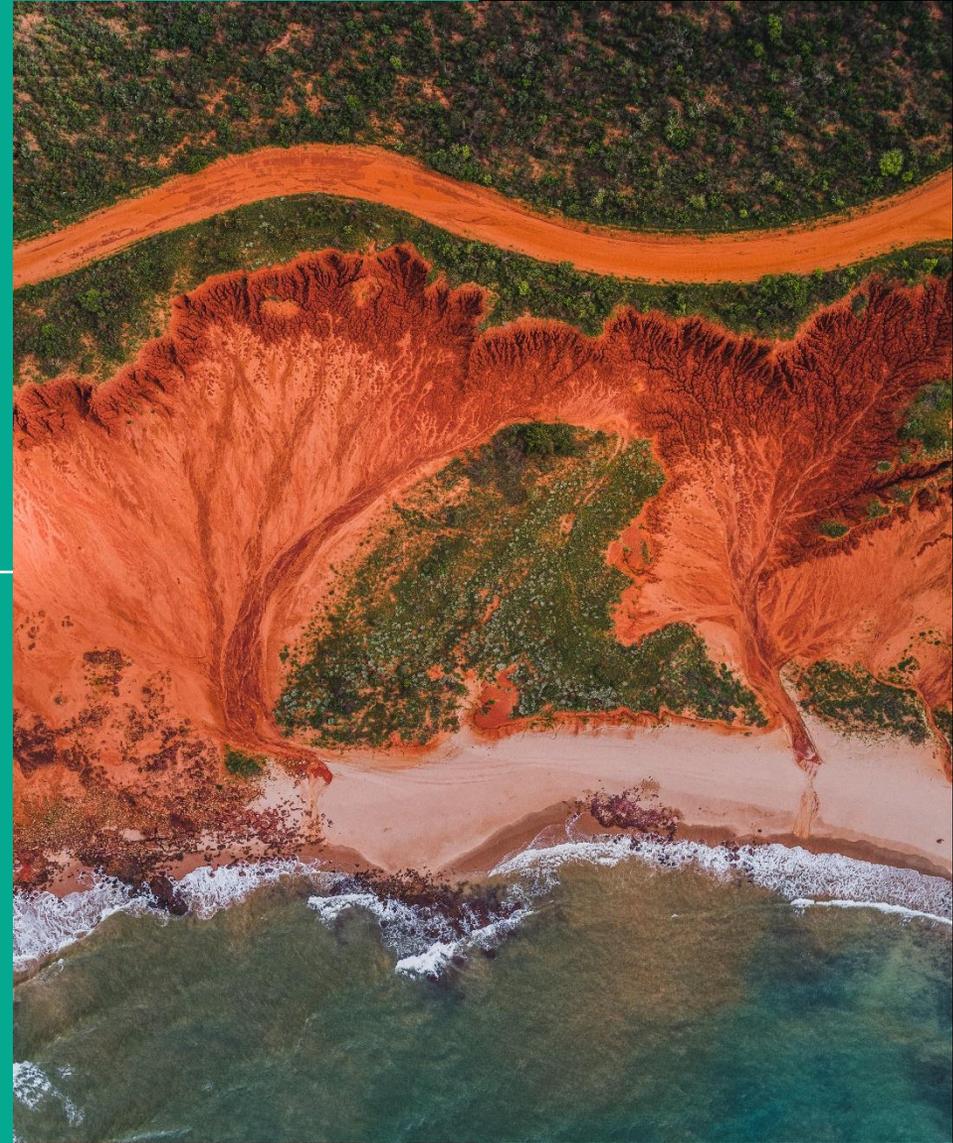
Pillar	Material Issue	Target	KPI	Target year	Baseline year
Social	Human Rights & Labour Practices	Ensure Zero Human rights violations	Number of Human rights violations	YoY	-
		Ensure 100% employees receive human rights, Diversity & Inclusion training annually	Number of employees who have received human rights issues and policies training	2024	-
		Reduce TAT to <60 days for POSH complaints	TAT for resolving POSH complaints (days)	2024	-
	Community relations	Accelerate Annual Volunteering hours for staff employee to 8 hours	Number of Annual Volunteering hours per employee	2026	-
		Impact 5 Lakh lives (Direct beneficiaries) positively through CSR initiatives	Number of CSR beneficiaries impacted	2030	-



Pillar	Material Issue	Target	KPI	Target year	Baseline year
Governance	Business ethics	Ensure 100% employees receive code of conduct and ESG training annually	% of employees receiving Code of Conduct and ESG training	2024	-
		Reduce TAT to <45 days for TCoC complaints	TAT for resolving TCoC complaints (days)	YoY	-
		Reduce TAT to <10 days for Customer complaints	TAT for resolving Customer complaints (days)	2027	-
		Maintain Customer satisfaction score of greater than 85%	Customer satisfaction score	2024	-
	Sustainable Innovations	Target 2% of R&D spend on improving environmental and social impacts of product	% of R&D spend on improving environmental and social impacts of product	2025	-
	Responsible Supply Chain	Assess 100% critical suppliers on ESG parameters	Number of critical suppliers assessed on ESG parameters	2025	-
	Data Privacy	Ensure Zero Data breach incidents	Number of data breach incidents	YoY	-

# ESG PERFORMANCE

## *Environment*





Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Emissions	Direct Greenhouse Gas Emissions (Scope 1)	<i>Metric Tonnes of CO2 equivalents</i>	1,074	1,717	1,711	1,804
	Indirect Greenhouse Gas Emissions (Scope 2) – Location based	<i>Metric Tonnes of CO2 equivalents</i>	12,705	18,539	24,023	28,438
	Indirect Greenhouse Gas Emissions (Scope 2) – Market based	<i>Metric Tonnes of CO2 equivalents</i>	14,583	21,280	27,575	32,644

\* Note: Our Direct Greenhouse Gas Emissions (Scope 1) and Indirect Greenhouse Gas Emissions (Scope 2) are based on location and market based calculations. We have monetary based climate related management incentives for all employees for attainment of ESG related goals and targets. We are reducing and phasing out usage of Hazardous substances from operations and products. All our products are complied with Reduction of Hazardous Substances (RoHS) guidelines.



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Emissions	Total indirect GHG emissions (Scope 3)	Metric Tonnes of CO2 equivalents	NA	NA	NA	2,44,470
	1. Purchased Goods and Services		NA	NA	NA	85,083
	2. Capital Goods		NA	NA	NA	1,251
	3. Fuel-and-energy-related-activities		NA	NA	NA	6,668
	4. Upstream transportation and distribution		NA	NA	NA	9,726
	5. Waste generated in operations		NA	NA	NA	5
	6. Business travel		NA	NA	NA	511
	7. Employee commuting		NA	NA	NA	4,508
	9. Downstream transportation and distribution		NA	NA	NA	5,801
	11. Use of sold products		NA	NA	NA	1,08,705
	12. End of life treatment of sold products		NA	NA	NA	22,212

\* Note: We undertook our Scope 3 Greenhouse Gas inventorization for the first time in FY 2023-24, hence previous years data is unavailable.



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Energy Consumption	Total non-renewable energy consumption	<i>MWh</i>	18,581	27,037	32,194	39,665
	Total renewable energy consumption	<i>MWh</i>	2,194	2,193	2,188	5,027
Environmental Protection	a. Number of violations of legal obligations/ regulations	<i>Number</i>	0	0	0	0
	b. Amount of fines/penalties related to the above.	<i>USD</i>	0	0	0	0
	c. Environmental liability accrued at year end.	<i>USD</i>	0	0	0	0

\* Note: We have monetary based climate related management incentives for all employees for attainment of ESG related goals and targets.  
We are reducing and phasing out usage of Hazardous substances from operations and products. All our products are complied with Reduction of Hazardous Substances (RoHS) guidelines.



