

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## INDEX

PRINCIPLE	PAGE NO.
<b>Principle 1:</b> Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	181
<b>Principle 2:</b> Businesses should provide goods and services in a manner that is sustainable and safe.	184
<b>Principle 3:</b> Businesses should respect and promote the well-being of all employees, including those in their value chains.	185
<b>Principle 4:</b> Businesses should respect the interests of and be responsive to all its stakeholders.	190
<b>Principle 5:</b> Businesses should respect and promote human rights.	192
<b>Principle 6:</b> Businesses should respect, protect, and make efforts to restore the environment.	195
<b>Principle 7:</b> Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	203
<b>Principle 8:</b> Businesses should promote inclusive growth and equitable development.	204
<b>Principle 9:</b> Businesses should engage with and provide value to their consumers in a responsible manner.	206

## SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity	U45203TG1979PLC057431 (w.e.f. August 08, 2025 U45203MH1979PLC454032)
2	Name of the Listed Entity	Tata Projects Limited
3	Year of incorporation	1979
4	Registered office address	Mithona Towers-1, 1-7-80 to 87, Prenderghast Road, Secunderabad - 500 003 (w.e.f. June 01, 2025: Corporate Centre, 3 <sup>rd</sup> Floor, Building Block B, 34 Sant Tukaram Road, Carnac Bunder, Mumbai 400 009)
5	Corporate address	Cignus 14 <sup>th</sup> & 15 <sup>th</sup> Floor Plot No. 71A Kailash Nagar Mayur Nagar Passpoli Powai Mumbai 400087 Maharashtra India
6	E-mail	tplmumbai@tataprojects.com, cstpl@tataprojects.com
7	Telephone	022-69222400
8	Website	<a href="http://www.tataprojects.com">www.tataprojects.com</a>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	The equity shares of the Company are not listed on any Stock Exchange. However, the Non-Convertible Debentures issued by the Company are listed with National Stock Exchange of India Limited (NSE).
11	Paid-up Capital	₹ 1,74,63,74,683
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: Sanjay Kumar Dubey Telephone: 022-69222400 E-mail: <a href="mailto:cstpl@tataprojects.com">cstpl@tataprojects.com</a>
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
14	Name of assessment or assurance provider	Bureau Veritas
15	Type of assessment or assurance obtained	Limited Assurance

## II. Products/services

### 16 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	Engineering, Procurement and Construction	Tata Projects delivers sustainable and innovative solutions in large-scale urban and industrial infrastructure projects. This includes refineries, petrochemical plants, and other critical sectors. The Company contributes significantly to India's Net Zero ambitions by applying its expertise in sectors such as semiconductor facilities, data centres, green fuels, roads, bridges, integrated rail systems, and more. Tata Projects offers comprehensive, end-to-end services, spanning from project conceptualisation to operations and maintenance, ensuring high standards of execution.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	<b>Building &amp; Infrastructure (B&amp;I)</b>	45201 (General Construction)	
1a	Urban Spaces		24.65%
1b	MSI		22.68%
2	<b>Energy &amp; Industries (E&amp;I)</b>		
2a	E&R		14.19%
2b	ATF		10.41%
2c	T&D		11.94%
3	<b>Special Projects</b>		15.94%
4	<b>TMU</b>		0.18%
5	<b>Other</b>		0.0%

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### III. Operations

#### 18 Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	1 TMU (Nagpur)	3	4
International	-	8	8

#### 19 Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	3 (3)
International (No. of Countries)	8 (8)

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

5.42%

##### c. A brief on types of customers

Key customers include GOI, government agencies such as MMRDA, CMRL, NTPC, NPCIL, IOCL, Pune Metro, as well as significant collaborations with various Tata Group companies. Additionally, Tata Projects engages with private enterprises including JSW, Micron, Amazon, DLF Microsoft.

### IV. Employees

#### 20 Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	6372	5,888	92%	484	8%
2	Other than Permanent (E)	6850	6754	98%	96	2%
<b>3</b>	<b>Total employees (D + E)</b>	<b>13222</b>	<b>12642</b>	<b>96%</b>	<b>580</b>	<b>4%</b>
<b>WORKERS</b>						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	42786	42786	100%	0	0%
<b>6</b>	<b>Total workers (F + G)</b>	<b>42786</b>	<b>42786</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

##### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	10	10	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
<b>3</b>	<b>Total employees (D + E)</b>	<b>10</b>	<b>10</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKER</b>						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
<b>6</b>	<b>Total workers (F + G)</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

## 21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	0	0%

## 22 Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	Turnover rate in FY 2024-25			Turnover rate in FY 2023-24			Turnover rate in FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	29%	23%	18%	21%	19%	19%	25%	20%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

### 23 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	Tata Sons Private Limited	Holding Company	73%	Yes
2	Artson Engineering Limited	Subsidiary	75%	No
3	Ujjwal Pune Limited	Subsidiary	100%	No
4	TP Luminaire Private Limited	Subsidiary	100%	No
5	TPL Services Private Limited	Subsidiary	100%	No
6	TPL-CIL Construction LLP	Subsidiary	60%	No
7	TQ Cert Services Pvt. Ltd.	Subsidiary	100%	No
8	TQ Services Europe GmbH, Germany	Subsidiary	100%	No
9	TQ Cert Services L.L.C. (Formerly known as Industrial Quality Services LLC, Oman)	Subsidiary	70%	No
10	TQ Cert Services (Shanghai) Co Ltd (Formerly known as Ind Project Engineering (Shanghai) Co Ltd)	Subsidiary	100%	No
11	TCC Construction Private Limited	Subsidiary	36.90%	No
12	TPL-Asara Engineering South Africa (Proprietary) Limited	Subsidiary	70%	No
13	Arth Designbuild India Private Limited	Associate	24.35%	No

## VI. CSR Details

### 24 (i). Whether CSR is applicable as per section 135 of Companies Act, 2013:

No

### (ii). Turnover (in ₹ Cr)

16,363/-

### (iii). Net worth (in ₹ Cr)

3,240/-

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## VII. Transparency and Disclosures Compliances

