RESPONSIBLE VALUE CHAIN PARTNER CODE OF CONDUCT

The Responsible Value Chain Partner Code of Conduct aims at establishing a framework ensuring ethical practices, sustainability and compliances by all Value chain partners.

Adoption of this Code (along with those mandated as per the laws applicable to its industry or sector) by Value Chain Partners is aimed at enhancing the governance and monitoring standards in the Value Chain.

Chief Ethics Counsellor, Tata AutoComp Systems Limited

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TACO/SCOC/001/2024	1.0	1st October 2024	New release

Document Release Note

This Responsible Value Chain Partner Code of Conduct is released for use with effect from 1st October 2024.

This document is prepared based on the draft Model Responsible Value Chain Partner Code of Conduct released by Tata Sons Pvt Ltd, inputs from Tata AutoComp Systems Ltd. Sustainability Guidelines, reviewed by Group Office Ethics Team and has been approved by the Chief Ethics Counsellor.

Revisions if any, to this documentation will be made by Chief Ethics Counsellor, Tata AutoComp Systems Ltd.

Comments, suggestions, or queries should be addressed/ mailed to Deepika.Arora@tataautocomp.com in writing.

Document History

Version No.	Release/ Revision Date	PI#	Description of Change	Author/ Revised By	Reviewed By	Approved By
1.0	1st October 2024		New release	Deepika Arora	Gajanan More	Sudipta Marjit
2.0	16th October 2026		Updated the New names of Ethics Counsellors	Deepika Arora	Gajanan More	Sudipta Marjit

Disclaimer

i. The Responsible Value Chain Partner/s Code of Conduct (referred to as "**Responsible Partner Code**" hereafter in this policy) has been drawn upon for better understanding of Core Values of the Tata Code of Conduct and its key aspects applicable to Value Chain Partner/s (defined hereinafter) of Tata AutoComp Systems Limited ("TACO"), referred to as "Company" hereafter.

ii. While this **Responsible Partner Code** aims to be comprehensive, it is not exhaustive of all the situations Value Chain Partner/s may encounter. Value Chain Partner/s are required to exercise sound judgement and to seek guidance from the Company contact person regarding any clarification or concern.

iii. This **Responsible Partner Code** is to be read in conjunction with the purchase order, agreement, or contract signed by the Value Chain Partner/s with the Company, or any formal communication issued by the Company.

iv. The Company reserves the right to amend or modify this **Responsible Partner Code** to align with regulatory requirements or address critical areas with or without prior notice to the Value Chain Partner/s.

I. Introduction

The Tata group is unique in the world of capitalism, owned at the investment holding company level principally by charities that are committed to giving back to society. The Tata group has earned a reputation for path-breaking initiatives, many well ahead of their time, always placing the community and its interests at heart. Tata AutoComp Systems Ltd., a Tata Group Company, is proud of the legacy of ethos & values of the group and has always strived to exceed the expectation of the group.

It is Tata Group's policy to be in compliance with applicable laws and regulations of the countries where we operate and conduct business in an honest and ethical manner. We understand the significance of Environmental, Social & Governance (ESG) aspects to improve our triple-bottom performance and demonstrate Corporate Citizenship.

Being a responsible organization and contributor to nation building activities we expect our suppliers & service providers to adhere to all applicable laws, regulations & other requirements and strive to comply with best practices of industry. It is expected out of suppliers/service providers to address the ESG aspects and improve their standards on environmental, health & safety, human rights & labor policies, business ethics and community engagement initiatives.

Tata AutoComp in its pursuit to build best in class products expects its suppliers and sub-tier suppliers to do business ethically and honestly. Tata AutoComp would like to seek business relationship and do business with existing suppliers who share the same value system as we do. Therefore, we encourage our suppliers to adopt this **Responsible Partner Code** of Conduct.

The requirements described in this document should be factored positively by suppliers to minimize ecological, legal and social impacts in Supply Chain, which cannot be accomplished without the cooperation of every single supplier partner around the world, supplying parts, material and services to Tata AutoComp. This Code will be used by Tata AutoComp to conduct periodic assessment of its Suppliers and Service Providers.