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Waste	Total waste generated	<i>Metric Tonnes</i>	2,984	3,505	5,798	6,280
	Total waste recycled/ reused	<i>Metric Tonnes</i>	1,381	1,525	3,601	2,704
	Total waste disposed	<i>Metric Tonnes</i>	1,603	1,979	2,198	3,576
	- Waste landfilled	<i>Metric Tonnes</i>	120	73	231	0
	- Waste incinerated with energy recovery	<i>Metric Tonnes</i>	80	185	100	100
	- Waste incinerated without energy recovery	<i>Metric Tonnes</i>	824	797	924	280
	- Waste otherwise disposed	<i>Metric Tonnes</i>	579	924	943	3,196
	- Waste with unknown disposal method	<i>Metric Tonnes</i>	0	0	0	0

\* Note: We have monetary based climate related management incentives for all employees for attainment of ESG related goals and targets.  
We are reducing and phasing out usage of Hazardous substances from operations and products. All our products are complied with Reduction of Hazardous Substances (RoHS) guidelines.



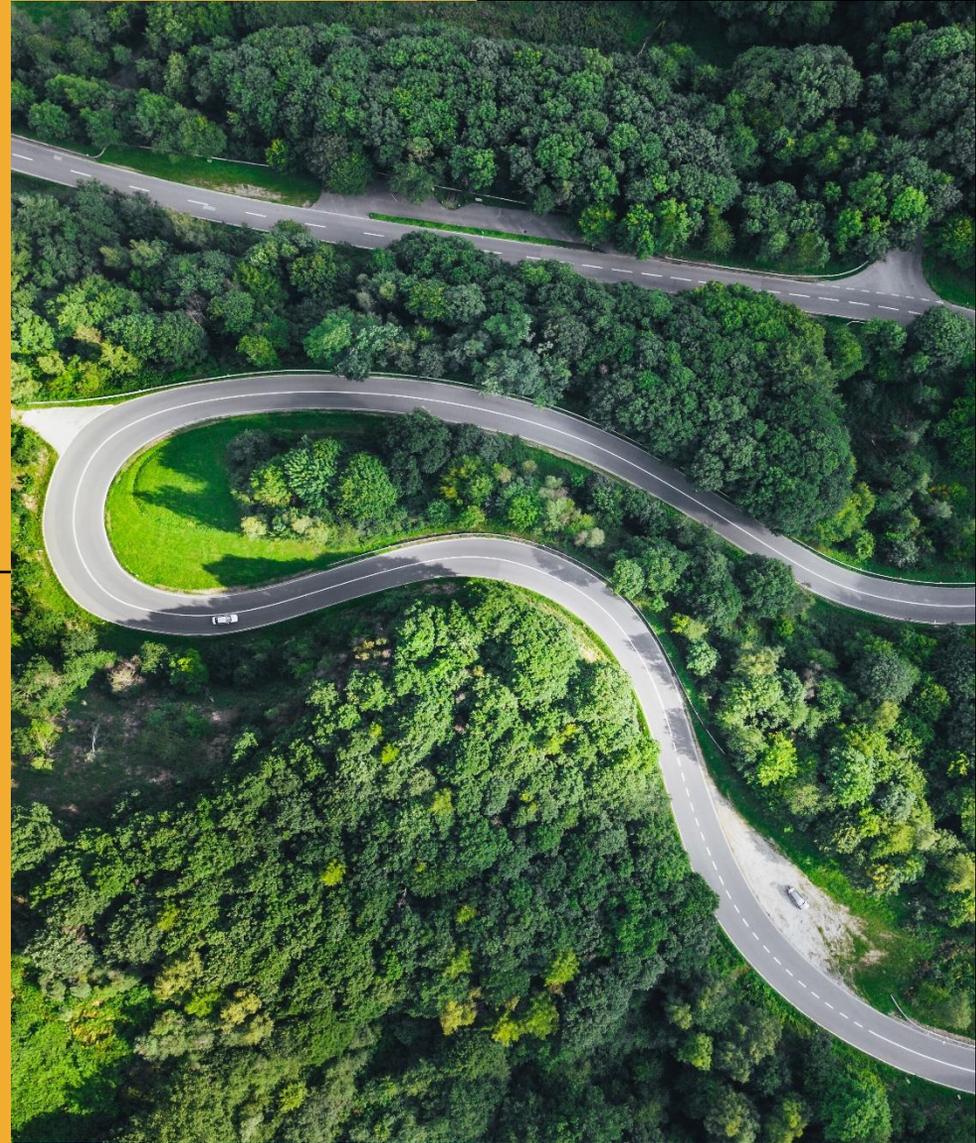
Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Water consumption	<i>A. Water withdrawal (excluding saltwater)</i>	<i>Million Cubic Meters</i>	8.16	7.93	5.12	6.53
	<i>B: Water discharge (excluding saltwater)</i>	<i>Million Cubic Meters</i>	0.05	0.11	0.11	0.104
	<i>C: Total net freshwater consumption (A-B)</i>	<i>Million Cubic Meters</i>	8.11	7.82	5.01	6.43



Focus Area	Metals	UoM	Amount used in FY 2023-24	Share of material used that is recycled
<b>Sustainable Raw Materials</b>	Plastic	Metric Tonnes	29,806	0%
	Aluminum	Metric Tonnes	350	~15%
	Cobalt	Metric Tonnes	0	0%
	Copper	Metric Tonnes	1,151	0%
	Iron/Steel	Metric Tonnes	910	8.11%
	Nickel	Metric Tonnes	0	0%
	Lithium	Metric Tonnes	5,929	0%
	Titanium	Metric Tonnes	0	0%

# ESG PERFORMANCE

## *Social*





Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
<b>Workforce</b>	Total Employees	<i>Number</i>	4,757	5,512	6,154	6,716

Focus Area	Parameter	Male	Female	Total
<b>Workforce Composition</b>	Permanent Employees	3,034	540	3,574
	Contractual Employees	2,878	264	3,142
	Total Employees	5,912	804	6,716

Focus Area	Parameter	Share in total workforce (as % of total workforce)	Share in all management positions (as % of total workforce)
<b>Workforce Composition: Nationality</b>	Asian (Indian)	100%	100%



Focus Area	Parameter	UoM	2023-24
<b>Workforce Breakdown: Gender</b>	Women in total workforce	<i>Percentage</i>	12%
	Women in all management positions	<i>Percentage</i>	9%
	Women in junior management positions	<i>Percentage</i>	9%
	Women in top management positions	<i>Percentage</i>	0
	Women in revenue generating functions	<i>Percentage</i>	7%
	Women in STEM-related positions (as % of total STEM positions)	<i>Percentage</i>	15%



Focus Area	Parameter	UoM	Average Women Salary 2023-24	Average Men Salary 2023-24
<b>Gender Pay Indicators</b>	Executive level (base salary)	INR	13,08,000	20,58,312
	Executive level (base salary + cash incentives)	INR	56,50,000	90,24,710
	Management level (base salary)	INR	3,69,961	3,80,718
	Management level (base salary + cash incentives)	INR	12,88,404	13,95,560
	Non-management level (base salary)	INR	1,66,615	2,00,232

