Sustainability Report FY2024-25

01st April 2024 to 31st March 2025

TM Automotive Seating Systems Private Limited

Enabling Mobility Solutions

Table of Content

Company Overview: TM Seating

TATA AUTOCOMP

TATA AUTOCOMP SYSTEMS 50:50 **MAGNA**

Committed to our core values
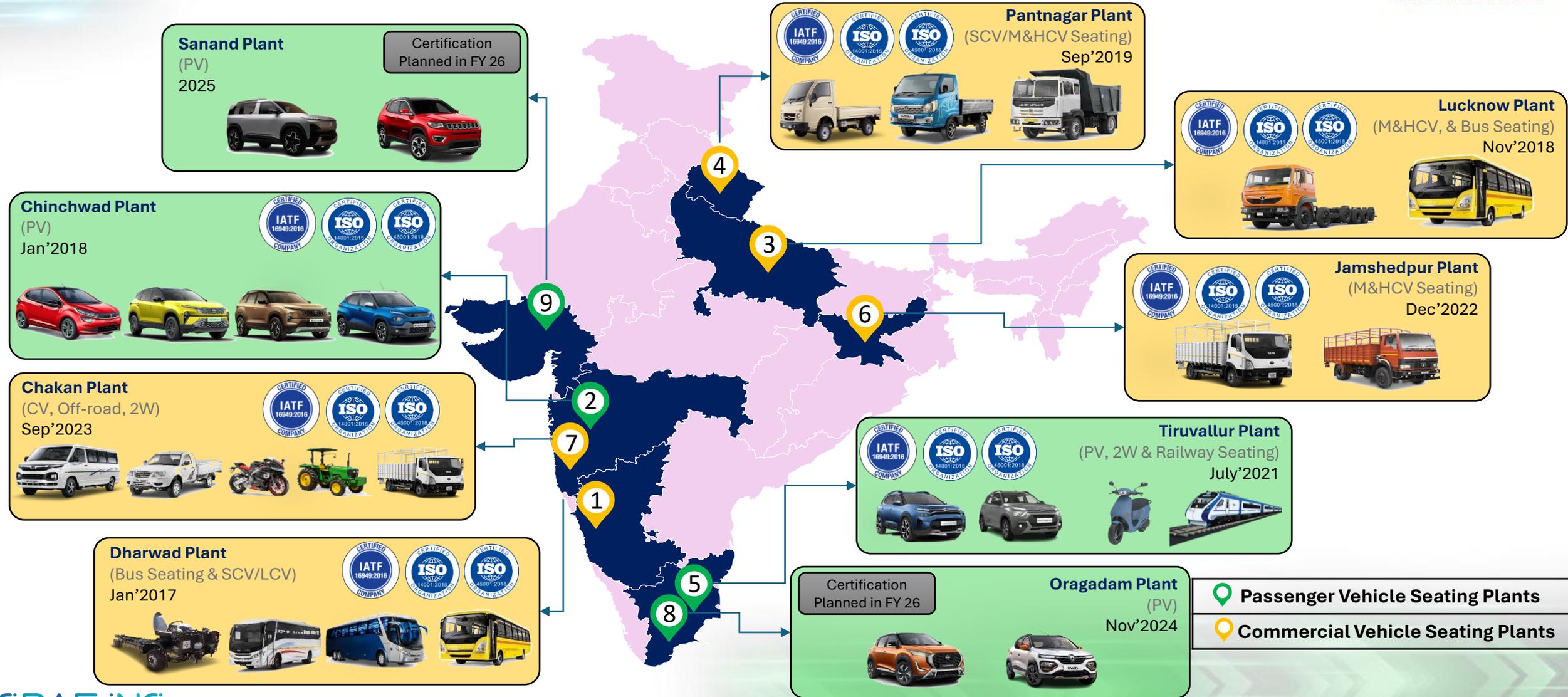*Integrity, Pioneering, Excellence, Unity, Responsibility*

Equal Sharing joint Venture of Tata Autocomp & Magna Seating
Operational Expertise
ensuring strong execution and alignment with local market needs
Engineering Expertise
Design, Engineering & Manufacturing world class products leveraging global engineering expertise of Magna Seating
~ 1000+ Employees in India
Industry Leading talent & technical expertise

Diversified Product Portfolio:

Passenger Vehicle Seating

Commercial Vehicle Seating (SCV, ILCV, M&HCV)

Bus Seating

Agri & Off-Road Seating

2W Seating

Railway Seating

Customer Portfolio:

TATA MOTORS | STELLANTIS | OLA ELECTRIC | RENAULT NISSAN | Mahindra | INDIAN RAILWAYS | Olectra | PMI Driving a greener tomorrow | ANTONY | SWITCH

ASHOK LEYLAND | Automobile Corporation of Goa Ltd. | PIAGGIO | JOHN DEERE | BEBBCO JAMSHEDPUR | SITA Buses & Coaches | JCBL | MGS GROUP | महाराष्ट्र राज्य परिवहन

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TM Seating Footprints

Sanand Plant
(PV)
2025
Certification Planned in FY 26

Pantnagar Plant
(SCV/M&HCV Seating)
Sep'2019

Lucknow Plant
(M&HCV, & Bus Seating)
Nov'2018

Chinchwad Plant
(PV)
Jan'2018

Jamshedpur Plant
(M&HCV Seating)
Dec'2022

Chakan Plant
(CV, Off-road, 2W)
Sep'2023

Tiruvallur Plant
(PV, 2W & Railway Seating)
July'2021

Dharwad Plant
(Bus Seating & SCV/LCV)
Jan'2017

Oragadam Plant
(PV)
Nov'2024
Certification Planned in FY 26

📍 **Passenger Vehicle Seating Plants**
📍 **Commercial Vehicle Seating Plants**

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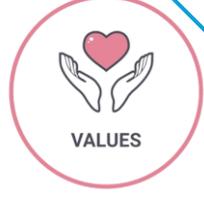# Vision Mission & Values – TM Seating

Vision:

By 2030, TM Automotive Seating Systems Will Be Most Trusted & Largest Seating Company

Mission:

Differentiate through Safety, Quality and Constant Innovation

Values:

Meet Our Leaders

Amit Dey

Taking care of major corporate decisions, driving the direction of the company and overseeing growth plans

Deepak Pandey

Managing company's financial actions, including financial planning, tracking cash flow and analyzing financial strengths and weaknesses

Navin Hakkapakki

Managing Procurement/Sourcing and optimizing the entire procurement process within organization, ensuring the acquisition of goods and services aligns with quality, cost, and efficiency objectives
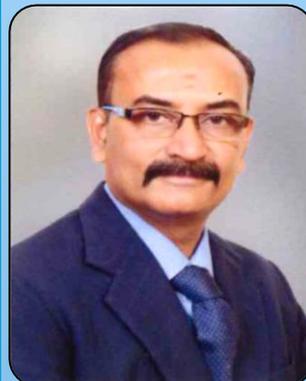
Deepak Tiwari

Managing & optimizing daily operations, ensuring the smooth functioning of business processes and driving strategic initiatives for efficiency and profitability

Soumik Banerjee

Head of identifying and pursuing new business opportunities to drive company growth, often involving strategic planning, sales, and relationship management

Dhermendher TS

Managing projects to achieve strategic business goals, ensuring alignment with organizational objectives & customer requirements, mitigating risks, and tracking overall program performance

Shradha Chudiwal

Managing organization's human resources, including recruitment, training, employee relations, and ensuring compliance with labor laws, while also contributing to a positive and productive work environment

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About the Report

About the Report:

'TM Automotive Seating Systems Private Limited' (referred henceforth as "TM Seating"/ "we" or "our" or "us" / "Company") Sustainability Report for FY 2024-25 highlights our Environmental, Social and Governance (ESG) Performance. Throughout this report, we aim to deepen the understanding of our stakeholders about our dedication to creating sustainable corporate value.

Reporting Frameworks:

The Report is in alignment with reference to

- The Global Reporting Initiative (GRI) Standards 2021 and
- United Nations Sustainable Development Goals (UN SDGs).

Our Sustainability Strategy and Aspirations

TM seatings Sustainability Goals are aligned to Tata AutoComp' s sustainability Strategy and over all linked to the   Tata Group's, Project Aalingana - which embodies a vision for a greener, cleaner, more sustainable, and equitable future for the planet. The Group outlines its approach to nurturing planetary resilience, with a clear commitment to achieving net-zero emissions by 2045. Our vision focuses on securing the future through innovation today, embedding sustainability at the core of its business strategy.

Tata Group's Project Aalingana and its three interconnected pillars:

1

Advancing the decarbonization of its operations and value chain.

2

Adopting a systemic circular economy model to minimize resource use and waste.

