

Business Responsibility & Sustainability Report

Section A – General Disclosures

I. Details

1. Corporate Identity Number (CIN) of the Listed Entity	L24239MH1939PLC002893
2. Name of the Listed Entity	Tata Chemicals Limited
3. Year of incorporation	1939
4. Registered office address	Bombay House, 24 Homi Mody Street, Fort, Mumbai - 400 001
5. Corporate address	Bombay House, 24 Homi Mody Street, Fort, Mumbai - 400 001
6. E-mail address	investors@tatachemicals.com
7. Telephone No.	+91-22-6665 8282
8. Website	www.tatachemicals.com
9. Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. The National Stock Exchange of India Limited
11. Paid-up Capital	₹ 255 crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Shivang Mahadevia E-mail: smahadevia@tatachemicals.com Contact no: +91-22-6665 8282
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Consolidated Basis

II. Products / Services

14. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Basic Chemistry Products	Manufacturing, Distribution,	81%
2.	Specialty Products	Sales & Marketing	19%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code (Group)	% of total Turnover contributed
1.	Soda Ash	201	57%
2.	Crop Protection	202	14%
3.	Salt	107	12%
4.	Bicarb	201	5%
5.	Seeds	016	2%
6.	Others	107 & 201	10%

III. Operations

16. Number of locations where plants and/or operations / offices of the entity are situated

Location	Number of Plants	Number of Offices	Total
National	10	20	30
International	5	5	10

17. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of States)	30
International (No. of Countries)	99

b. What is the contribution of exports as a percentage of the total turnover of the entity?

25%

c. A brief on types of customers

The Company serves manufacturers of Glass (Flat, Container, Solar etc.), Soaps & Detergents, Chemicals (Sodium Silicate, Lithium Carbonate, Sodium Bicarbonate, Sodium Percarbonate, Sodium Dichromate etc.), Food & Beverages, Animal Feed, Pharmaceuticals, Automotive Tyres, EV Battery Materials, Farmers etc., both directly as well as through distributors.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3,769	3,478	92%	291	8%
2.	Other than Permanent (E)	559	447	80%	112	20%
3.	Total employees (D) + (E)	4,328	3,925	91%	403	9%
WORKERS						
4.	Permanent (F)	853	829	97%	24	3%
5.	Other than Permanent (G)	9,772	9,202	94%	570	6%
6.	Total workers (F) + (G)	10,625	10,031	94%	594	6%

b. Differently abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	19	15	79%	4	21%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	Total differently abled employees (D) + (E)	20	16	80%	4	20%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than Permanent (G)	22	22	100%	0	0%
6.	Total differently abled workers (F) + (G)	23	23	100%	0	0%

19. Participation/Inclusion/Representation of women

	TOTAL (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22%
Key Management Personnel*	2	0	0

*excludes Managing Director & CEO (MD & CEO) and Executive Director (ED)

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	17%	17%	15%	12%	16%	10%	7%	10%
Permanent Workers	10%	17%	15%	17%	14%	17%	15%	22%	15%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
21. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies/ joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Rallis India Limited	Subsidiary	50.06	Yes
2	Ncourage Social Enterprise Foundation	Subsidiary	100	Yes
3	Tata Chemicals International Pte. Ltd (TCIPL)	Subsidiary	100	Yes
4	Homefield Pvt. UK Limited	Subsidiary	100	Yes
5	TC Africa Holdings Limited	Subsidiary	100	Yes
6	Tata Chemicals South Africa (Pty) Limited	Subsidiary	100	Yes
7	Tata Chemicals Magadi Limited	Subsidiary	100	Yes
8	Magadi Railway Company Limited	Subsidiary	100	Yes
9	TCE Group Limited	Subsidiary	100	Yes
10	Natrium Holdings Limited	Subsidiary	100	Yes
11	Cheshire Salt Holdings Limited	Subsidiary	100	Yes
12	Cheshire Salt Limited	Subsidiary	100	Yes
13	British Salt Limited	Subsidiary	100	Yes
14	Brinefield Storage Limited	Subsidiary	100	Yes
15	Cheshire Cavity Storage 2 Limited	Subsidiary	100	Yes
16	New Cheshire Salt Works Limited (NCSWL)	Subsidiary	100	Yes
17	Brunner Mond Group Limited	Subsidiary	100	Yes
18	Tata Chemicals Europe Limited	Subsidiary	100	Yes
19	Winnington CHP Limited	Subsidiary	100	Yes
20	Northwich Resource Management Limited	Subsidiary	100	Yes
21	Gusiute Holdings (UK) Limited	Subsidiary	100	Yes
22	Valley Holdings Inc	Subsidiary	100	Yes
23	Tata Chemicals North America Inc.	Subsidiary	100	Yes
24	TC (Soda Ash) Partners Holdings	Subsidiary	100	Yes
25	TCSAP LLC	Subsidiary	100	Yes
26	Tata Chemicals (Soda Ash) Partners (TCSAP)	Subsidiary	100	Yes
27	Alcad*	Subsidiary	50	Yes
28	Indo Maroc Phosphore S.A.	Joint Venture	33.33	Yes
29	The Block Salt Company Limited**	Joint Venture	50	Yes
30	Tata Industries Limited	Joint Venture	9.13	No
31	JOil (S) Pte. Ltd.#	Associate	17.07	No

Note: the above details are as on March 31, 2023

*TCSAP is holding 50% in Alcad

**NCSWL is holding 50%

#TCIPL is holding 17.07%

VI. CSR Details

22.	i.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	ii.	Turnover (Consolidated revenue from operations) (in ₹)	₹ 16,789 crore
	iii.	Net worth (Consolidated) (in ₹)	₹ 20,642 crore

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any	2	0	Nil	3	2	2 pending complaints closed subsequently
Investors (other than shareholders)	Yes, a mechanism is in place wherein certain Company representatives and advisors have been identified to understand and address their concerns, if any	0	0	Nil	0	0	Nil
Shareholders	Yes, Shareholder can register their grievances at https://scores.gov.in/scores/Welcome.html and also web links of BSE (http://tiny.cc/m1l2vz) and NSE (http://tiny.cc/s1l2vz) for Arbitration	0	0	Nil	0	0	Nil
Employees and workers	https://www.tatachemicals.com/WhistleblowerPolicy.htm Ethics Helpline (https://secure.integritymatters.in)	16	0	Nil	12	0	Nil
Customers		6	0	Nil	4	1	1 pending complaint closed subsequently
Value Chain Partners		12	0	Nil	8	1	1 pending complaint closed subsequently
Other (Social worker, Ex employee etc.)	Yes	15	1	1 pending complaint is under review	0	0	Nil