Focus Area	Parameter	UoM	2023-24
<b>Gender Pay Indicators- Comparative assessment</b>	Mean gender pay gap	Percentage	54%
	Median gender pay gap	Percentage	34%
	Mean bonus gap	Percentage	51%
	Median bonus gap	Percentage	20%
<b>Freedom of Association</b>	Employees represented by an independent trade union or covered by collective bargaining agreements	Percentage	15%



Focus Area	Parameter	UoM	2023-24
Training and Development	<b>Average training hours per full time employee (FTE)</b>	Hours	13.22
	<b>By Management Level</b>		
	Junior level management	Hours	14.07
	Middle level management	Hours	12.8
	Senior level management	Hours	11.84
	<b>By Gender</b>		
	Male	Hours	13.12
	Female	Hours	13.47
	<b>Average amount spent per full time employee (FTE) on training and development</b>	INR	4,542
	<b>By Management Level</b>		
	Junior level employees	INR	3,988
	Middle level management	INR	3,077
	Senior level management	INR	10,140
	<b>By Gender Level</b>		
	Male	INR	4,455
Female	INR	4,558	



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2024-24
Human Capital Return on Investment	A. Total revenue	INR Crore	1,381	2,912	5,682	5,445
	B. Total operating expenses	INR Crore	1,233	2,465	4,920	4,616
	C. Total employee related expenses (salaries + benefits)	INR Crore	157	210	307	319
	Resulting HC ROI (A-(B-C))/C	Percentage	1.93%	3.12%	3.49%	3.59%
	Total full-time employees	Number	4,757	5,512	6,154	6,716

Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Hiring	Total number of new employee hires	Number	1,323	1,495	1,464	1,668
	Percentage of open positions filled by internal hires	Percentage	2.59%	5.44%	15.77%	15%
	Average Hiring cost/FTE	INR	2,62,185	2,98,324	3,11,619	12,191*

\* Note: During FY 2020-21, FY 2021-22 and FY 2022-23, TACO used to hire an external hiring agency for talent acquisition. In FY 2023-24, TACO did not engage with any third party/external hiring agency and followed an internal hiring mechanism. Hence there is a stark reduction in the average hiring cost..



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
New Employee Hire	<b>New employee hires- by management level</b>					
	Junior level employees	Number	55	222	285	1,623
	Middle level management	Number	7	7	8	39
	Senior level management	Number	3	2	3	6
	<b>New employee hires- by gender</b>					
	Male	Number	1,109	1,182	1,131	370
	Female	Number	214	313	333	1,298
Internal hires	<b>Internal hires- by management level</b>					
	Junior level employees	Number	16	26	8	8
	Middle level management	Number	3	9	1	5
	Senior level management	Number	2	2	5	2
	<b>Internal hires by gender</b>					
	Male	Number	17	56	10	12
	Female	Number	4	6	4	3



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
Employee Turnover Rate	<b>Total employee turnover rate</b>	<i>Percentage</i>	15%	14%	26%	22%
	<b>Employee turnover rate by management level</b>					
	Junior level employees	<i>Percentage</i>	14%	15%	17%	23%
	Middle level management	<i>Percentage</i>	9%	5%	6%	12%
	Senior level management	<i>Percentage</i>	4%	6%	4%	10%
	<b>Employee turnover rate by gender</b>					
	Male	<i>Percentage</i>	17%	15%	13%	21%
Female	<i>Percentage</i>	11%	9%	8%	24%	
Voluntary Turnover Rate	<b>Total voluntary turnover rate</b>	<i>Percentage</i>	6%	9%	19%	20%
	<b>Voluntary turnover rate by management level</b>					
	Junior level employees	<i>Percentage</i>	8%	8%	9%	22%
	Middle level management	<i>Percentage</i>	8%	3%	3%	12%
	Senior level management	<i>Percentage</i>	2%	3%	1%	8%
	<b>Voluntary turnover rate by gender</b>					
	Male	<i>Percentage</i>	9%	8%	7%	20%
Female	<i>Percentage</i>	8%	6%	6%	22%	



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
<b>Occupational Health and Safety</b>	<b>Fatalities</b>					
	Total number of work-related fatalities for employees	<i>Number</i>	0	0	0	0
	Total number of work-related fatalities for contractors	<i>Number</i>	0	0	0	0
	<b>Lost-Time Injury Frequency Rate (LTIFR)</b>					
	LTIFR of employees	<i>LTIFR (n/million hours worked)</i>	0	0.1728	0.1344	0
	LTIFR of contractors	<i>LTIFR (n/million hours worked)</i>	0	0	0.1049	0

Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
<b>Employee wellbeing</b>	% of employees with top level of engagement	<i>Percentage</i>	78%	80%	80%	80%
	% of employees who responded to the survey	<i>Percentage</i>	97%	96%	89%	89%

# ESG PERFORMANCE

## *Governance*





Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
<b>Business Ethics</b>	Total number of breaches *	Number	3	10	15	3
	<i>A. Corruption or bribery</i>	Number	-	-	-	2
	<i>B. Discrimination or harassment</i>	Number	-	-	-	0
	<i>C. Customer privacy data</i>	Number	-	-	-	0
	<i>D. Conflicts of interest</i>	Number	-	-	-	1
	<i>E. Money Laundering or Insider Trading</i>	Number	-	-	-	0
<b>Policy Influence</b>	Lobbying or interest representation	INR	0	0	0	0
	Local or national political campaigns	INR	0	0	0	0
	Trade associations or tax-exempt groups	INR	0	0	0	0
	Other annual monetary contributions	INR	0	0	0	0
	Total contributions	INR	0	0	0	0

\* Note: The total number of breaches include, corruption or bribery, discrimination or harassment, customer privacy data, conflict of interest, money laundering or insider trading. Break-up of data prior to FY 2023-24 has not been disclosed.



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
<b>Innovation Management</b>	Total R&D spending	INR Crore	-	10.46	22.85	-
	Total R&D spending	USD Million	-	1.37	2.78	-
	Total number of R&D positions	Number	-	22	30	-
	R&D spending as % of sales	Percentage	-	0.36%	0.40%	-
<b>Information Security</b>	Total number of information security breaches	Number	0	0	0	0
	Total number of clients, customers and employees affected by the breaches	Number	0	0	0	0

\* Note: The total number of breaches include, corruption or bribery, discrimination or harassment, customer privacy data, conflict of interest, money laundering or insider trading.



Focus Area	Parameter	UoM	2023-24
<b>Board Composition</b>	Board Type	Type	One-tier system
	Total Board size	Number	7
	Total number of executive directors	Number	0
	Total number of independent directors	Number	3
	Total number of other non-executive directors	Number	4
	Total number of female directors	Number	2
<b>Board Attendance</b>	Average Board meeting attendance	Percentage	95.23%
	Minimum of attendance for all members required	Percentage	33.33%
<b>Board Tenure</b>	Average Board tenure	Years	6
<b>Board Mandates</b>	3 of TACO's Directors have 4 or less other mandates i.e., Mr. Milind Shahane, Ms. Sonali Kulkarni, Mr. Thomas Flack		
<b>Board Industry Experience</b>	2 Directors i.e., Mr. Arvind Goel and Mr. Thomas Flack have automotive industry experience		



Focus Area	Parameter
<b>Family Ownership</b>	No, founding individuals or family members individually do not have more than 5% of the voting rights.
<b>Government Ownership</b>	No governmental institutions own more than 5% of the total voting rights. Please provide available evidence of the company share ownership structure.
<b>Management Ownership</b>	No, company CEO and other executive officers do not hold company shares.
<b>Non-Executive Chairperson/ Lead Director</b>	Role of CEO and chairperson is split, and chairperson is non-executive but not independent.