### 25 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 2024-25		FY 2023-24		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	No	0	0	0	0	NA
Investors (other than shareholders)	No	0	0	0	0	NA
Shareholders	No	0	0	0	0	NA
Employees and workers	Yes Chief Ethics Counsellor: <a href="mailto:ecounsellor@tataprojects.com">ecounsellor@tataprojects.com</a> Third-party Ethics Helpline / Web portal: <a href="https://tpl.integritymatters.in">https://tpl.integritymatters.in</a>	53	18	41	13	All carried over cases will get closed in FY 2025-26 11 carried over cases closed in FY 2024-25 and 2 cases closed in 2025-26
Customers	Yes Chief Ethics Counsellor: <a href="mailto:ecounsellor@tataprojects.com">ecounsellor@tataprojects.com</a> Third-party Ethics Helpline / Web portal: <a href="https://tpl.integritymatters.in">https://tpl.integritymatters.in</a>	1	1	1	0	All carried over cases will get closed in FY 2025-26
Value Chain Partners	Yes Chief Ethics Counsellor: <a href="mailto:ecounsellor@tataprojects.com">ecounsellor@tataprojects.com</a> Third-party Ethics Helpline / Web portal: <a href="https://tpl.integritymatters.in">https://tpl.integritymatters.in</a>	15	4	19	6	All carried over cases will get closed in FY 2025-26 All carried over cases closed in FY 2024-25
Other (please specify)	Yes Chief Ethics Counsellor: <a href="mailto:ecounsellor@tataprojects.com">ecounsellor@tataprojects.com</a> Third-party Ethics Helpline / Web portal: <a href="https://tpl.integritymatters.in">https://tpl.integritymatters.in</a>	40	20	32	12	Anonymous cases. All carried over cases will get closed in FY 2025-26 All carried over cases closed in FY 2024-25

### 26 Overview of the entity's material responsible business conduct issues

Tata Projects has identified 17 sustainability issues relevant to its operations, categorised under the three pillars of sustainability: Environmental, Social, and Governance (ESG). These issues are discussed comprehensively in the “Material Matters: Our Stakeholder Commitment” section of the Company’s Integrated Annual Report for FY 2025. This risk assessment is done at enterprise level and the disclosure on it is provided in the annual integrated report.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>POLICY AND MANAGEMENT PROCESSES</b>										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available									
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Responsible Supply chain policy	Related policies	Related policies	Related policies	Related policies	Related policies	CSR Policy	Related policies
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Management System Certification Audit Undertaken for ISO 37001: 2016	-	ISO 45001:2018	ISO 14001:2015	ISO 45001:2018	ISO 14001:2015	-	Corporate Social Responsibility (CSR) Act - governed by Section 135 of the Companies Act, 2013.	ISO 9001:2015 standard
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> <li>- Strengthening Compliance to Tata Projects Code of Conduct and Ethics</li> <li>- Training coverage of TCOC across the organisation</li> <li>- % of independent Board members</li> <li>- Annual Compliance Report (ACR) scores</li> </ul>	<ul style="list-style-type: none"> <li>- Responsible supply chain</li> <li>- Sustainable Procurement</li> </ul>	<ul style="list-style-type: none"> <li>- Occupational health &amp; Safety implementation</li> <li>- Employee Well-being &amp; Benefits</li> </ul>	Conduct stakeholder engagement at all levels	Implementation of Business & Human Rights	Alignment of goals as per Tata Group's Alingana: Driving Net Zero, Pioneering Circular Economies, Preserving Nature & Biodiversity	-	To improve the quality of lives of the community in the identified geography of Tata Projects CSR operations with a focus on women, youth, children, and the affirmative action community. In addition the company contributes to volunteering programs and initiatives that drives positive impact in community	<ul style="list-style-type: none"> <li>- Implementation of Data Privacy &amp; Security</li> <li>- Continued Customer Satisfaction</li> </ul>
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>- TCOC e-module mandatory for all new joiners and mandatory for existing employees</li> <li>- Advanced score in ACR</li> </ul>	<ul style="list-style-type: none"> <li>- Supplier Code of Conduct part of General Code of Conduct to be signed mandatory by each supplier</li> <li>- Evolved supplier evolution criteria</li> </ul>	<ul style="list-style-type: none"> <li>- 100% coverage of all on-Roll employee under Health &amp; Well-being initiatives</li> <li>- 100% coverage of all employees, workers under Health &amp; Safety measures</li> </ul>	<ul style="list-style-type: none"> <li>- Stakeholder engagements carried out at employee, customer, supplier, community levels through various platforms &amp; initiatives on scheduled basis</li> </ul>	<ul style="list-style-type: none"> <li>- Organisation wide Roll Out of Human Rights e-module and ensuring 100% training compliance</li> </ul>	<ul style="list-style-type: none"> <li>- Development of Net Zero Roadmap</li> <li>- Enhancement of Scope 3 emissions coverage</li> <li>- Development of Water and Waste Management Roadmap</li> <li>- Reduction in emissions intensity from 7.9 to 6.7 tCO<sub>2</sub>e/R Cr.</li> </ul>	-	<ul style="list-style-type: none"> <li>- 4800+ CSR Beneficiaries</li> <li>- 14000+ lives positivity impacted by volunteering</li> </ul>	<ul style="list-style-type: none"> <li>- 0 Data breaches encountered</li> <li>- &gt; 95% Customer Satisfaction Index</li> </ul>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### GOVERNANCE, LEADERSHIP AND OVERSIGHT

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) <b>This is provided in our Integrated Report 2024-25</b>																		
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). <b>The Chairman &amp; Managing Director, along with the Board, holds the highest authority for implementing and overseeing the Business Responsibility policies.</b>																		
9	<p><b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details</b></p> <p style="text-align: center;">Yes Corporate Social Responsibility &amp; Environmental, Social and Governance Committee Ms. Nishi Vasudeva (Chairperson) Mr. Sanjay Bhandarkar Mr. Vinayak Pai</p>																		
10	<b>Details of Review of NGRBCs by the Company:</b>																		
	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>										<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please</b>								
	<b>Subject for Review</b>										<b>P1 P2 P3 P4 P5 P6 P7 P8 P9 P1 P2 P3 P4 P5 P6 P7 P8 P9</b>								
	<b>Performance against above policies and follow up action</b>										<p>The Board, Board Committees, and Executive Committee periodically review performance against policies. The number of board meetings as well as committee meetings are provided in our Integrated report. In addition, the report describes the different processes via which Tata Projects ensures performance and review of the above policies.</p> <p style="text-align: center;">As and when needed. A total of 25 (Twenty-Five) Board / Committee Meetings were held during the year under review comprising 6 (Six) Board Meetings and 19 (Nineteen) Meetings of various Committees excluding 1 (One) Independent Directors Meeting. The requisite quorum was present at all the meetings. The maximum gap between any two consecutive Board and Audit Committee Meeting was less than one hundred and twenty days, as stipulated under the Act, Regulation 62D and 62F of the SEBI Listing Regulations and Secretarial Standards.</p>								
	<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>										<p>The Company adheres to all applicable regulations and governing principles.</p>								
11	<b>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.</b>										<p style="text-align: center;">Yes</p> <p>The company has undertaken management system audits for certifications under SIO 14001, 45001, 37001, 9001. In addition, the company has undertaken limited assurance under ISAE 3000</p>								
12	<b>If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:</b>																		
	<b>Questions</b>										<b>P1 P2 P3 P4 P5 P6 P7 P8 P9</b>								
	The entity does not consider the Principles material to its business (Yes/No)										Not Applicable as question 1 has been responded								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
	It is planned to be done in the next financial year (Yes/No)																		
	Any other reason (please specify)																		

