



**Business Responsibility and  
Sustainability Report**  
FY 2023-24



# Business Responsibility and Sustainability Report

## Section A - General Disclosures

I. Details of the listed entity		
1	Corporate Identity Number (CIN) of the Company	U45203TG1979PLC057431
2	Name of the Company	Tata Projects Limited
3	Year of Incorporation	1979
4	Registered address	Mithona Towers -1", # 1-7-80 to 87, Prenderghast Road Secunderabad - 500003, T.S., India
5	Corporate address	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 id	<a href="mailto:tpl@tataprojects.com">tpl@tataprojects.com</a> , <a href="mailto:cstpl@tataprojects.com">cstpl@tataprojects.com</a>
7	Telephone	+91-40-6623 8801
8	Website	<a href="http://www.tataprojects.com">www.tataprojects.com</a>
9	Financial Year reported	2024
10	Name of the Stock Exchange(s) where shares are listed:	National Stock Exchange (NSE)
11	Paid-up Capital (in ₹)	128,65,34,095/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sanjay Kumar Dubey <a href="mailto:sanjaykumard1@tataprojects.com">sanjaykumard1@tataprojects.com</a> 93201 21653
13	Reporting boundaries are the disclosures under this Report made on a standalone basis (i.e., only for the Company) or on a consolidated basis (i.e., for the Company and all the entities which form a part of its consolidated financial statements, taken together):	Standalone
14	Name of assurance provider	N/A
15	Type of assurance obtained	N/A

## 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.	98.02%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Urban Infrastructure	45201 (General Construction)	63%
2	Oil, Gas, and Hydrocarbon		7%
3	Transportation		12%
4	Space & Nuclear		3%
5	Metals & Minerals		4%
6	Power		7%
7	Advanced Technology Facilities		1%

### III. Operations

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

Location	No. of Plants	Number of offices	Total
National	1 (The Manufacturing Unit (TMU) Nagpur)	3	4
International	-	6	6

#### 19 Markets served by the entity:

##### a. Number of Locations

Location	No. of Operations/Showrooms
National (No. of States)	4 (3)
International (No. of Countries)	6 (5)

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

N/A

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

Key customers include government agencies such as MMRDA, CMRL, NTPC, NPCIL, and IOCL, as well as significant collaborations with various Tata Group companies. Additionally, Tata Projects engages with private enterprises including JSW, Micron, Amazon, and DLF. The Company is strategically shifting its focus from government entities towards private enterprises, enhancing its collaborations with Tata Group companies.

### IV. Employees

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

##### a. Number of Locations

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>Employees</b>						
1	Permanent (D)	6,347	5,877	93	470	7
2	Other than Permanent ( E)	6,842	6,746	98.6	96	1.4
3	Total employees (D + E)	13,189	12,623	95.71	566	4.29
<b>Workers</b>						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent ( G)	62,937	62,887	99.92	50	0.08
3	Total workers (F + G)	62,937	62,887	99.92	50	0.08

##### 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)	9	9	100	0	0
2	Other than Permanent ( E)	1	0	0	1	100
3	Total differently abled employees (D + E)	10	9	90	1	10
<b>Differently Abled Workers</b>						
1	Permanent (D)	0	N/A			
2	Other than Permanent ( E)					
3	Total differently abled workers (D + E)					

**21 Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	5	1	20
Key Management Personnel	16	2	12.5

**22 Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

	FY2024 (Turnover rate in current FY)			FY2023 (Turnover rate in previous FY)			FY2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	1,276	93	1,369	1,204	100	1,304	983	78	1,061
Permanent Workers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

**23 (a) 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	57.31	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	65	No
7	TQ Cert Services Pvt. Ltd.	Subsidiary	100	No
8	TQ Services Europe GmbH, Germany	Subsidiary	100	No
9	Industrial Quality Services, LLC Oman	Subsidiary	70	No
10	Ind Project Engineering (Sanghai) Co Ltd	Subsidiary	100	No
11	TCC Construction Private Limited	Subsidiary	36.9	No
12	TPL-Asara Engineering South Africa (Proprietary) Limited	Subsidiary	70	No
13	TPL Infra Projects (Brazil) Limited	Subsidiary	-	No