	UoM	CEO Compensation	Median Employee Compensation	Mean Employee Compensation
<b>CEO-to-Employee Pay Ratio</b>	INR	4,40,00,000	4,59,753	7,19,926
	Ratio	-	95.70356	61.11739



Focus Area	Parameter	UoM	2023-24
<b>Supply Chain Management</b>	Tier 1 suppliers	Number	458
	Significant suppliers in Tier 1	Number	80
	% of total spent on significant suppliers in Tier 1	Percentage	81.3%
	Significant suppliers in non-tier 1	Number	0
	Total number of significant suppliers (Tier 1 and Non-tier 1)	Number	80
	Total number of suppliers assessed via on site assessment	Number	65
	% of significant suppliers assessed	Percentage	81.25%



Focus Area	Parameter	UoM	2023-24
<b>Supply Chain Management</b>	Total number of suppliers assessed with substantial actual/potential negative impacts	Number	20
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	Percentage	100%
	Total number of suppliers with substantial actual/potential negative impacts that were terminated	Number	0
	Total number of suppliers supported in corrective action plan implementation	Number	20
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	Percentage	100%
	Total number of suppliers in capacity building programs	Number	39
	% of significant suppliers in capacity building programs	Percentage	48.75%



Focus Area	Parameter	UoM	2020-21	2021-22	2022-23	2023-24
<b>Product Recalls</b>	Number of vehicles recalled	Number	0	0	0	0
	Expenses incurred due to recalls issued in the corresponding fiscal year	INR	0	0	0	0
	Number of vehicles recalled that were Mandated (Involuntary)	Number	0	0	0	0
	Revenues	INR	13,81,07,66,330	29,12,11,15,610	56,82,95,17,850	54,45,94,09,000
	Cost of recalls as a percentage of annual revenues	Percentage	0	0	0	0
<b>Warranty Provisions</b>	Provision warranty balance at the beginning of the period	INR	0	68,00,000	3,04,00,000	9,62,00,000
	Warranty Payments (costs) made during the period	INR	68,00,000	2,36,00,000	6,57,00,000	5,32,00,000
	Revenues	INR	13,81,07,66,330	29,12,11,15,610	56,82,95,17,850	54,45,94,09,000
	Cost of warranty payments as a percentage of annual revenues	Percentage	0.04924	0.08104	0.11561	0.09769

# ANNEXURE

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### Certifications

## Composites Division (CD)



**TATA AUTOCOMP SYSTEMS LIMITED  
COMPOSITES DIVISION**

**TATA AUTOCOMP SYSTEMS LIMITED**  
Composites Division

HEAD OFFICE: D-236, MIDC, CHAKAN PHASE-2, NEAR CORNING COMPANY, A/P-VARALE, TAL-KHED, PUNE - 410 501, MAHARASHTRA, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

**Standards**

**ISO 14001:2015 & ISO 45001:2018**

*Scope of certification*

**MANUFACTURE OF COMPOSITES MATERIAL, COMPOSITES PRODUCTS, FRAME WELDING AND ASSEMBLIES FOR AUTOMOTIVE AND INDUSTRIAL APPLICATIONS, MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES, MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS.**

Original cycle start date for ISO 14001: **30 June 2014**  
Original cycle start date for ISO 45001: **20 August 2020**  
Recertification cycle start date: **30 March 2024**

Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: **03 April 2027**  
Certificate No. **IND.24.2613/IM/U** Version: 1 Issue date: **30 March 2024**

Signed on behalf of BVCH SAS UK Branch  
**Jagdish N. MANAN**  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

For certificate authenticity, click here: <https://bvt.com/bvt/uk/india>

UKAS  
0008

Local office:  
Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C',  
Andheri (East), Mumbai - 400 003, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.  
To check this certificate validity please call + 91 22 6274 2006.

ISO 14001:2015 & ISO 45001: 2018  
Composites Division (CD) (1/2)



**TATA AUTOCOMP SYSTEMS LIMITED  
COMPOSITES DIVISION**

**TATA AUTOCOMP SYSTEMS LIMITED**  
Composites Division

HEAD OFFICE: D-236, MIDC, CHAKAN PHASE-2, NEAR CORNING COMPANY, A/P-VARALE, TAL-KHED, PUNE - 410 501, MAHARASHTRA, INDIA.

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**Standards**

**ISO 14001:2015 & ISO 45001:2018**

*Scope of certification*

SITE	ADDRESS	SCOPE
HO - CHAKAN	PLOT NO D-236, MIDC, CHAKAN PHASE-2, VILLAGE - VARALE, TAL-KHED, DIST. PUNE - 410501, MAHARASHTRA, INDIA.	MANUFACTURE OF COMPOSITES MATERIAL & COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE AND INDUSTRIAL APPLICATIONS
SITE 1 - PANTNAGAR	PLOT NO-46, SECTOR-11, IIE SIDCUL, PANTNAGAR US NAGAR – 263 153, UTTARAKHAND, INDIA.	MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES, MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS
SITE 2 - JAMSHEDPUR	PLOT NO.2532, BAY 9 & 10, OUTER COMPLEX, INSIDE TATA MOTORS LTD, JAMSHEDPUR – 831 004, JHARKHAND, INDIA.	1) MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE APPLICATIONS 2) MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS
SITE 3 - PITHAMPUR	PLOT-4B, INDUSTRIAL GROWTH CENTRE, SECTOR-6, MPAAVN, PITHAMPUR, DIST. DHAR - 454 775, MADHYA PRADESH, INDIA.	MANUFACTURE OF COMPOSITES PRODUCTS FOR AUTOMOTIVE APPLICATIONS

Certificate No. **IND.21.1921/IM/U** Version: 1 Revision date: **03 April 2021**

Signed on behalf of BVCH SAS – UK Branch  
**Jagdish N. MANAN**  
Head – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

For certificate authenticity, click here: <https://bvt.com/bvt/uk/india>

UKAS  
0008

Local office:  
Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C',  
Andheri (East), Mumbai - 400 003, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.  
To check this certificate validity please call + 91 22 6274 2006.

ISO 14001:2015 & ISO 45001: 2018  
Composites Division (CD) (2/2)



**TATA AUTOCOMP SYSTEMS LTD.  
COMPOSITES DIVISION**

D-236, MIDC, Chakan Phase-2, Near Corning Company, A/P-Varale, Tal- Khed, Pune - 410 501, Maharashtra, India.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above organization has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

**Standard**

**ISO 9001:2015**

*Scope of certification*

**Design and manufacturing of Sheet Molding compound, Bulk Molding Compound Materials, Composite Products & Assemblies**

Original cycle start date: **13 January 2022**  
Certification cycle start date: **13 January 2022**

Subject to the continued satisfactory operation of the organization's Management System, this certificate expires on: **12 January 2025**  
Certificate No. **IND.22.10219/QM/U** Version: 1 Revision date: **26 July 2022**

Signed on behalf of BVCH SAS UK Branch  
**Jagdish N. MANAN**  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

For certificate authenticity, click here: <https://bvt.com/bvt/uk/india>

UKAS  
0008

Local office:  
Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C',  
Andheri (East), Mumbai - 400 003, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organization.  
To check this certificate validity please call + 91 22 6274 2006.