3

Preserve and restore the natural environment.

Project Aalingana: TATA Group's Environmental Goals

**VISION:** PROTECTING THE WORLD AND BUILDING THE FUTURE, THROUGH THE TECHNOLOGIES OF TOMORROW

DRIVING NET ZERO

PIONEERING CIRCULAR ECONOMIES

PRESERVING NATURE AND BIODIVERSITY

THE TATA GROUP WILL STRIVE TO BE A LEADER IN LOWERING CARBON EMISSIONS

2030 25% reduction in absolute CO_2e emissions (Scope 1+2) from 2020 baseline, excluding Tata Steel India.[2] Tata Steel India[3] to reduce emissions intensity by 28-30% from 2020 baseline.

2045 Net zero emissions across the Group for scope 1 and 2, and scope 3 for JLR, TML, TCS, TCPL.
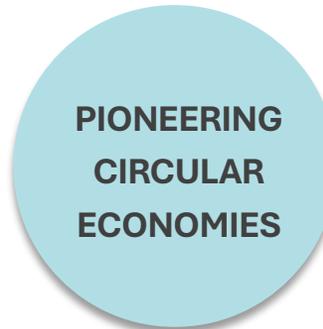
THE TATA GROUP WILL BE A GLOBAL MODEL FOR BEST PRACTICE CIRCULARITY

2025 More than double the content of renewable or recycled resources in products by 2025 (from 2020). The Group will set revenue-based KPIs from 2025 onwards.

2030 Replenish freshwater used across Group operations in India and zero waste-to-landfill across Group companies.[4]

2040 Tata Group will replenish more fresh water than it consumes.[5]

THE TATA GROUP WILL STRIVE TO HAVE A POSITIVE IMPACT ON NATURE

2024 Action plans for net positive impact will be implemented across Tata Group companies.

2025 Invest in a set of NBS projects in India, which deliver biodiversity and community co-benefits.

2030 Tata Group is an NBS leader and has supported development of a thriving NBS market in India.

[1] Goals and metrics apply only to current businesses. This will be reviewed every two years in line with the metric review. In line with company reporting, the targets will align to India's FY. This will translate to 2020 = FY19-20 and 2045 = FY44-45.
[2] Tata Steel India includes Tata Steel standalone, Tata Steel BSL and Tata Steel Long Products
[3] Freshwater will be replenished across the river basins from which it was withdrawn. Zero waste-to-landfill is defined according to the Confederation of Indian Industries. Tata Power will target zero biodegradable waste to landfill by 2030, with the remaining by 2035
[4] Replenishing more fresh water than consumed across the river basins where the water was withdrawn

TACO's Alignment to Tata Aalingana's ambitions

TACO's Sustainability commitments

- Reduce Scope 1 + 2 emissions by 25% by 2030 (2020 baseline)
- Net-Zero by 2045
- Achieve industry leading RE procurement by 2030
- Achieve water neutrality at all sites by 2030
- Become water positive by 2040
- Achieve Zero liquid discharge (ZLD) at all sites by 2030
- Ensure Zero waste to landfill by 2030
- Conduct LCA cradle-to-gate, for 100% critical products by 2025
- Assess Biodiversity impact for 100% sites by 2026
- Develop Biodiversity Management plans for all sites by 2027
- Become NBS (Nature based Solutions) leader by 2030

TACO commitments are aligned with Project Aalingana

★ Indicates TACO's alignment with Project Aalingana

Driving Net Zero

Achieve Net Zero by 2045 across Scope 1 and 2 ★	25% reduction in absolute carbon emissions by 2030 from 2020 baseline ★

Pioneering Circular Economies

More than double the content of renewable or recycled resources in products by 2025 wrt 2020 baseline	Replenish freshwater and Zero Waste to Landfill by 2030 ★	Replenish more freshwater than consumed at source by 2040

Preserving Nature and Biodiversity

Create an action plan for net positive impact by 2024	Invest In Nature-Based Solutions (NBS) Products In India by 2025 ★	Group is an NBS leader and has supported NBS market in India ★

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TM Seating's Environment targets

Driving Net- Zero

- Reduce Scope 1 + 2 emissions by **25%** by 2030 (2020 baseline)
- **Net-Zero** by 2045
- Achieve **industry leading RE procurement** by 2030

Pioneering Circular Economies

- Achieve **water neutrality** at all sites by 2030
- Become **water positive** by 2040
- Achieve **Zero liquid discharge** (ZLD) at all sites by 2030
- Ensure **Zero waste to landfill** by 2030
- Conduct LCA cradle-to-gate, for critical product by 2025

Preserving Nature and Biodiversity

- Assess Biodiversity impact for **100% sites** by 2026
- Develop **Biodiversity Management plans** for all Identified High-Risk sites by 2027.

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Stakeholder Engagement

We regularly interact with all our stakeholders to cultivate and strengthen meaningful relationships. This ongoing engagement plays a crucial role in enhancing our strategic planning, decision-making processes, and overall business expansion.

Stakeholder Group	Mode of Engagement	Frequency	Agenda
Employees	Emails, Meetings, Notices, Intranet, Website, Review Meetings, Performance Appraisal Processes	Ongoing or Need Basis	Employee Health, Safety and Wellbeing, Employee Career Management, Learning Growth and Development, Policies, Processes and Performance
Board	Emails, Meetings, Notices, Intranet, Website, Review Meetings	Regular Board Meetings	Business Performance
Customers	Emails, Website Interactions, Customer Satisfaction Survey	Ongoing or Need Basis	Customer Satisfaction and Opportunities for Improvement
Investors	Annual Reports, Quarterly Presentations, Investor Meets, Emails, One-on-One Interactions, Website	Ongoing or Need Basis	Customer Satisfaction and Opportunities for Improvement
Suppliers	Emails, Website Interactions, Supplier Meets, Vendor Satisfaction Survey	Ongoing or Need Basis	Vendor Satisfaction and Opportunities for Improvements, Business Growth
Communities	In-Person Interactions, CSR Field Visits, Group Discussions	Continuous/Frequently	Community Needs and Expectations, Opportunity for Improvement
Government and Regulatory Authorities	Interactions with State Authorities, Pollution Control Boards, Tax Officials, Seminars, Media Reports	Ongoing or Need Basis	Statutory and Regulatory Compliance
Trade Associations	Trade Meets	Need Basis	Industry Growth

Materiality Assessment Process

As an integral component of our sustainable strategic initiative, we carried out a materiality assessment for reporting period. This exercise aimed to identify material issues/ focus areas with substantial potential to influence our capacity to generate long-term value. The outcomes of this assessment empower us to formulate a clearly defined roadmap for the delivery of sustainable value.

Stakeholder Identification

Stakeholder groups – Peers, investors, suppliers, customers, and employees were selected.

Evaluation of Standards and Frameworks

Review of standards like SASB, BRSR, DJSI, MSCI was undertaken.

Online Surveys

stakeholder were undertaken to capture the stakeholder materiality preference was undertaken.

Diagnostic assessment

Assessment of the material issues of stakeholders was considered, and a score was arrived at.

Mapping

The final scores were mapped for the company, and other stakeholders and a matrix of the issues was derived. On the x-axis was importance to the company while importance to stakeholders was mapped on the y-axis.
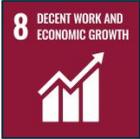
Final Materiality Matrix