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & Safety	Risk	In chemical industry, Health & Safety can directly impact people and community and disrupt the operations	Health & Safety Management Plan, Process Safety & Risk Management, Emergency Mitigation System etc.	Negative
2	Business Ethics	Risk	This may impact the brand and trust of stakeholders	Tata Code of Conduct, Monitoring Mechanism to ensure Ethical Conduct	Negative
3	Employee Development	Opportunity	This may improve employee competence, skills and knowledge which is key for organisational growth	Learning and development opportunities for various level of employees	Positive
4	Regulatory Issues and Compliance	Risk	Non-compliance may impact the brand image and customer trust and engagement	Adherence to compliance monitoring system	Negative
5	Energy Efficiency	Opportunity	This may minimise the greenhouse gas (GHG) emissions, improve resource efficiency, cost saving, cleaner environment etc.	Energy saving assessments, key initiatives to optimise energy efficiency. Focus on renewable source of energy etc.	Positive
6	Water Stewardship	Opportunity	This may help in sustainable water balance, improve availability of water, becoming water neutral / positive	Focus on minimising consumptions, effluent generation and reuse of treated effluent. Water harvesting projects inside / outside the premises	Positive
7	Reducing Carbon Footprint	Opportunity	Mitigates the effects of global climate change, improves energy efficiency, improves climate change impacts	Focus on renewable sources of energy, energy efficient equipment, Carbon Capture, etc.	Positive

For more details, please refer page no. 44 of the Integrated Report 2022-23.

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes									
1(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	http://sustainability.tatachemicals.com/vision.htm https://www.tatachemicals.com/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.#	(1,3)	(2,4)	(1,3)	(1,3)	(6,7)	(4)	(8)	(1,3)	(2)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by various Committees led by the Management and Board of Directors								

#UN Global Compact Act (1), Responsible Care (2), GRI (3), ISO 14001 (4), ISO 45001 (5), SA8000 (6), UN Guiding principles on Business and Human Rights (7), Tata Code of Conduct conforms to NVG (8)

Governance, leadership and oversight

7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles. The environmental impacts cover Climate, Resources (Energy & Water), Waste Management and Nature & Biodiversity. The Company has committed to reduce its carbon emission (scope 1 & 2) as per the Science Based Target Initiatives ('SBTi') guidelines. The Company has established policies for Climate Change, Safety, Health & Environment ('SHE') and Biodiversity.

The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.

It strives to be neighbour of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy, Community Development Policy, Affirmative Action Policy, Diversity & Inclusion Policy, Business & Human Rights Policy and also has well defined governance practices in line with the “Tata Code of Conduct”.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.

Mr. R. Mukundan, Managing Director & CEO (DIN : 00778253) under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policies.

9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes / No). If Yes, provide details.

Yes, the Company has a Board-level Safety, Health, Environment and Sustainability (‘SHES’) Committee. This Committee provides valuable direction and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all new strategic initiatives, budgets, audit actions and improvement plans.

Members of SHES Committee	Designation	DIN
Mr. Rajiv Dube, Chairman	Non-Executive, Independent Director	00021796
Mr. S. Padmanabhan, Member	Non-Executive, Non-Independent Director	00306299
Dr. C. V. Natraj, Member	Non-Executive, Independent Director	07132764
Mr. R. Mukundan, Member	Managing Director & CEO	00778253
Mr. Zarir Langrana, Member	Executive Director	06362438

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including Managing Director & Chief Executive Officer. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director & Chief Executive Officer / Chief Financial Officer / Chief General Counsel & Company Secretary to the Board of Directors.																	

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees which then drives the policies, projects and performance of the aspects of business responsibility and sustainability.								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

All principles are covered by policies.

Section C: Principle-Wise Performance Disclosure

PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD) [#]	4	During the year, the Board of Directors of the Company (including its Committees) has invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy and environmental, social, governance parameters	100%
Key Managerial Personnel (KMP) [#]	3	1. Anti-Bribery & Anti-Corruption (ABAC) Policy 2. Tata Code of Conduct (TCoC) 3. Prevention of Sexual Harassment (POSH)	100%
Employees other than BoD and KMPs	141	1. ABAC Policy 2. TCoC 3. POSH 4. Data Integrity, Modern Slavery, General Data Protection Regulation, Bribery Act, Equality & Diversity 5. Mine Safety and Health Administration Act 6. Whistleblower Policy 7. Occupational Safety	86%
Workers	6	1. TCoC 2. POSH 3. Mine Safety and Health Administration Act	91%

[#]Only for Tata Chemicals India

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty / Fine					
Settlement			Nil		
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			Nil	

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company does have the Anti-Bribery and Anti-Corruption (ABAC) policy. The Company has adopted a Whistle-blower Policy and Vigil Mechanism to provide a formal mechanism to the Directors, employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the Company's Code of Conduct. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. The Vigil Mechanism includes policies viz. the Whistle-Blower Policy, the Gift and Hospitality Policy, the ABAC Policy and the Anti-Money Laundering ('AML') Policy. The ABAC and AML policies primarily covers risk assessment, third party due diligence, training & awareness, and audit & reporting. The Gift and Hospitality Policy aims to provide guidance to directors, officers and employees or persons who perform services for or on behalf of the Company on what is appropriate and acceptable, and what is not acceptable, for offering, giving and accepting gifts and hospitality.

The above Policies require the Company to appoint a senior official as the Compliance Officer who shall be responsible for implementation of the Policies. Under the above Policies, Compliance Officers have a functional reporting about any violation of the Policies to the Chairperson of the Audit Committee. Aggravated cases of breach of the said Policies shall be escalated to the Board of Directors of the Company. The Whistleblower Policy and Vigil Mechanism ensures that strict confidentiality is maintained in such cases and no unfair treatment is meted out to a Whistleblower. The Company, as a Policy, condemns any kind of discrimination, harassment, victimisation or any other unfair employment practice being adopted against Whistleblowers. With an aim to create awareness, during the year under review, the Company also undertook a series of communication and training programmes on the values, TCoC and other ethical practices of the company for internal stakeholders, vendors and distributors, partners etc. The Company also celebrated the month of July as Ethics Month with all communication and programmes centered around the theme "Ethics for a Sustainable Organisation". A dedicated Ethics Helpline has been setup which is managed by an independent professional Organisation for confidentially raising any ethical concerns or practices that violate the Tata Code of Conduct. The Ethics Helpline can be contacted to report any suspected or confirmed incident of fraud/misconduct on:

E-mail : reportmyconcern@integritymatters.in

Address : Principal Ethics Counsellor, Tata Chemicals Limited, Bombay House, 24 Homi Mody Street, Fort, Mumbai - 400 001

The Whistleblower Policy as adopted by the Company is available on the Company's website at:

<https://www.tatachemicals.com/WhistleblowerPolicy.htm>.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of Complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest –

Not Applicable

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
41	Principle 1 - Ethics Awareness	60%

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate or firms or other association of individuals and any change therein, annually or upon any change, which also includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and their role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such parties.

PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D*	100%	100%	All R&D Investments are focussed on sustainable technologies and green chemistries development, green and sustainable technologies and products for rubber industry to improve fuel efficiency, energy storage devices, human health and well-being and chemicals from sustainable sources.
Capex*	11%	11%	Projects for Pollution Control, Safety for Employee & Community, Climate Change, Circularity i.e. harnessing solar energy into electricity, capex for energy storage materials research, human health and well-being and sustainable chemicals.

*Only for TCL India

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
 Yes, the Company has developed a supplier sustainability code and has established process for vendor selection. This includes various principles and guidelines such as Safety, Health and Environment Policy, Legal Compliance, adherence to TCoC, ISO Certification, etc. The Company has started carrying out a Sustainability assessment of its key suppliers and communicates areas of further improvements to reinforce sustainability principles.
- b. If yes, what percentage of inputs were sourced sustainably?**
 19%
3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**
 - a) Plastics (including packaging)**
 Damaged material is brought back to the plant, and reprocessed as per SOP through contracting process. For exported material, customers are required to safely dispose off the product as per local regulations.
 - (b) E-waste**
 All e-waste generated in-house is handed over to certified vendors for safe disposal.
 - (c) Hazardous waste**
 Hazardous waste is categorised as per the Rules and is sent to the authorised end users for utilising the same and converting it into useful products. The remaining hazardous waste is sent for proper disposal at Pollution Control Board's authorised facilities.
 - (d) Other waste**
 Not Applicable
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The Company manufactures products which are intermediate products (input materials) for customers who in turn finally produce the finished products. Therefore, these products packaging materials becomes pre-consumer plastic waste to the customers who recycle it through certified recyclers. Only Cement goes to the end user directly and for that EPR is applicable to the Company. The Company is recycling it through WMA (Waste Management Agencies) via certified recyclers as per waste collection plan submitted to Central Pollution Control Board ('CPCB').

Whereas in the agro chemical business, Plastic waste generated from end products is disposed of under EPR with the help of an agency authorised by the Central Pollution Control Board (CPCB). They collect plastic waste under two categories, namely multi-layer and non-multi layer. The multi-layer waste is disposed off at CPCB approved cement industries as co-processing and non-multi-layer waste disposal is done at a certified plastic recycler. The Company files annual returns for plastic waste disposal at CPCB.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web link
107 & 201	Soda Ash & Salt - Mithapur	23.03%	Gate to Gate	No	Results shared in CDP and CDP supply chain (https://www.cdp.net/en/saml/new)
107	Soda Ash - TCNA	31.39%	Cradle to Gate	Yes	https://cdn.ymaws.com/www.ima-na.org/resource/dynamic/blogs/20151001_165916_12595.pdf
202	Hexaconazole	0.76%	Gate to Gate	Yes	No
202	Acetamiprid	0.14%	Gate to Gate	Yes	No
202	Kresoxim Methyl	0.44%	Gate to Gate	Yes	No
202	Trizole	0%	Gate to Gate	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Nil

3. Recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or reuse input material to total material	
	FY 2022-23	FY 2021-22
Limestone	5,25,006	5,73,918
Anthracite Breeze	6,646	5,886
Coke Breeze	2,576	2,665
Pallets, Packaging, Pallet Covers	7	11
ESF Cake	42,003	36,712
Deca	2,34,416	2,21,623

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	10.7	1748.3	0	11.4	1699.2	0
E-Waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Pallets	1.06%
Damaged Material	0.03%

PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities [®]	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F/A)
Permanent Employees											
Male	3,478	3,403	98%	3,478	100%	N.A.	N.A.	1,721	52%	1,053	37%
Female	291	283	97%	291	100%	256	100%	N.A.	N.A.	42	23%
Total	3,769	3,686	98%	3,769	100%	256	100%*	1,721	52%*	1,095	36%[®]
Other than Permanent Employees											
Male	447	446	100%	316	71%	N.A.	N.A.	323	72%	0	0%
Female	112	110	98%	52	46%	112	100%	N.A.	N.A.	0	0%
Total	559	556	99%	368	66%	112	100%	323	72%	0	0%

* In Tata Chemicals North America (TCNA), it is part of social security benefit

[®] Only for TCL India and Rallis

b. Details of measures for the well-being of workers:

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities [®]	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F/A)
Permanent Workers											
Male	829	823	99%	829	100%	N.A.	N.A.	0	0%	326	39%
Female	24	24	100%	24	100%	17	100%	N.A.	N.A.	12	50%
Total	853	847	99%	853	100%	17	100%*	0	0%	338	76%[®]
Other than Permanent Workers											
Male	9,202	9,202	100%	9,202	100%	N.A.	N.A.	0	0%	0	0%
Female	570	570	100%	570	100%	570	100%	N.A.	N.A.	0	0%
Total	9,772	9,772	100%	9,772	100%	570	100%	0	0%	0	0%

* In TCNA, it is part of social security benefit

[®] Only for TCL India and Rallis

2. Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2022-23*			FY 2021-22*		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	0%	7%	Y	0%	3%	Y

*TCL India and Rallis

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company has conducted a detailed survey/study of requirements for accessibility for differently abled people at our necessary measures have been implemented at offices and other locations.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Equal opportunity is covered as part of our Tata Code of Conduct (TCoC).

<https://www.tatachemicals.com/about-us/governance/code-of-conduct>

The Company provides equal opportunities to all its employees and to all eligible applicants for employment in the Company. It does not unfairly discriminate on any ground including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

The Company also has a Diversity Policy addressing the persons with disability.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	FY 2022-23			
	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	94%	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
Total	100%	94%	N.A.	N.A.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Redressal mechanism is as follows:

On receipt of any concern through email, letter, web helpline, oral, etc., it is registered by the Principal Ethics Counselor (PEC) and sanity check is done. Anything outside the purview of the TCoC is informed back to the complainant. For complaints which

are within the purview of TCoC and merit further investigation, an investigator either - internal or external is assigned. The investigator conducts investigation by gathering the data, validating, analysing and gives his observations and recommendations. The investigation report is further reviewed by the PEC and the recommendations are acted upon. The documentation of the action taken is filed for records.

