

# Business Responsibility & Sustainability Report

## SECTION A – GENERAL DISCLOSURES

### I DETAILS

1. Corporate Identity Number (CIN)	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	<a href="mailto:investors@tatachemicals.com">investors@tatachemicals.com</a>
7. Telephone No.	+91-22-6665 8282
8. Website	<a href="http://www.tatachemicals.com">www.tatachemicals.com</a>
9. Financial year for which reporting is being done	April 1, 2021 to March 31, 2022
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: <a href="mailto:smahadevia@tatachemicals.com">smahadevia@tatachemicals.com</a> 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)	Standalone

### 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, Sales & Marketing	93%
2.	Specialty Products	Nutrition Solutions and Advance Materials	6%
3.	Others	–	1%

#### 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	45%
2.	Salt	107	31%
3.	Bicarb	201	9%
4.	Others	107, 201	15%

### 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
India	3	4	7

## 17. Markets served by the entity

## (a) Number of locations

Locations	Number
National (No. of States)	27
International (No. of Countries)	15

## (b) What is the contribution of exports as a percentage of the total turnover of the entity?

2%

## (c) A brief on types of customers

The Company serves detergents, glass, chemicals, food, feed and pharma customers, etc. both directly as well as through distributors.

## IV EMPLOYEES

## 18. Details as at the end of Financial Year

## (a) Employees &amp; Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES (OTHER THAN WORKERS)</b>						
1.	Permanent (D)	1,192	1,090	91%	102	9%
2.	Other than Permanent (E)	92	79	86%	13	14%
3.	<b>Total (D) + (E)</b>	<b>1,284</b>	<b>1,169</b>	<b>91%</b>	<b>115</b>	<b>9%</b>

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>WORKERS</b>						
1.	Permanent (F)	482	461	96%	21	4%
2.	Other than Permanent (G)	4,722	4,532	96%	190	4%
3.	<b>Total (F) + (G)</b>	<b>5,204</b>	<b>4,993</b>	<b>96%</b>	<b>211</b>	<b>4%</b>

## (b) Differently abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES (OTHER THAN WORKERS)</b>						
1.	Permanent (D)	4	3	75%	1	25%
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total (D)+(E)</b>	<b>4</b>	<b>3</b>	<b>75%</b>	<b>1</b>	<b>25%</b>

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED WORKERS</b>						
1.	Permanent (F)	1	1	100%	0	0
2.	Other than Permanent (G)	23	23	100%	0	0
3.	<b>Total (F) + (G)</b>	<b>24</b>	<b>24</b>	<b>100%</b>	<b>0</b>	<b>0</b>

## 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*	4	0	0

\*Includes Managing Director & CEO (MD & CEO) and Executive Director (ED)

## 20. Turnover rate for permanent employees and workers

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	27%	11%	7%	11%	7%	9%	15%	10%
Permanent Workers	17%	14%	17%	15%	22%	15%	14%	9%	13%

## V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

## 21. Names of holding / Subsidiary / Associate Companies / Joint Ventures

S. 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.	Cheshire Compressor Limited	Subsidiary	100	Yes
17.	New Cheshire Salt Works Limited (NCSWL)	Subsidiary	100	Yes
18.	Brunner Mond Group Limited	Subsidiary	100	Yes
19.	Tata Chemicals Europe Limited	Subsidiary	100	Yes
20.	Winnington CHP Limited	Subsidiary	100	Yes
21.	Northwich Resource Management Limited	Subsidiary	100	Yes
22.	Gusiute Holdings (UK) Limited	Subsidiary	100	Yes
23.	Valley Holdings Inc	Subsidiary	100	Yes
24.	Tata Chemicals North America Inc.	Subsidiary	100	Yes
25.	TCSAP Holdings *	Subsidiary	100	Yes
26.	TCSAP LLC	Subsidiary	100	Yes
27.	Tata Chemicals (Soda Ash) partners (TCSAP) *	Subsidiary	100	Yes
28.	Alcad **	Subsidiary	50	Yes
29.	Indo Maroc Phosphore S.A.	Joint Venture	33.33	No
30.	The Block Salt Company Limited <sup>§</sup>	Joint Venture	50	Yes
31.	Tata Industries Limited	Joint Venture	9.13	No
32.	JOil (S) Pte. Ltd. <sup>¶</sup>	Associate	17.07	No

