



TATA AUTOCOMP

SUSTAINABILITY POLICY

Purpose:

At Tata AutoComp Systems Limited (hereinafter referred to as “Tata AutoComp” or “we” or “our”), we believe that adopting sustainable practices across all our operations is not only a business imperative but also provides us with a competitive advantage in the long run. We strive to integrate economic progress, social responsibility, and environmental stewardship with the objective of improving the quality of life for all. Our commitment extends to integrating our business values and operations to meet the expectations of our customers, employees, value chain partners, investors, communities, and other relevant stakeholders, ultimately aiming to create sustainable value and ensure long-term success through measurable environmental, social, and economic targets.

Scope:

This Policy applies to all our facilities, business operations along the value chain of manufacturing units, joint venture (JV) partners, subsidiaries at all locations where we operate, as well as our corporate offices, employees, mergers and acquisitions, and business associates, including contractors and suppliers. Senior leaders and management are expected to demonstrate visible commitment through their behavior, ensuring the effective implementation of this Policy.

Tata AutoComp is committed to:

Nurturing the Environment:

- **Climate Action:** Actively participate in global climate action by achieving ambitious emission reduction targets across our entire value chain, in alignment with The Paris Agreement on climate change. We are committed to significantly reducing our greenhouse gas (GHG) emissions through the adoption of renewable energy sources and implementing comprehensive decarbonization strategies. This includes setting science-based targets, increasing energy efficiency, and investing in innovative technologies to ensure a sustainable and resilient future.
- **Resource Efficiency and Conservation:** Strive to optimize resource use, minimize waste generation, and promote the efficient use of energy, water, and raw materials throughout our operations and value chain.
- **Pollution Prevention:** Prevent pollution by minimizing emissions, discharges, and waste generation through cleaner production technologies and processes. Additionally, we are committed to reducing noise pollution by implementing effective noise control measures and technologies to ensure a healthier environment for our communities and ecosystems.
- **Biodiversity Conservation:** Commit to biodiversity conservation and ecosystem protection by minimizing impacts on natural habitats and species diversity, ending deforestation, conducting reforestation drives, and promoting a net positive impact (NPI) approach. Additionally, we are dedicated to preserving and enhancing soil quality through sustainable land management practices, recognizing its vital role in supporting healthy ecosystems and biodiversity.
- **Compliance with Laws and Regulations:** Comply with all relevant environmental, health, safety, and sustainability laws, regulations, and standards across all locations and throughout our value chain.

Enabling Stakeholders to Rise:

- **Employee Health and Safety:** Prioritize the health and safety of our employees and stakeholders by providing a safe working environment, implementing effective safety training programs, and fostering a culture of safety awareness and participation.



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- **Equality and Diversity:** Foster an inclusive workplace culture that values every employee, ensures equal opportunities, and promotes diversity in all interactions with stakeholders throughout our value chain.
- **Human Rights:** Safeguard human rights in all aspects of our business operations and collaborations, upholding and actively contributing to their protection.
- **Social Responsibility:** Recognize our social responsibility by contributing positively to the communities in which we operate, supporting local initiatives, respecting human rights, and promoting social welfare in line with our CSR Policy.
- **Stakeholder Engagement and Collaboration:** Engage with and collaborate with stakeholders, including employees, customers, suppliers, communities, and regulatory bodies, to effectively address environmental, health, safety, and sustainability concerns.

Building Enduring Business:

- **Integrating Sustainability:** Integrate sustainability practices to mitigate climate change risks across our businesses, embedding environmental and social considerations into our business decisions and goals.
- **Risk Assessment and Management:** Conduct thorough risk assessments to identify and mitigate potential environmental, biodiversity, health, safety, and sustainability risks associated with our operations, products, and services, extending this diligence throughout our value chain.
- **Sustainable Value Chain:** Build a sustainable value chain by encouraging and supporting our supplier and dealer partners to adopt sustainability practices.
- **Green Revenue Growth:** Grow green revenue by developing new products and enhancing existing ones to consistently improve value propositions for our customers while considering environmental impacts throughout the product lifecycle.
- **Governance and Reporting:** Establish a governance structure to oversee our sustainability commitments, undertake natural and social capital valuation to assess business risks, and report in line with TATA Group reporting frameworks.

Promoting Ethical Business Practices:

- **Ethical Behavior:** Uphold the highest standards of integrity and transparency, maintaining a policy of "zero tolerance" towards any violation of existing laws. Implement robust anti-corruption measures to prevent fraud and misconduct.
- **Compliance and Fair Practices:** Ensure compliance with all relevant laws, regulations, and industry standards, fostering a culture of ethical behavior and decision-making across the organization.
- **Continuous Improvement:** Dedicate ourselves to the continuous improvement of our environmental performance, occupational health and safety practices, and sustainability initiatives by setting targets and objectives, monitoring progress, and implementing best practices across our value chain.

Policy Implementation:

- To ensure the successful implementation of this policy, Tata AutoComp will:
- Establish a dedicated sustainability governance structure to oversee and guide our sustainability initiatives.
- Regularly monitor and report on the progress of our sustainability commitments in alignment with TATA Group reporting frameworks.
- Engage with stakeholders to gather feedback and continuously improve our sustainability practices.
- Provide training and resources to employees to foster a culture of sustainability and ethical behavior across the organization.
- Set measurable targets and track performance to ensure alignment with our long-term sustainability goals, such as achieving Net Zero by 2040 and other objectives under Project Aalingana.

Policy Review:

Arvind Goel
Chairman



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- The Sustainability Policy shall be reviewed annually or as needed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations.

Revision No.: V_01

Date: 31.12.2024

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A handwritten signature in black ink, appearing to read 'Arvind Goel'.

Arvind Goel
Chairman