II. Purpose

1. Tata Group has been a values-driven organization since its inception. The five core values in the Tata Code of Conduct (collectively "**the Core Values**") underpins the way we conduct our business activities:

   - **INTEGRITY**

     We will be fair, honest, transparent, and ethical in our conduct; everything we do must stand the test of public scrutiny.

   - **UNITY**

     We will invest in our people and partners, enable continuous learning, and build caring and collaborative relationships based on trust and mutual respect.

   - **RESPONSIBILITY**

     We will integrate environmental and social principles in our businesses, ensuring that what comes from the people goes back to the people many times over.

   - **PIONEERING**

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

   - **EXCELLENCE**

     We will be passionate about achieving the highest standards of quality, always promoting meritocracy.

2. Tata AutoComp Systems Limited and their Business Units (referred to hereafter as **"Company"**), having adopted the Tata Code of Conduct (**"TCOC"**) is committed to the Core Values. The Company believes that the Value Chain Partner/s are an integral part of its ecosystem and expects them to uphold the Core Values in their business transactions with the Company.
3. This **Responsible Value Chain Partner/s Code of Conduct** (**"Responsible Partner Code"**) outlines Company's expectations from Value Chain Partner/s for upholding the Core Values and the key principles elucidated in this **Responsible Partner Code** under three principles of 1) business ethics; 2) Labour practices and human rights; and 3) environment, health, and safety.
4. Value Chain Partner/s are expected to adopt similar principles in dealing with their Suppliers.
5. The TATA Code of Conduct (TCOC) and Whistle Blower Policy and Ethics Helpline link is available on our website at https://www.tataautocomp.com/corporate-governance/policies/

III. Scope

1. This **Responsible Partner Code** applies to the third party entities providing products or services to the Company or acting on behalf of the Company, including but not limited to vendors, suppliers, contractors, subcontractors, consultants, agents, advisors, value-chain partners, service providers, manufacturers, distributors, sales representatives, channel partners, intermediaries, and business partners (referred individually as **"Value Chain Partner/s"** and collectively **"Value Chain**

Partner/s").

IV. Principles of Responsible Partner Code

1. Principle 1 - Business Ethics

1.1. Compliance with laws and regulations

1.1.1. The Value Chain Partner/s shall always maintain the highest standards of ethical conduct and is expected to comply with all the applicable local, national, and multi-jurisdictional laws and regulations (broadly and collectively, the "**Laws**") related to the conduct of its business.

1.1.2. In case the standards mentioned in the **Responsible Partner Code** differ from any legal requirements provided by such Laws, the stricter of the standards prescribed in the **Responsible Partner Code** or the Laws shall apply.

1.1.3. Value Chain Partner/s should adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances of concerns in products and manufacturing, including labelling for recycling and disposal such as Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), Reduce, Reuse, Recycle (RRR) and End of Life Vehicle (ELV).

1.1.4. Value Chain Partner/s should ensure that the Tantalum, Tin, Tungsten and Gold (3TGs) in the products/components they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. Value Chain Partner/s shall exercise due diligence on the source and chain of custody of these "Conflict Minerals" and make their due diligence measures available to Tata AutoComp as & when necessary.

1.2. Integrity and transparency

1.2.1. The Value Chain Partner/s shall uphold integrity and transparency while doing business with the Company.

1.2.2. All products and services delivered must meet the timelines, quality, specifications, terms agreed and comply with applicable Laws concerning importing, exporting, re-exporting or transfer or packaging or labelling or sales or after sales of products and services.

1.2.3. The Value Chain Partner/s shall accurately record and maintain information regarding its operations, financial transactions, labour, health, and safety in relation to the Company's business transaction and shall disclose such information to the Company or entities as and when reasonably requested by the Company and/or as required by the Laws.

1.2.4. Value Chain Partner/s who undertake marketing or promotional activities for, on behalf of, or with the Company shall do so without making unfair or misleading statements and in compliance with the Laws.

1.2.5. Value Chain Partner/s shall responsibly source their raw materials/products/services by implementing appropriate mechanism for due diligence of its own Value Chain Partner/s and Value chain traceability to support Company's effort to mitigate ethical and/or sustainability risks.

1.2.6. Value Chain Partner/s will obtain clear and written prior permission prior to use of Company brand/branding in their own promotional materials, not limited to presentations, website, etc.