These are reviewed by the MD & CEO, the Audit Committee and the Board.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3,769	72	2%	3,656	73	2%
Male	3,478	71	2%	3,382	72	2%
Female	291	1	0.3%	274	1	0.4%
Total Permanent Workers	853	853	100%	942	942	100%
Male	829	829	100%	915	915	100%
Female	24	24	100%	27	27	100%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures		On skill upgradation		Total (D)	On Health and Safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees (Other than workers) (incl. permanent + Other than permanent)										
Male	3,925	3,657	93%	2,609	66%	3,737	3,164	85%	2,551	68%
Female	403	304	75%	217	54%	328	240	73%	201	61%
Total	4,328	3,961	92%	2,826	65%	4,065	3,404	84%	2,752	67%
Workers (Only permanent)										
Male	829	815	98%	66	8%	915	915	100%	108	12%
Female	24	23	96%	0	0%	27	27	100%	6	22%
Total	853	838	98%	66	8%	942	942	100%	114	12%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees (Other than workers) (incl. permanent + Other than permanent)						
Male	3,925	3,395	86%	3,737	3,391	91%
Female	403	277	69%	328	279	85%
Total	4,328	3,672	85%	4,065	3,670	90%
Workers (Only permanent)						
Male	829	430	52%	915	513	56%
Female	24	17	71%	27	21	78%
Total	853	447	52%	942	534	57%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, the Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners. The Safety Management system covers all employees, contractors, visitors and relevant stakeholders.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has a process for Risk Management which is essential for preventing incidents, injuries, occupational disease, emergency control & prevention and business continuity. Considering the hazards associated with operations and hazardous chemicals used, sites have deployed structured Hazard Assessment, Risk Assessment and Management Process - both qualitative and quantitative which is regularly reviewed and mitigation plans are put in place for high-risk areas. The process also considers roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities. Formal risk assessment training has been provided as appropriate. For all activities including routine or non-routine (permit / project activities) hazards are identified by a trained cross-functional team and risk assessment and management is done through Hazard Identification and Risk Assessment (HIRA)/ Job Safety Analysis (JSA)/ Standard Operating Procedure (SOP) which is referred before starting any activity. The Company has procedures for process safety and functional safety including Layers of Protection Analysis (LOPA) and Safety Integrity Level (SIL). Identified hazards and associated risks are addressed through operational control measures using hierarchy of control approach. Techniques like Process Hazard Analysis (PHA), what-if-analysis, Failure Mode Effect Analysis (FMEA) are carried out on a case-to-case basis. On a day-to-day basis unsafe conditions and hazards are also identified by employees and reported in e-enabled portal - MDO. It is also extended to contractors working on sites to ensure their concerns are captured and added into MDO. The closure of same is tracked to ensure risk control at workplace. Storing and handling of toxic chemicals like ammonia, chlorine, flammable materials like fuel, etc. are identified as the major

process hazards at the site for which the Company has carried out Quantitative Risk Assessment; HAZOP study and engineering review by external / internal experts as appropriate.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, we encourage our employees to report near-miss incidents identified through various digital platforms which is analysed from a central repository. All sites have specific procedure for reporting of work-related hazard, injuries, unsafe condition and unsafe act.

- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, all employees are covered under health insurance scheme / ESI scheme / Company hospital.

11. Details of safety-related incidents, in the following format:

Safety Incident / Number	Category	FY	FY
		2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.83	1.95
	Workers	0.4	1.17
Total recordable work-related injuries	Employees	31	25
	Workers	23	32
No. of fatalities	Employees	0	1
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company is committed to continuously employing world-class Safety, Health and Environment ('SHE') practices through benchmarking with the companies that are best in the business. The Company has a Board-level Safety, Health, Environment and Sustainability ('SHES') Committee, chaired by an Independent Director. The Committee reviews and monitors the sustainability, safety, health and environmental policies and activities of the Tata Chemicals Group on behalf of the Board to ensure that the Group is in compliance with appropriate laws and legislation. This Committee also provides valuable direction and guidance to the Management to ensure that Safety and Sustainability

implications are duly addressed in all-new strategic initiatives, budgets, audit actions and improvement plans. The Company has integrated Safety, Health & Environment policy. Each of the sites/subsidiaries have adopted the Corporate SHE (Safety, Health & Environment) Policy or have its own policy aligned to Corporate Policy and local regulatory requirement focussing on site-specific issues. The Corporate SHE Policy is aligned to the Group Safety Policy; Corporate Sustainability and the safety of key stakeholder and accountability through the reporting performance. To ensure steady improvement in the SHE performance, the Company is adopting voluntary standards such as Process Safety and Risk Management (PSRM), ISO 45001, Responsible Care and the British Safety Council guidelines. The Company's commitment to its safety management programmes follows a top-down approach with the senior management persistently working towards establishing, demonstrating, sustaining and improving the safety culture and incorporating the Company's core value of safety in their daily responsibilities.

The employees are specially trained to tackle any potential hazards that may arise in the course of their work. Additionally, tailored periodic medical check-ups are administered to the Company's employees, based on the risk profile of their work area, to identify risks to human health. Adequate medical facilities are present at all manufacturing sites and specialised medical facilities

are provided through tie-ups with other hospitals, nursing homes, etc. In line with our continual improvement journey for our safety performance through Target Zero Harm, key lead and lag measures aligned to our functional process and strategic objectives are identified and targets are set considering past performance, stakeholder, legal and voluntary requirements, best practices learning & sharing and benchmarking with leading companies. The data associated with key lead and lag measures are captured through various predefined reports and log sheets and web portals to track the performance. Predefined reports are configured in portals for necessary data analysis and management reports. For data analysis, tools like trends analysis, Root Cause Analysis and comparative performance analysis are used to assess current performance and the improvements required. Positive Assurance Matrix is also introduced at all the sites to track SHE, Fire Safety and Electrical Safety Performance which is reviewed by the SHES Committee of the Board. The Company is tracking 11 lead indicators under five Progressive Safety Index (PSI) elements to determine the safety progress. Annual targets are set for each element based on organisational requirements and past performance of the locations, the elements of PSI have been selected through prevalent legislative requirements of the respective locations as well as the world-class frameworks for Safety Management Systems like ISO 45001, HSG 65, etc.

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	2	0	Nil	3	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

All safety-related accidents are being investigated and learnings from investigation reports are shared across organisations for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits. Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through hierarchy of risk controls.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

The Company has systems in place to provide financial assistance to the legal dependents of the employees in case of death while in service. For Permanent Employees, the Company has a Family Benefit Scheme which provides financial assistance to the family until the date on which the employee would have retired from the Company. For Contract Employees, the Company has Suraksha Scheme which provides financial assistance to the family until the date on which the contract employee would have attained 60 years of age.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

- Monthly PF, Wage register, bank transfer etc. are the documents submitted (monthly basis) by the contractors as per statutory dates to IR team for approval.
- For non-compliance, we have stringent penalty clause.
- If the document of statutory payments are not made by any contractors, IR team has full authority to hold the payment of the contractor as a control system. The hold payments are released only once the statutory compliance dues are paid by the contractors and submit the documentary evidence.