**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	2	Related Party Transactions and Leadership Session on key strategies for de-carbonising the infrastructure sector	100%
Key Managerial Personnel	2	Related Party Transactions and Leadership Session on key strategies for de-carbonising the infrastructure sector	100%
Employees other than BoD and KMPs	23	These cover all corporate level trainings done on ESG, POSH, Safety, Compliance, ESG e-module, TCOC pre-joiner e-module	100%
Workers	15	Safety trainings on site comprises of multiple training and awareness sessions under EHS, Behavioural safety, HIRA, Monsoon safety, Work at Heights & Lifting (High Risk Activity), Fleet Safety, Safe work practices.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	5	1. Legal Metrology Act 2. BOCW Act	8,000	1. Pertains to Legal Metrology Act where electronic weighing instruments were unstamped. We paid the fine and matter was closed. Documents attached. 2. Complaint filed under sec 47 of BOCW Act, 1996 by Labour Enforcement Officer. We paid the fine of ₹ 4000/- and matter was closed.	-
Settlement	-	-	-	-	-
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	-	-	-	-	

### 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.

NA



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. <https://tataprojects.com/policies-and-charters>**

Yes, the Company has an ABAC (Anti-Bribery And Anti-Corruption Policy). Tata Projects Limited communicates its anti-corruption policies through emails, TCOC e-modules, refresher training sessions, as well as internal channels like the intranet portal – HUB, townhalls, posters, workshops, quizzes, newsletters, ethics week celebrations, Founder’s Day celebrations, mission, vision, and values workshops, and external channels via contracts and official communications. Regular training sessions are held for employees and stakeholders, including suppliers and contractors. Compliance is monitored through audits and a confidential whistle-blower mechanism overseen by the Audit Committee.

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

**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**

As mentioned in Essential Indicator 2: These are the following:

1. Pertains to Legal Metrology Act where electronic weighing instruments were unstamped. We paid the fine and matter was closed. Documents attached.
2. Complaint filed under sec 47 of BOCW Act, 1996 by Labour Enforcement Officer. We paid the fine of ₹ 4000/- and matter was closed.

**8 Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2024-25	FY 2023-24
Number of days of account payables	196	173

## 9 Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2%	14%
	b. Number of trading houses where purchases are made from	326	2775
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1%	5%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3%	2%
	b. Sales (Sales to related parties / Total Sales)	18%	13%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	95%	100%

## LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Multiple rounds of TCOC programme for 100% participants coverage	Tata Code of Conduct & Ethics	Total 100 vendors were trained. These were 100% of the identified compliance sensitive vendors. The assessment was done via due diligence of new vendors and all compliance sensitive vendors were ensured to undergo the trainings

### 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, Tata Projects has a Conflict of Interest Policy. The Conflict of Interest (CoI) Policy at Tata Projects Limited ensures that employees act in the Company's best interests by preventing personal interests from influencing professional responsibilities. The policy applies to directors, senior managers, officers, all employees, contractors, and associates, emphasising transparency and integrity in business decisions. It identifies potential conflicts, such as personal relationships, financial interests in third parties, external employment, and political associations, requiring employees to disclose any existing or potential conflicts through a formal process. The Company may take measures to mitigate these conflicts, including removing employees from related decision-making roles. Non-disclosure can result in disciplinary action, reinforcing the importance of transparency and ethical conduct in maintaining the Company's integrity.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

### ESSENTIAL INDICATORS

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

	FY 2024-25	FY 2023-24
R&D	NA	NA
Capex	NA	NA

**2 Details on Sustainable Sourcing**

- a. Does the entity have procedures in place for sustainable sourcing?

No

- b. If yes, what percentage of inputs were sourced sustainably?

While we do not have a dedicated procedure, we have updated supplier evaluation methodology. As per initial methodology of green vendors, 3% were sourced.

However, In FY2025, we rolled out the Responsible Supply Chain Management Policy which covers a set of requirements that each supplier should meet including Fair Business Practices, Health & Safety, Labour & Human Rights and Environmental Protection. In addition, our existing Green vendor assessment template was further evolved to comprehensively include more than 50 ESG criteria that are scored to provide a Green vendor score to the suppliers. In Q4, 32 suppliers were screened based on this new methodology of which 15 completed the assessment. This is a pilot for the ESG assessment of suppliers and will strengthen in coming years.

- 3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life.**

NA

- 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.**

Yes

Tata Projects' Supply chain team are incorporating the EPR clause in the Import Order for declaration of details from vendors.

The Company has secured registration as an importer under the EPR framework and refined its waste management procedures to ensure compliance. This includes capacity-building sessions for relevant departments and engaging service providers to meet regulatory obligations. Tata Projects consistently submits the required documentation to the Ministry of Environment, Forest and Climate Change (MoEFCC) in a timely manner.

### LEADERSHIP INDICATORS

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

N/A. Tata Projects does not engage in product manufacturing, as all project materials are procured from vendors; hence, this is not applicable.

- 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**

NA

### 3 Percentage of 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 re-used input material to total material	
	FY 2024-25	FY 2023-24
Qualitative Response (Name of Material)	64% of concrete were produced using M Sand. 65% of concrete were produced with Fly Ash/GGBS to reduce cement content in concrete	67% of concrete produced using M Sand. 56% of concrete were produced with Fly Ash/GGBS to reduce cement content in concrete.
Capex	NA	NA

### 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:

Tata Projects operates an EPC service business, encompassing engineering, designing, procurement of materials from vendors, and construction. In this line of business, there is no requirement for managing the end-of-life of products, making this disclosure not applicable.

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

N/A, as explained above.

**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	5888	5888	100%	5888	100%	NA	NA	5888	100%	117	1.99
Female	484	484	100%	484	100%	478	100%	NA	NA	60	12.4
<b>Total</b>	<b>6372</b>	<b>6372</b>	<b>100%</b>	<b>6372</b>	<b>100%</b>	<b>478</b>	<b>100%</b>	<b>6372</b>	<b>100%</b>	<b>177</b>	<b>2.78</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	6754	NA	NA	NA	NA	NIL	NIL	NIL	NIL	NIL	NIL
Female	96	NA	NA	NA	NA	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total</b>	<b>6850</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>	<b>NIL</b>

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Category	% of workers 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 WORKERS</b>											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>OTHER THAN PERMANENT WORKERS</b>											
Male	47826	NA	NA	47826	100%	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	0	0%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>47826</b>	<b>NA</b>	<b>NA</b>	<b>47826</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

Category	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	1%	1%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	For workers only those employed through sub contractors without registration are covered	100%	100%	For workers only those employed through sub contractors without registration are covered
Gratuity	100%	0%	Yes for On-roll permanent employees	100%	0%	Yes for On-roll permanent employees
ESI	0%	0%	Not Applicable	0%	0%	Not Applicable

## 3 Accessibility of workplaces

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

Tata Projects TCOC covers PwD charter that ensures coverage of Persons with disability and their inclusion in the company. Offices in Mumbai and Noida have entry ramps and lifts to all floors for proper accessibility.

