



# SAFETY AND HEALTH POLICY

TATA AutoComp is committed to providing a safe and healthy working environment and achieving an injury and illness free workplace. Economic considerations will not have priority over implementation of safety & health protection measures. While safety is everyone's prime responsibility, senior leaders are expected to demonstrate visible commitment through their behaviour. To meet our commitment, we will;

- Recognise safety and health as an integral part of our operations; consider Safety and Health in every decision we make and in every activity we perform.
- Comply and endeavor to exceed applicable regulatory safety and health requirements and set the highest standards.
- Impart appropriate training and develop skills by engaging employees to help them work safely.
- Assess risks and provide controls for safety & health hazards in our operations and activities and use audits to check compliance.
- Promptly report incidents, investigate for root causes and ensure lessons learnt are shared and deployed across TATA AutoComp, its divisions, subsidiaries and Joint Ventures.
- Influence our business partners in enhancing their Safety and Health standards.
- Set Safety and Health metrics as indicators of excellence, monitor progress and continually improve performance.

We aspire to become world leaders and be a benchmark in safety and health performance in our respective businesses. The key is in internalisation of safety and engagement with our employees.

Revision No.: 04  
Date: 06.09.2018  
Pune

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**Arvind Goel**

Managing Director &  
Chief Executive Officer

**TATA AUTOCOMP SYSTEMS LIMITED**



# Sustainability Policy

## Our Philosophy

Tata AutoComp is committed to integrate environmental, social and ethical principles into its business which is central to improving the quality of life of the communities we serve globally and enhancing long-term stakeholder value.

## Our Principles

Our companies shall:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Follow the highest standards of governance and transparency.
- Embody principles of product stewardship by enhancing health, safety, environmental and social impacts of products and services across their lifecycles.
- Provide employees and business associates with working conditions that are clean, safe, healthy and fair.
- Strive to be neighbours of choice in the communities in which we operate and contribute to their equitable and inclusive development.

## Our Commitments

Our companies will aspire for sustainability leadership in the sectors in which we operate. To achieve this, we will:

- Constitute a governance structure to oversee our sustainability commitments.
- Identify relevant and material sustainability issues and develop comprehensive sustainability strategies with goals, targets, mitigation and adaptation action plans to address them under the aegis of our boards.
- Undertake natural and social capital valuation to assess business risks.
- Report in line with TATA Group reporting frameworks.

Revision No.: 02  
Date: 06.09.2018  
Pune

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**Arvind Goel**

Managing Director &  
Chief Executive Officer

**TATA AUTOCOMP SYSTEMS LIMITED**