The materiality matrix is finalized in consultation with Tata Autocomps' senior management.
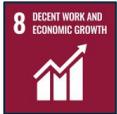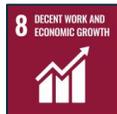
Materiality Matrix – TM Seating
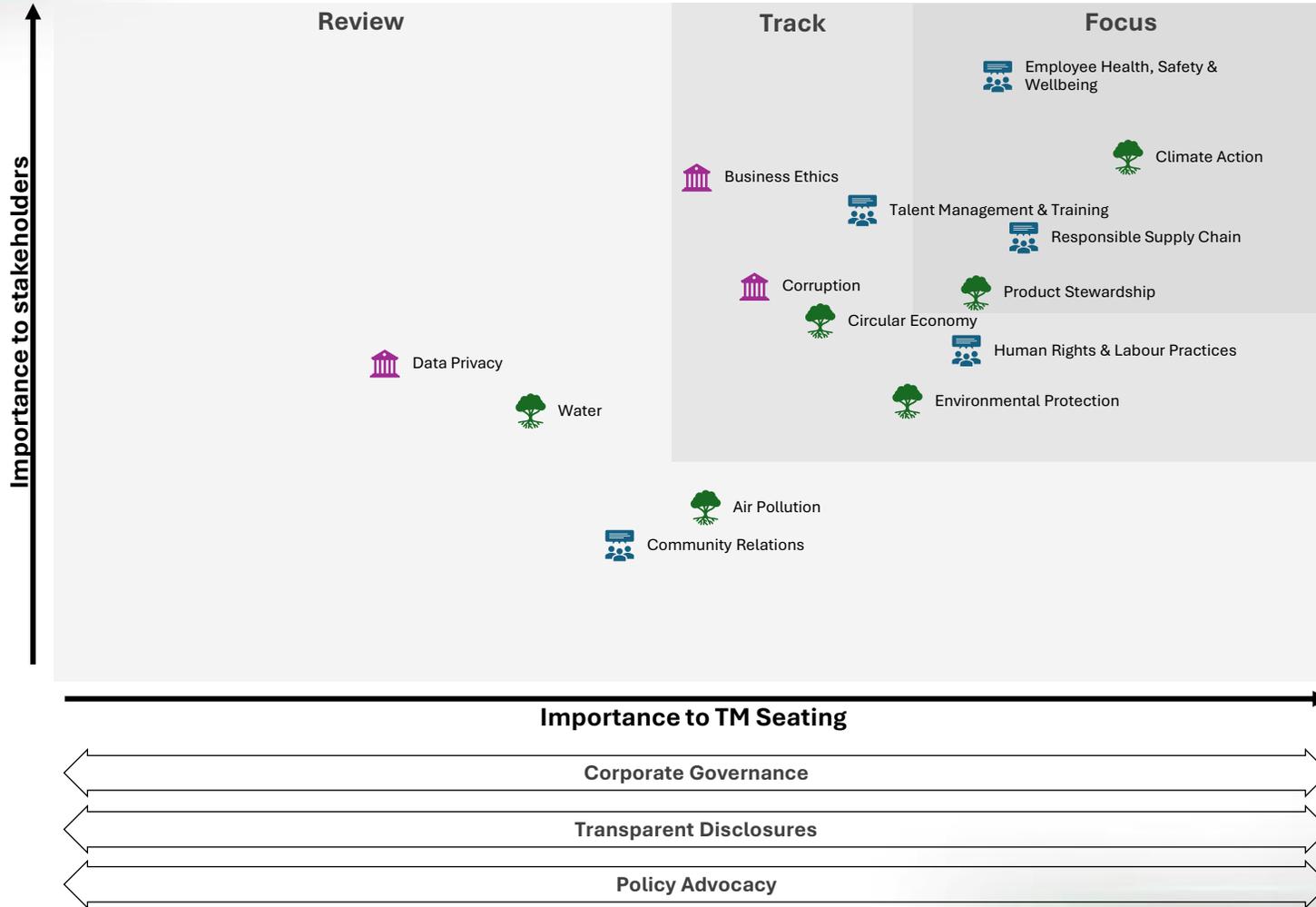
Rank	Material Issues
1	Employee Health, Safety & Wellbeing
2	Climate Action
3	Product Stewardship
4	Responsible Supply Chain
5	Talent Management & Training
6	Human Rights & Labour Practices
7	Circular Economy
8	Environmental Protection
9	Business Ethics
10	Corruption
11	Air Pollution
12	Water
13	Community Relations
14	Data Privacy

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Key Issues, stakeholders & KPIs

Material Issue	Key Stakeholders	Key KPIs	SDGs
Employee Health, Safety & Wellbeing	Employees, Management, Health and Safety Regulators, Contractual workers	Number of Safety Training Sessions, Number of Unsafe Situations observed, Number of Unsafe Situations rectified, Number of Health Awareness sessions conducted, Number of Fatalities, Number of Major Fires, Number of Lost Time Injuries (LTI), Number of Restricted Work Cases (RWCs), Number of Medical Treatment Cases (MTCs), Number of First Aid Cases (FACs), Total Number of Manhours, Total Recordable Case (TRC), Lost Time Injury Frequency Rate (LTI-FR), Total Recordable Case Frequency Rate (TRC-FR), Number of High Potential (HIPO) Incidents, Number of Road Related Incidents (inside + outside premises)	8 DECENT WORK AND ECONOMIC GROWTH 3 GOOD HEALTH AND WELL-BEING
Climate Action	Environmental NGOs, Government Regulators, Investors, Customers, Local Communities	Total energy consumption (RE + Non-RE), Total renewable energy consumption, Scope Emission Calculations, Decarbonization Roadmap	13 CLIMATE ACTION 7 AFFORDABLE AND CLEAN ENERGY
Product Stewardship	Customers, Suppliers, Environmental NGOs, Product Designers, Waste Management Companies	Waste Generated and Disposed (Cardboard, Plastic, Wood, Metal, Trim, Foam, Misc., Used Oil), Total Waste	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Responsible Supply Chain	Suppliers, Procurement Teams, Investors, Regulatory Bodies, Local Communities	Total tier 1 suppliers, Critical Tier-1 suppliers, % of targeted suppliers who have signed the supplier code of conduct, % of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements, Number of targeted critical suppliers covered by a sustainability assessment, Number of targeted suppliers covered by a sustainability on-site audit, % or number of all buyers who received training on sustainable procurement, % of audited or assessed suppliers engaged in corrective actions or capacity building	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Key Issues, stakeholders & KPIs

Material Issue	Key Stakeholders	KPIs	SDGs
Talent Management & Training	Employees, HR Department, Training Providers, Educational Institutions, Management, Contractual Workers	Total Employees, Permanent Employees, Contractual Employees, Women in total workforce, Women in all management positions, Women in junior management positions, Women in top management positions, Women in revenue generating functions, Women in STEM-related positions, Average training hours per full-time employee (FTE), Average amount spent per full-time employee (FTE) on training and development, Total number of new employee hires, Percentage of open positions filled by internal hires, Average Hiring cost/FTE	(SDG 4 Quality Education) (SDG 8 Decent Work and Economic Growth)
Human Rights & Labour Practices	Employees, Suppliers, Human Rights Organizations, Regulatory Bodies, Investors, Contractual Workers	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements, Number of targeted critical suppliers covered by a sustainability assessment, Number of targeted suppliers covered by a sustainability on-site audit	(SDG 8 Decent Work and Economic Growth) (SDG 10 Reduced Inequalities)
Circular Economy	Customers, Waste Management Companies, Environmental NGOs, Product Designers, Regulatory Bodies	Waste Generated and Disposed (Cardboard, Plastic, Wood, Metal, Trim, Foam, Misc., Used Oil), Total Waste	(SDG 12 Responsible Consumption and Production)
Environmental Protection	Environmental NGOs, Government Regulators, Local Communities, Investors, Employees	Number of violations of legal obligations/regulations, Amount of fines/penalties related to the above, Environmental liability accrued at year end, Water withdrawal (From Municipal corporation), Total net freshwater consumption	(SDG 15 Life on Land)
Business Ethics	Employees, Management, Investors, Regulatory Bodies, Customers	Total number of breaches, Corruption or bribery, Discrimination or harassment, Customer privacy data, Conflicts of interest, Money Laundering or Insider Trading, Forgery/Fraudulent Documents or Claims	(SDG 16 Peace, Justice and Strong Institutions)
Corruption	Employees, Management, Regulatory Bodies, Investors, Customers	Total number of breaches, Corruption or bribery	(SDG 16 Peace, Justice and Strong Institutions)

Key Issues, stakeholders & KPIs

Material Issue	Key Stakeholders	KPIs	SDGs
Circular Economy	Suppliers, Customers, Environmental NGOs, Waste Management Companies, Product Designers	Waste Generated and Disposed (Cardboard, Plastic, Wood, Metal, Trim, Foam, Misc., Used Oil), Total Waste	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Air Pollution	Local Communities, Environmental NGOs, Government Regulators, Employees, Contractual Workers, Investors	Scope Emission Calculations, Decarbonization Roadmap	11 SUSTAINABLE CITIES AND COMMUNITIES
Water	Local Communities, Environmental NGOs, Government Regulators, Employees, Investors	Water withdrawal (From Municipal corporation), Total net freshwater consumption	6 CLEAN WATER AND SANITATION
Community Relations	Local Communities, Employees, Government Bodies, NGOs, Investors	Number of Health Awareness sessions conducted, Number of Road Related Incidents (inside + outside premises)	11 SUSTAINABLE CITIES AND COMMUNITIES
Data Privacy	Customers, Employees, Regulatory Bodies, IT Department, Management	Total number of information security breaches, Total number of clients, customers, and employees affected by the breaches	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Issue: Employee Health, Safety & Wellbeing

Category: Very High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Potential for workplace accidents, health issues, and non-compliance with safety regulations.

- Opportunity: Enhancing employee well-being can lead to increased productivity, reduced absenteeism, and improved morale.