## VI. CSR Details

### 24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

### (ii) Turnover

₹ 4,910 Cr

### (ii) Net Worth

₹ 2,893 Cr

## 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)	FY2024 (Current Financial Year)			FY2023 (Current Financial Year)		
		Number of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees (Whistle Blower Complaints)	Whistle Blower Policy <a href="https://tataprojects.com/policies-and-charters">https://tataprojects.com/policies-and-charters</a>	93	31	-	87	26	-
Employees (Sexual Harassment Complaints)	POSH (Prevention of Sexual Harassment) <a href="https://tataprojects.com/policies-and-charters">https://tataprojects.com/policies-and-charters</a>	8	4	-	1	0	-
Shareholders	-	0	0	-	0	0	-
Customers (Data Privacy)	<a href="https://www.tataprojects.com/policies-and-charters/">https://www.tataprojects.com/policies-and-charters/</a>	0	0	-	0	0	-
Communities	-	0	0	-	0	0	-
Investors (other than shareholders)	-	0	0	-	0	0	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

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 2024.

**Section B - Management and Process Disclosures**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)  b. Has the policy been approved by the Board? (Yes/No)  c. Web Link of the Policies, if available	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000*, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001; ISO 14001	-	ISO 14001	ISO 14001	-	Companies Act, 2013	-
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	- Strengthen 'Speak-up' culture and effectively review received concerns. - Enrich training programs with engaging videos and quizzes, covering topics like conflict of interest and anti-trust for colleagues, extending also to external stakeholders. - Enhance LEC learning through external partnerships. - Use technology to bolster third-party risk management and proactive data analytics.	The organization has internal targets for this principle and in the process of putting together the strategy for disclosure. This will be disclosed in BRSR during FY 2024-25	-	The organization has internal targets for this principle and in the process of putting together the strategy for disclosure. This will be disclosed in BRSR during FY 2024-25	- 25% Reduction in absolute Carbon emissions by 2030 - Net Zero Emissions across Tata Group (Scope 1 & 2) by 2045 - Zero Waste to landfill by 2030 (Project Aalingana) - Tata Projects is developing a process to capture data on air, water, and energy parameters. This will be implemented across all plant sites for live monitoring of natural resource consumption, ensuring compliance with statutory levels.	The organization has internal targets for this principle and in the process of putting together the strategy for disclosure. This will be disclosed in BRSR during FY 2024-25	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. The Company aimed to reach 19,495 beneficiaries under its ongoing CSR programs.	-

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	Performance of the entity against their stated goals will be disclosed in the BRSR for FY 2024-25	-	Performance of the entity against their stated goals will be disclosed in the BRSR for FY 2024-25	-	Performance of the entity against their stated goals will be disclosed in the BRSR for FY 2024-25	Performance of the entity against their stated goals will be disclosed in the BRSR for FY 2024-25	- In FY 2024, the Company had 4 Focus areas for its CSR activities – Water and Climate change; Health and Hygiene; Education; Skill Building and Livelihood. - Identified geographies: 4 states -Maharashtra, Andhra Pradesh, Odisha, Telangana. - Beneficiaries impacted through ongoing CSR programs – 22,045 - Beneficiaries impacted via other than ongoing activities - 4,411	

\*Tata Projects is in the process of getting certified under SA 8000 (by Social Accountability International), and OHSAS.

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>Statement by the director is presented in our Integrated annual report 2023-24 (<a href="https://tataprojects.com/annual-report/23-24/finance-reports/Tata-Projects-Integrated-Report-2023-24.pdf">https://tataprojects.com/annual-report/23-24/finance-reports/Tata-Projects-Integrated-Report-2023-24.pdf</a>).</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	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.	Yes, Tata Projects has a CSR & ESG Committee which is responsible for decision making on sustainability related issues. Committee Composition Mr. Vinayak Pai, MD & CEO, TPL Mr. Sanjay Bhandarkar, Independent Director Ms. Nishi Vasudeva, Independent Director																	
10	Details of Review of NGRBCs by the Company:																		
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	The Board, Board Committees, and Executive Committee periodically review performance against policies.																	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adheres to all applicable regulations and governing principles.																	
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9	No. However, the Company does conduct internal audits of the working of its policies.								
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: N/A																		
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	No. However, the Company does conduct internal audits of the working of its policies.								
	The entity does not consider the Principles material to its business (Yes/No)	N/A																	
	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- Integrity and Ethics