1.3. Anti-bribery and anti-corruption

1.3.1. Value Chain Partner/s shall not engage in any form of bribery or corruption, including offering, promising, giving, or receiving anything of value to obtain or retain business or gain an unfair advantage. Value Chain Partner/s shall comply with the Laws for anti-bribery and anti-corruption.

1.3.2. Value Chain Partner/s shall establish systems and processes to monitor and report on their compliance with applicable Laws related to anti-bribery and anti-corruption, and promptly address and report any non-compliance as required under relevant Laws. Value Chain Partner/s shall conduct due diligence on their Value Chain Partner/s to ensure that they comply with anti-bribery and anti-corruption regulations.

1.3.3 The Value Chain Partner/s shall notify Tata AutoComp regarding any known or suspected improper behaviour in its dealings with Tata AutoComp, or any known or suspected improper behaviour by Tata AutoComp employees by email to: whistle.blower@tataautocomp.com

1.4. Anti-money laundering

Value Chain Partner/s shall not engage in any activities that facilitate money laundering and/or engaging in transactions with individuals, groups or entities known to be involved in money laundering or terrorism or criminal activities.

1.5. Sanctions and trade controls

1.5.1. Value Chain Partner/s shall comply with applicable sanctions and trade restrictions imposed by the governments in the countries in which they operate. This would include and relate to restrictions on trade with embargoed countries, entities, or individuals, as well as restrictions on the use or transfer of certain technologies or products.

1.6. Competition and anti-trust

1.6.1. Value Chain Partner/s shall comply with applicable anti-trust Laws in the countries in which they operate. This includes but not limited to the Laws related to price-fixing, market allocation, or any other kind of anti-competitive behavior.

1.6.2. Value Chain Partner/s shall compete fairly and honestly in the market. They shall not engage in any activities that could be considered anti-competitive including but not limited to predatory pricing, bid rigging, cartelization, or restrictive trade practices etc.

1.7. Gifts and hospitality

1.7.1. Value Chain Partner/s shall not offer or give gifts, hospitality, or other favors to employees, officers, directors, or anyone related to the Company that could influence or appear to influence business decisions or create a conflict of interest.

1.7.2. Any gift or hospitality offered on festive or special occasions to employee(s), officers, or directors of the Company shall adhere to the Gift and Hospitality Policy of the Company.

1.7.3. Value Chain Partner/s shall never offer, directly or indirectly, any form of gift, entertainment, or anything of value on behalf of the Company to anyone including but not limited to government officials or customers, or their representatives to obtain or retain business; influence business decisions; and/or secure an unfair advantage.

1.8. Conflict of interest

1.8.1. The company expects that the transactions with Value Chain Partner/s shall be objective, fair and avoid even the appearance of a conflict of interest.

1.8.2. A conflict of interest exists when personal or financial relationships or activities impair, or even appear to impair the ability to make objective and fair decisions. This includes but is not limited to Value Chain Partner/s's Key Management Personnel's immediate family (including parents, siblings, spouse, partners, and children), relatives or a close personal relationship employed with the Company. The Value Chain Partner/s is therefore required to give full disclosure of its personal and/or financial relationship, existing and as & when it arises, with any employee of the Company, which could lead to an actual or potential conflict of interest.

1.8.3. Value Chain Partner/s shall avoid engaging in any activity that would create an actual or apparent conflict of interest that would impact their business transaction with the Company. In the event an actual or potential conflict of interest does arise, the Value Chain Partner/s shall immediately report it to the Company.

1.9. Insider trading

1.9.1. Value Chain Partner/s and their personnel shall not use any confidential information or non-publicly disclosed information, or unpublished price sensitive information obtained during their business relationship with the Company as the basis for trading or for enabling others to trade in the stock or securities of the Company. Such information shall include but not be limited to information about the Company's financial information, new product development/launches, investment decisions and acquisition/divestiture of businesses.

1.10. Information security and data privacy

1.10.1. Value Chain Partner/s shall comply with all applicable Laws relating to information security and data privacy and ensure that their own Value Chain Partner/s also comply with such Laws. Value Chain Partner/s shall:

1.10.1.1. only collect, process, and use data for the purposes specified in their contract with the Company and comply with applicable Laws for data collection and processing.