ISO 9001:2015  
Composites Division (CD)



**Certificate of Approval**  
Awarded to  
**TATA AUTOCOMP SYSTEMS LTD - COMPOSITES DIVISION**

D-236, MIDC, CHAKAN PHASE-2, NEAR CORNING COMPANY, A/P-VARALE, TAL- KHED, PUNE - 410501, MAHARASHTRA, INDIA

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

**IATF 16949 - First Edition**  
and the applicable customer specific requirements

**SCOPE**  
Design and manufacturing  
**PERMITTED EXCLUSION(S)**  
None  
**PRODUCT(S) DELIVERED**  
SHEET MOLDING COMPOUND, BULK MOLDING COMPOUND MATERIALS, COMPOSITE PRODUCTS & ASSEMBLIES

Date Of Certification: **13 January 2022**  
Date Of Expiration: **12 January 2025**  
IATF Certificate N°: **440913**  
Bureau Veritas Certification Certificate N°: **IND-22968/1 - IATF** Revision: 1

For Bureau Veritas Certification Holding, Le Triangle de l'Arche, 8 Cours du Triangle - 92800 Puteaux - France  
(The official document is in English. Any translations of this document shall be used for reference only.)

IATF 16949- First Edition  
Composites Division (CD)



### Certifications

## Interiors & Plastics Division (IPD)



**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD.**  
Interiors & Plastics Division



HEAD OFFICE: SURVEY NO. 235 & 245, VILLAGE- HINJAWADI, TAL- MULSHI, DIST. PUNE - 411 057, MAHARASHTRA, INDIA.

*This is a multi-site certificate, additional site(s) are listed on the next page(s)*

*Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.*

*Standards*

**ISO 14001:2015 & ISO 45001:2018**

*Scope of certification*

**MANUFACTURE, ASSEMBLY AND DISPATCH OF MOULDED, PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR AND UNDERHOOD APPLICATION IN AUTOMOTIVE AND NON-AUTOMOTIVE INDUSTRY.**

Original cycle start date for ISO 14001: 22 March 2014  
Original cycle start date for ISO 45001: 12 March 2020  
Recertification cycle start date: 09 March 2023  
Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: 11 March 2026  
Certificate No. IND.23.4058/IMU Version: 1 Issue date: 09 March 2023

*Signed on behalf of BVCH SAS UK Branch*  
**Jagdish N. MANJAN**  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 95 Prescot Street, London, E1 8HG, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",  
Andheri East, Mumbai - 400 063, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.  
To check this certificate validity please call + 91 22 6274 2000.



Pg 1 of 2

ISO 14001:2015 & ISO 45001: 2018  
Interiors & Plastics Division (1/2)



**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD.**  
Interiors & Plastics Division



**ISO 14001:2015 & ISO 45001:2018**

*Scope of certification*

SITE	ADDRESS	SCOPE
HEAD OFFICE	SURVEY NO 235 & 245, VILLAGE- HINJAWADI, TAL- MULSHI, PUNE - 411 057, MAHARASHTRA, INDIA.	MANUFACTURE & DISPATCH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 1	PLOT NO 28A, BIDADI INDUSTRIAL AREA, RAMANAGARA TALUKA & DIS. BANGALORE - 562 106, INDIA.	MANUFACTURE & DISPATCH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 2	PLOT NO A-2, SURVEY NO. 1, TML VENDER PARK, VILLAGE NORTH KOTPURA, TALUKA SANAND, PO. VIROCH NAGAR, AHMEDABAD - 382 170, GUJARAT, INDIA.	MANUFACTURE & DISPATCH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 3	PLOT NO. 31 / D-2 BLOCK, MIDC CHINCHWAD, PUNE - 411 019, MAHARASHTRA, INDIA.	MANUFACTURE & DISPATCH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 4	GATNO-1494, RANJANGAON MIDC, NEAR JABL COMPANY, PUNE - 422 209, MAHARASHTRA, INDIA.	ASSEMBLY & DISPATCH OF PLASTIC COMPONENTS FOR AUTOMOBILE INDUSTRIES
SITE 5	PLOT NO. D238, CHAKAN INDUSTRIAL AREA, VIRALE, CHAKAN, PUNE - 410 501, MAHARASHTRA, INDIA.	MANUFACTURE & DISPATCH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES

Certificate No. IND.23.4058/IMU Version: 1 Issue date: 09 March 2023

*Signed on behalf of BVCH SAS UK Branch*  
**Jagdish N. MANJAN**  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 95 Prescot Street, London, E1 8HG, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",  
Andheri East, Mumbai - 400 063, India.

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.  
To check this certificate validity please call + 91 22 6274 2000.



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ISO 14001:2015 & ISO 45001: 2018  
Interiors & Plastics Division (2/2)



# Certifications

## Gotion Green Energy Solutions (EV)

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LIMITED (EV DIVISION)**

ESR INDUSTRIAL LOGISTICS PARK PRIVATE LIMITED, PLOT NO A-78, VILLAGE VASULI, TAL. KHED, PUNE - 410 501, MAHARASHTRA, INDIA.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard  
**ISO 9001:2015**

Scope of certification

**DESIGN AND MANUFACTURING LITHIUM-ION PACK & MANUFACTURING OF BUS BAR**

Original cycle start date: 10 September 2023  
Expiry date of previous cycle: Not Applicable  
Certification Audit date: 17 October 2022  
Certification cycle start date: 10 September 2023

Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: 15 February 2026

Certificate No. IND.23.7268/IQMU Version: 1 Issue date: 10 September 2023

*J. Manian*  
Signed on behalf of BVCH SAS UK Branch  
Jagdhresh N. MANIAN  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

For certificate authenticity, click here <https://certcheck.ukas.com/>

ISO 9001 IN044868

UKAS MANAGEMENT SYSTEMS CERTIFICATION 0008

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai - 400 021, India.

Further certifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation. To check this certificate validity please call +91 22 6274 2000.

ISO 9001:2015  
EV Division

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD. (EV DIVISION)**

ESR INDUSTRIAL LOGISTICS PARK PRIVATE LIMITED, PLOT NO. A-78, VILLAGE - VASULI, TALUKA - KHED, DIST. PUNE, PIN CODE – 410 501, MAHARASHTRA, INDIA.

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards  
**ISO 14001:2015 & ISO 45001:2018**

Scope of certification

**DESIGN AND MANUFACTURING OF LITHIUM-ION PACK AND MANUFACTURING OF BUS BAR**

Original cycle start date: 23 December 2021  
Expiry date of previous cycle: Not Applicable  
Certification Audit date: 26 October 2021  
Certification cycle start date: 23 December 2021

Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: 22 December 2024

Certificate No. IND.21.22212/IMU Version: 2 Issue date: 04 August 2023

*J. Manian*  
Signed on behalf of BVCH SAS UK Branch  
Jagdhresh N. MANIAN  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

For certificate authenticity, click here <https://certcheck.ukas.com/>

ISO 14001 IN039155  
ISO 45001 IN039156

UKAS MANAGEMENT SYSTEMS CERTIFICATION 0008

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai - 400 021, India.

Further certifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation. To check this certificate validity please call +91 22 6274 2000.

