



# TATA AUTOCOMP SYSTEMS LIMITED

ESG FACTBOOK  
FY 2022-23



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# ESG TARGETS





Pillar	Material Issue	Target	KPI	Target year	Baseline year
Environment	Climate Action	Achieve Net Zero	Scope 1 emissions (tCO2) Scope 2 emissions (tCO2) Scope 3 emissions (tCO2)	2045	-
		Reduce Scope 1 and Scope 2 emissions by 25%	Scope 1 emissions (tCO2) Scope 2 emissions (tCO2)	2030	2020
		Achieve 100% renewable energy	Renewable energy consumption (MWh)	2030	-
		Increase renewable energy in the total energy mix by 20%	Renewable energy consumption (MWh) Renewable energy in total energy mix (%)	2026	2024
	Circular Economy	Become Water Positive	Water consumption (KL) Water replenished (KL)	2040	-
		Achieve water neutrality at all sites	Water consumption (KL) Water recycled (KL) Water replenished (KL)	2030	-
		Achieve Zero liquid discharge (ZLD) at all sites	Quantity of water discharged (KL)	2030	-
		Achieve Domestic water consumption of less than 30 Liters/person/day	Water consumption Liters/person/day	2024	-



Pillar	Material Issue	Target	KPI	Target year	Baseline year
Environment	Circular Economy	Ensure Zero Waste to Landfill	Waste sent to landfill (Metric Tons)	2030	-
		Ensure 2x of recycled material in the total input material	Quantity of recycled material in total input material (Metric Tons)	2025	2020
	Product Stewardship	Conduct LCA cradle-to-gate for 100% critical products	Number of critical products undertaking LCA	2025	-
	Environmental protection	100% sites assessed for Biodiversity impact	Number of sites with Biodiversity Impact Assessment	2026	-
		100% sites to have Biodiversity Management Plans	Number of sites with Biodiversity Management Plans	2027	-
		Ensure Zero biodiversity related non-compliances YoY	Number of Biodiversity related non-compliances	YoY	-



Pillar	Material Issue	Target	KPI	Target year	Baseline year
Social	Employee health, safety and wellbeing	Achieve Zero LTIFR	LTIFR	YoY	-
		Maintain Zero fatalities	Number of Fatalities	YoY	-
		Cover 100% of employees for Health check up & Health Index	% of Employee Covered for Health Check up & Health Index	YoY	-
	Talent Management	Achieve attrition of Hi-pot of 0%	% of Attrition of Hi-Pot	YoY	-
		Maintain voluntary attrition rate <10%	Voluntary Attrition rate	YoY	-
		Ensure 50% female employees in workforce	% of female employees	2030	-
		Achieve 10+ hours of training for each employee	Average hours of training per employee (annually)	2026	-
		Maintain employee satisfaction score of greater than 90%	Employee satisfaction score	2024	-
		Ensure 100% of employees receive regular performance and career development reviews	% of employees receiving regular performance and career development reviews	YoY	-



Pillar	Material Issue	Target	KPI	Target year	Baseline year
Social	Human Rights & Labour Practices	Ensure Zero Human rights violations	Number of Human rights violations	YoY	-
		Ensure 100% employees receive human rights, Diversity & Inclusion training annually	Number of employees who have received human rights issues and policies training	2024	-
		Reduce TAT to <60 days for POSH complaints	TAT for resolving POSH complaints (days)	2024	-
	Community relations	Accelerate Annual Volunteering hours for staff employee to 8 hours	Number of Annual Volunteering hours per employee	2026	-
		Impact 5 Lakh lives (Direct beneficiaries) positively through CSR initiatives	Number of CSR beneficiaries impacted	2030	-