1.10.1.2. take adequate measures to protect any data that they may have access to, including customer data, financial data, and intellectual property.

1.10.1.3. implement appropriate access controls to prevent unauthorized access to data and systems.

1.10.1.4. have a plan in place to respond to data breaches or other security incidents and shall notify the Company promptly in the event of such an incident within the time frame prescribed under the applicable Laws or 24 hours of having knowledge of the breach, whichever is earlier and provide all the necessary information and assistance to investigate and mitigate the breach.

1.10.1.5. adhere to the Company's data retention and destruction policies. They shall not retain data longer than necessary for the purposes specified in their contract and as per Laws and shall securely return or dispose off data when it is no longer needed.

1.11. Intellectual property and Company assets

1.11.1. Value Chain Partner/s shall not use any intellectual property including trademarks, logos, patents, copyrights, trade secrets and other Company's assets physical or digital or intangible without obtaining proper licenses or permissions from the Company.

1.11.2. Value Chain Partner/s is expected to take necessary measures to protect the Company's physical, digital and intangible assets including but not limited to confidential and proprietary information, trade secrets, intellectual property.

1.12. Publicity and brand name usage

1.12.1. Value Chain Partner/s shall not issue any statements or promotional contents to the press or social media or any other media service relating to the Company or its affiliates, or their operations and/or business and/or activities with the Company without explicit prior written permission from the Company.

2. Principle 2 - Labour Practices and Human Rights

2.1. Non-discrimination

2.1.1. Value Chain Partner/s shall not discriminate against any worker or employee based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race,

religion, sexual orientation, gender identity, union membership, or any other status protected by Laws, in hiring and other employment practices.

2.2. Anti-harassment and respectful workplace

2.2.1. The Value Chain Partner/s shall always uphold the dignity of its employees, workers, contractors and shall work towards establishing and reinforcing a respectful work culture.

2.2.2. Value Chain Partner/s shall prohibit harsh or inhumane treatment, violence, sexual harassment or abuse, corporal punishment, mental or physical coercion, bullying, verbal abuse, or any form of threat to their employees or workers or contractors.

2.2.3. Value Chain Partner/s should have a policy on Prevention, Prohibition and Redressal of Sexual Harassment at the Workplace (POSH) and maintain its records.

2.3. Child and forced labour

2.3.1. Value Chain Partner/s shall not employ, engage, or otherwise use any form of child labour at their workplace. The company encourages Value Chain Partner/s to participate in industry efforts aimed at the elimination of such practices wherever they exist in their own supply chain.

2.3.2. Value Chain Partner/s shall not engage in any instance of forced, bonded or compulsory labor and/or slavery or human trafficking at their workplace. All employment with Value Chain Partner/s shall be voluntary and employees shall be free to leave their employment in compliance with Laws and contracts. Employees or workers will not be required to surrender any government-issued identification, passports or work permits as a condition of employment.

2.4. Wages and benefits

2.4.1. Value Chain Partner/s shall comply with Laws related to minimum wages, duration of payment, overtime hours, equal remuneration and other elements of compensation. All legally mandated benefits like leaves, social security, insurance, healthcare etc. shall be provided by the Value Chain Partner/s to its employees, workers, or contractors. Deductions, if any, from wages shall be made solely in strict compliance with the Laws.

2.5. Working hours

2.5.1. Value Chain Partner/s shall comply with Laws and industry standards related to working hours including maximum daily and weekly work hours, overtime, and rest breaks.

2.6. Freedom of association and collective bargaining

2.6.1. Value Chain Partner/s shall recognize and respect the right of their workers to associate with others, form, and join organizations of their choice, and bargain collectively, without interference, discrimination, retaliation, or harassment in compliance with Laws.

3. Principle 3 - Environment, Health, and Safety

Company recommends that Value Chain Partner/s should have a Policy on Safety, Health & Environment, which should be communicated to all and displayed at prominent locations in the offices and facilities, including on their website and supported with a defined review and governance mechanism.

3.1. Environmental management

3.1.1. Value Chain Partner/s shall comply with Laws and industry standards relating to the environment.

3.1.2. Value Chain Partner/s is encouraged to develop and implement practices that reduce negative environmental impacts and have processes in place to optimize the use of natural resources, control & reduce the release of harmful emissions, hazardous waste, solid waste, wastewater in the environment and produce environmentally compatible products and services.