## 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.

Yes

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	90%	NA	NA
Female	88%	100%	NA	NA
<b>Total</b>	<b>99.72%</b>	<b>89.97%</b>	<b>NA</b>	<b>NA</b>

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

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	NA	-
Other than Permanent Worker	NA	-
Permanent Employees	Yes	As per EPM Process for Grievances Redressal
Other than Permanent Employees	Yes	As per EPM Process for Grievances Redressal

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

Tata Projects follows the policy of Freedom of association & Collective Bargaining.

## 8 Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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</b>										
Male	5888	576	10%	3659	62%	5877	699	12%	4085	70%
Female	484	19	4%	482	100%	470	23	5%	461	98%
<b>Total</b>	<b>6372</b>	<b>595</b>	<b>9%</b>	<b>4141</b>	<b>65%</b>	<b>6347</b>	<b>722</b>	<b>11%</b>	<b>4546</b>	<b>72%</b>
<b>WORKER</b>										
Male	47826	NA	NA	4215	8.81	62937	NA	NA	NA	NA
Female	0	NA	NA	0	0	0	NA	NA	NA	NA
<b>Total</b>	<b>47826</b>	<b>47826</b>	<b>100%</b>	<b>4215</b>	<b>8.81</b>	<b>62937</b>	<b>62937</b>	<b>100%</b>	<b>NA</b>	<b>NA</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?

Yes. Tata Projects is ISO 45001:2018 certified company. The coverage includes project sites, offices & manufacturing facilities.

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

Tata Projects has a dedicated process "Hazard Identification & Risk Management" (process no.- 13.02.01) which includes identification of hazards for routine and non-routine activities, assessing risks using a risk matrix and control measures based on hierarchy of controls.

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

Yes. Tata Projects promotes reporting of Observations & Near misses. Employees report through digital platform and sub-contractor workers report it through their respective supervisors. Tata Projects's policy explicitly empower all the employees and sub-contractor workers to report any hazardous situations without any fear of reprimand. The workforce is also rewarded basis their reporting history.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

As articulated in Tata Projects's OHSE policy all workers are empowered to remove themselves from work situations that they believe could cause injury or ill health as well as to intervene in case of finding anything unsafe in nature.

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

Yes. Addressing the legal requirements as per the BOCW act, Construction medical officer is available at project sites. At office locations, qualified doctor visit happens once in a week.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.099	0.105
	Workers	0.083	0.126
Total recordable work-related injuries	Employees	2	2
	Workers	49	63
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	1

**12 Describe the measures taken by the entity to ensure a safe and healthy work place.**

Qualitative Response

Tata Projects's OHSE policy prioritises occupational health and safety through stringent compliance, risk assessments, and continuous employee training. It enforces PPE usage, emergency preparedness, and vendor safety standards to mitigate workplace hazards.

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

FY 2024-25			FY 2023-24		
Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
53	18	All carried over cases will get closed in FY 2025-26	41	13	11 carried over cases closed in FY 2024-25 and 2 cases closed in 2025-26

**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	56%
Working Conditions	56%

**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.**

The finding were minor observations in nature and all of them were corrected within stipulated timeline.

## LEADERSHIP INDICATORS

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

Employees	Yes
Workers	Yes

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

The HR CoE receives inputs from the respective site HR teams. These inputs are then remitted to the relevant statutory departments. Additionally, the information is shared with the Finance CoE team for accounting purposes.

### 3 Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as Data Needed 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/ worker		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
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?

This approach is not part of the regular practice; however, it was utilised once during February–March 2020 as part of an outplacement initiative.

### 5 Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No specific assessments are conducted at the SCM level. The Safety General Conditions of Contract (GCC) are agreed upon with all contractors; however, safety induction records and related documentation are maintained at the project and safety department levels, rather than at the SCM level. In addition, some internal assessments are conducted by Quality team related to Supplier Performance Audit and Supplier Capability Evaluation
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.

As per the Company process, the Safety & Fleet Team conducts inspections of plants, equipment, machinery, vehicles, and other apparatus on technical and safety parameters at any time during work. If, during the inspection, any Plant & Machinery (P&M) is found to be beyond the defined ageing norms, lacking a TPI/Calibration Certificate (where applicable), or deemed unsafe, the Company will issue a Red Tag to that equipment. The vendor will then be required to arrange for its replacement within 7 days of receiving written intimation from Tata Projects via email or letter.



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## 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.

At Tata Projects Limited, stakeholders are identified through a systematic process involving mapping the Company's operations and their impacts. Stakeholders are categorised into primary (employees, customers, suppliers, contractors, communities, investors) and secondary (government agencies, NGOs, regulatory bodies, media) groups. Engagement channels are tailored to each group, including formal meetings, surveys, and community forums. Continuous assessment and feedback ensure that the list remains current and comprehensive.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Town hall meetings - Executive training programme - Workshops, events, and activities - Employee welfare initiatives - Skip-level meetings - Off-site meetings - Employee satisfaction survey - Performance management - Goal setting - Team meetings	Quarterly (Town hall meetings) Annual (Employee satisfaction survey)	Deliver business impact through continuous learning - Build sustainable leadership capabilities for the future - Build sustainable project management capabilities for the future - Ethical behaviour and conduct - Increase frequency of training on statutory matters at sites - Training on safety at the workplace - Gender diversity and inclusion
Customers	No	Events - Customer Satisfaction Survey - Tata Projects community initiatives - Customer feedback - Senior leadership interaction"	Need-based (events, Senior leadership interaction) - Annual (Customer Satisfaction Survey) - Quarterly (Customer feedback) - Periodic (Tata Projects community initiatives)	Project delivery and technical communications - Quality of construction - Optimised utilisation of resources - Safety - On-time delivery - At-cost projects
Suppliers/ Contractors/ Service providers	No	Vendor meets - Mutual visits - Vendor Satisfaction Survey (VSAT)	Need-based (Vendor meets) - Periodic (Mutual visits)	Long-term business commitments - Vendor development - Advance scheduling - Timely payment - Ethical business conduct
Communities	Yes	Community Initiative Community Event CSR initiative	Periodic	Community development - Address societal concerns - Maintain the environment
Government	No	Project review meetings - Representations - Industry association meetings	"Need-based (Representations)"	Adherence to various norms and regulations - Timely delivery of projects
Investors	No	Financial performance results - Integrated Annual Report - Stock exchange filings	Quarterly (Financial performance results) - Annual (Integrated) report	Growth in returns on investment - Ethical operations - Credit rating - Timely payments
NGOs	No	Need assessments - Community events and CSR activities	Defined intervals - Periodic	Community development - Increased number of initiatives that have a positive societal impact - Conduct impact assessments

## 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.

It is conducted through the Corporate Social Responsibility & Environment, Social & Governance (CSR&ESG) Committee. The committee engages with management representatives to understand stakeholder concerns and provides feedback to the Board for consideration in decision-making.