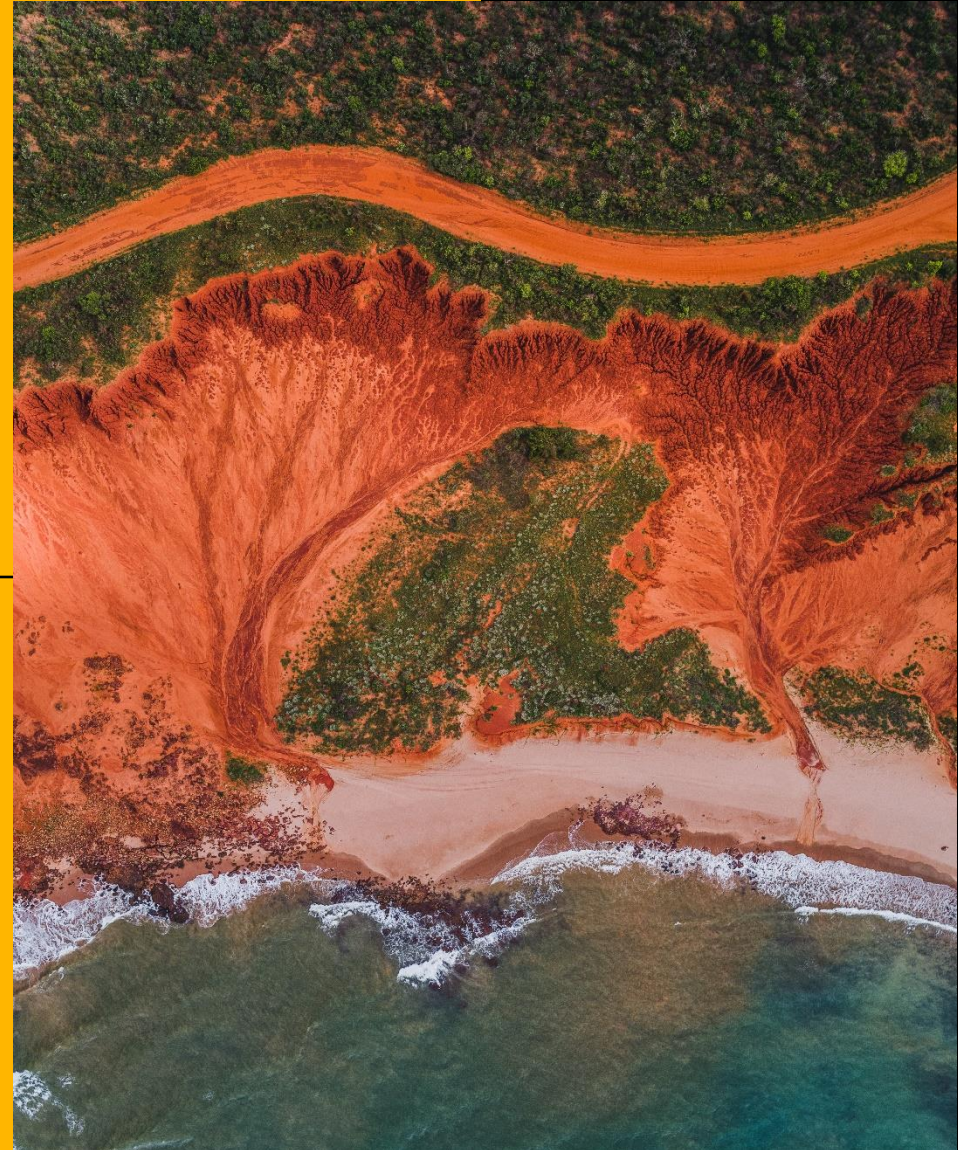


Pillar	Material Issue	Target	KPI	Target year	Baseline year
Governance	Business ethics	Ensure 100% employees receive code of conduct and ESG training annually	% of employees receiving Code of Conduct and ESG training	2024	-
		Reduce TAT to <45 days for TCoC complaints	TAT for resolving TCoC complaints (days)	YoY	-
		Reduce TAT to <10 days for Customer complaints	TAT for resolving Customer complaints (days)	2027	-
		Maintain Customer satisfaction score of greater than 85%	Customer satisfaction score	2024	-
	Sustainable Innovations	Target 2% of R&D spend on improving environmental and social impacts of product	% of R&D spend on improving environmental and social impacts of product	2025	-
	Responsible Supply Chain	Assess 100% critical suppliers on ESG parameters	Number of critical suppliers assessed on ESG parameters	2025	-
	Data Privacy	Ensure Zero Data breach incidents	Number of data breach incidents	YoY	-



# ESG PERFORMANCE

## *Environment*





Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
Emissions	Direct Greenhouse Gas Emissions (Scope 1)	Metric Tonnes of CO2 equivalents	1,612	1,074	1,717	1,711
	Indirect Greenhouse Gas Emissions (Scope 2)	Metric Tonnes of CO2 equivalents	12,867	12,705	18,539	24,023
	Total indirect GHG emissions (Scope 3)	Metric Tonnes of CO2 equivalents	NA	NA	NA	NA
Resource Efficiency & Circularity	Total non-renewable energy consumption	MWh	17,829	18,581	27,037	32,194
	Total renewable energy consumption	MWh	2,199	2,194	2,193	2,188
Environmental Protection	a. Number of violations of legal obligations/ regulations	Number	0	0	0	0
	b. Amount of fines/penalties related to the above.	USD	0	0	0	0
	c. Environmental liability accrued at year end.	USD	0	0	0	0

\* Note: Our Direct Greenhouse Gas Emissions (Scope 1) and Indirect Greenhouse Gas Emissions (Scope 2) are based on location-based calculations.

We have monetary based climate related management incentives for all employees for attainment of ESG related goals and targets.

We are reducing and phasing out usage of Hazardous substances from operations and products. All our products are complied with Reduction of Hazardous Substances (RoHS) guidelines.





Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
Waste	Total waste generated	Metric Tonnes	2,509	2,984	3,505	5,798
	Total waste recycled/ reused	Metric Tonnes	999	1,381	1,525	3,601
	Total waste disposed	Metric Tonnes	1,509	1,603	1,979	2,198
	- Waste landfilled	Metric Tonnes	159	120	73	231
	- Waste incinerated with energy recovery	Metric Tonnes	94	80	185	100
	- Waste incinerated without energy recovery	Metric Tonnes	811	824	797	924
	- Waste otherwise disposed	Metric Tonnes	445	579	924	943
	- Waste with unknown disposal method	Metric Tonnes	0	0	0	0



Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
Water	Water withdrawal					
	<i>A: Withdrawal: Total municipal water supplies (or from other water utilities)</i>	<i>Million Cubic Meters</i>	0.05	0.04	0.10	0.09
	<i>B: Withdrawal: Fresh surface water (lakes, rivers, etc.)</i>	<i>Million Cubic Meters</i>	0.03	0.02	0.03	0.03
	<i>C: Withdrawal: Fresh groundwater</i>	<i>Million Cubic Meters</i>	4.20	8.10	7.80	5.00
	<i>D: Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (only applies to B and C)</i>	<i>Million Cubic Meters</i>	0.05	0.05	0.11	0.11
	Total net freshwater consumption (A+B+C-D)	Million Cubic Meters	4.23	8.11	7.82	5.01
	Total water recycled	Million Cubic Meters	4.18	8.01	7.73	4.95



# ESG PERFORMANCE

## *Social*





Focus Area	Parameter	UoM	2022-23
<b>Workforce Breakdown: Gender</b>	Women in total workforce	Percentage	5.93%
	Women in all management positions	Percentage	5.89%
	Women in junior management positions	Percentage	7%
	Women in revenue generating functions	Percentage	2.15%
	Women in STEM-related positions (as % of total STEM positions)	Percentage	15%





Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
<b>Workforce Breakdown</b>	Asian	Percentage	100%	100%	100%	100%
	Black or African American	Percentage	0	0	0	0
	Hispanic or Latino	Percentage	0	0	0	0
	White	Percentage	0	0	0	0
	Indigenous or Native	Percentage	0	0	0	0
	Others	Percentage	0	0	0	0



Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
Occupational Health and Safety	<b>Fatalities</b>					
	Total number of work-related fatalities for employees	Number	0	0	0	0
	Total number of work-related fatalities for contractors	Number	0	0	0	0
	<b>Lost-Time Injury Frequency Rate (LTIFR)</b>					
	LTIFR of employees	LTIFR (n/million hours worked)	0	0	0	0
	LTIR of employees	LTIR (n/200,000 hours worked)	0	0	0	0
	LTIFR of contractors	LTIFR (n/million hours worked)	0	0	0	0
	LTIR of contractors	LTIR (n/200,000 hours worked)	0	0	0	0



Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
<b>Hiring</b>	Total number of new employee hires	Number	1,132	1,323	1,495	1,464
	Percentage of open positions filled by internal hires	Percentage	1.99%	2.59%	5.44%	15.77%
	Average Hiring cost/FTE	INR	2,30,938	2,62,185	2,98,324	3,11,619
<b>Employee wellbeing</b>	% of employees with top level of engagement	Percentage	70%	78%	80%	80%
	% of employees who responded to the survey	Percentage	93%	97%	96%	89%





Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
New Employee Hire	<b>New employee hires- by management level</b>					
	Junior level employees	Number	76	55	222	285
	Middle level management	Number	14	7	7	8
	Senior level management	Number	4	3	2	3
	<b>New employee hires- by gender</b>					
	Male	Number	1,024	1,109	1,182	1,131
	Female	Number	108	214	313	333
Internal hires	<b>Internal hires- by management level</b>					
	Junior level employees	Number	6	16	26	8
	Middle level management	Number	3	3	9	1
	Senior level management	Number	2	2	2	5
	<b>Internal hires by gender</b>					
	Male	Number	9	17	56	10
	Female	Number	4	4	6	4



Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
Employee Turnover Rate	<b>Total employee turnover rate</b>	Percentage	9%	15%	14%	26%
	<b>Employee turnover rate by management level</b>					
	Junior level employees	Percentage	12%	14%	15%	17%
	Middle level management	Percentage	9%	9%	5%	6%
	Senior level management	Percentage	4%	4%	6%	4%
	<b>Employee turnover rate by gender</b>					
	Male	Percentage	15%	17%	15%	13%
Female	Percentage	8%	11%	9%	8%	
Voluntary Turnover Rate	<b>Total voluntary turnover rate</b>	Percentage	9%	6%	9%	19%
	<b>Voluntary turnover rate by management level</b>					
	Junior level employees	Percentage	7%	8%	8%	9%
	Middle level management	Percentage	7%	8%	3%	3%
	Senior level management	Percentage	2%	2%	3%	1%
	<b>Voluntary turnover rate by gender</b>					
	Male	Percentage	7%	9%	8%	7%
Female	Percentage	5%	8%	6%	6%	



Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
<b>Human Capital Return on Investment</b>	A. Total revenue	INR Crore	1,006	1,381	2,912	5,682
	B. Total operating expenses	INR Crore	888	1,233	2,465	4,920
	C. Total employee related expenses (salaries + benefits)	INR Crore	150	157	210	307
	Resulting HC ROI (A-(B-C))/C	Percentage	1.78%	1.93%	3.12%	3.49%
	Total full-time employees	Number	2,685	4,757	5,512	6,154





Focus Area	Parameter	UoM	2022-23
<b>Gender Pay Indicators- Female Employees</b>	Executive level (base salary)	INR	0
	Executive level (base salary + cash incentives)	INR	0
	Management level (base salary)	INR	2,62,487
	Management level (base salary + cash incentives)	INR	8,91,448
	Non-management level (base salary)	INR	1,53,210
<b>Gender Pay Indicators- Male Employees</b>	Executive level (base salary)	INR	15,52,952
	Executive level (base salary + cash incentives)	INR	67,04,991
	Management level (base salary)	INR	3,29,428
	Management level (base salary + cash incentives)	INR	12,14,681
	Non-management level (base salary)	INR	1,79,222



Focus Area	Parameter	UoM	2022-23
<b>Gender Pay Indicators- Comparative assessment</b>	Mean gender pay gap	Percentage	73%
	Median gender pay gap	Percentage	92%
	Mean bonus gap	Percentage	71%
	Median bonus gap	Percentage	56%
<b>Freedom of Association</b>	Employees represented by an independent trade union or covered by collective bargaining agreements	Percentage	16.59%



Focus Area	Parameter	UoM	2022-23
Training and Development	<b>Average training hours per full time employee (FTE)</b>	Hours	10.72
	<b>Training hours by management level</b>		
	Junior level employees	Hours	7.2
	Middle level management	Hours	6.4
	Senior level management	Hours	3.2
	<b>Training hours by gender</b>		
	Male	Hours	7.2
	Female	Hours	7.2
	<b>Average amount spent per full time employee (FTE) on training and development</b>	INR	2,964
	<b>Training cost by management level</b>		
	Junior level employees	INR	2,731
	Middle level management	INR	2,624
	Senior level management	INR	8,656
	<b>Training cost by gender</b>		
	Male	INR	1,459
Female	INR	3,178	