Business Impact and Our Response: TM Seating prioritizes employee health and safety through rigorous training programs, regular health checks, and a robust safety management system. We aim to create a safe and healthy work environment to foster employee satisfaction and retention.

GRI: 401, 403, 404   **SDGs:**   3 GOOD HEALTH AND WELL-BEING   8 DECENT WORK AND ECONOMIC GROWTH

Material Issue: Climate Action

Category: Very High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Regulatory changes and increased costs for compliance and sustainable practices.

- Opportunity: Innovate and develop eco-friendly products, gaining a competitive edge in the market.

Business Impact and Our Response: TM Seating is committed to reducing its carbon footprint through Scope Emission Calculations and a Decarbonization Roadmap. We aim to integrate sustainability into all operations, enhancing efficiency and resilience.

GRI: 302, 305   **SDGs:**   7 AFFORDABLE AND CLEAN ENERGY   13 CLIMATE ACTION

Material Issue: Product Stewardship

Category: Very High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Product lifecycle impacts, including resource use and waste generation.

- Opportunity: Develop sustainable products and improve lifecycle management.

Business Impact and Our Response: TM Seating focuses on sustainable product design and lifecycle management to minimize environmental impact. We aim to innovate and create products that are both high-quality and eco-friendly.

GRI: 301, 416, 417   **SDGs:**   9 INDUSTRY, INNOVATION AND INFRASTRUCTURE   12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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Material Issue: Responsible Supply Chain

Category: Very High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Supply chain disruptions and non-compliance with ethical standards.

- Opportunity: Strengthen supplier relationships and ensure ethical sourcing.

Business Impact and Our Response: TM Seating ensures responsible sourcing and supply chain management through stringent supplier assessments and collaborations. We aim to build a resilient and ethical supply chain.

SDGs:

Material Issue: Talent Management & Training

Category: High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Skill gaps and employee turnover.

- Opportunity: Invest in training and development to enhance skills and retention.

Business Impact and Our Response: TM Seating invests in continuous learning and development programs to upskill employees and foster career growth. We aim to attract and retain top talent through comprehensive training initiatives.

GRI: 401, 404   **SDGs:**
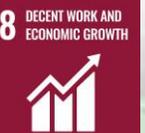
Material Issue: Human Rights & Labour Practices

Category: High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Non-compliance with labor laws and human rights violations.

- Opportunity: Promote fair labor practices and enhance reputation.

Business Impact and Our Response: TM Seating is committed to upholding human rights and fair labor practices across all operations. We ensure compliance with labor laws and promote ethical practices.

GRI: 401, 403, 404   **SDGs:**
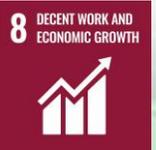
Material Issue: Circular Economy

Category: High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Resource scarcity and waste management challenges.

- Opportunity: Innovate in recycling and resource efficiency.

Business Impact and Our Response: TM Seating promotes circular economy practices through recycling and resource efficiency initiatives. We aim to reduce waste and enhance sustainability.

GRI: 101, 304   **SDGs:**

Material Issue: Environmental Protection

Category: High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Regulatory compliance and environmental degradation.

- Opportunity: Enhance environmental stewardship and reduce footprint.

Business Impact and Our Response: TM Seating is dedicated to environmental protection through sustainable practices and compliance with regulations. We aim to reduce our environmental footprint and promote conservation.

GRI: 301, 416, 417   **SDGs:**

Material Issue: Business Ethics

Category: High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Ethical breaches and reputational damage.

- Opportunity: Strengthen ethical practices and enhance trust.

Business Impact and Our Response: TM Seating upholds high ethical standards in all business operations. We aim to foster a culture of integrity and transparency.

GRI: 102, 205, 206   **SDGs:**

Material Issue: Corruption

Category: High-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Legal consequences and loss of stakeholder trust.

- Opportunity: Implement anti-corruption measures and build a transparent culture.

Business Impact and Our Response: TM Seating has robust anti-corruption policies and practices in place. We aim to prevent corruption and promote transparency.

GRI: 205   **SDGs:** 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Issue: Air Pollution

Category: Medium-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Health impacts and regulatory compliance.

- Opportunity: Adopt technologies to reduce emissions.

Business Impact and Our Response: TM Seating is committed to reducing air pollution through innovative technologies and practices. We aim to improve air quality and comply with regulations.

GRI: 305   **SDGs:**

Material Issue: Water

Category: Medium-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Water scarcity and regulatory compliance.

- Opportunity: Implement water conservation and management practices.

Business Impact and Our Response: TM Seating focuses on water conservation and efficient management practices. We aim to reduce water usage and promote sustainability.

GRI: 303   **SDGs:** **14** LIFE BELOW WATER   **6** CLEAN WATER AND SANITATION

Material Issue: Community Relations

Category: Medium-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Community opposition and reputational damage.

- Opportunity: Engage with communities and enhance social impact.

Business Impact and Our Response: TM Seating actively engages with local communities to build strong relationships and enhance social impact. We aim to contribute positively to community development.

GRI: 102, 203, 413   **SDGs:**

Material Issue: Data Privacy

Category: Medium-Risk Material Topic

Impact, Risk, Opportunity and Effect:

- Risk: Data breaches and loss of stakeholder trust..

- Opportunity: Strengthen data protection measures and enhance trust.

Business Impact and Our Response: TM Seating has implemented robust data privacy measures to protect stakeholder information. We aim to ensure compliance with data protection regulations and build stakeholder trust.

GRI: 103, 418   **SDGs:**

Environmental Sustainability

Sustainability Policy Key Commitments

Nurturing the Environment:

- Climate Action: Actively participate in global climate action by achieving ambitious emission reduction targets across our entire value chain, in alignment with The Paris Agreement on climate change. We are committed to significantly reducing our greenhouse gas (GHG) emissions through the adoption of renewable energy sources and implementing comprehensive decarbonization strategies. This includes setting science-based targets, increasing energy efficiency, and investing in innovative technologies to ensure a sustainable and resilient future.

- Resource Efficiency and Conservation: Strive to optimize resource use, minimize waste generation, and promote the efficient use of energy, water, and raw materials throughout our operations and value chain.

- Pollution Prevention: Prevent pollution by minimizing emissions, discharges, and waste generation through cleaner production technologies and processes. Additionally, we are committed to reducing noise pollution by implementing effective noise control measures and technologies to ensure a healthier environment for our communities and ecosystems.

- Biodiversity Conservation: Commit to biodiversity conservation and ecosystem protection by minimizing impacts on natural habitats and species diversity, ending deforestation, conducting reforestation drives, and promoting a net positive impact (NPI) approach. Additionally, we are dedicated to preserving and enhancing soil quality through sustainable land management practices, recognizing its vital role in supporting healthy ecosystems and biodiversity.

- Compliance with Laws and Regulations: Comply with all relevant environmental, health, safety, and sustainability laws, regulations, and standards across all locations and throughout our value chain.

ESG Targets – Environment

Material Issue	Target	Target Year	KPI
Climate Change	Achieve Net Zero	2045	Scope 1 emissions (tCO2)
			Scope 2 emissions (tCO2)
			Scope 3 emissions (tCO2)
	Reduce Scope 1 and Scope 2 emissions by 25% from 2020 base year	2030	Scope 1 emissions (tCO2)
			Scope 2 emissions (tCO2)
	Achieve 100% renewable energy	2030	Renewable energy consumption (MWh)
Circular Economy	Become Water Positive	2040	Water consumption (KL)
			Water replenished (KL)
	Achieve water neutrality at all sites	2030	Water consumption (KL)
			Water recycled (KL)
			Water replenished (KL)
	Achieve Zero liquid discharge (ZLD) at all sites	2030	Effluent discharged (KL)
	Achieve Domestic water consumption of less than 30 Liters/person/day	2024	Water consumption Liters/person/day
	Ensure Zero Waste to Landfill	2030	Waste sent to landfill (Metric Tons)
Product Stewardship	Conduct LCA cradle-to-gate for 100% critical products	2025	Number of critical products undertaking LCA
Environmental protection	100% sites assessed for Biodiversity impact	2026	Number of sites with Biodiversity Impact Assessment
	100% sites to have Biodiversity Management Plans	2027	Number of sites with Biodiversity Management Plans