### 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

Consultation with customers focuses on supporting their sustainability goals, such as achieving carbon neutrality. The Company actively monitors customer-issued non-conformities (NCs) and evaluates feedback scores to enhance service delivery. Customer training sessions are utilised to strengthen collaboration and position Tata Projects as a knowledgeable partner in sustainability efforts.

Engagement with suppliers is pivotal in driving environmental and social decisions. Tata Projects prioritises partnerships with green vendors, focusing on sourcing eco-friendly materials, adopting energy-efficient equipment, and optimising transportation routes to minimise environmental impact. Additionally, the Company emphasises waste management strategies and encourages suppliers to uphold fair labour practices and ethical standards.

Employee feedback, collected through mechanisms such as the Organisational Health Index Survey, has informed initiatives like the Phoenix transformation team, grounded in values of integrity, safety, accountability, collaboration, and inclusion. Regular communication channels, including townhalls and skip-level meetings, facilitate continuous dialogue, while initiatives such as 'Diversity Dialogues' and training programmes like 'Bonfire Conversations' raise awareness of social and environmental priorities.

Community consultations have led to a revamped CSR strategy, transitioning to a funding partner model with reputable NGOs to implement programmes in health, education, and water sustainability. Initiatives such as the 'Water and Climate Change Adaptation Programme' and the 'Holistic Education Program' address community needs, demonstrating a collaborative approach to driving long-term sustainability.

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

In 2025, this initiative was undertaken for Education through a partnership with the Magic Bus India Foundation, which enhanced adolescents' educational aspirations by improving academic performance, promoting school attendance, and conducting life skills sessions.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## PRINCIPLE 5 Businesses should respect and promote human rights

### ESSENTIAL INDICATORS

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

	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>EMPLOYEES</b>						
Permanent	6372	46	0.72%	NA	NA	NA
Other than permanent	6850	0	0%	NA	NA	NA
<b>Total Employees</b>	<b>13222</b>	<b>46</b>	<b>0.35%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>WORKERS</b>						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
<b>Total Workers</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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

\*Employees receive compensation above the minimum wage rate, with higher rates of pay in place. Frontline workers are subcontracted through 3<sup>rd</sup> Party who covers their payments.

- 3 Details of remuneration/salary/wages, in the following format:**

**a. Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	5	NA	1	NA
Key Managerial Personnel	3	31,621,017	0	0
Employees other than BoD and KMP	12,731	657,288	573	787,509
Workers	47,826	NA (managed by Third party contractor)	0	0

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

Category	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.90%	4.70%

- 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)**

No

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

We have HR COE team who addresses any concerns related to labour law compliances. We will be establishing a central team to address Human Rights Grievances in FY26.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	Both cases have been substantiated and action have been taken	8	1	3 out of 7 disposed complaints have been closed on 5 Apr 2024, 1 pending as on end of financial year was close in May 2024. Also, out of the 8 complaints, 6 were handled by Tata Projects POSH IC & 2 were handled by external POSH IC.
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

## 7 Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints Data Needed under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	8
Number of Permanent Female Employees	484	470
Number of Non - Permanent Female Employees	89	96
Complaints on POSH as a % of female employees / workers	0.35%	1.41%
Complaints on POSH upheld	0	0

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

- Ensures that the identity of the complainant is kept confidential throughout the investigation.
- Limits access to case details to only those directly involved in the resolution process.
- Clearly communicates that any form of retaliation (e.g., demotion, isolation, negative performance reviews) will lead to disciplinary action.
- Uses trained, impartial investigators or Internal Committees (ICs) to handle complaints.
- Ensures both parties are heard and that the process is transparent and unbiased.
- Provides access to complainants for counselling, legal aid, or employee assistance programs (EAPs).
- Offers temporary changes in work arrangements (e.g., reporting lines, shifts) to protect the complainant.
- Monitors the complainant's work environment post-investigation to ensure no adverse treatment occurs.
- Conducts follow-up meetings to check on the complainant's well-being.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### 9 Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

### 10 Assessments for the year:

We have not undergone assessments conducted by the statutory authorities or third-party agencies in FY25.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	0%

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

NA

## LEADERSHIP INDICATORS

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

We haven't received any complaints which would result in modification of business process, but we have proactively added Human Rights clause in our Supplier Code of Conduct.

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

NA

### 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

### 4 Details on assessment of value chain partners:

Currently individual assessments haven't been undertaken. However, in our updated supplier evaluation methodology, we are covering key criteria under this:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	0.3%
Wages	
Others – please specify	

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

NA

**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:**

UOM: GJ

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	3558.14334	4,255
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>3558</b>	<b>4255</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	200340	223,952
Total fuel consumption (E)	917,697	1,095,106
Energy consumption through other sources (F)	27,159	93,025
Total energy consumed from non- renewable sources (D+E+F)	1,145,196	1,412,083
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>1,148,754</b>	<b>1,416,338</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) GJ/Cr	70	82
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	No PPPs Available	No PPPs Available
<b>Energy intensity in terms of physical output</b>	N/A	N/A
Energy intensity (optional) – the relevant metric may be selected by the entity	N/A	N/A
Source of emission factor	IPCC Energy 2006 & CEA V20 for grid electricity	
PPP Conversion Factor used	Not Applicable	
Source of the PPP Conversion Factor	Not Applicable	
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	No	

**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**

The Company has no such sites.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	370,650	162,243
(ii) Groundwater	740,163	1,495,864
(iii) Third party water	1,357,107	2,226,602
(iv) Seawater / desalinated water		-
(v) Others	417,634	95,377
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,885,554</b>	<b>3,980,086</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,275,716</b>	<b>3,080,854</b>
<b>Water intensity per rupee of turnover (Water consumed / Revenue from operations)</b>	<b>139.08</b>	<b>179KL/Cr</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	No PPPs available	No PPPs available
<b>Water intensity in terms of physical output</b>	N/A	N/A
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	N/A	N/A
Source of emission factor	Not Applicable	Not Applicable
PPP Conversion Factor used	Not Applicable	Not Applicable
Source of the PPP Conversion Factor	Not Applicable	Not Applicable
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	No	No