With the above control system, we ensure the contractors pay well on time to all contract employees, also all statutory compliance is paid on time.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	1	2	1	2

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes, subject to requirements, the Company provides opportunities for engagement on specific projects / assignments across the Company.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	100%

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Significant risks/concerns if any related to health & safety practices and working conditions are evaluated during the assessment. No such risk/concern recorded during FY 2022-23.

PRINCIPLE 4 - Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meetings, other shareholder meetings, email communications, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, Annual Reports, quarterly results, media releases, Company / SE website	Ongoing	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects
Employees	No	Senior leaders' communication / talk / forum, town hall briefing, goal setting and performance appraisal meetings/ review, exit interviews, arbitration / union meetings, wellness initiatives, engagement survey, email, intranet, flat screens, websites, poster campaigns, house magazines, confluence, circulars, quarterly publication, newsletters	Ongoing	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, training and awareness, responsible marketing, brand communication, health, safety and engagement initiatives
Customers	No	Website ECRM, distributor / retailer / direct customer / achievers' meets, senior leader customer meets / visits, customer plant visits, COO club, key account management workshops, focus group discussion, trade body membership, complaints, management, helpdesk, conferences, joint BD plans, information on packaging, customer surveys, NPS	Ongoing	Product quality and availability, responsiveness to needs, aftersales service, responsible guidelines / manufacturing, climate change
Suppliers / Partners	No	Prequalification / vetting, communication and partnership meets, plant visits, MoU and framework agreements, trade association meets/seminars, professional networks, Bhagidhari Sabha, contract management / review, product workshops / on site presentations, satisfaction surveys, Pro Care helpdesk	Ongoing	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behaviour), ISO and OHSAS standards, collaboration and digitalisation opportunities

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government	No	Working with local / state / national government and ministries, seminars, media releases, conferences, membership in local enterprise partnership and industry bodies (ICC, IMA, CII, CIA, ESAPA, RC, UNGC, Labour Union, Federal Mine Safety & Health Association, State Environmental Agencies, Kenya Association of Manufacturers, Kenya Chamber of Mines, Kenya National Chamber of Commerce & Industry)	Ongoing	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement
Communities	Yes	Meets (of community / local authority and town council / committee / location head / SWOT council), community visits and projects, partnership with local charities, volunteerism, seminars / conferences Focussed Group Discussions with Communities / local authorities / location heads, community visits and projects, partnership with NGOs, volunteerism.	Ongoing	RC, waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief, support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, digital ecosystem development

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company's management regularly interacts with its key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company also has a Safety, Health, Environment and Sustainability (SHES) Committee which updates the progress on the actions taken to the Board and takes inputs and guidance from the Board on a quarterly basis.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, through materiality study, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. (For further details, please refer to the section on Stakeholder Engagement on Page No. 48).

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

The Company follows an integrated development approach which specifically targets the disadvantaged, vulnerable and marginalised stakeholders. It has been the Company's constant endeavour to focus on inclusive and collaborative growth. The Company began its journey a few years ago by focussing on Affirmative Action (AA) i.e. disadvantaged communities and while the Company continues to progress on this roadmap, it has expanded its focus on diversity to additionally cover gender diversity, disadvantaged regions and person with disability, LGBTQ all of which are important segments that can help create a more sustainable organisation. Towards this objective, the Company has reconstituted its current Affirmative Action Council into a Diversity Council ('DC'). The organisation has instituted DC led by the MD & CEO and Senior Leaders to focus on these identified areas of AA agenda. The Company's leadership drives the AA agenda across the organisation with passion and commitment. The Company's integrated development interventions are based on the framework linked to the UN SDGs and has the following elements: building economic capital, ensuring environmental integrity, enablers for social, economic and environmental development and

building social capital. All social initiatives under these elements are conducted around the Company's areas of operations. This approach aims to improve the quality of life, especially in their neighbourhoods. As per the need assessment, the Scheduled Caste (SC) / Scheduled Tribes (ST) community in the Company's neighbourhood regions aspires for better education, health care, better livelihood skills and employment. The internal job posting initiative Seamlessly Harnessing Internal Expertise ('SHINE') is further enhanced to include referrals for candidates from the economically and socially backward communities calling it SHINE+. Another corporate initiative was launched which has more reward for recruitment consultants for shortlisting

of candidates that helps improve the Company's employee diversity. The Company has a formal policy on Diversity and Inclusion ('D&I') which articulates and defines its commitment to this cause. From 2020 onwards, February is celebrated as the month of Diversity and Inclusion. During this month, sensitisation training is conducted for the senior leadership team along with various activities conducted across the Company such as focussed group discussions, panel discussions, expert speaker sessions on Business and Human Rights, Affirmative Action, play shops, quizzes, D&I room, communication through emailers, standees, placard, batches, etc. which helps sensitising employees on D&I, unconscious bias, inclusive behaviour, etc.

PRINCIPLE 5 - Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	3,769	3,471	92%	3,656	3,249	89%
Other than Permanent	559	555	99%	409	409	100%
Total Employees	4,328	4,026	93%	4,065	3,658	90%
Workers						
Permanent	853	448	53%	942	534	57%
Other than Permanent	9,772	9,772	100%	8,669	8,669	100%
Total Workers	10,625	10,220	96%	9,611	9,203	96%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wages		More than minimum wages		Total (D)	Equal to minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	3,478	0	0%	3,478	100%	3,382	0	0%	3,284	100%
Female	291	0	0%	291	100%	274	0	0%	270	100%
Other than Permanent										
Male	447	131	29%	316	71%	355	79	22%	276	78%
Female	112	60	54%	52	46%	54	13	24%	41	76%
Workers										
Permanent										
Male	829	383	46%	446	54%	915	462	50%	453	50%
Female	24	17	71%	7	29%	27	21	78%	6	22%
Other than Permanent										
Male	9,202	5,700	62%	3,502	38%	8,115	4,555	56%	3,560	44%
Female	570	298	52%	272	48%	554	190	34%	364	66%

3. Details of remuneration/salary/wages, in the following format: (For TCL India)

	Male		Female	
	Number	Median remuneration / salary / wages of respective category (₹ in lakh)	Number	Median remuneration / salary / wages of respective category (₹ in lakh)
Board of Directors (BoD)	7	56	2	66
Key Managerial Personnel (excludes MD & CEO and ED)	2	202	0	-
Employees other than BoD and KMP	1,275	5	115	6
Workers	383	6	17	5

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has adopted a Business Human Rights Policy (available at <http://sustainability.tatachemicals.com/vision.htm>). Under the same, the Company has constituted a governance mechanism to address the Human rights issues. It is the same structure we have to address out Tata Code of Conduct (TCoC) grievances. The MD & CEO is the Principal Ethics Officer (PEO) and the CHRO is the Principal Ethics Counselor (PEC). Every location has a local ethics counselor who reports to the PEC for the review of grievances with respect to human rights, etc.