Environmental Performance

Sr.	GHG Emissions TM Seatings	UoM	2022-23	2023-24	2024-25*
1.0	**Scope 1 Emissions (Direct Emissions)**	tCO2e	97.95	134.31	116.34
2.0	**Scope 2 Emissions (Indirect Emissions – Imported Energy)**	tCO2e	913.69	1272.15	1085.26
3.0	**Scope 3 Emissions (Indirect Emissions – from other sources)**	tCO2e	39975.28	50772.32	37478.60
3.A	**Upstream Scope 3 Emissions**	tCO2e	25569.63	32307.38	23461.49
3.01	Category 1 :Purchased Goods & Services	tCO2e	23637.84	29,784.25	21568.29
3.02	Category 2 :Capital Goods	tCO2e	35.17	52.00	19.71
3.03	Category 3 :Fuel and Energy-Related Activities	tCO2e	269.71	375.53	320.36
3.04	Category 4 :Upstream Transportation and Distribution	tCO2e	1090.16	1,407.02	1042.79
3.05	Category 5 :Waste Generated in Operations	tCO2e	31.90	41.48	31.04
3.06	Category 6 :Business Travel	tCO2e	142.96	183.25	135.73
3.07	Category 7 :Employee Commuting	tCO2e	361.88	463.85	343.57
3.08	Category 8: Upstream Leased Assets	tCO2e	Not Applicable (No upstream leases identified)		
3.B	**Downstream Scope 3 emissions**	tCO2e	14405.65	18464.94	14017.11
3.09	Category 9 :Downstream Transportation and Distribution	tCO2e	Not Applicable (Transport by third party, covered in Cat 4)		
3.10	Category 10: Processing of Sold Products	tCO2e	Not Applicable (Intermediate products sold)		
3.11	Category 11: Use of Sold Products	tCO2e	Not Applicable (No significant use phase emissions identified)		
3.12	Category 12: End-of-Life Treatment of Sold Products	tCO2e	14405.65	18464.94	14017.11
3.13	Category 13: Downstream Leased Assets	tCO2e	Not Applicable (No downstream leases identified)		
3.14	Category 14: Franchises	tCO2e	Not Applicable (No franchise operations)		
3.15	Category 15: Investments	tCO2e	Not Applicable (No relevant investments)		

*Data for FY 2024–25 are based on initial screening and are subject to further inventorization and validation at the group level.

Environmental Performance

Focus Area	Parameter	UoM	FY 2022-23	FY 2023-24	FY 2024-2025
Energy Consumption	Total energy consumption (RE + Non-RE)	GJ	4685	7314	8219
	Total renewable energy consumption	GJ	0	139	1320
Environmental Protection	a. Number of violations of legal obligations/ regulations	Number	0	0	0
	b. Amount of fines/penalties related to the above.	USD	0	0	0
	c. Environmental liability accrued at year end.	USD	0	0	0
Water consumption	A. Water withdrawal (From Municipal corporation)	Million Cubic Meters	10009	15445	16464
	B: Total net freshwater consumption	Million Cubic Meters	10009	15445	16464

Focus Area	Parameter	UoM	FY 2024-25
Biodiversity	Sites assessed for Biodiversity impact	%	100%
	Sites to have Biodiversity Management Plans	%	NA (no significant potential risk identified)

Environmental Performance

Waste Generated, and Disposed for FY2024-25:

Waste Category	Waste Sub Category	Unit of measurement	Waste Generated	Waste Re-used	Waste Recycled (Authorized vendor)	Waste Disposed Other (Authorized Vendor)
Non-hazardous Waste	Cardboard	MT	233.85	2.85	231.00	-
	Plastic	MT	58.71	-	58.71	-
	Wood	MT	57.06	57.06	-	-
	Metal	MT	51.30	-	51.30	-
	Trim	MT	13.46	13.46	-	-
	Foam	MT	9.09	9.09	-	-
	Misc.	MT	89.11	-	-	89.11
Hazardous Waste	Used Oil	MT	0.03	-	0.03	-
Total Waste		**MT**	**512.60**	**82.46**	**341.04**	**89.11**

Enabling Mobility Solutions

Transition to Solar Power - TM Chinchwad

The solar installation project at TM Chinchwad, aims to transition the facility to solar power, significantly reducing greenhouse gas (GHG) emissions and operational costs.

Benefits of Solar Energy:

- Protection against rising power costs.

- Reduction in operational expenses (OPEX).

- Enhanced roof protection, leading to cleaner and cooler roofs.

- Significant cost savings.

- Compliance with regulatory requirements.

- Competitive advantage in the market.

- Reduced carbon footprint.

- Access to government incentives.

Emission Reduction Achievements:

- Total Renewable Power generated: **387 MWh**.

- Total reduced emissions: **Approximately 281 tCo2**.

Sheet Roof - A
Roof Profile : Trapezoidal Sheet
Roof Tilt Angle : 12 Deg
Roof Height : 13 Mtr
No.of Modules (W+E) : 398 (198+200)
Total Capacity : 187.06 KWp

Sheet Roof - B
Roof Profile : Trapezo
Roof Tilt Angle : 12 D
Roof Height : 13 Mtr
No.of Modules (W+E)
Total Capacity : 143.3

MAIN LT PANEL
MI 1000A
Spare feeder not available
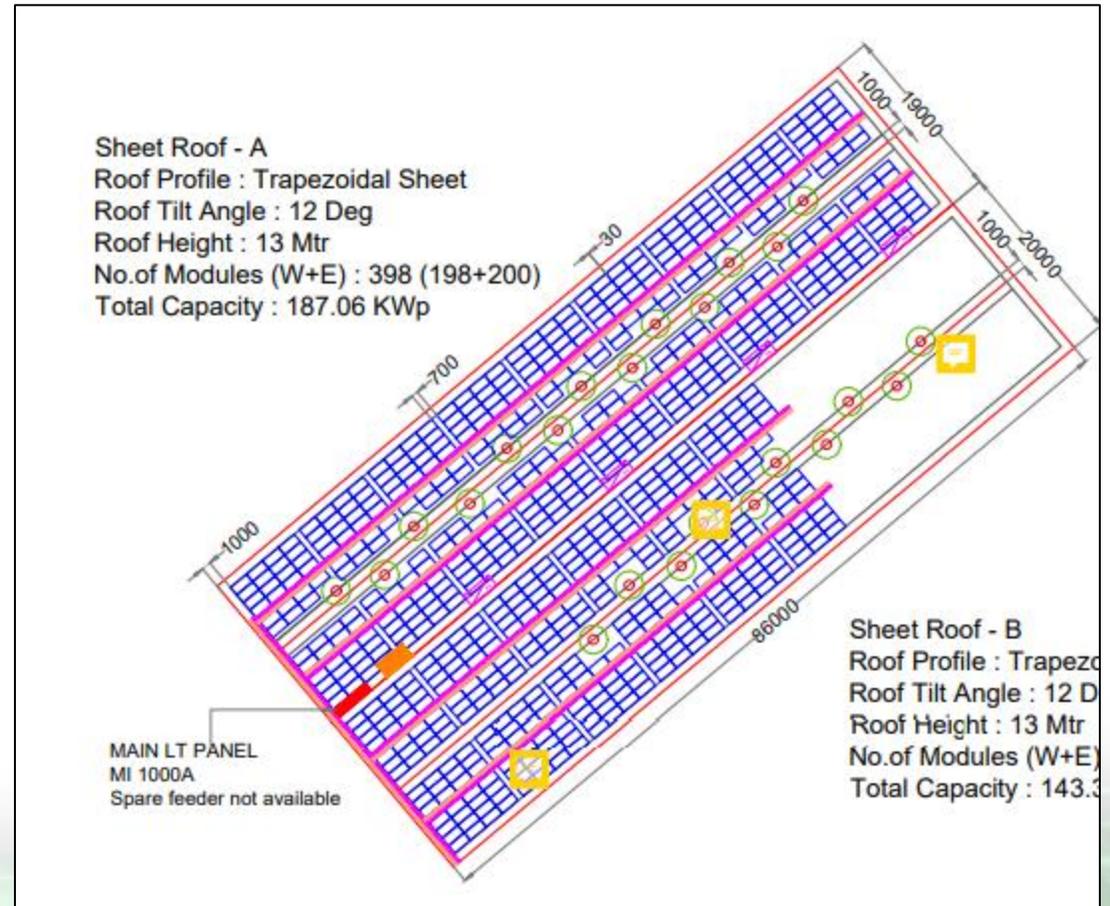
Water: Sewage Treatment Plant

The sustainable sewage treatment plant project at Chinchwad and Chakan, initiated by Tata Autocomp, focuses on integrating ESG principles to achieve water neutrality and zero liquid discharge (ZLD).

Circular Economy Integration:

• Installation of sewage treatment plants to treat and reuse wastewater for gardening purposes.

Sewage Treatment Plant Overview:

• Consent Criteria:

    • Domestic Water Consumption: Increased from 5 CMD to 25 CMD.

    • Sewage Effluent: Increased from 4 CMD to 25 CMD.

    • Water Treatment Requirement: Transition from soak pit to sewage water treatment plant.