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 programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programs
Board of Directors	1	Related party transaction and regulatory changes	100%
Key Managerial Personnel	1	Leadership toolkits on ethical leadership	100%
Employees other than BoD and KMPs	54	- Key Compliance & Ethics Training: Mandatory for pre-joining stages & new recruits - Induction Training: Anti-corruption policies & procedures; Diversity & Inclusion. - Annual refresher e-learning modules. -Code of Conduct for sites (25 - total)	100%
Workers	60	EHS, Behavioural safety, HIRA, Monsoon safety, Work at Heights (High Risk Activity), 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. Compliant Case No 93 of 2023 JM court,Chaibasa, Jharkhand 2. Complaint Case no 75 Of 2023 J.M 1 <sup>st</sup> Class, Chaibasa, Jharkhand 3. Complaint Case no 176 of 2022 ACJM,Chaibasa, Jharkhand 4. Complaint Case no 189 of 2022, JM 1 <sup>st</sup> Class, Chaibasa 5. Complaint Case no 166 of 2023	7,000	Tata Projects paid the fine & the case 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.

N/A

- 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 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:**

	<b>FY2024 (Current Financial Year)</b>	<b>FY2023 (Previous Financial Year)</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	<b>FY2024 (Current Financial Year)</b>		<b>FY2023 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
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 disclosed in Essential Indicator 2 above, Tata Projects paid a fine of ₹ 7,000 in a case of Non-Compliance of Contract Labour Act/Payment of Wages Act/Minimum Wages Act and the case was closed.

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

	<b>FY2024 (Current Financial Year)</b>	<b>FY2023 (Previous Financial Year)</b>
Number of days of accounts payables	163	170

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

<b>Parameter</b>	<b>Metrics</b>	<b>FY2024 (Current Financial Year)</b>	<b>FY2023 (Previous Financial Year)</b>
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	14%	10%
	b. Number of trading houses where purchases are made from	2,775	2,580
	c. Purchases from top 10 trading houses as % of total purchases from c. Purchases from top 10 trading houses as % of total purchases from trading houses	5%	2.5%
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

Parameter	Metrics	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2%	1%
	b. Sales (Sales to related parties / Total Sales)	13%	6%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments ( Investments in related parties / Total Investments made)	100%	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
Pending	Supplier Code of Conduct for suppliers and risk-based in-person training for compliance-sensitive vendors	100%

#### 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, emphasizing 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.

## Principle 2- Sustainable Products

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NA	NA	
Capex	NA	NA	

#### 2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. Tata Projects integrates environmental, social, and economic considerations into its supply chain processes to ensure sustainability across the project lifecycle, focusing on supplier selection, green materials, energy efficiency, waste management, transportation and logistics, social responsibility, and continuous improvement.

The Company's vendor partners adhere to its general terms and conditions, which encompass statutory compliance, the Tata Code of Conduct, ethical behaviour, human rights, prohibition of child labour, and equal opportunity. Additionally, Tata Projects emphasises procurement from MSMEs and implements the Affirmative Action Programme in alignment with Tata Group policies.

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

Tata Projects has identified and assessed 1,197 green vendors, with orders worth ₹ 897 crore placed, representing 6% of overall orders. In FY24, 162 new vendors were added, highlighting the Company's commitment to sustainable procurement practices.

The green vendor assessment process is currently being revised to include comprehensive ESG criteria, reinforcing its dedication to sustainability.

**3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

N/A

**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, the EPR is applicable to the Company's activities. 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.

A service-level LCA is yet to be conducted and is planned for the coming years.

**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.**

N/A

**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	
	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Sand (the Company uses Manufactured Sand (Msand) instead of river sand)	67%	73%

**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:**

N/A.

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 reasoned above.

**Principle 3- Employee Wellbeing**

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	Percentage 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	5,877	5,877	100	5,877	100	-	-	5,877	100	5,877	100
Female	470	470	100	470	100	470	100	-	-	470	100
<b>Total</b>	<b>6,347</b>	<b>6,347</b>	<b>100</b>	<b>6,347</b>	<b>100</b>	<b>470</b>	<b>7.4</b>	<b>5,877</b>	<b>92.6</b>	<b>6,347</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	6,746	6,746	100	6,746	100	-	-	-	-	-	-
Female	96	96	100	96	100	96	100	-	-	-	-
<b>Total</b>	<b>6,842</b>	<b>6,842</b>	<b>100</b>	<b>6,842</b>	<b>100</b>	<b>96</b>	<b>1.4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	Percentage 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	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Female											
<b>Total</b>											
<b>Other than Permanent employees</b>											
Male	61,999	-	-	61,999	99.92	-	-	-	-	-	-
Female	50	-	-	50	0.08	-	-	-	-	-	-
<b>Total</b>	<b>62,049</b>	<b>-</b>	<b>-</b>	<b>62,049</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