### 4 Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
No treatment	-	10,891
With treatment – please specify level of treatment	313,442	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	406,555
With treatment – please specify level of treatment	0	348,284
<b>Total water discharged (in kilolitres)</b>	<b>313,442</b>	<b>417,447</b>
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	No	No

## 5 Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	156,000	23,797
(ii) Groundwater	73,000	328,327
(iii) Third party water	563,000	193,805
(iv) Seawater / desalinated water	0	0
(v) Others	11,000	16243
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>803,000</b>	<b>562,172</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>540,000</b>	<b>443,514</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>33.02KL/Cr</b>	<b>25.7KL/Cr</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>0</b>	<b>0</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
No treatment	0	73,223
With treatment – please specify level of treatment	45,000	53,349
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	45,434
With treatment – please specify level of treatment	45,000	0
<b>Total water discharged (in kilolitres)</b>	<b>45128</b>	<b>118,657</b>
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	No	No

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

During the year, Tata Projects is constructing a state-of-the-art semiconductor assembly and testing facility in Sanand Gujarat & Jagiroad, Assam for Micron Technology, Tata Electronics. The facility will be designed in line with LEED Gold Standards set by the Green Building Council and will incorporate advanced water-saving technologies to achieve a Zero Liquid Discharge system, underscoring the Company's dedication to sustainable and responsible construction practices.



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Units	NA	NA
SOx	Units	NA	NA
Particulate matter (PM)	Units	NA	NA
Persistent organic pollutants (POP)	Units	NA	NA
Volatile organic compounds (VOC)	Units	NA	NA
Hazardous air pollutants (HAP)	Units	NA	NA
Others – please specify	Units	NA	NA

**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.**

All DGs stack at Tower Manufacturing Unit (TMU), Nagpur were tested by M/s Nilawar Laboratories, Nagpur. The parameters are within the limit.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (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	70,409	86,954
<b>Total Scope 2 emissions</b> (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	40,458	49,145
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Units	6.78	7.9 tCO <sub>2</sub> e/Cr
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)</b>	Units	No PPPs available	No PPPs available
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Units	N/A	N/A
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Units	N/A	N/A
Source of emission factor	IPCC Energy 2006 & CEA V20 for grid electricity		
PPP Conversion Factor used	Not Applicable		
Source of the PPP Conversion Factor	Not Applicable		

**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. Scope 1 & 2 emissions have been verified by Bureau Veritas

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

In FY 2025, Planting for a Greener Tomorrow plantation drive was organised from 17<sup>th</sup> Sep to 23<sup>rd</sup> Oct 24. Overall 20,384 number of saplings were planted.

Launched on World Environment Day in 2016, Tata Projects' Green Thumb initiative is focused on restoring India's green cover and combating climate change. Over time, Green Thumb has evolved into a comprehensive environmental conservation programme. Through this initiative, individuals pledge to plant trees, which the Company fulfils at project sites across the country. Leveraging a unique online model, 'You click, we plant,' Tata Projects plants trees based on the clicks received on its microsite, making tree planting more accessible and efficient. <https://tataprojects.com/green-thumb>

The Company identified key performance indicators (KPIs) for reducing emissions and energy intensity in its operations, implementing critical measures to enhance resource efficiency and performance. These measures include utilising BSIV and above norms for energy-efficient equipment, using LED and solar lighting, implementing Variable Frequency Drive (VFD) technology through the Fleet Team, increasing the use of renewable energy to reduce carbon emissions, and conducting plantation drives at project sites, such as the Green Thumb initiative.

India's first Electric operated Boom Placer deployed in Coal Vertical Building Project, Kalinganagar replaces traditional diesel operation with electric motors, making it a milestone in green construction technology.

## 10 Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	26.62	122.50
E-waste (B)	4.04	0.00
Bio-medical waste (C)	0	0.00
Construction and demolition waste (D)	37281.78	0.00
Battery waste (E)	0	0.00
Radioactive waste (F)	0	0.00
Other Hazardous waste. Please specify, if any. (G)	4042	1967.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	37631.78	30774.00
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>41704.44</b>	<b>32863.50</b>
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)</b>	2.548688207	1.9MT/Cr
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>	N/A	N/A
<b>Waste intensity in terms of physical output</b>	N/A	N/A
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	N/A	N/A
<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	17530.82	8710
(ii) Re-used	3308.69	9327
(iii) Other recovery operations	0	0
<b>Total</b>	<b>20839.51</b>	<b>18037</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>		0
(i) Incineration	0	0
(ii) Land filling	726	458
(iii) Other disposal operations	0	0
<b>Total</b>	<b>726</b>	<b>458</b>
Source of emission factor	IPCC Energy 2006 & CEA V20 for grid electricity	
PPP Conversion Factor used	Not Applicable	
Source of the PPP Conversion Factor	Not Applicable	

**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, Bureau Veritas

## 11 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.

Tata Projects is committed to controlling waste management across its operations, aligning with Project Aalingana's goal of achieving Zero Waste to landfill by 2030. The Company prioritises reuse and recycling, placing orders based on construction requirements to avoid over-procurement and actively tracking both hazardous and non-hazardous waste.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Steps taken: In FY 25 KPMG was deployed for creation of Guidelines for waste & water management. Guidelines are under review and shall be released in FY 26. At Hyderabad office paper waste was disposed under the ITC-WOW initiative 13.225MT.

- Hazardous waste is disposed off according to statutory guidelines through authorised recyclers.
- Non-hazardous waste, such as steel, is directed to recyclers.
- Cement waste is managed by procuring via bulkers, loading into batching plant silos, and implementing a digitalised mechanism for cement usage.
- Concrete waste is repurposed for paver blocks and earth pits, with tested cubes used to create tanks.

The Company ensures waste recycling and reuse at its initial generation point, processing through authorised recyclers. Any remaining waste is stored for future reuse or recycling as needed.

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

Ongoing projects do not fall in ecologically sensitive areas.

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

N/A. Tata projects is involved in the business of engineering, procurement and construction. The environmental approvals (of which EIA is a part of) are being obtained by the clients and is under their scope. Hence the question is not applicable to Tata Projects.

**14 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, Tata Projects is compliant with these regulations.

### LEADERSHIP INDICATORS

**1 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:

<b>(i) Name of the area</b>	Barmer (Rajasthan), Chennai (Tamilnadu), Nagpur (Maharashtra)
<b>(ii) Nature of operations</b>	HRRL (HPCL Rajasthan Refinery Limited) Barmer, CMRL (Chennai Metro Rail Ltd.), CPRR (Chennai Peripheral Ring Road), TMU Nagpur (The Manufacturing Unit), TCS Chennai, Hyderabad 11 & 12.