Note: the above details are as on March 31, 2022

\*A general partnership formed under the laws of the State of Delaware (USA)

\*\* TCSAP is holding 50% in Alcad

<sup>§</sup>NCSWL is holding 50%

<sup>¶</sup>TCIPL is holding 17.07%

## VI CSR DETAILS

22.	i. Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes / No)	i. Yes
	ii. Turnover (in ₹)	ii. ₹ 3,721 crore
	iii. Net worth (in ₹)	iii. ₹ 15,342 crore

## VII TRANSPARENCY AND DISCLOSURE 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 2021-22			FY 2020-21		
		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	3	2	Nil	5	0	Nil
Shareholders	<a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>	0 out of total 53	0	Nil	0 out of total 19	0	Nil
Employees and workers	<a href="https://www.tatachemicals.com/WhistleblowerPolicy.htm">https://www.tatachemicals.com/WhistleblowerPolicy.htm</a>	12	0	Nil	12	0	Nil
Customers	Ethics Helpline	4	1	Nil	2	0	Nil
Value Chain Partners	( <a href="https://secure.integritymatters.in">https://secure.integritymatters.in</a> )	8	1	Nil	3	0	Nil

### 24. Overview of the entity's material responsible business conduct issue –

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

Please refer our Integrated Report for materiality issues on Page No. 24.

## 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
<b>Policy and Management processes</b>									
<b>1(a)</b> Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>(b)</b> Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>(c)</b> Web Link of the Policies, if available	<a href="http://sustainability.tatachemicals.com/vision.htm">http://sustainability.tatachemicals.com/vision.htm</a> <a href="https://www.tatachemicals.com/">https://www.tatachemicals.com/</a>								
<b>2.</b> Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3.</b> Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>4.</b> Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.#	Y (1,3)	Y (2,4)	Y (5)	Y (1,3)	Y (6,7)	Y (4)	Y (8)	Y (1,3)	Y (2)
<b>5.</b> Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>6.</b> 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), OHSAS 18001 (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

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 issue? (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 / 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.

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		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 and governance parameters.	100%
Key Managerial Personnel	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	3	1. ABAC is for all Senior management and those discharging specific roles 2. TCoC* 3. POSH*	95%
Workers	2	1. TCoC* 2. POSH*	95%

\* Mandatory program every 2 years

## 2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2021-22 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	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
	NA

**4. Does the entity have an anti-corruption policy 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 & Anti-Corruption ('ABAC') policy. The Company has also adopted a Whistleblower 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 various policies viz. the Whistleblower Policy, the Gift and Hospitality Policy, the Anti-Bribery & Anti-Corruption 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 centred around the theme 'Ethics for a sustainable Organisation'.

A dedicated Ethics Helpline has been set up 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](mailto: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 against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption**

	FY 2021-22	FY 2020-21
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2021-22		FY 2020-21	
	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 FY 2021-22

Total number of awareness programmes held	Topics / Principles covered under the training	Value chain partners covered (by value of business done with such partners)
1	Principle 6	20 Dealers & Distributors

## 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, firms or other association of individuals and any change therein, annually or upon any change, which 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 the 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&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made by the entity, respectively.

	FY 2021-22	FY 2020-21	Details of improvements in environmental and social impacts
R&D	100%	100%	All R&D Investments are focussed at 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%	17%	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.

\* total capex in FY 2021-22 is higher

## 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?

75% of domestic critical supplies by value (30 out of total 42 critical suppliers) have been assessed and audited by a third party for sustainable sourcing under phase I and rest are in progress in phase II. The Company plans to take up international suppliers in phase III.