	<b>FY2024 (Current Financial Year)</b>	<b>FY2023 (Previous Financial Year)</b>
Cost incurred on well- being measures as a % of total revenue of the company	0.0037	0.0049

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

Benefits	FY2024 (Current Financial Year)			FY2023 (Previous Financial Year)		
	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%	Full coverage for workers employed through contractors without PF registration. Other contractors independently ensure coverage.	Yes	100%	Full coverage for workers employed through contractors without PF registration. Other contractors independently ensure coverage.	Yes
Gratuity	100%	Workers' coverage is undertaken by their respective contractors.	Yes	100%	Workers' coverage is undertaken by their respective contractors.	Yes
ESI	-	-	Yes	-	-	Yes
Others – please specify	-	-	-	-	-	-

**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.

Yes, the Company's facilities are accessible to differently-abled employees and workers.

**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, the Company has a Policy on Equal Opportunity & Anti-Discrimination.

**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%	58%	N/A- Tata Projects' workers are typically employed on a six-month to project-specific basis; therefore, this provision does not apply to the worker cadre.	
Female	58%	92%		
Total	-	-		

**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)
<b>Permanent Workers</b>	Yes. Tata Projects ensures fair working conditions by implementing strict labour standards within subcontractor agreements, conducting regular compliance audits, providing comprehensive safety and health training, and establishing effective grievance mechanisms. Supporting policies include the Occupational Health, Safety & Environment Policy and the Business & Human Rights Policy, among others.
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	Yes. The Company has a structured grievance mechanism, enabling all employees to report issues promptly investigated and addressed by relevant departments. This framework is supported by policies and procedures, including the Prevention of Sexual Harassment (POSH) Policy, Equal Opportunity & Anti-Discrimination Policy, Occupational Health, Safety & Environment Policy, and Diversity & Inclusion Policy. A secure reporting channel ensures timely investigation of discrimination cases, with defined protocols for resolution and disciplinary action.
<b>Other than Permanent Employees</b>	

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

N/A - Tata Projects' employees and workers are not part of any union.

Category	FY 2024 Current Financial Year					FY 2023 Previous Financial Year				
	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	5,877	1,658	28.21	4,216	71.74	5,390	696	12.91	2,210	41
Female	470	40	8.51	440	93.62	378	85	22.49	270	71.43
<b>Total</b>	<b>6,347</b>	<b>1,698</b>	<b>26.75</b>	<b>4,656</b>	<b>73.36</b>	<b>5,768</b>	<b>781</b>	<b>13.54</b>	<b>2,480</b>	<b>43</b>
<b>Workers</b>										
Male	~70,000	~70,001	100	1,763	N/A	~70,000	70,000	100	1,000	N/A
Female	0	0	0	0		0	0	0	0	
<b>Total</b>	<b>~70,000</b>	<b>~70,001</b>	<b>100</b>	<b>1,763</b>		<b>~70,000</b>	<b>70,000</b>	<b>100</b>	<b>1,000</b>	

**9 Details of performance and career development reviews of employees and worker:**

Category	FY 2024 (Current Financial Year)			FY 2023 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	5,877	5,137	87.4	5,390	4,865	90.26
Female	470	332	70.63	378	303	80.16
<b>Total</b>	<b>6,347</b>	<b>5,469</b>	<b>86.17</b>	<b>5,768</b>	<b>5,168</b>	<b>89.6</b>
<b>Workers*</b>						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\*Performance review for frontline workforce is not a practice. due to their temporary, and are highly mobile nature.

**10 Health and safety management system:**

**a. Whether an occupational health and safety management system has been implemented by the entity?**

(Yes/ No). If yes, the coverage such system?

The entity has implemented an Occupational Health and Safety Management System as part of an Integrated Management System, certified under ISO 14001 and ISO 45001 by TÜV Nord Group, valid until 28<sup>th</sup> February 2027.

This management system covers the following areas:

- Design, Engineering, Procurement, and Construction of Projects.
- Design, Engineering, Procurement, and Construction of Urban Infrastructure Projects.
- Design, Engineering, Procurement, Construction, and Commissioning of Oil, Gas, and Hydrocarbons Projects.
- Design, Engineering, Construction, Installation, and Commissioning of Overhead Power Lines and Substations (up to 800 kV).
- Civil Works (Foundations and Structures) for Turnkey HV Transmission Line and Substation Construction.
- Design, Manufacture, Supply, Installation, Commissioning, and After-Sales Service of Water Purification Plants.
- Manufacture of Towers and Fasteners.
- Inspection and Expediting Services.
- Operation, Repair, and Maintenance Services.