Objective: Efficiently treat and purify wastewater before its release into the environment.

Merits of Implementing a Sewage Treatment Plant:

• Protection of public health.

• Preservation of the environment.

• Compliance with regulatory standards.

• Conservation of resources.

• Prevention of soil contamination.

• Enhancement of community well-being.

• Promotion of sustainable water use through recycling and reuse.

Conclusion: The sustainable sewage treatment plant project at Chinchwad and Chakan demonstrates Tata Autocomp's commitment to environmental sustainability and resource conservation, contributing to a healthier and more sustainable future.

Social Performance
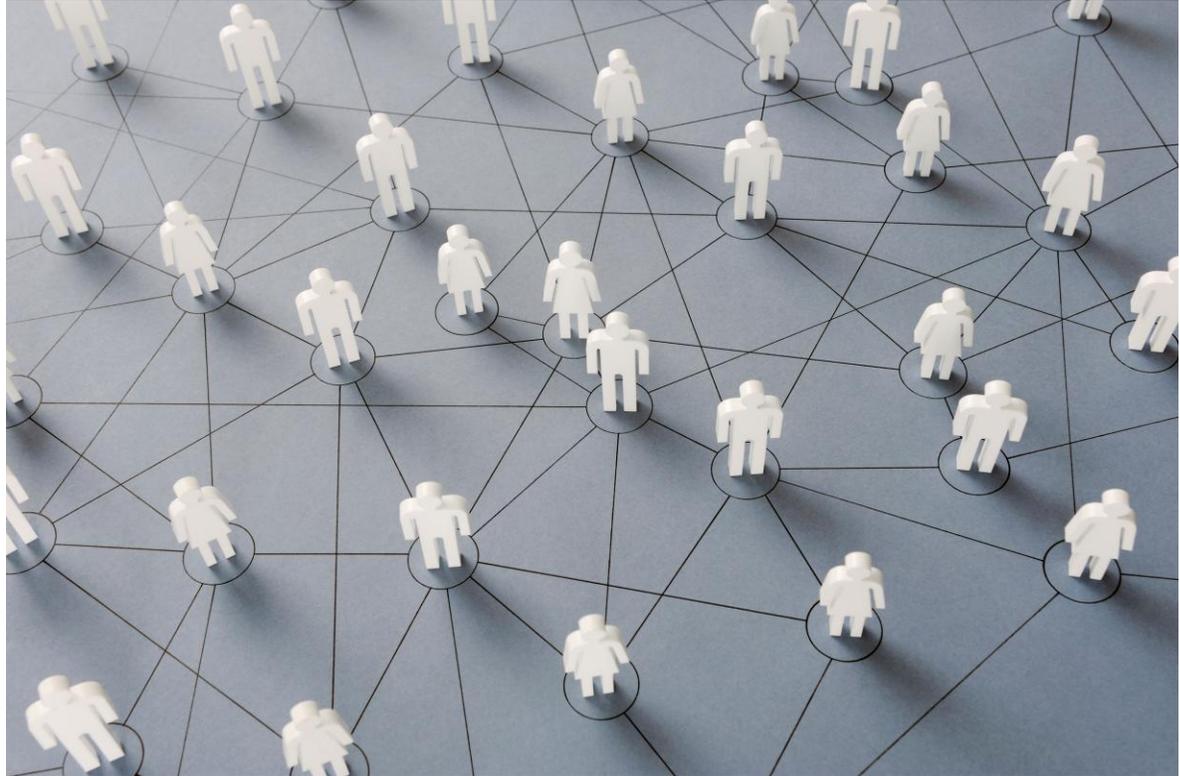
Sustainability Policy Key Commitments

Enabling Stakeholders to Rise:

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

ESG Targets – Social

Material Issue	Target	Target year	KPI
Employee health, safety and wellbeing	Achieve Zero LTIFR	YoY	LTIFR
	Maintain Zero fatalities	YoY	Number of Fatalities
	Cover 100% of employees for Health check up & Health Index	YoY	% of Employee Covered for Health Check up & Health Index
Talent Management	Achieve attrition of Hi-pot of 0%	YoY	% of Attrition of Hi-Pot
	Maintain voluntary attrition rate <10%	YoY	Voluntary Attrition rate
	Ensure 50% female employees in workforce	2030	% of female employees
	Achieve 10+ hours of training for each employee	2026	Average hours of training per employee (annually)
	Maintain employee satisfaction score of greater than 90%	2024	Employee satisfaction score
	Ensure 100% of employees receive regular performance and career development reviews	YoY	% of employees receiving regular performance and career development reviews
Human Rights & Labour Practices	Ensure Zero Human rights violations	YoY	Number of Human rights violations
	Ensure 100% employees receive human rights, Diversity & Inclusion training annually	2024	Number of employees who have received human rights issues and policies training
	Reduce TAT to <60 days for POSH complaints	2024	TAT for resolving POSH complaints (days)
Community relations	Accelerate Annual Volunteering hours for staff employee to 8 hours	2026	Number of Annual Volunteering hours per employee

Manpower Data

Focus Area	Parameter	UoM	FY 2022-23	FY 2023-24	FY 2024-25
Workforce	Total Employees	Number	999	1264	1377

Focus Area	Parameter	Male	Female	Total
Workforce Composition	Permanent Employees	511	38	549
	Contractual Employees	731	97	828
	Total Employees	1242	135	1377

Focus Area	Parameter	UoM	FY 2023-24	FY 2024-25
Workforce Breakdown: Gender	Women in workforce	%	8	7
	Women in management positions	%	2	4
	Women in junior management positions	%	2	2
	Women in top management positions	%	0	0
	Women in revenue generating functions	%	100	100

Compensation & Training Details

Focus Area	Parameter	UoM	Average Women Salary 2024-25	Average Men Salary 2024-25
Gender Pay Indicators	Junior Level (Basic pay - Excluding Allowances)	INR	14,000	13,786
	Middle level (Basic pay - Excluding Allowances)	INR	21,881	23,896
	Non-management level (Basic Pay - Excluding Allowances)	INR	13,050	13,157

Focus Area	Parameter	UoM	FY 2024-25
Training and Development	**Average training hours per full time employee (FTE)**	Hours per employee	6.19
	By Management Level		
	Junior level management	Hours per employee	5.51
	Middle level management	Hours per employee	7.06
	Senior level management	Hours per employee	4.9
	By Gender		
	Male	Hours per employee	6.49
	Female	Hours per employee	4.53
	Average amount spent per full time employee (FTE) on training and development	INR	1445.9
	By Management Level		
	Junior level employees	INR	984.43
	Middle level management	INR	1954.9
	Senior level management	INR	1699
	By Gender Level		
	Male	INR	1440.4
	Female	INR	1476.8

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Hiring

Focus Area	Parameter	UoM	FY 2022-23	FY 2023-24	FY 2024-25
Hiring	Total number of new employee hires	Number	241	260	273
	Percentage of open positions filled by internal hires	Percentage	1	2	2
New Employee Hire (by management)	Junior level employees	Number	184	177	199
	Middle level management	Number	49	64	60
	Senior level management	Number	8	5	14
New Employee Hire (by gender)	Male	Number	230	232	253
	Female	Number	11	28	20
Internal Hire (by management level)	Junior level employees	Number	-	5	7
	Middle level management	Number	-	5	4
	Senior level management	Number	-	1	2
Internal Hire (by gender)	Male	Number	-	8	11
	Female	Number	-	3	2

Safety

S.No.	KPI	FY 2022-23	FY 2023-24	FY 2024-25
Leading Indicators				
1	No. Of Safety Training Sessions	47	318	508
2	No. of Unsafe Situations (behaviours, conditions & near misses) observed	249	891	1261
3	No. of Unsafe situations rectified	249	891	1202
4	No. of Health Awareness sessions conducted	11	37	34
Lagging Indicators				
1	No. of Fatalities	0	0	0
2	No. of Major Fires	0	0	0
3	No. of Lost Time Injuries(LTI)	1	0	0
4	No. of RWCs (Restricted work case)	0	0	0
5	No. of MTCs (Medical Treatment Case)	0	0	0
6	No. of FACs (First Aid Case)	0	3	14
7	Total Number of Manhours	1684785	2719867	3058980
8	Total TRC (Total Recordable case)	1	0	0
9	LTI-FR (Lost Time Injury- Frequency Rate)	1	0	0
10	TRC-FR Total Recordable Case- Frequency Rate)	1	0	0
11	No. of HIPO (High Potential) Incidents	0	0	0
12	No. of Road Related Incidents (inside + outside premises)	0	1	0

* Key Performance Indicators (both employees & contractors combined)