# ESG PERFORMANCE

## *Governance*





Focus Area	Parameter	UoM	2019-20	2020-21	2021-22	2022-23
<b>Business Ethics</b>	Total number of breaches *	Number	1	3	10	15
<b>Policy Influence</b>	Lobbying or interest representation	INR	0	0	0	0
	Local or national political campaigns	INR	0	0	0	0
	Trade associations or tax-exempt groups	INR	0	0	0	0
	Other annual monetary contributions	INR	0	0	0	0
	Total contributions	INR	0	0	0	0
<b>Innovation Management</b>	Total R&D spending	INR Crore	-	-	10.46	22.85
	Total R&D spending	USD Million	-	-	1.37	2.78
	Total number of R&D positions	Number	-	-	22	30
	R&D spending as % of sales	Percentage	-	-	0.36%	0.40%

\* Note: The total number of breaches include, corruption or bribery, discrimination or harassment, customer privacy data, conflict of interest, money laundering or insider trading.



Focus Area	Parameter	UoM	2022-23
<b>Board Composition</b>	Board Type	Type	One-tier system
	Total Board size	Number	5
	Total number of executive directors	Number	0
	Total number of independent directors	Number	2
	Total number of other non-executive directors	Number	3
	Total number of female directors	Number	1
<b>Board Attendance</b>	Average Board meeting attendance	Percentage	100%
	Minimum of attendance for all members required	Percentage	33.33%
<b>Board Tenure</b>	Average Board tenure	Years	5
<b>Information Security</b>	Total number of information security breaches	Number	0
	Total number of clients, customers and employees affected by the breaches	Number	0



Focus Area	Parameter	UoM	2022-23
<b>Supply Chain Management</b>	Tier 1 suppliers	Number	432
	Significant suppliers in Tier 1	Number	79
	% of total spent on significant suppliers in Tier 1	Percentage	79%
	Significant suppliers in non-tier 1	Number	7
	Total number of significant suppliers (Tier 1 and Non-tier 1)	Number	86
	Total number of suppliers assessed via on site assessment	Number	80
	% of significant suppliers assessed	Percentage	93%





Focus Area	Parameter	UoM	2022-23
<b>Supply Chain Management</b>	Total number of suppliers assessed with substantial actual/potential negative impacts	Number	15
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	Number	100%
	Total number of suppliers with substantial actual/potential negative impacts that were terminated	Number	3
	Total number of suppliers supported in corrective action plan implementation	Number	15
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	Percentage	100%
	Total number of suppliers in capacity building programs	Number	28
	% of significant suppliers in capacity building programs	Percentage	32.5%



Focus Area	Parameter	Risk 1: Regulatory risk (Environmental regulations)	Risk 2: Operational risk (Supply chain Disruptions)
<b>Risk Management- Emerging risk</b>	Description	Stringent and evolving environmental regulations, including emission and waste disposal norms, the mandated use of recycled materials, renewable energy requirements, and evolving battery management health handling rules, pose operational challenges for TACO. Compliance with these norms, particularly in packaging, adds complexity and cost pressures to the auto component manufacturing sector.	<p>Supply Chain Disruptions include a lot of risks such as:</p> <ul style="list-style-type: none"> <li>• Potential delays or unavailability of essential inputs can lead to operational issues, disrupting the timely supply of products to customers</li> <li>• Inferior quality of material which could adversely impact the overall product quality, affecting customer satisfaction and brand reputation</li> <li>• Few suppliers may face financial challenges due to the pandemic or economic conditions may pose a risk to the supply chain which could lead to disruptions in the flow of materials and impact production schedules. Single Vendor Dependency poses a risk, especially if that vendor faces challenges.</li> <li>• Shortage of Semiconductor Chips (which are crucial for battery management systems in electric vehicles) poses a significant risk.</li> <li>• Suppliers with Inadequate Technology/Process may impact product quality and production efficiency.</li> <li>• Poor quality of raw materials from vendors could compromise the manufacturing process and final product quality.</li> </ul>
	Impact	These environmental regulations significantly elevate operational costs, potentially impacting TACO's financial performance. The need for compliance measures, such as utilizing recycled materials and renewable energy sources, imposes additional operational complexities, affecting manufacturing processes and supply chain dynamics.	Supply chain disruptions can result in delayed production, increased operational costs, and potential damage to the company's reputation due to inferior product quality. Suppliers facing financial challenges may lead to shortages and impact the overall stability of the supply chain. Single vendor dependency heightens vulnerability, while semiconductor shortages can disrupt electric vehicle production schedules, affecting market competitiveness.



Focus Area	Parameter	Risk 1: Regulatory risk (Environmental regulations)	Risk 2: Operational risk (Supply chain Disruptions)
<b>Risk Management- Emerging risk</b>	Mitigation	<p>TACO has implemented a series of strategic mitigation actions across its units. These include pilot projects for recycling SMC molded parts, exploring disposal options for molding waste, adopting water-soluble paint, utilizing rooftop solar electricity, implementing advanced monitoring technologies, enforcing safety protocols, and exploring reusable and recyclable packaging materials. These proactive measures demonstrate TACO's commitment to sustainability and resilience in navigating the challenges posed by stringent environmental regulations.</p>	<p>To mitigate these risks, TACO employs a proactive strategy. The company's ability to relocate tools from one vendor to another provides flexibility in supplier management. In addressing semiconductor shortages, TACO explores alternative chip platforms, engages with chip makers, and plans escalations to senior management. TACO also mitigates the single vendor dependency risk by having tools owned by Tata AutoComp BU, allowing them to be shifted to other vendors if necessary. Additionally, the company ensures supplier financial viability and actively considers tie-ups for raw material procurement, such as steel tubes, to maintain product quality and manufacturing efficiency.</p>

# ANNEXURE







Certifications

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LIMITED  
COMPOSITES DIVISION**

HEAD OFFICE: D-236, MIDC, CHAKAN PHASE-2, NEAR CORNING COMPANY, A/P-VARALE, TAL- KHED, PUNE – 410 501, MAHARASHTRA, INDIA.