<https://www.tatachemicals.com/about-us/governance/code-of-conduct>

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The mechanism to redress grievances under Human rights is same as for other grievances. On receipt of any concern through email, letter, web helpline, oral etc., it is registered by the Principal Ethics Counselor (PEC) and sanity check done. Anything outside the preview of the Code of Conduct is informed back to the complainant. For complaints within the purview of the TCoC and merits further investigation an investigator either – internal or external is assigned. The investigator conducts investigation by gathering the data, validating, analysing and gives his observations & recommendations. The investigation report is further reviewed by the PEC and the recommendation acted upon. The documentation of the action taken is filed for records. These are reviewed by MD & CEO and the Audit Committee.

6. Number of Complaints on the following made by employees and workers:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	1	0	Nil
Discrimination at Workplace	4	0	Nil	3	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	1	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

- As part of Whistle Blower Policy and POSH policy, the Company has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence.
- Also, as part of our Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company has specific clauses as part of the TCoC included in the business agreements and contracts. Human rights form a part of the TCoC and the Company has also adopted a Human Rights policy.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not assessed - as no child labour in employment
Forced/involuntary labour	Not assessed - as no forced/involuntary labour in employment
Sexual harassment	100% by Internal Complaints Committee
Discrimination at workplace	100%
Wages	100% by internal audit

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no audit concerns in the above areas from assessments in FY 2022-23.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**
No such grievances/complaints on Human Rights violations.
- Details of the scope and coverage of any Human rights due-diligence conducted.**
The Company is in the process of having a Human rights due diligence conducted.
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**
Most of our working locations are accessible for Person with disabilities (PWDs).

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	All these factors are part of Tata Code of Conduct. The Company takes declarations from all value chain partners as a part of adherence to the TCoC as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the TCoC agreed upon. https://www.tatachemicals.com/about-us/governance/code-of-conduct
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No such significant risks / concerns and hence not applicable.

PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in TJ)	553	491
Total fuel consumption (B) (in TJ)	47,529	47,877
Energy consumption through other sources (C) (in TJ)	11.8	12.5
Total energy consumption (A+B+C) (in TJ)	48,094	48,380
Energy intensity per rupee of turnover (<i>Total energy consumption/ turnover in rupees</i>)	2.86x10⁻⁷	3.83x10 ⁻⁷

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, assurance is conducted externally by Ernst & Young Associates LLP ('EY').

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, the Cement Plant has been identified as DC under PAT Scheme. PAT cycle II (2018-19) SEC achieved 0.1153 against target of 0.1152 Toe/tonne. New target for PAT cycle- VII (2024-25) released by BEE is 0.1133Toe/tonne.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,08,76,489	2,85,59,597
(ii) Groundwater	26,22,016	28,47,574
(iii) Third party water	4,73,960	4,44,307
(iv) Seawater / desalinated water	7,24,11,893	6,89,35,625
(v) Others	3,33,411	2,01,749
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,67,17,769	10,09,88,852
Total volume of water consumption (in kilolitres)	10,67,17,769	10,09,88,852
Water intensity per rupee of turnover (Water consumed / turnover)	0.0006	0.0008

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Reasonably assured by EY.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, the Company has implemented zero liquid discharge mechanism at Mambattu plant, Akola plant, and Wyoming plant. Ankleshwar plant developed the capability for 100% recycling of treated water.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	5,450	4,345
SOx	MT	3,874	3,495
Particulate matter (PM)	MT	2,083	3,094
Persistent organic pollutants (POP)	MT	0	0
Volatile organic compounds (VOC)	MT	1,668	6,319
Hazardous air pollutants (HAP)	MT	232	716
Others – please specify	MT	0	0

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, assured by EY.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,423,569	4,417,797
Total scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	92,811	85,124
Total Scope 1 and Scope 2 emissions per rupee of turnover		2.69x10⁻⁵	3.6x10⁻⁵

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonably assured by EY.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, the Company has proactively embarked on a carbon emission reduction journey and has developed a comprehensive roadmap with several solutions to achieve this goal. In June 2022, the Company commissioned UK's first and largest industrial scale carbon capture and utilisation plant, enabling the Company to make the world's first carbon neutral sodium bicarbonate. The carbon capture unit at Winnington (UK) facility captures 40,000 tonnes of carbon dioxide each year. The Company has invested in renewable energy sources to reduce dependency on fossil fuels and reduce greenhouse gas emissions e.g. Solar power projects and other clean energy solutions like biomass.

The Company has also focussed on improving energy efficiency in manufacturing processes by adopting advanced technologies, optimising equipment efficiencies and implementing energy management systems. The Company is implementing interventions such as solar crystallization, electrical calcination and waste heat recovery. The Company has implemented robust systems to monitor and measure greenhouse gas emissions across its operations for identifying areas for improvement and drive a continuous reduction in emissions. The Company also supports research and development initiatives aimed at developing new technologies and processes that reduce greenhouse gas emissions.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,004	2,402
E-waste (B)	8	11
Bio-medical waste (C)	11	12
Construction and demolition waste (D)	32	20
Battery waste (E)	12	2
Radioactive waste (F)	0	0
Other Hazardous waste, please specify (G)	39,950	37,981
Other non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	10,11,417	10,47,599
Total (A+ B+C+D+E+F+G+H)	10,53,400	10,88,026
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste – TCL India and Rallis		
(i) Recycled	22,066	21,730
(ii) Re-used	10,01,799	10,13,100
(iii) Other recovery operations	0	0
Total	10,23,865	10,34,830
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – TCL India and Rallis		
(i) Incineration	14,345	10,431
(ii) Landfilling	6,771	6,697
(iii) Other disposal operations	0	0
Total	21,116	17,128

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, assured by EY.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company ensures responsible waste management practices involving recycling of plastic waste as per applicable EPR PWM, recycling and reuse of waste oil in the CRS dryer, fly ash utilisation, removal and replacement of asbestos with iron sheets and ensuring safe disposal through Authorised licensed vendors and safe disposal of waste across locations. Moreover, the waste generated within the plant gets consumed in our Cement plant as input material and hence producing the value-added product out of waste.

Spent acids are sent for recycling to authorised end user to make useful products. Aqueous/Organic waste is sent to the authorised common incinerator system. As per our policy, we have discontinued production of the highly toxic red triangle products as per the Insecticides Act. Thus, the product portfolio and waste generated remains relatively less toxic.