## 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 comes to the depots and is disposed-off as is where is basis through contracting process

## (b) E-waste

This is not applicable as the Company is not reclaiming any electronic items. All e-waste generated in-house is handed over to certified vendors for safe disposal.

(c) **Hazardous waste**

Not applicable as our products get consumed by other industries who then produce the finished products for the end user.

(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 our customers who in turn finally produce the finished products. Therefore, these products packaging materials becomes pre-consumer plastic waste to our customers who recycle it through certified recyclers. Only Cement goes to the end user directly and for that EPR is applicable to us.

For the Cement plastic bags, 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').

### LEADERSHIP INDICATORS

**1. Has the entity conducted Life Cycle Perspective / Assessment (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 and other bulk chemicals	93%	Gate to Gate	No	Results shared in CDP and CDP supply chain ( <a href="https://www.cdp.net/en/saml/new">https://www.cdp.net/en/saml/new</a> )

**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.**

There are no significant social / environmental concerns and / or risks arising from production. The Company recycles all its plastic waste through authorised vendors and addresses post-consumer waste through EPR management. The Company is recycling / using internally / externally other plant waste to produce value-added products like cement, ingredients for the paint industry, bricks, etc.

**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 2021-22	FY 2020-21
Limestone recycled (in MT)	5,70,561	4,66,524

**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 2021-22			FY 2020-21		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)						
E-Waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste						
Other waste						

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

Damaged material comes to the depots and disposed-off as is where is basis through contracting process. The quantum of such material is almost negligible (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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	1,093	1,093	100%	1,093	100%	NA	NA	1,093	100%	846	77%
Female	103	103	100%	103	100%	103	100%	NA	NA	39	38%
<b>Total</b>	<b>1,196</b>	<b>1,196</b>	<b>100%</b>	<b>1,196</b>	<b>100%</b>	<b>103</b>	<b>100%</b>	<b>1,093</b>	<b>100%</b>	<b>885</b>	<b>74%</b>
<b>Other than Permanent Employees</b>											
Male	79	79	100%	NA	NA	NA	NA	NA	NA	NA	NA
Female	13	13	100%	NA	NA	13	100%	NA	NA	NA	NA
<b>Total</b>	<b>92</b>	<b>92</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>13</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

##### 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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	462	462	100%	462	100%	NA	NA	462	100%	405	88%
Female	21	21	100%	21	100%	21	100%	NA	NA	15	71%
<b>Total</b>	<b>483</b>	<b>483</b>	<b>100%</b>	<b>483</b>	<b>100%</b>	<b>21</b>	<b>100%</b>	<b>462</b>	<b>100%</b>	<b>420</b>	<b>87%</b>
<b>Other than Permanent Employees</b>											
Male	4,555	4,555	100%	4,555	100%	NA	NA	NA	NA	4,555	100%
Female	190	190	100%	190	100%	190	100%	NA	NA	190	100%
<b>Total</b>	<b>4,745</b>	<b>4,745</b>	<b>100%</b>	<b>4,745</b>	<b>100%</b>	<b>190</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>4,745</b>	<b>100%</b>

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

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees	No. of employees covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ N.A)	No. of employees covered as a % of total employee	No. of employees 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%	6%	Y	0%	5%	Y

##### 3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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.

Most of our working locations are accessible for differently-abled employees.

**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 that took parental leave.**

Gender	Permanent employees (other than workers)		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	92%	NA	NA
Female	100	67%	NA	NA
<b>Total</b>	<b>100%</b>	<b>93%</b>	<b>NA</b>	<b>NA</b>

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

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

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

Category	FY 2021-22			FY 2020-21		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of associations or Union (B)	% (B/ A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of associations or Union (D)	% (D/ C)
<b>Total Permanent employees (Other than workers)</b>	1,196	0	0	1,135	0	0
Male	1,093	0	0	1,026	0	0
Female	103	0	0	109	0	0
<b>Total Permanent workers</b>	483	483	100%	564	564	100%
Male	462	462	100%	546	546	100%
Female	21	21	100%	18	18	100%