**ISO 14001:2015 & ISO 45001:2018**  
Scope of certification

MANUFACTURE OF COMPOSITES MATERIAL & COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE & INDUSTRIAL APPLICATIONS, MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES, MANUFACTURE OF COMPOSITES PRODUCTS & ASSEMBLIES FOR AUTOMOTIVE APPLICATIONS, MANUFACTURE OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION.

Original cycle start date for ISO 14001: 30 June 2014  
Original cycle start date for ISO 45001: 20 August 2020  
Expiry date of previous cycle: 03 April 2021  
Recertification Audit date: 16 March 2021  
Recertification cycle start date: 03 April 2021

Certificate No. **IND.21.1921/IM/U** Version: 1 Revision date: 03 April 2021

**Jagdish N. Manian**  
Signed on behalf of BVCH SAS – UK Branch  
Head – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 063, India

ISO 14001:2015 & ISO 45001: 2018 Composites Division (CD) (1/2)

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LIMITED  
COMPOSITES DIVISION**

**ISO 14001:2015 & ISO 45001:2018**  
Standards

SITE	ADDRESS	SCOPE
HO - CHAKAN	PLOT NO D-236, MIDC, CHAKAN PHASE-2, VILLAGE - VARALE, TAL- KHED, DIST. PUNE – 410501, MAHARASHTRA, INDIA.	MANUFACTURE OF COMPOSITES MATERIAL & COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE AND INDUSTRIAL APPLICATIONS
SITE 1 - PANTNAGAR	PLOT NO-66, SECTOR-11, IIE SOCIETY, PANTNAGAR US NAGAR – 283 153, UTTARAKHAND, INDIA.	MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES, MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS
SITE 2 - JAMSHEDPUR	PLOT NO.6532, BAY 9 & 10, OUTER COMPLEX, INSIDE TATA MOTORS LTD, JAMSHEDPUR – 831 504, JHARKHAND, INDIA.	1) MANUFACTURE OF PAINTED COMPOSITES PRODUCTS AND ASSEMBLIES FOR AUTOMOTIVE APPLICATIONS 2) MANUFACTURE OF MOULDED AND PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATIONS
SITE 3 - PITHAMPUR	PLOT-4B, INDUSTRIAL GROWTH CENTRE, SECTOR-8, MPAKUN, PITHAMPUR, DIST. DHAR – 454 775, MADHYA PRADESH, INDIA.	MANUFACTURE OF COMPOSITES PRODUCTS FOR AUTOMOTIVE APPLICATIONS

Certificate No. **IND.21.1921/IM/U** Version: 1 Revision date: 03 April 2021

**Jagdish N. Manian**  
Signed on behalf of BVCH SAS – UK Branch  
Head – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 063, India

ISO 14001:2015 & ISO 45001: 2018 Composites Division (CD) (2/2)

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LIMITED  
(EV DIVISION)**

ESR INDUSTRIAL LOGISTICS PARK PRIVATE LIMITED, PLOT NO A-78, VILLAGE VASULI, TAL. KHED, PUNE – 410 501, MAHARASHTRA, INDIA.

**ISO 9001:2015**  
Scope of certification

DESIGN AND MANUFACTURING LITHIUM-ION PACK & MANUFACTURING OF BUS BAR

Original cycle start date: 10 September 2023  
Expiry date of previous cycle: Not Applicable  
Certification Audit date: 17 October 2022  
Certification cycle start date: 10 September 2023

Certificate No. **IND.23.7268/QM/U** Version: 1 Issue date: 10 September 2023

**Jagdish N. Manian**  
Signed on behalf of BVCH SAS UK Branch  
Director – CERTIFICATION, South Asia  
Commodities, Industry & Facilities Division

Local office: Bureau Veritas (India) Private Limited (Certification Business)  
72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 063, India

ISO 9001:2015 EV Division

**Bureau Veritas Certification**

**Certificate of Approval**  
Awarded to  
**TATA AUTOCOMP SYSTEMS LTD - COMPOSITES DIVISION**

D-236, MIDC, CHAKAN PHASE-2, NEAR CORNING COMPANY, A/P-VARALE, TAL- KHED, PUNE – 410501, MAHARASHTRA, INDIA

**IATF 16949 – First Edition**  
and the applicable customer specific requirements

SCOPE  
Design and manufacturing

PERMITTED EXCLUSION(S)  
None

PRODUCT(S) DELIVERED  
SHEET MOLDING COMPOUND, BULK MOLDING COMPOUND MATERIALS, COMPOSITE PRODUCTS & ASSEMBLIES

Date Of Certification: 13 January 2022  
Date Of Expiration: 12 January 2025  
IATF Certificate N°: 440913

Bureau Veritas Certification Certificate N°: IND-229168/1- IATF Revision:1

IATF 16949- First Edition Composites Division (CD)





Certifications

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD.**  
Interiors & Plastics Division

HEAD OFFICE: SURVEY NO. 235 & 245, VILLAGE- HINJAWADI, TAL- MULSHI, DIST. PUNE – 411 057, MAHARASHTRA, INDIA.

**ISO 14001:2015 & ISO 45001:2018**

MANUFACTURE, ASSEMBLY AND DISPATCH OF MOULDED, PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR AND UNDERHOOD APPLICATION IN AUTOMOTIVE AND NON-AUTOMOTIVE INDUSTRY.