Non-toxic wastewater from process, canteen, amenities, cooling towers, boiler blow-down, etc. is treated in Effluent Treatment Plant (ETP). ETP is equipped with primary, secondary, tertiary treatment followed by an Reverse Osmosis (RO) system. Tertiary treated effluent is either recycled through RO or discharged to the common effluent system. The Aqueous effluent generated from processes having low COD and high TDS is fed to the Multiple Effect Evaporator and condensate of the evaporator is sent for treatment in the Effluent treatment plant or recycled/reused. The sludge generated from the evaporator/ETP is sent to an authorised secured landfill site. High calorific and high TDS value hazardous waste is sent for processing to authorised co-processors and further to cement industry.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations / offices	Types of operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Mithapur	Manufacturing	Yes

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of the project	EIA Notification No. and Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
Not Applicable				

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S No.	Specify the law / regulation	Provide the details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as Pollution Control Board or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter (Energy Consumed in TJ)	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	22	25
Total fuel consumption (B)	355	298
Energy consumption through other sources (C)	0.1	0.1
Total energy consumed from renewable sources (A+B+C)	378	323
Total electricity consumption (D)	526	490
Total fuel consumption (E)	47,163	52,275
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	47,689	52,765

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, assured by EY

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	1,02,45,886	78,73,008
- With treatment – tertiary	54,09,799	54,94,810
(ii) To Groundwater		
- No treatment	0	0
- With treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – as per norms	6,88,43,019	6,46,13,044
(iv) Sent to third-parties		
- No treatment	1,36,338	1,25,333
- With treatment – tertiary	3,82,221	3,37,859
(v) Others		
- No treatment	0	0
- With treatment	0	0
Total water discharged (in kilolitres)	8,50,17,868	7,84,44,054

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonably assured by EY

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area*

Mithapur, Ankleshwar & Dahej in Gujarat , Akola & Lote in Maharashtra , Cuddalore in Tamil Nadu , Mambattu in Andhra Pradesh

*Source: World Resources Institute

- (ii) Nature of operations
Manufacturing of Soda Ash & other basic chemistry products, Specialty chemicals, Agrochemicals and Nutrition solutions
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	5,72,585	3,72,214
(iii) Third party water	3,35,322	3,14,259
(iv) Seawater / desalinated water	7,24,11,893	6,89,35,625
(v) Others	90,935	73,805
Total volume of water withdrawal (in kilolitres)	7,33,19,800	6,96,22,093
Total volume of water consumption (in kilolitres)	7,33,19,800	6,96,22,093
Water intensity per rupee of turnover (Water consumed / turnover)	0.0009	0.0011
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – Secondary	6,88,43,019	6,46,13,044
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – Secondary	3,82,221	3,37,859
(v) Others		
- No treatment	0	0
- With treatment	0	0
Total water discharged (in kilolitres)	6,92,25,240	6,49,50,903

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonably assured by EY

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,52,794	1,44,366
Total Scope 3 emissions per rupee of turnover		9x10 ⁻⁷	1.14x10 ⁻⁶

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, reasonably assured by EY

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

The Company has been running biodiversity conservation programmes viz. coral reef restoration, whale shark conservation, mangroves and indigenous flora and fauna conservation, along with environmental education initiatives at Mithapur. Through C-SCAPES, the Company has been working on new conservation projects on coastal ecosystem management; coastal community resilience-building; climate change mitigation and adaptation; and coastal governance.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Industrial scale carbon capture and utilisation (CCU) plant-UK	https://www.tatachemicalseurope.com/tata-chemicals-europe-opens-uks-largest-carbon-capture-plant	To make the world's first carbon neutral sodium bicarbonate. Reducing carbon by 40,000 tonnes
2.	Water Recycling Project -Mambattu	i. Process condensate recovery and reusing it in process ii. Steam Condensate Recovery	Reduction in water consumption
3.	Reduction of Hazardous waste generation-Mambattu	Installation of Solar Dryer	50% reduction in hazardous waste generation
4.	Zero Land fill Project- Cuddalore	Hazardous waste are now send to authorised agencies for reprocessing and coprocessing instead of Landfill	Zero land fill of hazardous waste
5.	Integrated waste management Utilisation of fly ash, under sized limestone and effluent solids in Cement manufacturing-Mithapur	https://sustainability.tatachemicals.com/our-approach/our-progress/environmental-compliance/	Conservation of natural resources
6.	Transporting through container rakes-Mithapur	The conversion of road movement into container rake movement for Product shipment	Reduction of carbon emission
7.	Construction of water structures in Dwarka District	Construction of 152 small water structures like farm pond, farm bund & well recharge	22.1 MCFT for water storage

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.

Yes, onsite and offsite emergency preparedness plan is in place. Mithapur has completed the assessment for ISO 22301:2019. ISO 22301:2019 - BCMS implementation for Cuddalore, Mambattu and Corporate (Wadala, Bombay House and Gift city) is almost complete.

TCL has the primary data centre (DC) situated in Mumbai, and disaster recovery (DR) site situated in Bengaluru (Different seismic zone) which is managed by third party. DR setup is implemented for only SAP application as it is deemed critical for business operations. Periodical DR drills are conducted.

Business Continuity Plans (BCP) are designed to help the Company to recover from a disruption in production activity. Specifically, BCP provides guidance to ensure that the Manufacturing units can respond effectively to a disruption and restore production operations as quickly as possible.

The objectives of BCP for Manufacturing plants are to identify various threats that can disrupt the business operations. Identify advanced arrangements and procedures that will enable the team to respond quickly to an emergency event and ensure continuous performance of critical business functions. Reduce employee injury or loss of life and minimise damage and losses. Protect essential facilities, equipment, vital records, and other assets. Identify teams which would need to respond to a crisis and describe specific responsibilities. Facilitate effective decision-making to ensure that agency operations are restored in a timely manner. Identify alternative courses of action to minimise and/or mitigate the effects of the crisis and shorten the agency response time. Quantify the impact of any kind of event in terms of money, time, business and workforce. Recover quickly from an emergency event and resume to full-scale manufacturing of products in a timely manner. Maintain the quality of manufactured goods and products and keep consistency prioritised, protecting our customer base and brand during an emergency event.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No significant impact

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
63%

PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/associations: Total 26**
- b. **List the top trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Indian Chemical Council	National - India
2	Alkali Manufacturers Association of India	National - India
3	Confederation of Indian Industry (CII)	National - India
4	TERI Council for Business Sustainability	National - India
5	WeCare	National - India
6	Bombay Chamber of Commerce and Industry	State / National - India
7	All India Management Association	National - India
8	United Nation of Global Compact	International - India
9	Chemical Industries Association	National - UK
10	Association Decentralised Energy	National - UK
11	Confederation Business Industries	National - UK
12	Essential Minerals Assoc.	National (North America)
13	Glass Packaging Institute	National (North America)
14	Glass Industry Supply Chain Council	National (North America)
15	Wyoming Heritage Foundation	National (North America)
16	Wyoming Mining Association	National (North America)
17	Wyoming Taxpayers Association	National (North America)
18	Federation of Kenya Employers	National - Kenya
19	Kenya National Chamber of Commerce	National - Kenya
20	Kenya Private Sector Alliance	National - Kenya
21	Kenya Association of Manufacturers	National - Kenya
22	Eastern Africa Association	Regional/ International - Kenya
23	GS1-Kenya	National - Kenya
24	Crop Life India (CLI)	National - Rallis
25	Federation of Seeds Industries of India (FSII)	National - Rallis
26	IMC Chamber of Commerce and Industry	National - Rallis