Global Coalition of Tata Autocomp for Social Justice

Tata AutoComp Systems proudly highlights a significant milestone: the signing of a global coalition agreement with the International Labour Organization (ILO). This collaboration underscores Tata AutoComp's commitment to promoting decent work, sustainability, and responsible business practices across its operations. The screenshot below from the ILO's official website confirms and details this landmark partnership.
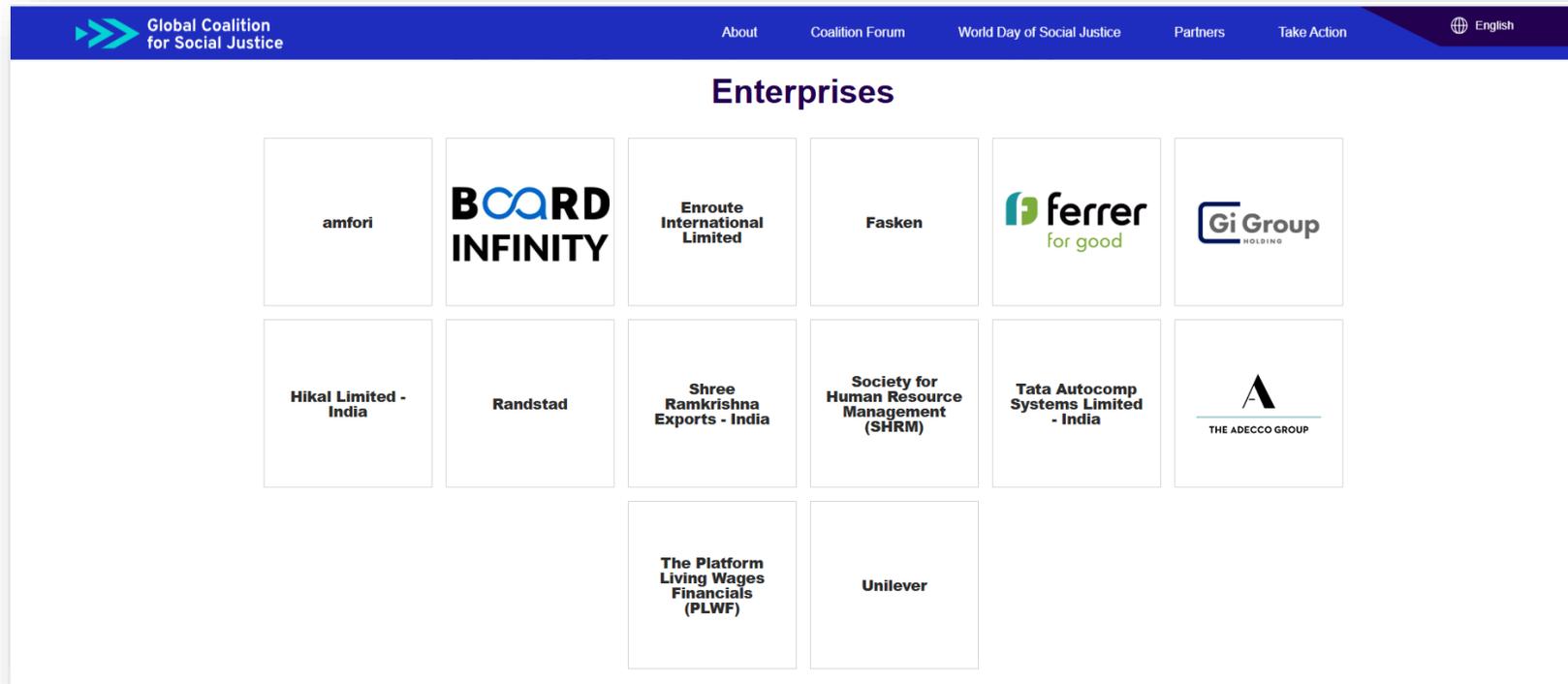
Biodiversity - Tree Plantation On Environment Day

TM Seating Trees Planted : 150 Nos on World Environment Day Date- 05-JUN-2024

BIODIVERSITY: NBS projects (Urban Forestry)

ENVIRONMENT – <u>PROJECT AALINGANA-</u>PRESERVING NATURE AND BIODIVERSITY: NBS projects (Urban Forestry)

Align With Tata Group

Through Terre Policy Centre TM Seating has planted Saplings through its CSR Activities
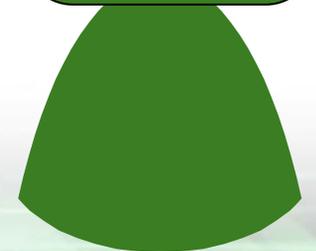
Corporate Governance

Sustainability Policy Key Commitments

Building Enduring Business:

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

Promoting Ethical Business Practices:

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

Sustainability Policy Key Commitments

Policy Implementation:

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

Sustainability Policy Review:

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

ESG Targets – Governance

Material Issue	Target	Target year	KPI
Business ethics	Ensure 100% employees receive code of conduct and ESG training annually	YoY	% of employees receiving Code of Conduct and ESG training
	Reduce TAT to <45 days for TCoC complaints	YoY	TAT for resolving TCoC complaints (days)
	Reduce TAT to <10 days for Customer complaints	2027	TAT for resolving Customer complaints (days)
	Maintain Customer satisfaction score of greater than 85%	YoY	Customer satisfaction score
Sustainable Innovations	Target 2% of R&D spend on improving environmental and social impacts of product	YoY	% of R&D spend on improving environmental and social impacts of product
Responsible Supply Chain	Assess 100% critical suppliers on ESG parameters	2025	Number of critical suppliers assessed on ESG parameters
Data Privacy	Ensure Zero Data breach incidents	YoY	Number of data breach incidents

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Sustainable Supply Chain Management – TACO KPIs

Focus Area	Parameter	UoM	TM Seating
Sustainable Supply Chain Management	Total tier 1 suppliers	Number	72
	Critical Tier-1 suppliers (Targeted)	Number	23
	% of targeted suppliers who have signed the supplier code of conduct	Number	100%
	% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Number	100%
	Number of targeted critical suppliers covered by a sustainability assessment	Number	23 (100%)
	Number of targeted suppliers covered by a sustainability on-site audit	Number	23 (100%)
	% or number of all buyers who received training on sustainable procurement	Number	3
	% of audited or assessed suppliers engaged in corrective actions or capacity building	Number	23
	Number of suppliers in TAAP (Direct & Indirect)	Number	4

Business Ethics Concerns Registered

Focus Area	Parameter	UoM	2022-23	2023-24	2024-25
Business Ethics	**Total number of breaches**	Number	5	0	0
	A. Corruption or bribery	Number	2	0	0
	B. Discrimination or harassment	Number	3 (Dignity & Respect)	0	0
	C. Customer privacy data	Number	0	0	0
	D. Conflicts of interest	Number	0	0	0
	E. Money Laundering or Insider Trading	Number	0	0	0
	F. Forgery / Fraudulent Documents or Claims	Number	0	0	0

Focus Area	Parameter	UoM	2024-25
Innovation Management	R&D spending as % of sales	Percentage	1.48%
Information Security	Total number of information security breaches	Number	0
	Total number of clients, customers and employees affected by the breaches	Number	0

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Board Composition

Mr. Arvind Goel
Non- executive , Non-independent
Chairman

Mr. Rodrigo Barbosa
Non- executive , Non-independent
Director

Mr. Manoj Kolhatkar
Non- executive , Non-independent
Director

Mr. Frank Thomas
Non- executive , Non-independent
Director

Mr. Sudipta Marjit
Non- executive , Non-independent
Director

Mr. Pankaj Chowdhary
Non- executive , Non-independent
Director

Board Composition

Focus Area	Parameter	UoM	2023-24	2024-25
Board Composition	Board Type	Type	Non- Executive- Non- Independent	Non-Executive- Non- Independent
	Total Board size	Number	6	6
	Total number of executive directors	Number	0	0
	Total number of independent directors	Number	0	0
	Total number of other non-executive directors	Number	6	6
	Total number of female directors	Number	0	0
Board Attendance	Average Board meeting attendance	Percentage	88.92	100.00
	Minimum of attendance for all members required	Percentage	2	2
Board Tenure	Average Board tenure	Years	NA	NA
Board Mandates	3 of TACO's Directors and 3 Magna's Directors i.e., Arvind Hari Goel, Sudipta Marjit, Manoj Rajendra Kolhatkar, Rodrigo Octavio Celentano Barbosa, Pankaj Chowdhary, Frank Thomas Eupizi			
Board Industry Experience	All Directors have automotive industry experience			

Organization ESG Structure

At TM Seatings, our ESG (Environmental, Social, and Governance) structure reflects our commitment to sustainability. Led by our Business Unit Head, we focus on decarbonization, circular economy, biodiversity, social and human capital, and robust governance practices. These efforts drive our mission to craft the future and enable innovative seating solutions. Additionally, our ESG framework undergoes regular reviews by both the BU Teams and the Tata Autocomp Group Sustainability Team to ensure continuous improvement and alignment with our sustainability goals.