Original cycle start date for ISO 14001: 22 March 2014  
Original cycle start date for ISO 45001: 12 March 2020  
Recertification cycle start date: 09 March 2023

Certificate No. IND.23.4058/IMU Version: 1 Issue date: 09 March 2023

**UKAS**

ISO 14001:2015 & ISO 45001: 2018 Interiors & Plastics Division (1/2)

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD.**  
Interiors & Plastics Division

**ISO 14001:2015 & ISO 45001:2018**

SITE	ADDRESS	SCOPE
HEAD OFFICE	SURVEY NO 235 & 245, VILLAGE- HINJAWADI, TAL-MULSHI, PUNE – 411 057, MAHARASHTRA, INDIA.	MANUFACTURE & DISPATCH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 1	PLOT NO 28A, BIDADI INDUSTRIAL AREA, RAMANAGARA TALUKA & DIS. BANGALORE – 562 106, INDIA.	MANUFACTURE & DISPATCH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 2	PLOT NO A-2, SURVEY NO. 1, TML VENDER PARK, VILLAGE NORTH KOTPURA, TALUKA SANAND, PO. VIRROCH NAGAR, AHMEDABAD – 382 170, GUJARAT, INDIA.	MANUFACTURE & DISPATCH OF MOULDED & PAINTED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 3	PLOT NO. 31 / D-2 BLOCK, MIDC CHINCHWAD, PUNE – 411 019, MAHARASHTRA, INDIA.	MANUFACTURE & DISPATCH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES
SITE 4	GATNO-1454, RANJANGAON MIDC, NEAR JABIL COMPANY, PUNE – 422 206, MAHARASHTRA, INDIA.	ASSEMBLY & DISPATCH OF PLASTIC COMPONENTS FOR AUTOMOBILE INDUSTRIES
SITE 5	PLOT NO- D236, CHAKAN INDUSTRIAL AREA, VIRALE, CHAKAN, PUNE – 410 501, MAHARASHTRA, INDIA.	MANUFACTURE & DISPATCH OF MOULDED PLASTIC COMPONENTS & ASSEMBLIES FOR INTERIOR, EXTERIOR APPLICATION IN AUTOMOTIVE INDUSTRIES

Certificate No. IND.23.4058/IMU Version: 1 Issue date: 09 March 2023

**UKAS**

ISO 14001:2015 & ISO 45001: 2018 Interiors & Plastics Division (2/2)

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD.**  
COMPOSITES DIVISION

D-236, MIDC, Chakan Phase-2, Near Coming Company, A/P-Varale, Tal- Khed, Pune – 410 501, Maharashtra, India.

**ISO 9001:2015**

Design and manufacturing of Sheet Molding compound, Bulk Molding Compound Materials, Composite Products & Assemblies

Original cycle start date: 13 January 2022  
Certification cycle start date: 13 January 2022

Certificate No. IND.22.10219/QMU Version: 1 Revision date: 26 July 2022

**UKAS**

ISO 9001:2015 Composites Division (CD)

**Bureau Veritas Certification**

**TATA AUTOCOMP SYSTEMS LTD. (EV DIVISION)**

ESR INDUSTRIAL LOGISTICS PARK PRIVATE LIMITED, PLOT NO. A-78, VILLAGE -VASULLI, TALUKA -KHED, DIST. PUNE, PIN CODE – 410 501, MAHARASHTRA, INDIA.

**ISO 14001:2015 & ISO 45001:2018**

DESIGN AND MANUFACTURING OF LITHIUM-ION PACK AND MANUFACTURING OF BUS BAR

Original cycle start date: 23 December 2021  
Expiry date of previous cycle: Not Applicable  
Certification Audit date: 26 October 2021  
Certification cycle start date: 23 December 2021