3.1.3. Value Chain Partner/s shall strive for environmental sustainability through direct and indirect contributors, particularly regarding the reduction of greenhouse gas emissions, water use, energy consumption, minimum/no use of toxic substances, and minimum and environmentally compatible and recyclable packaging with regular monitoring and targets for year-on-year reduction.

3.2. Hazardous material management

3.2.1. Value Chain Partner/s shall identify, label, and responsibly manage hazardous materials, such as chemicals, industrial waste, and other hazardous substances, in accordance with Laws and ensure that their handling and disposal do not harm the environment, public health or safety. Any material safety information for hazardous or toxic substances shall be written in the primary language of the workforce. The employees and workers who encounter such materials shall be trained to handle such hazardous substances.

3.3. Health and safety management

3.3.1. Value Chain Partner/s shall provide a safe and healthy workplace for their workforce, comply with Laws and industry standards for health and safety, and adopt measures to prevent accidents, injuries, and illnesses.

3.3.2. Value Chain Partner/s shall take adequate steps to minimize the causes of hazards inherent in the working environment and provide adequate training and equipment to all its employees, workers, and contractors on health and safety matters, and their overall wellbeing.

3.3.3. Suppliers should have a process of internal audit with respect to SHE (Safety, Health and Environment) and should carry out internal audits at regular defined intervals. An annual external audit is also recommended.

3.3.4. Value Chain Partner/s are encouraged to publish the sustainability report and Annual Business Responsibility Report (ABRR) as per globally recognized framework like GRI (Global Reporting Initiative) preferably assured by the independent agency.

3.3.5. Value Chain Partner/s are required to respond to Company's communications regarding sustainability expectations and participate in related initiatives in a time-bound manner as and when communicated.

3.4. Emergency preparedness and response

3.4.1. Value Chain Partner/s shall develop and implement emergency response plans and maintain high level of preparedness to address potential accidents, natural disasters, pandemics and other emergencies that could impact the environment, health, and safety of their employees, communities, and other stakeholders.

3.4.2. Value Chain Partner/s should review such emergency response plans periodically to build higher levels of resilience in the overall supply chain.

V. Value Chain Partner/s responsibility and accountability

1. The Value Chain Partner/s is expected to have a written policy(s)/guideline(s) covering important areas like human rights, occupational health, and safety, labour rights, environmental protection, information security, data privacy, anti-corruption etc. and any other areas mandated by Laws.
2. The Value Chain Partner/s shall ensure suitable and periodic communication on the principles highlighted in the **Responsible Partner Code** to its employees, associates, subcontractors, and others involved in providing products and/or services to the Company.
3. The Value Chain Partner/s shall take an integrated approach to identify and assess risks, opportunities, and its impact, covering operations, supply chain, human rights; occupational health and safety; labour rights; environmental protection and anti-corruption issues.
4. Company encourages Value Chain Partner/s to adopt and implement Management Systems for Quality (ISO-9001, ISO/TS-16949), Environmental Management System-EMS (ISO-14001), Occupational Health and Safety Management System (OHSAS-18001, ISO-45001), Information Security Management Systems-ISMS (ISO-27001) with third party certification etc.
5. Company also encourages suppliers to adopt the IMS (Integrated Management System) approach which combines these international standards in one system.
6. The Value Chain Partner/s shall manage the risks adequately including but not limited to business continuity plans in the event of disruptions.
7. The Value Chain Partner/s shall self-monitor and demonstrate its compliance with the **Responsible Partner Code**. Value Chain Partner/s shall actively audit and manage their day-to-day management and share relevant reports with the Company upon request.
8. The company retains its right to audit its Value Chain Partner/s in relation to its business transactions to confirm compliance hereof. The Value Chain Partner/s shall extend all necessary support and cooperation to the Company and/or its representatives for such audits.

9. Value Chain Partner/s shall voluntarily disclose to the Company any failure to adhere to the standards specified in this **Responsible Partner Code** or the contract.
10. While Company will work with the Value Chain Partner/s to improve the compliance, any failure to comply with the **Responsible Partner Code** may result in appropriate action including but not limited to suspension or termination of the relationship with the Value Chain Partner/s.