ISO 14001:2015 & ISO 45001: 2018  
EV Division

**Bureau Veritas Certification**

**Certificate of Approval**  
Awarded to  
**TATA AUTOCOMP SYSTEMS LTD - EV DIV**

ESR INDUSTRIAL LOGISTICS PARK PRIVATE LIMITED, PLOT NO. A-78, VILLAGE VASULI, TAL. KHED, PUNE - 410501, MAHARASHTRA, INDIA

Bureau Veritas Certification certify that the Quality Management System of the above organisation has been audited and found to be in accordance with the requirements of

**IATF 16949 - First Edition**  
and the applicable customer specific requirements

**SCOPE**

Design and manufacturing  
**PERMITTED EXCLUSION(S)**

None

**PRODUCT(S) DELIVERED**

1. LITHIUM - ION PACK  
2. MANUFACTURING OF BUS BAR

Date Of Certification: 16 February 2023  
Date Of Expiration: 15 February 2026  
IATF Certificate N°: 0468684  
Bureau Veritas Certification Certificate N°: IND43036- IATF Revision:1

For Bureau Veritas Certification Holding, Le Triangle de l'Arche, 8 Cours du Triangle - 92809 Puteaux - France  
(The official document is in English. Any translations of this document shall be used for reference only.)

IATF 16949- First Edition  
EV Division (1/2)

**Bureau Veritas Certification**

**Appendix to the Certificate of Approval**  
Awarded to  
**TATA AUTOCOMP SYSTEMS LTD - EV DIV**

ESR INDUSTRIAL LOGISTICS PARK PRIVATE LIMITED, PLOT NO. A-78, VILLAGE VASULI, TAL. KHED, PUNE - 410501, MAHARASHTRA, INDIA

**REMOTE SUPPORT FUNCTION(S)**

Name	Address	Scope
TATA AUTOCOMP SYSTEMS LTD - EV DIV	PLOT NO. A78, BLOCK-F2, HORIZON INDUSTRIAL PARK, CHAKAN INDUSTRIAL AREA PHASE-II, CHAKAN, TAL. KHED, PUNE - 410501, MAHARASHTRA, INDIA	MARKETING, POLICY MAKING, STRATEGIC PLANNING, CONTRACT REVIEW, QUALITY SYSTEM MANAGEMENT, WARRANTY MANAGEMENT, TRAINING, INFORMATION TECHNOLOGIES, PRODUCT DESIGN, ENGINEERING, HUMAN RESOURCE

Date Of Certification: 16 February 2023  
Date Of Expiration: 15 February 2026  
IATF Certificate N°: 0468684  
Bureau Veritas Certification Certificate N°: IND43036- IATF Revision:1

For Bureau Veritas Certification Holding, Le Triangle de l'Arche, 8 Cours du Triangle - 92809 Puteaux - France  
(The official document is in English. Any translations of this document shall be used for reference only.)

IATF 16949- First Edition  
EV Division (2/2)



## Climate Governance

### Board-level Oversight

The Company's Board of Directors and Management hold oversight and management responsibilities for climate-related issues. A Board-level ESG Committee is specifically tasked with overseeing these matters, and climate issues are discussed quarterly during board meetings.

### Management-level Oversight

At the management level, there is a dedicated position focused on climate-related issues, ensuring that the Company's sustainability goals are integrated into its broader business strategy. The Corporate Lead - Sustainability, is at the forefront of this effort. Her responsibilities include monitoring the company's sustainability performance, tracking progress toward set targets, provide regular updates to the Board and driving sustainability initiatives across the company's operations.



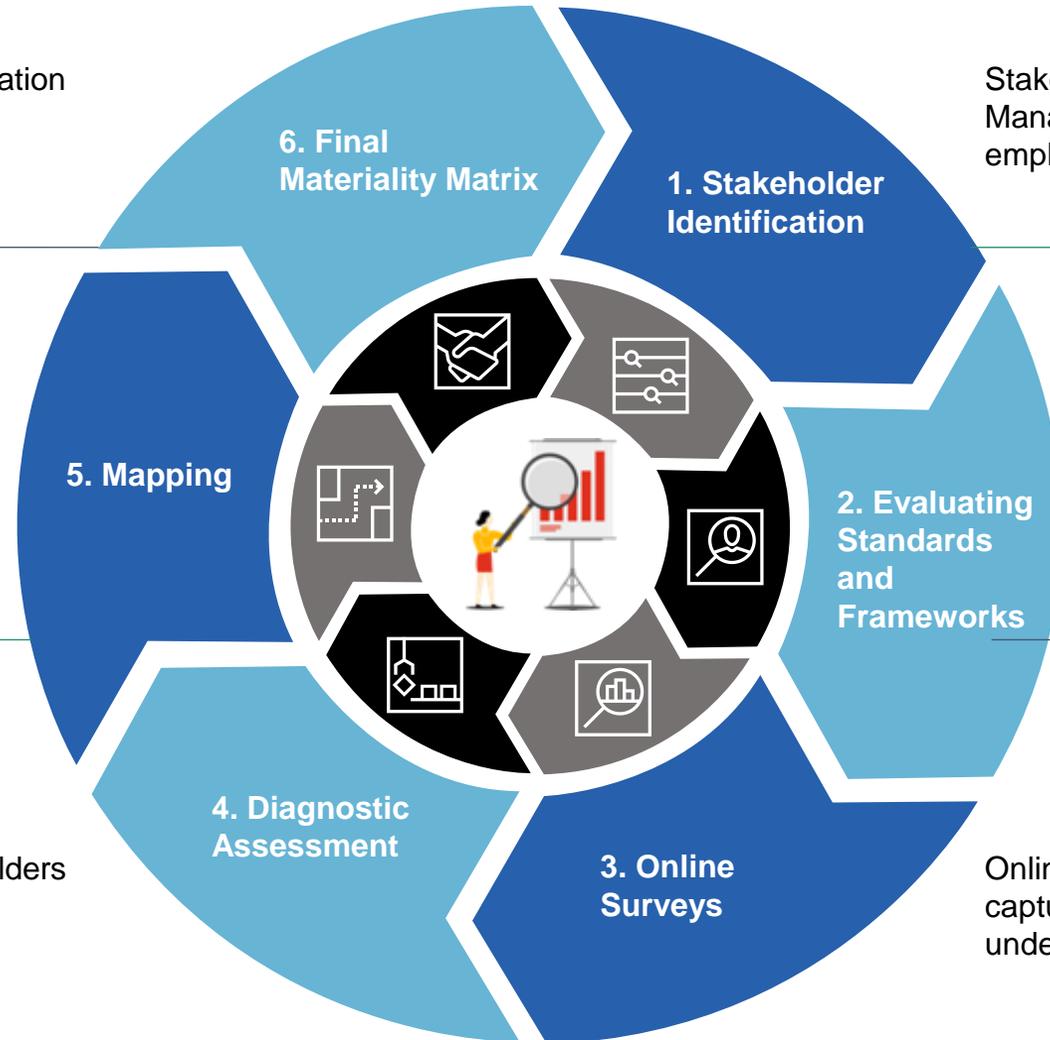


### Materiality & Stakeholder engagement process

The materiality matrix was finalized in consultation with teams at TACO and PwC

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

Assessment of the material issues of stakeholders was considered and a score was arrived at