Certificate No. IND.21.22212/IMU Version: 2 Issue date: 04 August 2023

**UKAS**

ISO 14001:2015 & ISO 45001: 2018 EV Division



# Certifications



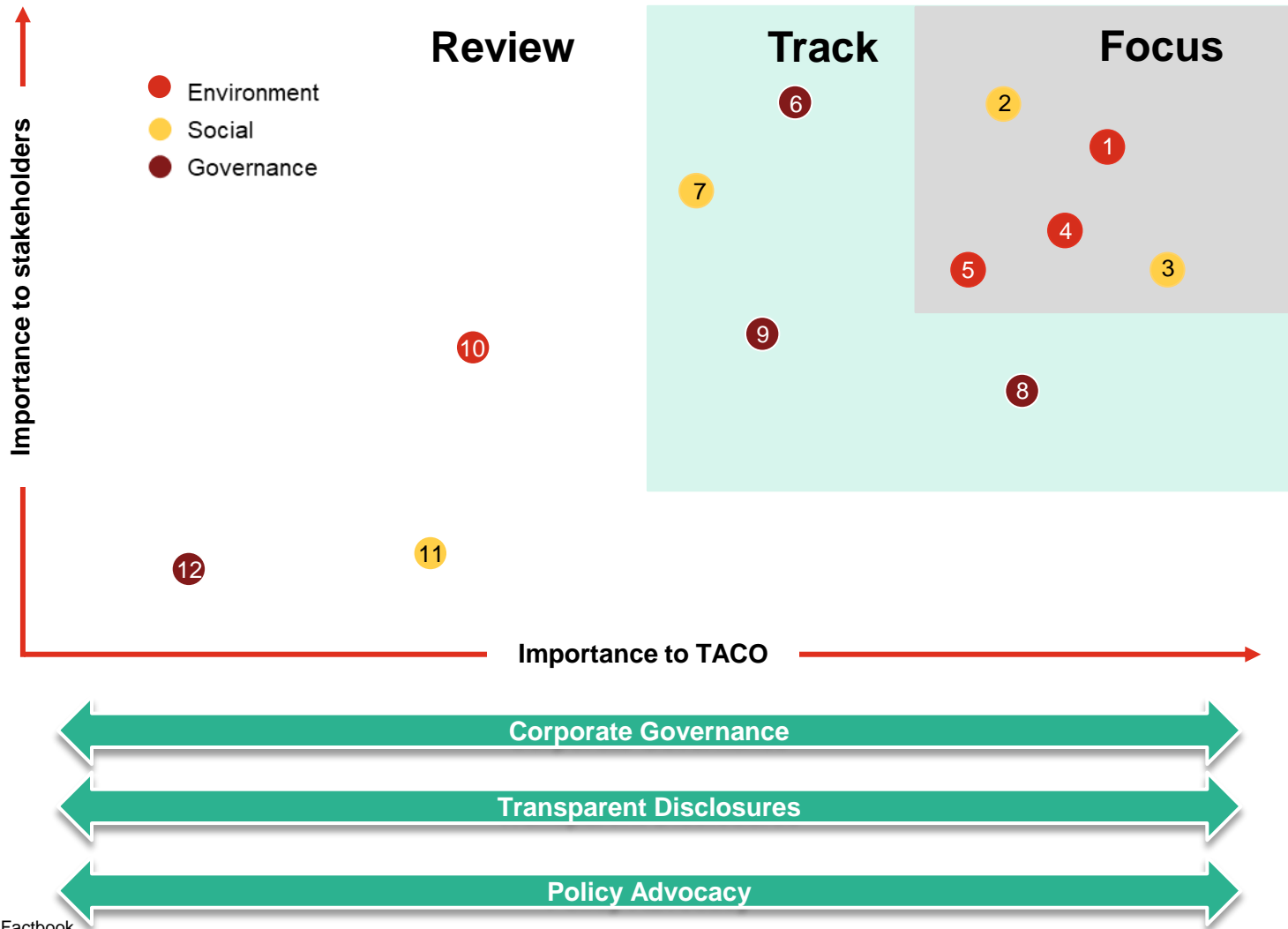
IATF 16949- First Edition  
EV Division (1/2)



IATF 16949- First Edition  
EV Division (2/2)



### Materiality Matrix



Rank	Material Issues
1	Climate Action
2	Employee health, safety and wellbeing
3	Talent Management
4	Circular Economy
5	Product stewardship
6	Business Ethics
7	Human Rights & Labour Practices
8	Sustainable Innovations
9	Responsible Supply Chain
10	Environmental Protection
11	Community Relations
12	Data Privacy