## 8. Details of training given to employees

Category	FY 2021-22					FY 2020-21				
	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)
<b>Employees (other than workers)</b>										
Male	1,093	1,093	100%	808	74%	1,026	1,026	100%	1,026	100%
Female	103	103	100%	97	94%	109	109	100%	109	100%
<b>Total</b>	<b>1,196</b>	<b>1,196</b>	<b>100%</b>	<b>905</b>	<b>76%</b>	<b>1,135</b>	<b>1,135</b>	<b>100%</b>	<b>1,135</b>	<b>100%</b>
<b>Workers</b>										
Male	462	462	100%	57	12%	546	546	100%	79	15%
Female	21	21	100%	6	29%	18	18	100%	0	0
<b>Total</b>	<b>483</b>	<b>483</b>	<b>100%</b>	<b>63</b>	<b>13%</b>	<b>564</b>	<b>564</b>	<b>100%</b>	<b>79</b>	<b>15%</b>

## 9. Details of performance and career development reviews of employees

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees (other than workers)</b>						
Male	1,093	1,093	100%	1,026	1,026	100%
Female	103	103	100%	109	109	100%
<b>Total</b>	<b>1,196</b>	<b>1,196</b>	<b>100%</b>	<b>1,135</b>	<b>1,135</b>	<b>100%</b>
<b>Workers</b>						
Male	462	462	100%	546	546	100%
Female	21	21	100%	18	18	100%
<b>Total</b>	<b>483</b>	<b>483</b>	<b>100%</b>	<b>564</b>	<b>564</b>	<b>100%</b>

## 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?

The Safety & Health Management system covers activities across all manufacturing locations, offices, research laboratories and supply chain partners and ensuring the protection of environment and health & safety of its 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 - WSO. It is also extended to contractors working on sites to ensure their concerns are captured and added into WSO. 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 employees 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 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 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees (other than workers)	0	0.55
	Workers	0.87	0.51
Total recordable work-related injuries	Employees (other than workers)	1	3
	Workers	19	13
No. of fatalities	Employees (other than workers)	0	0
	Workers	1	1
High consequence work related injury or ill health (excluding fatalities)	Employees (other than workers)	0	0
	Workers	0	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**

Category	FY 2021-22			FY 2020-21		
	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 Health & Safety	Nil	Nil	Nil	Nil	Nil	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%

There is a process of collating all the safety incidents (critical near miss, LWC, RWC, MTC, FAC, process safety, fire incidents, etc.) through a daily safety cross and is sent across sites and MD & CEO's office by Corporate Safety Team. This report forms the basis for the monthly report which is sent to senior leadership team and also to the SHES Committee of the Board, periodically. The report is circulated to all sites of the Company.

The Company also shares best practices across sites for prevention of injuries / incidents and ensures safety improvements as well as takes several steps to prevent accidents at workplace such as:

**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 incidents are investigated by cross-functional team. All critical factors involved in an incident are determined through root cause analysis & investigation and corrective / preventive actions are identified to prevent recurrence.

The detailed investigation and root causes identified by cross-functional team are reviewed by the Senior Management. Learning from incident is further discussed in the morning safety meeting, toolbox talk, safety committee meet, contractor communication meet, etc. to bring awareness and prevent recurrence of incidents. The closure of investigation action points are reviewed in safety reviews on a periodic basis. Additionally, the MD & CEO reviews the details of the incident and corrective / preventive action plans.

- Implementation of control measures to reduce the risk of workplace accidents
- Periodically review the Policies and Procedures
- Performing regular inspections
- Implementation of consequence management system
- Hold regular trainings
- Job roles and responsibilities including those on Safety are documented for all employees
- Providing suitable PPEs
- Behavioural-based safety observation round
- Design, Construction and Operational Control Safety Consideration in Project Lifecycle
- Asset Management

- Comprehensive process for Emergency Preparedness, Response and Crisis Management
- Engage and communicate with the stakeholders by utilising both formal and informal mechanisms
- Risk Management for preventing incidents, injuries, occupational disease, emergency control and prevention and business continuity

#### LEADERSHIP INDICATORS

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (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.