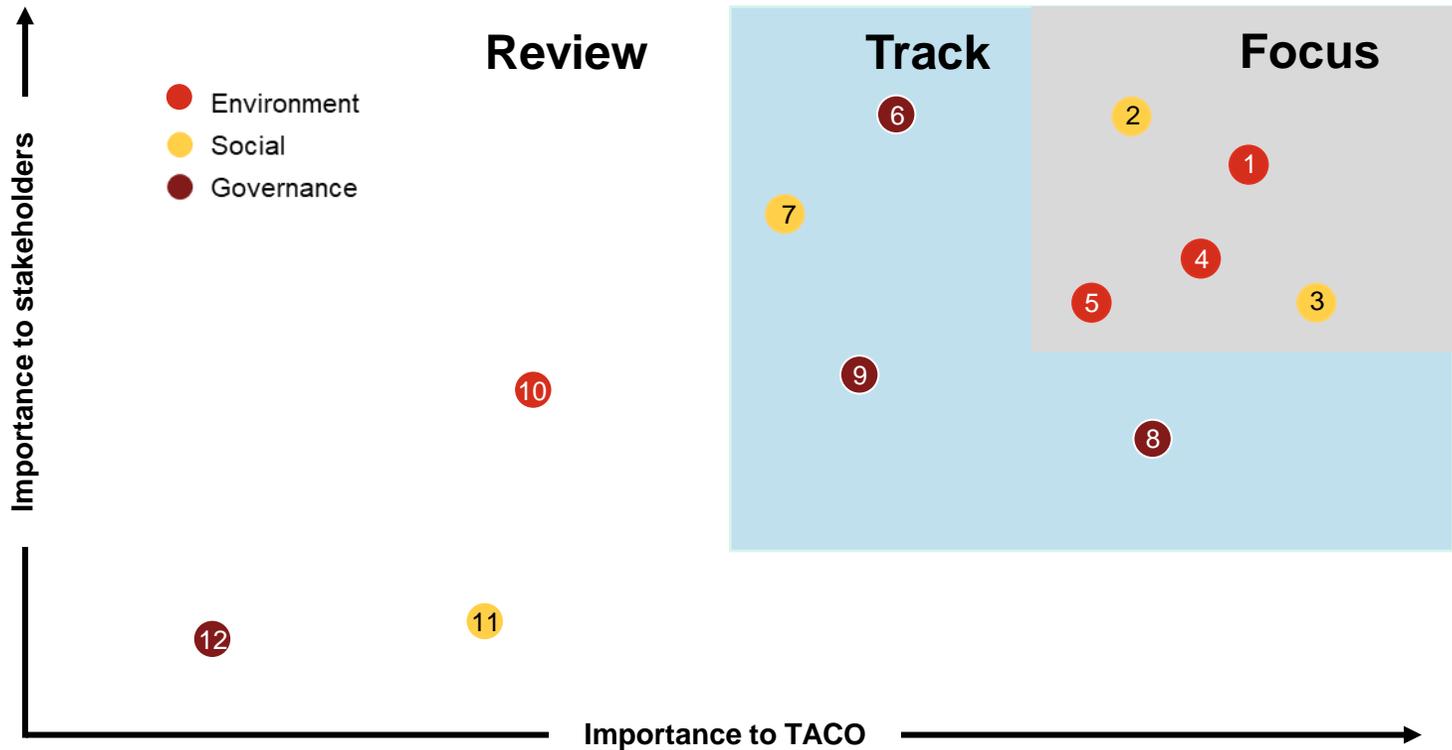
Stakeholder groups – Peers, Board, Senior Management, investors, suppliers, customers, and employees were selected

Review of standards and frameworks like SASB, BRSR, DJSI, and MSCI was undertaken

Online surveys with identified stakeholder in order to capture the stakeholder materiality preference was undertaken



### Materiality Matrix



Rank	Material Issues
1	Climate Action
2	Employee health, safety and wellbeing
3	Talent Management
4	Circular Economy
5	Product stewardship
6	Business Ethics
7	Human Rights & Labour Practices
8	Sustainable Innovations
9	Responsible Supply Chain
10	Environmental Protection
11	Community Relations
12	Data Privacy





## Material Issues - Enterprise Value Creation

## Climate Action

## Category: Climate Transition &amp; Physical Risks

## Business Case

Tackling climate change and managing energy consumption through robust climate action measures are crucial for TACO's business operations and long-term sustainability objectives. These Climate change-induced extreme weather risks can lead to sourcing and manufacturing delays and higher business expenses. Additionally, transition risks, including carbon taxes, adherence to global environmental regulations, and the investing in energy-efficient technologies, sustainable materials and biodiversity preservation, could increase costs.

Business impact	Metric	Target and Target Year
Risk	GHG Emissions reduced YoY GHG Emissions intensity	1. Net Zero emissions by 2045 2. Reduce Scope 1 + 2 emissions by 25% (2020 baseline) by 2030 3. Achieve 100% RE by 2030 4. Increase RE to 20% by 2026

## Progress

- We assess and disclose our greenhouse gas emissions, focusing on Scope 1, Scope 2, and Scope 3 emissions throughout our value chain.
- We are in the process of submitting a commitment to Science based targets initiative (SBTi)
- Renewable Energy Usage: Currently, renewable energy (solar energy) constitutes 11.2% of our energy mix.
- Emission Reductions: From Baseline year of FY 2019-20 to FY 2023-24 we have reduced our emission intensity by 55%.

## TACO's Business strategy

## Committing to GHG Emission reduction

At TACO, we have set an ambitious target to achieve target Net Zero by 2045. Additionally, we have also set a target to reduce Scope 1 + 2 emissions by 25% (FY 2019-20 baseline) by 2030 and are tracking our Carbon emissions in accordance with IPCC standards and GHG Protocol.

## Enhancing energy efficiency

We have committed to increase RE by 20% (FY 2030-2024 baseline) by FY 2025-26 and have already achieved 55% of our target with RE accounting for 11.2% of our energy mix

## Initiatives undertaken

We are undertaking various initiatives such as deploying eco-friendly technologies, increasing the use of renewable energy, optimizing processes for greater efficiency and conserving resources to minimize environmental impact.

## Executive compensation

At TACO, the Corporate Lead - Sustainability spearheads all the ESG and climate action initiatives, focusing on both current and future performance. Around 60% of the Corporate Lead – Sustainability's annual performance bonuses are connected to meeting short-term and long-term ESG and climate objectives. This incentive system underscores our dedication to the ESG targets established in FY 2022-23. These ESG goals are integral to the Corporate Lead-Sustainability's key duties and are also embraced as company-wide objectives, with targets distributed among all relevant teams to ensure unified advancement towards our environmental commitments.



## Material Issues - Enterprise Value Creation

### Circular Economy

#### Category: Waste and Pollutants

#### Business Case

Effective waste and pollutant management is vital for TACO's sustainability and operational integrity. Poor waste management can lead to significant environmental and operational challenges and have a direct impact on cost and revenue. Ensuring the proper disposal of waste from our operations is crucial for protecting the environment, ensuring safety, and complying with regulatory standards (EPR), which is necessary to maintain operational licenses and avoid penalties. The increasing stringency of regulations emphasizes the necessity for our Company to continually adapt its waste management practices to remain compliant and reduce potential environmental and operational risks.

Business impact	Metric	Target and Target Year
Risk	Waste intensity Waste recycled/re-used	1. Ensure Zero Waste to Landfill by 2030 2. Ensure 2x of recycled material in the total input material by 2025 as compared to 2020

#### Progress

- **Reduction in Waste Generation:** Achieved a 45% reduction in waste generation by innovatively replacing traditional Poly Propylene boxes with trolleys for product distribution.
- **Significant Reduction in Hazardous Waste:** Through the strategic reuse of sheet molding compound (SMC) sludge, we have managed to cut down hazardous waste by 30%.
- **Use of recycled material:** Utilized 15% recycled aluminum and 8.11% recycled iron/steel in own operations.
- Diverted up to 90% of sheet molding compound (SMC) scrap from landfills by utilizing it as an alternative fuel in the cement industry.