VI. Support and raising concern

1. Company recognises that adhering to the principles of the **Responsible Partner Code** will be a progressive and dynamic process. Therefore, the Value Chain Partner/s are expected to highlight any clarity or support that may be required with their point of contact in the Company.
2. Further, any concern related to operational and financial aspects could be raised through the communication channel provided in Annexure II, besides Whistle Blower.
3. Company encourages its Value Chain Partner/s to raise concerns or make disclosures when they become aware of any actual or potential violation of Tata Code of Conduct, **Responsible Partner Code** or Laws and such concerns or disclosures may be submitted through the communication channels provided in its Whistleblower Policy and listed in Annexure II.
4. It is incumbent on the Value Chain Partner/s to adopt similar practices within its organisation and encourage its employees, customers, suppliers, and other stakeholders to report wrongdoings, unethical behaviour, and any suspected violations of the **Responsible Partner Code**, Laws, or its Code of Conduct.

ANNEXURE I - Responsible Value Chain Partner Code of Conduct Declaration

We, [Value Chain Partner Organization Name], acknowledge that we have read and understand the Tata AutoComp Systems Ltd. Responsible Value Chain Partner/s Code of Conduct and agree to comply with its requirements.

We further undertake to report to Tata AutoComp Systems Ltd. (referred to a Company), any actual or suspected violation of the Responsible Value Chain Partner/s Code of Conduct or any applicable laws in relation to its business transaction with the Company.

[Value Chain Partner Organization Name] acknowledges that failure to comply with the Responsible Value Chain Partner/s Code of Conduct may result in corrective or penal action including suspension or termination of our business relationship with the Company.

Signature: _____

Name of authorized signatory: _____

Designation of signatory: _____

Value Chain Partner Organization's name: _____

Date: _____

ANNEXURE II – Communication channels for operational and ethical concerns:

Any ethical concern, the communication can be sent to Whistleblower:

Email	whistle.blower@tataautocomp.com
Company's postal address	TACO House, Plot No 20/B VG Damle Path, Off Law College Road, Pune 411004, Maharashtra, INDIA

Besides communication to Whistleblower, you may send the communication as under:

TATA AutoComp Systems Limited	
Chief Ethics Officer	**Chief Ethics Counsellor**
Arvind Goel	Amit Dey
Arvind.Goel@tataautocomp.com	Amit.Dey@tmseating.com

1	**Group Office**
Ethics Counsellor	**Chief Ethics Counsellor**
Buddhiraj Deshmukh	Amit Dey
Buddhiraj.Deshmukh@taco-ai.com	Amit.Dey@tmseating.com

2	**Automotive Stampings and Assemblies Ltd.**
Ethics Counsellor	**Chief Ethics Counsellor**
Raju Gupta	Amit Dey
Raju.Gupta@tataautocomp.com	Amit.Dey@tmseating.com

3	**Tata Ficosa Automotive Systems Pvt. Ltd.**
Ethics Counsellor	**Chief Ethics Counsellor**
Akancha Shukla	Amit Dey
Akancha.Shukla@tataautocomp.com	Amit.Dey@tmseating.com

4	**Tata AutoComp GY Batteries Pvt. Ltd.**
Ethics Counsellor	**Chief Ethics Counsellor**
Ravinder Guleria	Amit Dey
Ravinder.Guleria@tacohendrickson.com	Amit.Dey@tmseating.com

5	**Tata AutoComp Hendrickson Suspensions Pvt. Ltd.**
Ethics Counsellor	**Chief Ethics Counsellor**
Sarabjeet Bhogal	Amit Dey
sarabjeet.bhogal@tataautocomp.com	Amit.Dey@tmseating.com

6	**Tata AutoComp Systems-Interiors and Plastics Division**
Ethics Counsellor	**Chief Ethics Counsellor**
Vinod Bhatt	Amit Dey
Vinod.Bhat@tataautocomp.com	Amit.Dey@tmseating.com

7	**Tata AutoComp Systems– Composites Division**
Ethics Counsellor	**Chief Ethics Counsellor**
Aditee Patwardhan	Amit Dey
aditee.patwardhan@tataautocomp.com	Amit.Dey@tmseating.com

8	Tata Toyo Radiator Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Ashutosh Sharma	Amit Dey
	ashutosh.sharma@tataficosa.com	Amit.Dey@tmseating.com