3. **Provide the number of employees 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 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	Nil	Nil	Nil	Nil
Workers	1	1	1	1

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)**

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

5. **Details of assessment of value chain partners.**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No audit was conducted during FY 2021-22 due to the pandemic. The Company aims to conduct audits in FY 2022-23
Working conditions	

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.**

Not Applicable as no audit was conducted during FY 2021-22.

#### Permanent Employee

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.

#### Contract Employee

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.**

The Company monitors remittance of statutory dues by value chain partners as part of processing their bills on a regular basis with periodic audits.

### 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.**

Internal and external group of stakeholders have been identified. Presently, the given stakeholder groups have the 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, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange (SE) intimations, investor / analysts meet / conference calls, annual report, 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 disclosures, life cycle assessment
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
Government	No	Advocacy meetings 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)	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	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 management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has a SHES Committee that updates the progress on the actions to the Board and takes inputs 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. 28).

- 3. Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized 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, agriculture/animal husbandry better livelihood skills and employment.

The Company's entry level recruitments like Diploma Engineer Trainees, Graduate Engineer Trainees and Management Trainees focus on colleges with areas dominant by SC/ST. 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 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 who have been provided training on human rights issues and policy(ies) of the entity, in the following format

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees (B)	% (B / A)	Total (C)	No. of employees (D)	% (D / C)
<b>Employees</b>						
Permanent	1,196	1,196	100%	1,135	1,135	100%
Other than Permanent	92	92	100%	72	72	100%
<b>Total Employees</b>	<b>1,288</b>	<b>1,288</b>	<b>100%</b>	<b>1,207</b>	<b>1,207</b>	<b>100%</b>
<b>Workers</b>						
Permanent	483	483	100%	564	564	100%
Other than Permanent	4,745	NA	NA	3,872	NA	NA
<b>Total Employees</b>	<b>5,228</b>	<b>483</b>	<b>100%</b>	<b>4,436</b>	<b>564</b>	<b>100%</b>

Note : The above trainings on human rights issues are part of the Tata Code of Conduct currently.

## 2. Details of minimum wages paid to employees in the following format

Category	FY 2021-22					FY 2020-21				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,093	0	0	1,093	100%	1,026	0	0	1,026	100%
Female	103	0	0	103	100%	109	0	0	109	100%
<b>Other than Permanent</b>										
Male	79	79	100%	0	0	58	58	100%	0	0
Female	13	13	100%	0	0	14	14	100%	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	462	462	100%	0	0	546	546	100%	0	0
Female	21	21	100%	0	0	18	18	100%	0	0
<b>Other than Permanent</b>										
Male	4,555	4,555	100%	0	0	3,688	3,688	100%	0	0
Female	190	190	100%	0	0	184	184	100%	0	0

## 3. Details of remuneration/salary/wages, in the following format

	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 <sup>#</sup>	7	46	2	56
Key Managerial Personnel <sup>*</sup>	4	257	0	0
Employees other than BoD and KMP	1,089	6	103	9
Workers	462	6	21	5

<sup>#</sup> includes sitting fees paid

<sup>\*</sup> includes MD & CEO and ED

**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 Tata 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. 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 issue**

The mechanism to redress grievances under human rights is same as for other grievances. On receipt of any concern by through email, letter, web helpline, oral, etc., it is registered by the PEC and sanity check is done. Anything outside the purview of the Code of Conduct is informed back to the complainant. For complaints within the purview of the TCoC and which 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 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 MD & CEO and the Audit Committee.

**6. Number of Complaints on the following made by employees**

	FY 2021-22		FY 2020-21	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	1	Nil	1	Nil
Discrimination at workplace	3	Nil	2	Nil
Child Labour	0	Nil	0	Nil
Forced Labour / Involuntary Labour	0	Nil	0	Nil
Wages	0	Nil	0	Nil
Other human rights related issues	0	Nil	0	Nil

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

- As part of Whistleblower 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 its 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/No)**

Yes

- TCL has specific clauses as part of the TCoC included in the business agreements and contracts / purchase orders. Human rights form a part of the TCoC. The Company does not employ children at its workplaces and does not use forced labour in any form.
- The TCoC can be accessed at <https://www.tatachemicals.com/about-us/governance/code-of-conduct>.