#### TACO's Business strategy

<b>Effective Waste Reduction and Recycling</b>	We invest in employee training programs to educate workforce on waste reduction techniques and best practices. Established robust recycling programs to ensure maximum recovery and reuse of materials.
<b>Hazardous waste management</b>	Implemented a strategy to reuse sheet molding compound (SMC) sludge. Ongoing practices for reducing waste and providing sustainable fuel.
<b>Use of recycled raw materials</b>	Commitment to reducing reliance on virgin materials.

#### Executive compensation

At TACO, the Corporate Lead - Sustainability spearheads all the ESG and circular economy initiatives, focusing on both current and future performance. Around 60% of the Corporate Lead – Sustainability's annual performance bonuses are connected to meeting short-term and long-term ESG and circular economy objectives. This incentive system underscores our dedication to the ESG targets established in FY 2022-23. These ESG goals are integral to the Corporate Lead-Sustainability's key duties and are also embraced as company-wide objectives, with targets distributed among all relevant teams to ensure unified advancement towards our environmental commitments.



## Material Issues - Enterprise Value Creation

### Talent Management

Category: Human Capital Development & Talent

#### Business Case

Talent management is imperative for a company as it attracts and retains top talent, develops skills, ensures leadership continuity, fosters innovation, enhances employee engagement, and contributes to cost efficiency. TACO is a people and talent focused company. The company believes in nurturing a skilled workforce ensuring continuous innovation, driving product excellence and operational efficiency. Strategic talent acquisition and development guarantees a pipeline of capable and skilled professionals who are in tune with the industry shifts and changes. Through its initiatives, TACO fosters a positive work culture, enabling the company to attract, develop, and retain top-tier talent.

Business impact	Metric	Target and Target Year
Revenue	Employee retention rate	<ol style="list-style-type: none"> <li>1. Achieve attrition of Hi-pot of 0% (YoY)</li> <li>2. Maintain voluntary attrition rate &lt;10% (YoY)</li> <li>3. Ensure 50% female employees in workforce by 2030</li> <li>4. Achieve 10+ hours of training for each employee (YoY) by 2026</li> <li>5. Maintain employee satisfaction score of greater than 90% (YoY)</li> <li>6. Ensure 100% of employees receive regular performance and career development reviews (YoY)</li> </ol>

#### Progress

**New Hiring:** We have onboarded a total of 1,623 new employees this year, with women representing a significant 80% of new hires.

**Leadership Development:** The Leap Vault programs are successful, with 66% of Leap Vault 1.0 participants advancing to higher roles and 70% of Leap Vault 2.0 participants being succession-ready for senior leadership positions within two years.

**Performance Feedback:** We provide 100% of our employees with regular performance feedback, ensuring continuous improvement and alignment with organizational goals.

**Training:** Average training hours per FTE has been 13.22, emphasizing on dedication to professional growth

### TACO's Business strategy

#### Leadership Development Programmes

Have provisions for employee development programs to retain top-tier talent and cultivate a strong pipeline for leadership roles.

#### Employee benefits

Offers a variety of benefits, including leave policies, stress management programs, comprehensive family benefits, competitive compensation, work flexibility, retirement savings plans, and numerous opportunities for growth. Further, we have two leadership programs "Bluemint" and "Leapvault"

### Executive compensation

At TACO, the Corporate Lead - Sustainability spearheads all the ESG and talent management initiatives, focusing on both current and future performance. Around 60% of the Corporate Lead – Sustainability's annual performance bonuses are connected to meeting short-term and long-term ESG and talent management objectives. This incentive system underscores our dedication to the ESG targets established in FY 2022-23. These ESG goals are integral to the Corporate Lead-Sustainability's key duties and are also embraced as company-wide objectives, with targets distributed among all relevant teams to ensure unified advancement towards our environmental commitments.



## Material Issues - External Stakeholders

## Community Relations

Category: Society and Community Relations

Materiality Metrics for external stakeholders

Business Value chain	Affected Stakeholder Group	Type of impact
Operations, >50% of business activity	Environment and Society	Positive, enhance quality of life and benefit society through sustainable business practices, and our involvement in corporate social responsibilities initiatives impacting the environment and society

Output Metric	Number of beneficiaries
Impact Valuation	Improved quality of life the and health impact
Impact Metric	Number of lives impacted

## Topic relevance on external stakeholders

Our commitment to **environmental sustainability through** community engagement can be seen through our water conservation project in Khed Taluka. This initiative is dedicated to safeguarding ecosystems and ensuring a sustainable water supply by promoting efficient irrigation systems, raising community awareness, and implementing rainwater harvesting. The project has successfully rejuvenated nine water conservation structures, established 28 observation wells, and desilted existing water bodies, thereby benefiting 5,457 individuals and enhancing water retention capabilities. Additionally, our "Green Canopy - Tree Plantation" project is transforming barren and semi-barren lands into urban forest areas, aiming to enhance biodiversity, reduce carbon footprints, and mitigate soil erosion.

On the **social impact** front, we are dedicated to improving women and child healthcare, promoting women's education, and empowering specially-abled students, alongside multiple initiatives to transform education in government schools. Our Menstrual Hygiene Management Initiative has reached 6,000 women and 2,000 girls through awareness campaigns, sessions, and workshops on menstrual health. The Saksham Adult Literacy Program empowers adults by equipping them with essential reading, writing, and numeracy skills. In addition, our Sahjeevan initiative addresses animal population management by focusing on birth control and anti-rabies vaccination. Through community education, we promote responsible pet ownership, having conducted over 120 spay surgeries and vaccinated over 1,000 dogs, thereby ensuring a safer environment for all.



## Material Issues - External Stakeholders

### Responsible Supply Chain

#### Category: Supply Chain Management

#### Materiality Metrics for external stakeholders

Business Value chain	Affected Stakeholder Group	Type of impact
Operations and Supply Chain, >50% of business activity	Environment, Society, Consumers and External employees (supply chain and contractors)	Positive, strengthen supplier resilience through better ESG compliance, increased economic opportunities for marginalized communities and reduction in GHG emissions in the value chain.

<b>Output Metric</b>	Increase in suppliers in TAAP community, increase in suppliers meeting ESG compliance and reporting, reduction in emissions in value chain
<b>Impact Valuation</b>	Positive impact through inclusive growth of disadvantaged communities, improved air and water quality due to lower emissions, strengthened social equity through supplier trainings.
<b>Impact Metric</b>	Enhanced value chain.

### Topic relevance on external stakeholders

Our commitment to **environmental sustainability through** a comprehensive Sustainable Supply Chain Framework to address critical sustainability issues in the value chain. Our focus is on diversifying our suppliers and logistics to support sustainable procurement and transportation. We actively promote and prefer suppliers who offer sustainable materials. By collaborating with our direct suppliers, we address key ESG concerns, including reducing emissions, enhancing energy efficiency, and managing water and waste effectively. We conduct thorough supplier evaluations based on predefined ESG criteria. Through this, we effectively reduce the risk of supply chain disruptions and protect the environment. These efforts align with Tata Aalingana Goals, reinforcing our commitment to sustainable operations.

Our commitment to **empowering suppliers** can be seen through the Tata Affirmative Action Programme (TAAP). We are committed to supporting businesses from disadvantaged communities (SCs, STs, Women and PwD). Our goal is to enhance supplier resilience and foster inclusive growth. We actively collaborate with suppliers to improve their sustainability capabilities via our Sustainable Supply Chain Framework. Key initiatives such as Utkarsh, the Kaushal Programme, and various ESG workshops provide suppliers with essential training and capacity-building support.



**THANK YOU**