**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' approach involves analyzing incident data, stakeholder feedback, and compliance with laws and best practices. Dedicated EHS managers oversee site initiatives while the workforce receives regular training. The Company aims for 'zero harm,' ensuring a safe, healthy, and clean workplace. Continuous monitoring, leadership engagement, and campaigns promote workplace safety.

**c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)**

Yes

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

Yes

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

Safety Incident/Number	Category*	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	Employees	0	0.06
	Workers	0.13	0.13
<b>Total recordable work-related injuries</b>	Employees	2	2
	Workers	63	52
<b>No.of fatalities</b>	Employees	0	0
	Workers	1	2
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	0	0
	Workers	1	2

\*Including in the contract workforce

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

Safety Initiatives

- Potential Severe Events (PSEs): Experienced EHS professionals and Ops leaders use the digital platform TDQigl'lytics to prevent disasters by identifying PSEs from near misses.
- Weekly HSE Insights: Leadership-led virtual sessions share mitigation measures, project best practices, and process enhancements.
- Safety Risk Index (SRI): A predictive digital tool that assesses project safety risk in real-time based on 14 safety parameters.
- TDQigl'lytics Platform: Streamlines EHS-related activities with 19 modules covering Incident management, safety performance tracking, and high-risk activity identification.
- Incident Action Tracking System: Tracks implementation of actions from Incidents digitally.
- Structured Industrial EHS Awards Approach: Achieved a 100% success rate and won 39 awards, including prestigious recognitions like the International Safety Award by the British Safety Council.
- Monsoon Safety Campaign: Focuses on reducing risks based on previous Incident analysis.
- EHS Professional Competency Building: Offers Internationally recognised certification courses like IOSH Level-II by British Safety Council.
- Focused Audits: Prioritise linear projects and ongoing IMS audits.
- Process Review and Upgradation: Enhances OCPs, EMPs, and monitoring formats/checklists.
- Risk Reduction Plan: Implemented plans for Monsoon Safety, Working at Heights, and Office Safety.
- Minimum and mandatory audits:

58 learnings as checkpoints clubbed under 12 categories:

29 sites audited.

Reduced 'say-do' gap (self-assessment vs audit score): 47.5% (Q1) to 11% (Q3) – a marked improvement in transparency and understanding of requirements.

Improved audit/assessment score from 47% in Q1 to 55% in Q3 (scoring – binary on all 58 criteria).

• Digitalisation:

19 modules developed and implemented that are actively in use.

Incident Action Tracker – a new module created and integrated into our tool.

Developed the Audit and Critical Action Tracker (CAT), which is now ready for launch.

Initiated monthly self-assessments of dashboards with all Business EHS leaders.

**Monsoon Safety**

- Successfully executed the Monsoon Safety Campaign, coordinating 175 relevant projects.
- Conducted 15 awareness sessions, involving 448 site EHS + RCMs.
- Conducted compliance audits on 7 projects spanning across all business areas.
- Achieved an average self-assessment score of 93% at the organisational level.

Office Safety

- Established a dedicated committee with quarterly reviews initially, later transitioning to monthly reviews.
- Developed and executed an Office Safety EPM process.
- Established UAUC reporting using the QR code system.
- Installed 5 Automated External Defibrillators (AEDs).

Working at Heights

- 2,100+ site supervisors and engineers are trained, followed by online assessment monitored by BSC (British Safety Council) in the first phase.
- 185 Physical sessions conducted covering 168 sites.
- In progress: Re-sensitisation/retraining/reassessment of the 827 supervisors who did not pass the assessment.
- Further action: Formal authorisation for selected Permit requestor/issuer in TDQig!lytics.

Train the Trainer

- The ‘Train the Trainer’ programme, certified by the British Safety Council, focuses on high-risk activities like working at height and lifting operations. EHS initiated this capability-building effort, training 50 senior EHS resources to become certified trainers. These trainers now conduct workshops locally for over 2,300 execution personnel involved in permit-to-work processes, who then undergo independent assessments by the British Safety Council.