**9. Assessments for the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Not applicable
Forced/involuntary labour	
Sexual harassment	100% by third party and statutory authorities
Discrimination at workplace	
Wages	

**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 2021-22.

## LEADERSHIP INDICATORS

## 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No such grievances on Human Rights violations.

## 2. Details of the scope and coverage of any Human rights due diligence conducted.

Currently, the business is involved in Vulnerability Mapping for their respective areas of business and will undertake due diligence shortly.

## 3. 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?

Yes, most of our locations are accessible to differently-abled visitors.

## 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	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	NA
Wages	
Others – please specify	

Declaration of adherence to the TCoC on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon.

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

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

As mentioned above, a declaration of adherence to the TCoC is obtained from the value chain partners as part of their contract / purchase orders. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon.

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

## 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 2021-22	FY 2020-21
Total purchased electricity (A) (in tj)	77	59
Total internally generated power and steam consumption (B) (in tj)	22,247	22,174
<b>Total energy consumption (A) + (B) (in tj)</b>	<b>22,324</b>	<b>22,233</b>
Energy Intensity per rupee of turnover (total energy consumption/turnover in rupees) (in tj / rupees)	6x10 <sup>-7</sup>	7.41x10 <sup>-7</sup>

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an 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. The target has been almost achieved i.e. 0.1153 against target of 0.1152 Toe/ton.

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

Parameter	FY 2021-22	FY 2020-21
<b>Water withdrawal by source (in kl)</b>		
1. Surface water	0	0
2. Ground water	43,889	26,746
3. Third Party water	0	0
4. Seawater*	6,89,35,625	6,20,70,240
5. Others (Municipal)	3,28,314	2,37,000
6. Rainwater	73,805	48,000
<b>Total volume of water withdrawal (in kl)</b>	<b>6,93,81,633</b>	<b>6,24,07,986</b>
<b>Total volume of water consumption (Process + Domestic) (in kl)</b>	<b>97,13,081</b>	<b>87,85,342</b>
Water intensity per rupee of turnover (water consumed / turnover) (kl/INR)	0.0003	0.0003

\*Used for cooling purposes

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If yes, name the external agency

Yes, 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 its Mambattu plant and the same is in process for the Cuddalore plant.

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

Parameter	Specify unit	FY 2021-22	FY 2020-21
SOx	MT	1,377	1,884
NOx	MT	2,326	3,944
SPM	MT	1,025	962
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

**Note:** indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? if yes, name 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 2021-22	FY 2020-21
Total scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	22,95,431	21,48,084
Total scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	17,687	11,565
Total scope 1 and 2 emissions per rupee of turnover	MTCO <sub>2</sub> /INR	6.21x10 <sup>-5</sup>	7.20x10 <sup>-5</sup>

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If yes, name the external agency

Yes, EY has conducted the assurance.

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

Yes, the Company has established the roadmap for carbon emission reductions and is working on renewable source of energy along with technological intervention to meet its carbon reduction plan.

Biomass co-firing trials have been conducted successfully and currently running as well. The new plant at Mambattu is based on renewable source of energy since inception where 80% of energy is from renewable sources like solar and biomass.