9	TM Automotive Seating Systems	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Deepika Arora	Amit Dey
	Deepika.Arora@tataautocomp.com	Amit.Dey@tmseating.com

10	TACO Air International Thermal Systems Pvt. Ltd. & Global Shared Services	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Prashant Mahindrakar	Amit Dey
	Prashant.Mahindrakar@tatatoyo.com	Amit.Dey@tmseating.com

11	Tata AutoComp KATCON Exhaust Systems Pvt. Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Rimi Dutta	Amit Dey
	rimi.dutta@tataautocomp.com	Amit.Dey@tmseating.com

12	Tata AutoComp Systems -Technical Centre	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Durga Akhnoor	Amit Dey
	Durga.Akhnoor@tacohendrickson.com	Amit.Dey@tmseating.com

13	Tata AutoComp Systems - Supply Chain Solutions	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Durga Akhnoor	Amit Dey
	Durga.Akhnoor@tacohendrickson.com	Amit.Dey@tmseating.com

14	Tata AutoComp Systems – Independent After Market	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Durga Akhnoor	Amit Dey
	Durga.Akhnoor@tacohendrickson.com	Amit.Dey@tmseating.com

15	Tata AutoComp Systems – TPP Engineering Center	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Durga Akhnoor	Amit Dey
	Durga.Akhnoor@tacohendrickson.com	Amit.Dey@tmseating.com

16	Tata AutoComp Gotion Green Energy Solutions Pvt. Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Megha Kaul	Amit Dey
	megha.kaul@tacoprestolite.com	Amit.Dey@tmseating.com

17	TACO Prestolite Electric Pvt. Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Niranjan Kumar	Amit Dey
	Niranjan.Kumar@tataautocomp.com	Amit.Dey@tmseating.com

18	TACO PUNCH Powertrain Pvt. Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Manoj Mundra	Amit Dey
	manoj.mundra@tacoprestolite.com	Amit.Dey@tmseating.com

19	TACO-EV Component Solutions Pvt. Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Ashish Kothari	Amit Dey
	Ashish.Kothari@tataautocomp.com	Amit.Dey@tmseating.com

20	Artifex UK	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Rebecca Backhurst	Amit Dey
	rebecca.backhurst@artifexinteriorsystems.com	Amit.Dey@tmseating.com

21	Artifex Sweden	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Fiona Jonasson	Amit Dey
	fiona.jonasson@artifexautocomp.com	Amit.Dey@tmseating.com

22	Artifex Slovakia	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Andrea Rebejova	Amit Dey
	andrea.rebejova@iacgroup.com	Amit.Dey@tmseating.com

23	TitanX Engine Cooling	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Zuzana Vitamvasova	Amit Dey
	zuzana.vitamvasova@titanx.com	Amit.Dey@tmseating.com

24	Nanjing Tata AutoComp Systems Ltd.	
	Ethics Counsellor	**Chief Ethics Counsellor**
	Rachelle Yang	Amit Dey
	rachelle.yang@tataautocomp.com	Amit.Dey@tmseating.com

Besides communication channels mentioned above for operational and ethical concern, the communication can also be sent as under:

1. Whistleblower

Email	whistle.blower@tataautocomp.com
Company's postal address	TACO House, Plot No 20/B VG Damle Path, Off Law College Road, Pune 411004, Maharashtra, INDIA

2. Ethics Helpline



TATA AUTOCOMP

For reporting any violation of
TATA Code of Conduct, contact **Ethics Helpline**.

Ethics Helpline India (Toll-free) Number at:
1800-102-6969

USA (Toll-free) at: +1 (888) 4360393
Poland (Toll-free) at: +(48) 800088123
United Kingdom (Toll-free) at: +(44) 8083044704
Germany (Toll-free) at: +(49) 80018017222
Sweden (Toll-free) at: +(46) 20 127 164
Worldwide (Toll number) at: +91 9595146146

https://tataautocomp.integritymatters.in

tataautocomp@integritymatters.in

TATA AutoComp Systems Limited,
C/o Integrity Matters, Unit 1211, CENTRUM IT Park,
Plot No C-3, S.G. Barve Road, Wagle Estate,
Thane West – 400604, Maharashtra.