TATA AUTOCOMP	Responsible Artificial Intelligence Policy	Doc. No.	AI/P001
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Tata AutoComp Systems Ltd (Tata AutoComp) has embarked on an AI Transformation Journey. As part of it, Tata AutoComp is establishing an AI Office with the aim that AI systems being built, deployed or procured are secure, fair, transparent and accountable - protecting the interests of our employees, customers, partners and the communities we serve. This policy outlines, at a high level, the principles and direction guiding Tata AutoComp's Responsible AI journey as these capabilities mature over a period of time.

1. Governance and Accountability

As part of governance and accountability, Tata AutoComp intends to evaluate the risks and benefits associated with AI applications through a risk management framework. As this framework matures, these governance arrangements are intended to define guidelines for data handling and model validation, and support accountability for AI system outcomes. To support this, Tata AutoComp aims to progressively identify appropriate business and technical ownership for AI-enabled outcomes across their lifecycle. Governance efforts also intend to establish operating boundaries, including permissible uses and operational limits, so that AI systems function within their intended scope.

2. Fairness, Ethics and Human Oversight

Tata AutoComp aims to design and use AI in ways that promote fairness, accuracy and non-discrimination. As governance matures, decisions that materially affect employees, customers or business partners are to remain subject to meaningful human review - a "human-in-the-loop" approach ensuring AI does not operate as the sole and final authority on consequential outcomes.

3. Transparency and Explainability

For AI applications, transparency and explainability will act as guiding principles at Tata AutoComp. Where practical, individuals are to be informed when they are interacting with an AI system rather than a human.

4. Data Privacy, Security and Responsible Use

Given Tata AutoComp's multi-geography footprint, AI systems intend to be designed in line with applicable data protection and privacy requirements in the jurisdictions in which Tata AutoComp operates. Tata AutoComp places importance on protecting the cybersecurity of systems, models and data pipelines used in the development or deployment of AI.

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As its practices mature, Tata AutoComp intends to apply appropriate technical safeguards, proportionate to the nature and risk of each use case, against threats such as unauthorized access or extraction, data or model manipulation, and system tampering across relevant AI environments.

5. Risk Management and Model Assurance

Tata AutoComp aims to have a risk assessment process for AI systems prior to deployment, covering aspects such as data quality, model accuracy, and explainability, along with ongoing monitoring thereafter.

6. Culture, Awareness and Continuous Improvement

Tata AutoComp encourages AI literacy and responsible-innovation awareness across the organization through training and communication, reinforcing fairness, compliance and trust as expectations for anyone working with AI. This policy is to be reviewed periodically as it evolves, reflecting regulatory change, technological progress and organizational learning.

7. Environmental Sustainability

In line with Tata AutoComp's commitment to sustainability, the Company aims to consider opportunities to reduce the environmental footprint of its AI initiatives. This includes encouraging energy efficient practices within its operations and where practical and applicable.

8. Grievance Redressal and Reporting

Employees, customers, partners and other affected stakeholders who identify potential non-compliance with this policy, observe possible AI-related bias, or experience security or privacy concerns arising from Tata AutoComp's AI systems may raise the matter through the Company's designated grievance or reporting channels. As the process matures, Tata AutoComp intends to define and communicate appropriate contact points and escalation mechanisms for such concerns.

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