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

Parameter	FY 2021-22	FY 2020-21
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	423	428
E-waste (B)	8	2.77
Bio-medical waste (C)	3	1.75
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	1	4.82
Radioactive waste (F)	Nil	Nil
Other Hazardous waste, please specify (G)	111.80	63.40
Other non-hazardous waste generated (H) if any (Break-up by composition i.e. by materials relevant to the sector)	9,45,223 (Flyash 97,827 Undersize limestone 5,70,561 MOL Grit 26,232 SSD waste 66,348 Effluent Filtered Solid 2,77,427)	8,59,576 (Flyash 98,984 Undersize limestone 4,66,524 MOL Grit 23,652 SSD waste 53,137 Effluent Filtered Solid 2,17,279)
<b>Total (A+ B+C+D+E+F+G+H)</b>	<b>9,45,769.80</b>	<b>8,60,076.74</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	6,18,206	5,12,930
(ii) Re-used	0	0
<b>Total</b>	<b>6,18,206</b>	<b>5,12,930</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency ? If yes, name the external agency

Yes, consolidated data is 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 100% recycling of plastic waste as per EPR PWM, 100% fly ash use 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. The Company is also working with outside partners to use its waste in other value-added products such as the paint industry where the initial trials were successful.

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, specify details in the following format

S. No.	Location of operations / offices	Types of operation	Whether the conditions of environment 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.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant web link
Captive Power Plant, Soda Ash and Cement	SO 1533	September 14, 2006	Yes	Yes	<a href="https://sustainability.tatachemicals.com/">https://sustainability.tatachemicals.com/</a>

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:

Yes, the Company is complying with all the mentioned acts and rules.

S No.	Specify the law / regulation / guidelines which was not complied with	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. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2021-22	FY 2020-21
<b>From renewable sources</b>		
Total electricity consumption (A) (in tj)	9	12
Total fuel consumption (B) (in tj)	179	140
Energy consumption through other sources (C) (in tj)	NA	NA
<b>Total energy consumed from renewable sources (A+B+C) (in tj)</b>	<b>188</b>	<b>152</b>
Total electricity consumption (D) (in tj)	78	59
Total fuel consumption (E) (in tj)	22,057	22,174
Energy consumption through other sources (F) (fuel consumption) (in tj)	NA	NA
<b>Total energy consumed from non-renewable sources (D+E+F) (in tj)</b>	<b>22,135</b>	<b>22,233</b>

**Note:** Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If yes, name the external agency

Yes, assured by EY.



## 2. Details related to water discharged

Parameter	FY 2021-22	FY 2020-21
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	0	0
- With treatment – please specify level of treatment – All three (Primary, Secondary & Tertiary)	0	0
<b>(ii) To Groundwater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>		
- No treatment	0	0
- With treatment – please specify level of treatment – Tertiary treatment (kl)	6,46,13,044	6,21,76,346
<b>(iv) Sent to third-parties</b>		
- No treatment	0	0
- With treatment – please specify level of treatment – Tertiary (kl)	2,65,444	1,84,790
<b>(v) Others</b>		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (kl)</b>	<b>6,48,78,488</b>	<b>6,23,61,136</b>

## 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:

1. Name of the area - Mithapur Operations
2. Nature of operations - Soda ash and Allied Product manufacturing
3. Water withdrawal, consumption and discharge

Parameter	FY 2021-22	FY 2020-21
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	6,89,35,625	6,20,70,240
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>6,89,35,625</b>	<b>6,20,70,240</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>97,13,081</b>	<b>87,85,342</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover) (kl/rupee)</b>	0.0005	0.0021
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>		
- No treatment	0	0
- With treatment–please specify level of treatment	0	0
<b>(ii) Into Groundwater</b>		
- No treatment	0	0
- With treatment–please specify level of treatment	0	0
<b>(iii) Into Seawater</b>		
- No treatment	0	0
- With treatment–please specify level of treatment – Primary treatment meets the environmental norms due to the nature of process	6,46,13,044	6,21,76,346
<b>(iv) Sent to third-parties</b>	0	0

**4. Details of total Scope 3 emissions & its intensity, in the following format**

Parameter	Unit	FY 2021-22	FY 2020-21
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	75,123	70,043
Total Scope 3 emissions per rupee of turnover	MT / INR	2.02x10 <sup>-6</sup>	2.33x10 <sup>-6</sup>

**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.

**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 monitors the water quality and air quality on a regular basis as per the environmental norms and regulations.