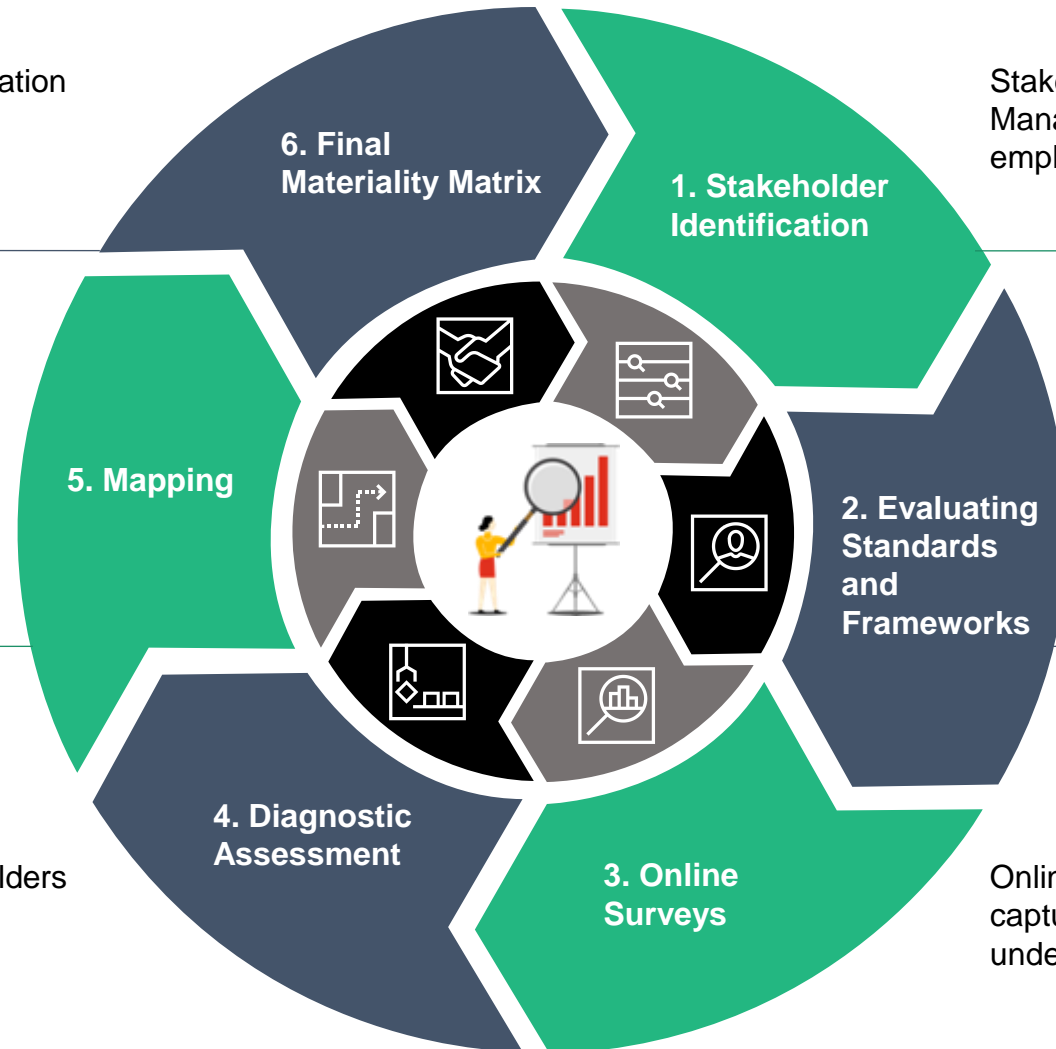


### Materiality & Stakeholder engagement process

The materiality matrix was finalized in consultation with teams at TACO and PwC

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

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



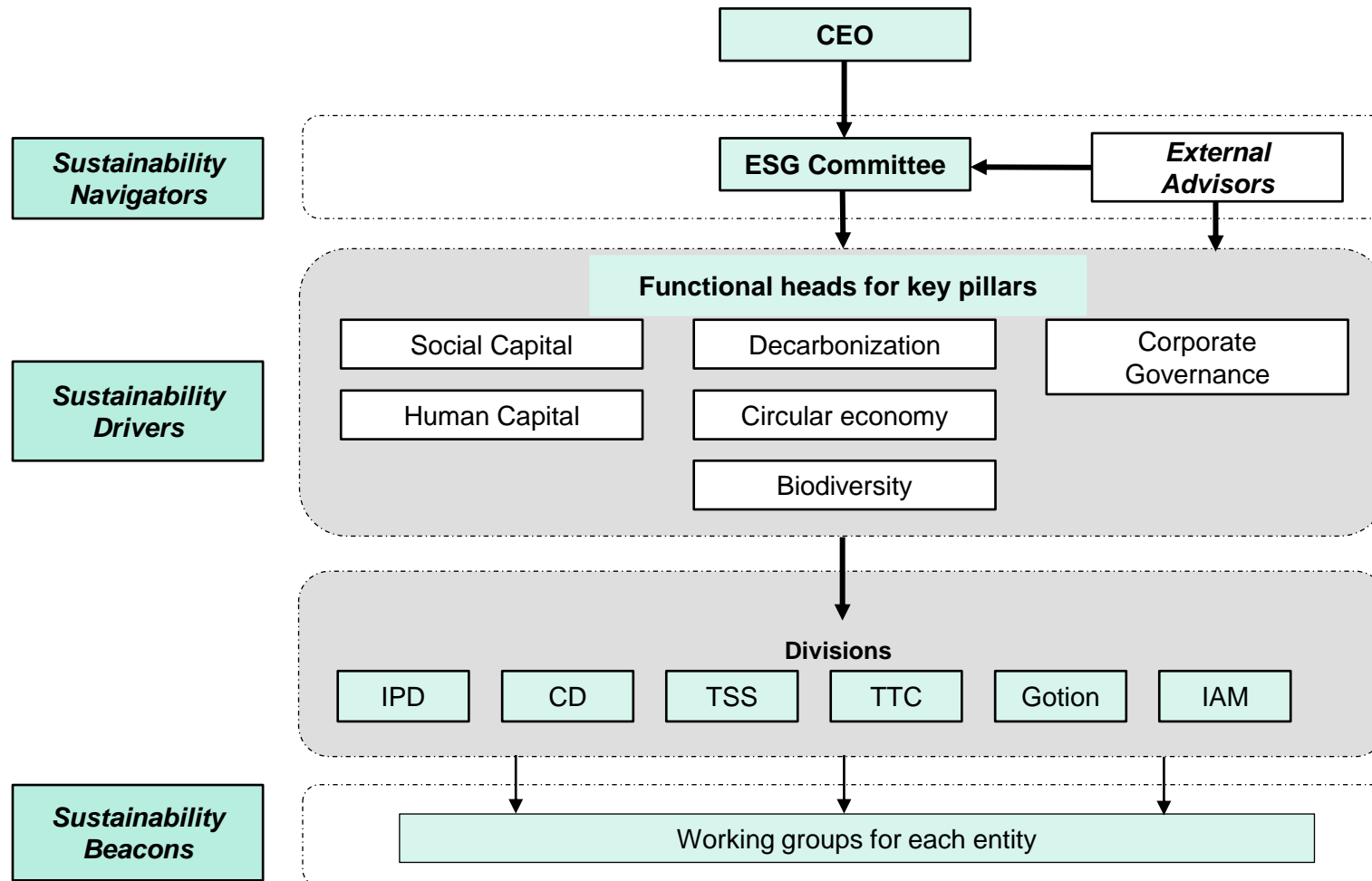
Stakeholder groups – Peers, Board, Senior Management, investors, suppliers, customers, and employees were selected

Review of standards and frameworks like SASB, BRSR, DJSI, and MSCI was undertaken

Online surveys with identified stakeholder in order to capture the stakeholder materiality preference was undertaken



## Sustainability governance framework

**Roles & Responsibilities:****Sustainability Navigators:**

- Ensure group-level sustainability **strategy planning** in-line with the ESG Ambition
- Closely **monitor and oversee** the Group's sustainability performance and report to the board of directors.
- Provide recommendations to Sustainability Drivers on ESG strategy

**Sustainability Drivers:**

- Design, Plan and implement sustainability initiatives / projects to Project Aalingana objectives
- Monitor entity-level ESG performance and compliance.
- Ensure compliance with the **national and international standards**
- Ensure uniform capacity building and **ESG sensitization** across entities

**Sustainability Beacons:**

- To development and implement technical SOPs
- To engage periodically with all **stakeholders and data owners**
- To conduct **training programs**
- To create **action plan, monitor progress and achieve targets**





**THANK YOU**