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

Parameter	Unit	FY 2024-25	FY 2023-24
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	18,66,322	0
Total Scope 3 emissions per rupee of turnover	Units	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Units	0	N/A
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		No	No (*Business travel & employee commute only.)

**3 With respect to the ecologically sensitive areas Data Needed 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 re-mediation activities.**

The Company's policy establishes clear guidelines for biodiversity conservation, prioritising project sites to minimise ecological impact while conducting thorough environmental assessments in advance. Moving forward, regular monitoring and reporting on biodiversity metrics will be integrated into project management processes. Additionally, the Company will invest in employee training and awareness programmes to foster a culture of biodiversity stewardship within the organisation.

The biodiversity guidelines will be continually updated to align with evolving industry standards and best practices, ensuring a steadfast commitment to environmental sustainability and biodiversity conservation.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Project Aalingana	Launched by the Tata Group in 2022, Project Aalingana is dedicated to embedding sustainability into our business strategy by driving the de-carbonisation of our operations and value chain, adopting a circular economy approach to minimise resource use and waste, and preserving and restoring the natural environment.	Sustainability-related KPIs (Enterprise, SBG, SBU, Site) have been identified at the corporate level, and site-level initiatives are conducted besides monitoring every site monthly.
2	Green Thumb Initiative	Launched on World Environment Day in 2016, Tata Projects' Green Thumb initiative is focused on restoring India's green cover and combating climate change. Green Thumb has grown into a comprehensive environmental conservation programme. Through this initiative, individuals pledge to plant trees, which Tata Projects then fulfils at project sites across the country. Utilising a distinctive online model, 'You click, we plant,' Tata Projects plants trees based on the clicks received on its microsite. Green Thumb has made tree planting more accessible and efficient.	20,384 nos saplings planted in FY2025.
3	Reducing Energy Consumption and Increasing the Use of Renewable Power	Mandating grid connectivity at plant sites Discouraging the use of DG sets Increasing renewable power usage at plant sites (e.g., TMU and MTHL extensively using solar power) Monthly monitoring and tracking of energy consumption according to yearly targets Working with Site SPOCs to meet targets	Tata Projects has established a 990 KW solar plant at its Manufacturing Unit (TMU) in Nagpur, generating 746868.15 kWh of electricity over the past year.
4	Enhancing Resource Efficiency	Tata Projects identified key performance indicators (KPIs) for reducing emissions and energy intensity in its operations, implementing critical measures to enhance resource efficiency and performance. These measures include utilising BSIV and above norms for energy-efficient equipment, using LED and solar lights for lighting, implementing Variable Frequency Drive (VFD) technology through the Fleet Team, increasing the use of renewable energy to reduce carbon emissions, and organising plantation drives at project sites, such as the Green Thumb initiative.	988373 kWh Renewable Power Generation in FY 2025 718 tCO <sub>2</sub> e Overall emissions avoided
5	Emission Reduction and Management Strategies	Tata Projects' energy conservation efforts encompass technological, operational, and behavioural upgrades, including APFC panels, LED lighting, VFD-controlled equipment, inverter welding machines, and grid power optimisation. The Company also invests in renewable energy sources, such as rooftop solar systems and solar street lights, while leveraging technology for efficient energy monitoring and diesel distribution. These initiatives contribute to substantial savings and environmental benefits.	
6	Water Management	To minimise water consumption, prevent pollution, and ensure responsible water use in construction, Tata Projects employs bio-blocks in urinals, admixtures in concrete, curing compounds, drip curing, and curing water pump synchronisation. Additionally, the Company uses RO reject water for dust suppression and vehicle washing, reducing water withdrawal.  Through the adoption of water-reducing admixtures, curing compounds, and wastewater recycling processes, Tata Projects significantly reduces overall water consumption.	252850 KL Water Recycled in FY 2025

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Waste Management	<p>In its reuse and recycling efforts, Tata Projects orders only the necessary quantities based on ready-for-construction drawings and execution requirements to avoid overprocurement.</p> <p>The Company also tracks both hazardous and non-hazardous waste to ensure responsible disposal and recycling.</p> <p>Steps taken include:</p> <ul style="list-style-type: none"> <li>- Disposing of hazardous waste in accordance with statutory guidelines through authorised recyclers</li> <li>- Sending non-hazardous waste, such as steel, to recyclers</li> <li>- Managing cement waste by procuring via bulkers, loading into batching plant silos, and using a digitalised system for cement usage</li> <li>- Repurposing concrete waste to create paver blocks and earth pits, with tested cubes used to make tanks</li> </ul> <p>Tata Projects recycles and reuses waste from its initial generation point, ensuring authorised processing, while any remaining waste is stored for future reuse or recycling as needed. Additionally, the Company implemented guidelines against single-use plastics, monitored plastic waste, and introduced a plastic waste awareness programme to further reduce plastic waste.</p>	<p>In FY 2025, 66% of the concreting was done using Manufactured Sand (Msand) in relation to overall concrete production.</p> <p>Additionally, 20839MT of mixed waste was reused and recycled, with 3309 MT being reused and 17530 MT disposed of through authorised recyclers.</p>

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

Yes, Tata Projects has a business continuity and disaster management plan.

At Tata Projects, we have rolled out a Business Continuity Management Systems (BCMS) Apex Manual in compliance with the requirement to ISO 22301:2019 – ‘standard for Business Continuity Management (BCM)’. The BCMS Apex manual covers the Business Impact Assessment, Risk Assessments, Business Continuity, Disaster Recovery Plan and Crisis Management Framework to enhance the effectiveness of risk containment efforts.

Additionally, location specific Business Continuity & Disaster Recovery Plan (BCP-DR Plan) has been rolled at three of our offices (Hyderabad, Mumbai & Ahmedabad) and one project site (Microsoft, Hyderabad).

**6 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.**

Tata Projects has an extensive programme to engage with suppliers and promptly address any adverse impacts in the value chain. The Company prioritises suppliers and vendors that demonstrate sustainability in their operations, including green vendors, and assesses their environmental policies, social impact, and adherence to ethical standards.

No adverse impacts were observed during the reporting year.