Business Unit Head
Overall Accountable

ESG Lead
Overall Responsible

Head HSE
Environment

Head HR
Social

Head Finance
Governance

In-charge Maintenance
Decarbonization

In-charge SCM
Circular Economy

In-charge HSE
Biodiversity

In-charge CSR
Social Capital

In-charge HR
Human Capital

In-charge CS & Legal
Governance
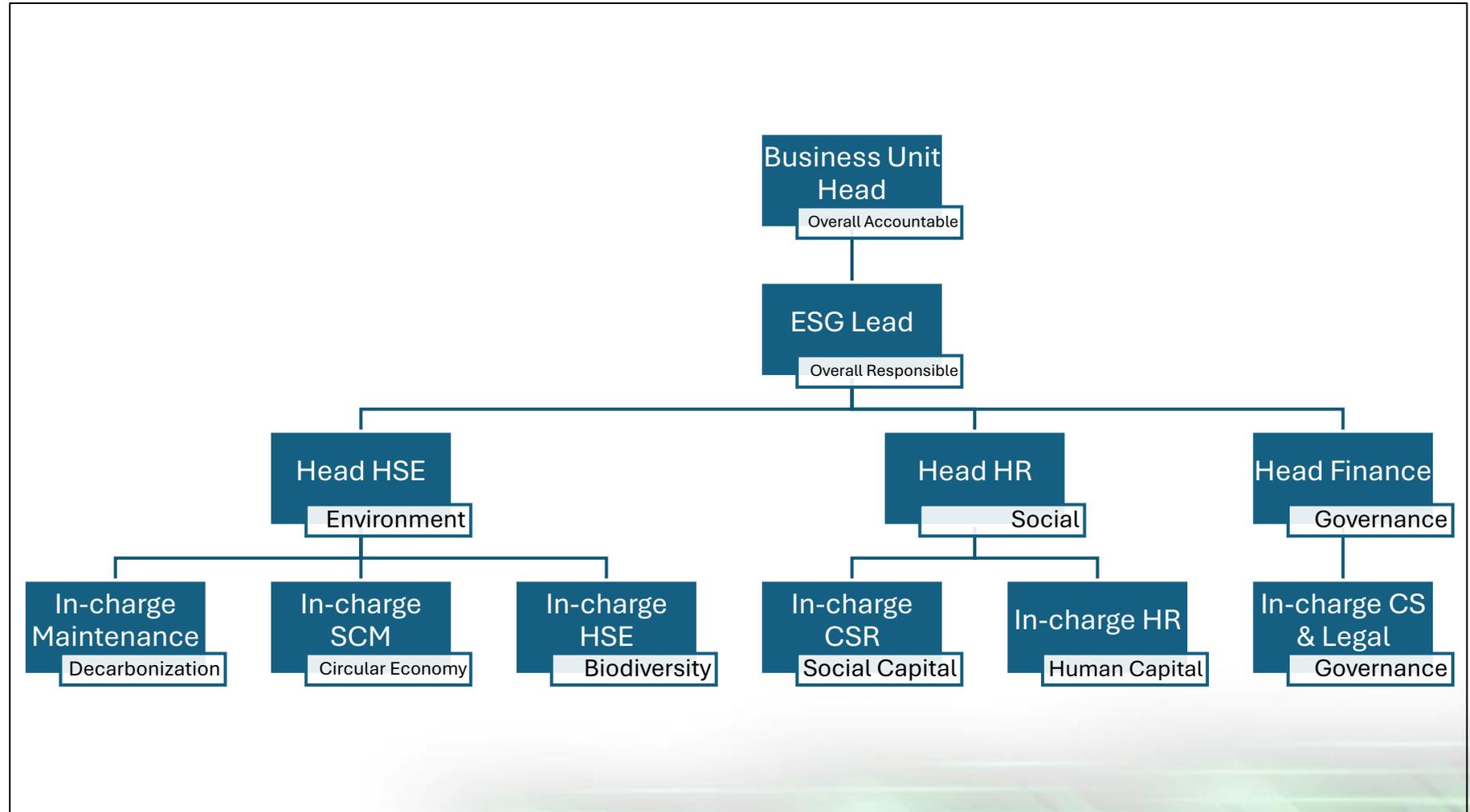
EMS and OHSMS Certifications

GRI Index

GRI Standard	Disclosure	Description	Page No.
GRI 2: General Disclosures 2021	'2-1	Organizational details	3,64
	'2-2	Entities included in the organization's sustainability reporting	4
	'2-3	Reporting period, frequency and contact point	1
	'2-6	Activities, value chain and other business relationships	3-6
	'2-7	Employees	43
	'2-9	Governance structure and composition	56-58
	'2-11	Chair of the highest governance body	56-58
	'2-12	Role of the highest governance body in overseeing the management of impacts	58
	'2-13	Delegation of responsibility for managing impacts	58
	'2-14	Role of the highest governance body in sustainability reporting	58
	'2-15	Conflicts of interest	55
	'2-16	Communication of critical concerns	12
	'2-17	Collective knowledge of the highest governance body	6,57
GRI 3: Material Topics 2021	'3-1	Process to determine material topics	13
	'3-2	List of material topics	14
GRI 201: Economic Performance 2016	'201-2	Financial implications and other risks and opportunities due to climate change	18-31

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GRI Index

GRI Standard	Disclosure	Description	Page No.
GRI 205: Anti-corruption 2021	'205-1	Operations assessed for risks related to corruption	27, 57
	'205-2	Communication and training about anti-corruption policies and procedures	57
	'205-3	Confirmed incidents of corruption and actions taken	57
GRI 302: Energy 2021	'302-1	Energy consumption within the organization	36
	'302-4	Reduction of energy consumption	38
GRI 303: Water and Effluents 2021	'303-1	Interactions with water as a shared resource	36,39
	'303-2	Management of water discharge-related impacts	39
	'303-3	Water withdrawal	36
	'303-5	Water consumption	36
GRI 304: Biodiversity 2021	'304-1	Operational sites in/near protected areas or high biodiversity value	36
	'304-2	Significant impacts on biodiversity	36
GRI 305: Emissions 2021	'305-1	Direct (Scope 1) GHG emissions	35
	'305-2	Energy indirect (Scope 2) GHG emissions	35
	'305-3	Other indirect (Scope 3) GHG emissions	35
	'305-5	Reduction of GHG emissions	38

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GRI Index

GRI Standard	Disclosure	Description	Page No.
GRI 306: Waste 2021	'306-1	Waste generation and significant waste-related impacts	37
	'306-2	Management of significant waste-related impacts	37
	'306-3	Waste generated	37
	'306-4	Waste diverted from disposal	37
	'306-5	Waste directed to disposal	37
GRI 401: Employment 2021	'401-1	New employee hires and employee turnover	45
GRI 403: Occupational Health & Safety 2021	'403-1	Occupational health and safety management system	18,46
	'403-3	Occupational health services	18,46
	'403-4	Worker participation, consultation & communication on occupational health & safety	46
	'403-5	Worker training on occupational health & safety	46
	'403-6	Promotion of worker health	46
	'403-7	Prevention & mitigation of occupational health & safety impacts directly linked by business relations	18,46
	'403-8	Workers covered by an occupational health & safety management system	18,46
	'403-9	Work-related injuries	46
	'403-10	Work-related ill health	46

GRI Index

GRI Standard	Disclosure	Description	Page No.
GRI 404: Training and Education 2021	'404-1	Average hours of training per year per employee	44
	'404-2	Programs for upgrading employee skills & transition assistance programs	44
GRI 405: Diversity & Equal Opportunity 2021	'405-1	Diversity of governance bodies and employees	56-58,43
	'405-2	Ratio of basic salary and remuneration of women to men	44
GRI 406: Non-discrimination 2016	'406-1	Incidents of discrimination and corrective actions taken	55
GRI 414: Supplier Social Assessment 2016	'414-1	New suppliers that were screened using social criteria	54
	'414-2	Negative social impacts in the supply chain and actions taken	54
GRI 418: Customer Privacy 2016	'418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	55
GRI 308: Supplier Environmental Assessment 2016	'308-1	New suppliers that were screened using environmental criteria	54
	'308-2	Negative environmental impacts in the supply chain and actions taken	54
GRI 413: Local Communities 2021	'413-1	Operations with local community engagement, impact assessments, and development programs	48-49

Thank You

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