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web policy Link, if available
1.	Advocacy for reasonable statutory and regulatory enactments that affect the company. (TCNA)	Usually through industry-related trade associations to which the company belongs.	-		-
2.	Use of drone in agriculture	Through Industry bodies	-	As needed.	-
3.	Recycling of plastic containers	Through Industry bodies	Yes (Part of IR & BRSR)		-
4.	Safe use of Agrochemicals by Farmers	Through Industry bodies	-		-

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Solar PVT project	N.A.	N.A.	Yes	Yes	https://sustainability.tatachemicals.com/assets/pdf/tcm-solar-project_20230601081331.pdf

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has a process to receive and redress concerns/grievances received from the community. A site level committee consisting of members from various departments viz. administration, security, CSR, SWOT committee etc. is formed which receives the concerns (written/verbal) and works towards its redressal. A joint field visit/investigation is done, and the concern is addressed appropriately in a timely manner. The concerns are recorded and tracked for closure. In addition, the Company proactively engages with the community as a part of the development work. Throughout the year, a number of informal and formal sessions are conducted which help interactions with the community apart from program specific meetings to facilitate working together. There is a targeted approach for engaging with various sections viz. youth, women and community leaders. Senior leadership interacts with the community regularly.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers	12.04%	13.63%
Sourced directly from within the district and neighbouring districts	77.74%	84%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S No.	State	Aspirational District	Amount spent (In ₹)
1.	Gujarat	Narmada	67,45,000
2.	Telangana	Warangal	90,00,000
3.	Maharashtra	Osmanabad	25,50,000
4.	Jharkhand	Ramgadh	25,00,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

Yes

(b) From which marginalised/vulnerable groups do you procure?

Scheduled Caste and Scheduled Tribes

(c) What percentage of total procurement (by value) does it constitute?

1.83%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S No.	Intellectual Property based on traditional knowledge	Owned / Acquired Yes / No	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	Access to biological resources for research and commercial purposes	Yes	Yes	The amount is being paid as per the Guidelines on Access to Biological Resources and Associated Knowledge and Benefit Sharing Regulations – 2014.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Tata Chemicals India			
1.	Okhai and Cluster Development Program	29,575	41%
2.	Agriculture and Livestock Management	9,544	21%
3.	Skill Development Programs	866	43%
4.	Natural Resource Management & Environment Conservation	7,811	40%
5.	Health Care, Nutrition, Safe Drinking Water & Sanitation	96,299	40%
6.	Education	71,812	12%
7.	Inclusive Growth	2,904	100%
8.	Disaster and Infrastructure	42,990	11%
Rallis			
9.	RUBY - Educational Initiative	8,381	47%
10.	TaRa - Skilling Initiative	1,361	28%
11.	Rural Development	36,413	31%
12.	Jal Dhan- Water Harvesting and Conservation	2,68,797	27%
13.	Sampoorna Poshan - Malnutrition and Anaemia Initiative	700	44%
14.	C-Safe	1,786	10%

CSR and volunteering activities are also carried out in USA, UK and Kenya for various vulnerable and marginalised groups.

- UK - Support to local Hospice St. Luke's and terminally ill patients in Northwich through various fundraising events
- USA - Support to children in health and education (focus on STEM), women (single mothers) for improving livelihood and local charities
- Kenya - Focus on education through infrastructure and bursaries, preventive health care and drinking water, curative health care through Magadi Hospital, watershed and drinking water, women empowerment and youth engagement programs

PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has web-enabled online customer complaint portal. After logging of each complaint unique number is generated - depending on the product group, nature of complaint. It goes to the resolution authority online. Based on resolution it goes to the approving authority. Once the approving authority approves and if there are any financial implications then it goes to commercial for issue of credit note. Once approved customer gets credit and customer feedback on the nature of closure. All complaints are resolved within definite timeframes depending upon the products and nature of complaint. If not resolved, then it escalates to next authority mapped in the system. After receiving satisfactory feedback from customer, the individual complaint is closed. For improvement and avoid recurrence, list of complaints is aggregated, Root cause analysis done by the assigned teams and aggregated reports on complaint received and closure time reported to Senior Management on monthly basis.

2. Turnover of products/services as a percentage of turnover from all products/services that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data Privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of Essential Services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

4. Details of instances of product recalls on account of safety issues:

Nil

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

TCL's approach to cybersecurity is included in its Information Security Policy. In brief it covers handling and protection of the Company's information & assets and targets that it is available all the time to respective stakeholders. The policy also clearly defines roles and responsibilities of various stakeholders for protection of the information and handling of the cyber incidents. IT security policy is available on the Company's website. The policy can be accessed by using link https://www.tatachemicals.com/upload/content_pdf/information-security-policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Active monitoring of the cyber security for Tata Chemicals has been outsourced and managed by third party experts. The regular reviews are conducted, and corrective actions are taken to improve the cyber security posture.

Safeguards for ensuring data privacy requirements are being evaluated with reference to global best practices and are being introduced in Tata Chemicals. Subsidiaries operating in jurisdictions like the EU which have GDPR (General Data Protection Regulations), are already compliant with the relevant data privacy laws. Systems and process are being reviewed and improved to enhance the protection of PI (Personal Information) data.

No issues related to advertising and delivery of essential services. No action by any regulatory authority, and no issues on safety of the product. Data privacy requirements are being evaluated with respect to proposed personal data privacy law. The actions will be taken as per data privacy law.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Tata Chemicals Limited - <https://www.tatachemicals.com/products>. Information relating to all products of the Company are available on the website at www.rallis.com. Additionally, it is also available on the 'Rallis Krishi Samadhan' - an App and various social media platforms such as Facebook, YouTube and Instagram.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Tata Chemicals product has a Material Safety Data Sheet (MSDS) which provides information about safe and responsible usage of product. The MSDS is included in all shipping information.

The Company conducts meetings with the consumers including farmers on field days whereby they are educated about the correct dosage, time of application as well as correct methods to use the Company's products. Further, product leaflets are also provided in various languages with each package.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company informs through Chem-connect portals, emails and phone calls.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The product information is specified as per regulations.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along with impact

Zero data breaches incidents in the last financial year.

b. Percentage of data breaches involving personally identifiable information of customers

Not Applicable