**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, 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.	Integrated waste management	Utilisation of fly ash, under sized limestone and effluent solids in Cement manufacturing. <a href="https://sustainability.tatachemicals.com/our-approach/our-progress/environmental-compliance/">https://sustainability.tatachemicals.com/our-approach/our-progress/environmental-compliance/</a>	Conservation of natural resources
2.	Mangrove Plantation	175 hectare mangrove plantation in Okhamandal area and Gulf of Cambay.	Improves the coastal ecology and minimises the impact of climate change

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

Yes, onsite and offsite emergency preparedness plan is in place. Mithapur has completed the assessment for ISO 22301:2019.

**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.**

75% of domestic critical supplies by value (30 out of total 42 critical suppliers) have been assessed and audited by third party for sustainable sourcing under phase I and rest are in progress in phase II. The Company plans to take up international suppliers in phase III.

**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**
- b. **List the top 10 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)
1.	Indian Chemical Council	
2.	Alkali Manufacturers Association of India	
3.	Confederation of Indian Industry (CII)	National
4.	TERI Council for Business Sustainability	
5.	WeCare	

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

Not applicable

#### LEADERSHIP INDICATORS

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

Not Applicable

**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 FY 22**

Not applicable

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, 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**

	FY 2021-22	FY 2020-21
Directly sourced from MSMEs / small producers	~ 1% of the domestic purchase (packaging material only)	~ 1% of the domestic purchase (packaging material only)
Sourced directly from within the district and neighbouring districts		

## 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)

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 (₹)
1.	Madhya Pradesh	Barwani	12.50 lakhs

Under the Holistic Nutrition project (linked to Nutra Business), the Company focusses on nutrition by targeting the first 1,000 days of life of pregnant women, lactating mothers as well as adolescent girls. Our major objectives are enhancing nutritional status and capacity building and community health education. We work in 2 locations - Dharni (Maharashtra) and Barwani (Madhya Pradesh). The project is in the final phase in which we are documenting the model and learnings and working towards handing over to the community and withdrawal.

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

Yes, done under Diversity and Inclusion

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

SC and ST

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

3% from domestic suppliers comprising marginalised / vulnerable groups

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

Name of authority	Brief of the case	Corrective action taken
	NA	

**6. Details of beneficiaries of CSR Projects:**

Approximate project-wise beneficiaries and % vulnerable and marginalised groups (scheduled castes, scheduled tribes) are as mentioned below:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Okhai and Cluster Development Programme	28,085	17%
2.	Agriculture and Livestock Management Skill Development Programmes	11,193	8%
3.	Skill Development Programmes	1,963	25%
4.	Natural Resource Management & Environment Conservation	8,379	6%
5.	Health Care, Nutrition, Safe Drinking Water & Sanitation	72,460	30%
6.	Education	64,827	41%
7.	Inclusive Growth	12,141	30%
8.	Disaster and Infrastructure	1,00,000	11%

**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 a well enabled online portal for logging complaints for the existing customers. Complaints are escalated and resolved within the time bound period depending on nature of complaint.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product (Energy Used, Water Consumed, No. of People involve in production etc.)	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	Not applicable

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

	FY 2021-22			FY 2020-21		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

**4. Details of instances of product recalls on accounts of safety issues**

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls		

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.**

Yes, the Company has detailed framework on cyber security and risk related to data privacy. Please refer to Integrated Report on Page No. 30.

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.**

The cyber security for the Company has been outsourced and managed by a leading IT services company. The regular reviews are conducted and corrective actions are taken to improve the cyber security posture.

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).**

The information on products and services of the entity can be accessed at [www.tatachemicals.com](http://www.tatachemicals.com).

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

MSDS Sheets / Company Brochures

<https://www.tatachemicals.com/Asia/Products/Basic-chemistry/Soda-ash/dense-soda-ash>

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.**

No

**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)**

Yes

5. **Provide the following information relating to data breaches:**

(a) **Number of instances of data breaches along with impact - Nil**

(b) **Percentage of data breaches involving personally identifiable information of customers -**

Not Applicable