**7 Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

0%

**8 How many Green Credits have been generated or procured:**

NIL

**a. By the listed entity**

Not Applicable

**b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

Not applicable

**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

4

### 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)	Membership No.	Period	Remarks
1	Confederation of Indian Industry, Western Region - Membership No. W5326P	States of Goa, Gujarat, Madhya Pradesh and Maharashtra.	W5326P	1 <sup>st</sup> Jan'25 to 31 <sup>st</sup> Dec'25	Renewed yet to receive certificate
2	Construction Federation of India	National		FY25-26	Renewed yet to receive certificate
3	India Infrastructure Publishing Pvt Ltd	National		March 2025 - February 2026	TI under process
4	Construction Industry Development Council (CIDC) – Corporate Membership	National		FY25-26	TI under process

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

NA

## LEADERSHIP INDICATORS

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

Tata Projects actively advocates through industry bodies such as CII and CFI. However, the Company has not pursued policy advocacy independently under its own name.

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### ESSENTIAL INDICATORS

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

Tata Projects is conducting third party impact assessment of our long term CSR programs implemented during 2021-2024. These programs were handed over to community in FY23 and FY24 and the Impact Assessment was initiated towards end of FY25. (Data collection and analysis is completed and final reports are in progress.)

Project covered:

1. WASUNDHARA Village Development Program - FY21-FY24, Focus area - Water and Climate Change
2. Girl's Holistic Education Program - FY22-24, Focus Area - Education
3. Rural Recovery Program - FY21-FY23, Focus area - Skill building & Livelihood
4. Holistic Education Program 2.0 (continued from RRP) - FY24, Focus area - Education

These programs were implemented in the identified geographies of Maharashtra, Odisha, Andhra Pradesh and Telangana considering need of the intervention and socio-economic profile of communities. Majority of geographies are part of Aspirational Districts Program by GOI.

The objective is to comprehensively evaluate the progress, performance, best practices implemented, and key learnings for future reference. We believe that this assessment will help us in identifying the strengths and opportunities for improvements while designing future programs enhancing the effectiveness of our initiatives.

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

Name and brief details of project	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
The scope includes technical design (structure, services, and infrastructure), coordination, and construction for various facilities—rehabilitation, sale, commercial, amenities, or other structures—as well as habitable temporary transit camps. This encompasses the execution of onsite and offsite infrastructure, landscaping, and comprehensive project coordination activities. Additionally, it involves obtaining all necessary permissions and approvals from relevant authorities on a lump-sum basis for the redevelopment of BDD Chawls on CTS Nos. 1539 and 1540 in the Lower Parel Division, Worli, Mumbai – 400018, India.	Maharashtra	Mumbai	~9869	100%	Any dues payable to tenants (PAFs), if applicable, are disbursed directly by the Employer, the Mumbai Housing and Area Development Board (a regional unit of MHADA).

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

The Tata Code of Conduct includes provisions for raising concerns, encouraging whistle-blowing, and protecting individuals from retaliation. The Company's Whistle-blower Policy outlines various reporting channels, including the option for anonymous submissions. Investigations are conducted by a skilled team of independent investigators, supervised by the Chief Ethics Counsellor, who reports directly to the Managing Director or Audit Committee. Depending on the issue's complexity, investigations may be outsourced to reputable forensic or legal firms. The Apex Ethics Council reviews the findings and determines appropriate re-mediation measures, ensuring that corrective and preventive actions are taken. A defined disciplinary framework is followed to ensure consistent decision-making, while the Audit Committee provides quarterly oversight of trends related to reported concerns and investigations.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	26%	16%
Sourced directly from within the district and neighbouring districts*	Not Captured	Not Captured

\* Tata Projects considers entire national geography as domestic. In FY2025 and FY2024, sourcing within India was at 98% and 95% respectively.

**5 Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2024-25	FY 2023-24
Rural	14%	10%
Semi-urban	7%	25%
Urban	12%	30%
Metropolitan	67%	35%

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

## 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):**

The SIA study results will be published in FY 26 report

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Maharashtra	Gadchiroli	₹ 25,48,767.5/-
2	Andhra Pradesh	Vishakhapatnam (Vizag)	₹ 25,48,767.5/-

Note: Total amount spent is ₹ 1,01,95,070/- across 4 locations. Out of these 4, 2 are aspirational districts. Hence, total divided by 4 is the amount for each location.

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

Yes

We do have practice of collecting information on the suppliers who belong to Affirmative Action(AA Category) and Women Entrepreneurs, we encourage them for participation in the bids, however, the selection of bidder is purely on competitive bidding basis.

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

Affirmative Action(AA Category) and Women Entrepreneurs, we encourage them for participation in the bids.

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

Selection of bidder is purely on competitive bidding basis.

**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:**

The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year.

**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.**

NA since no Intellectual property rights dispute arose

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

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group	Basis of calculating benefit share
1	Holistic Education Program	4871	100%	



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**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 customer feedback and complaint management process is designed to ensure that all complaints & feedbacks are addressed promptly and effectively. Based on the nature, it is directed to the appropriate department for resolution. This structured approach promotes accountability, consistency, and customer satisfaction.

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

Tata Projects adheres to all environmental regulations, including safe usage and disposal practices during the construction stage of its projects. However, we do not manufacture or sell consumer products.

The declaration of such information is beyond the Company's scope, making this question not applicable.

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	NA		0	NA	
Advertising	0	NA		0	NA	
Cyber-security	0	NA		0	NA	
Delivery of essential services	0	NA		0	NA	
Restrictive Trade Practices	0	NA		0	NA	
Unfair Trade Practices	0	NA		0	NA	
Other	0	NA		0	NA	

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

Tata Projects does not manufacture or sell consumer products, therefore, does not encounter product recalls related to safety issues.

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

### 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

Tata Projects has several IT policies of which specific policies relate to data Privacy, Information Security, Cloud security, etc.

**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.**

No cases or complaints have been received regarding the above matters.

**7 Provide the following information relating to data breaches:**

**a. Number of instances of data breaches**

0

**b. Percentage of data breaches involving personally identifiable information of customer**

0

**c. Impact, if any, of the data breaches**

0

## LEADERSHIP INDICATORS

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

Tata Projects website

[LinkedIn](#)

[Instagram](#)

[YouTube](#)

[Facebook](#)

[X](#)

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

Tata Projects Ltd does not operate in the B2C space. Instead, its projects are executed according to specific client requirements across industrial and infrastructure sectors. The Company regularly engages with its clients to provide insights on its services, innovations, and the latest technologies and techniques being implemented or proposed. This approach aims to enhance project quality, efficiency, and overall impact, aligning with client specifications and industry standards.

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

The Company does not directly provide essential services. However, during project execution and machinery transportation, the Company informs clients and relevant authorities in advance. Notifications are sent through transmittal letters, and permissions are requested for road closures, traffic diversions, or utility supply isolation.

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

Not Applicable

Tata Projects does not manufacture or sell products which are covered under such laws.

Tata Projects conducts Customer Satisfaction Survey