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

	FY2024 (Current Financial Year)			FY2023 (Current Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	we haven't received any formal concern					
Health & Safety	0	0	N/A	0	0	N/A

**14 Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	39*
<b>Working Conditions</b>	39

\*Corporate audits: 27 sites

Statutory audit: 1 site (TMU)

IMS certification audit: 7 sites & offices

IMS internal audit: 53

Common projects: 22

Total projects: 66

Total sites: ~170

**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.**

Investigation results in a detailed report outlining root causes along with corrective and preventive actions (CAPAs). These actions are promptly implemented by the RCM to prevent recurrence, with updates made to procedures and the Hazard Identification and Risk Assessment (HIRA) processes as needed. Learnings from incidents, particularly those categorized as High Potential Incidents (HiPos) or Potential Severe Events (PSEs), are communicated, and deployment is ensured through the Company's Incident Action Tracker, facilitated by its digital tool.

**Leadership Indicators**

**1 Does the entity extend any life insurance or any compensatory package in the event of death of**

**(A) Employees (Y/N):** Yes

**(B) Workers (Y/N):** Yes

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

Tata Projects enforces its General Conditions of Contract (GCC) with value chain partners—including suppliers and vendors—to ensure that statutory dues are duly deducted and deposited by them.

**3 Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Employees	0	0	0	0
Workers	1	2	1	2

**4 Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

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
<b>Health and safety practices</b>	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.
<b>Working Conditions</b>	

**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.

**Principle 4 - Stakeholder Interest**

**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 & Marginalized 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	<ul style="list-style-type: none"> <li>- Town hall meetings</li> <li>- Executive training programme</li> <li>- Workshops, events, and activities</li> <li>- Employee welfare initiatives</li> <li>- Skip-level meetings</li> <li>- Off-site meetings</li> <li>- Employee satisfaction survey</li> <li>- Performance management</li> <li>- Goal setting</li> <li>- Team meetings</li> </ul>	<ul style="list-style-type: none"> <li>- Quarterly (Town hall meetings)</li> <li>- Annual (Employee satisfaction survey)</li> </ul>	<ul style="list-style-type: none"> <li>- Deliver business impact through continuous learning</li> <li>- Build sustainable leadership capabilities for the future</li> <li>- Build sustainable project management capabilities for the future</li> <li>- Ethical behaviour and conduct</li> <li>- Increase frequency of training on statutory matters at sites</li> <li>- Training on safety at the workplace</li> <li>- Gender diversity and inclusion</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>- Events</li> <li>- Customer Satisfaction Survey</li> <li>- Tata Projects community initiatives</li> <li>- Customer feedback</li> <li>- Senior leadership interaction</li> </ul>	<ul style="list-style-type: none"> <li>- Need-based (events, Senior leadership interaction)</li> <li>- Annual (Customer Satisfaction Survey)</li> <li>- Quarterly (Customer feedback)</li> <li>- Periodic (Tata Projects community initiatives)</li> </ul>	<ul style="list-style-type: none"> <li>- Project delivery and technical communications</li> <li>- Quality of construction</li> <li>- Optimised utilisation of resources</li> <li>- Safety</li> <li>- On-time delivery</li> <li>- At-cost projects</li> </ul>
Suppliers / Contractors / Service Providers	No	<ul style="list-style-type: none"> <li>- Vendor meets</li> <li>- Mutual visits</li> <li>- Vendor Satisfaction Survey (VSAT)</li> </ul>	<ul style="list-style-type: none"> <li>- Need-based (Vendor meets)</li> <li>- Periodic (Mutual visits)</li> </ul>	<ul style="list-style-type: none"> <li>- Long-term business commitments</li> <li>- Vendor development</li> <li>- Advance scheduling</li> <li>- Timely payment</li> <li>- Ethical business conduct</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>- Community events</li> <li>- CSR activities</li> </ul>	Periodic	<ul style="list-style-type: none"> <li>- Community development</li> <li>- Address societal concerns</li> <li>- Maintain the environment</li> </ul>
Government	No	<ul style="list-style-type: none"> <li>- Project review meetings</li> <li>- Representations</li> <li>- Industry association meetings</li> </ul>	Need-based (Representations)	<ul style="list-style-type: none"> <li>- Adherence to various norms and regulations</li> <li>- Timely delivery of projects</li> </ul>
Investors	No	<ul style="list-style-type: none"> <li>- Financial performance results</li> <li>- Integrated Annual Report</li> <li>- Stock exchange filings</li> </ul>	<ul style="list-style-type: none"> <li>- Quarterly (Financial performance results)</li> <li>- Annual (Integrated) report</li> </ul>	<ul style="list-style-type: none"> <li>- Growth in returns on investment</li> <li>- Ethical operations</li> <li>- Credit rating</li> <li>- Timely payments</li> </ul>
NGOs	No	<ul style="list-style-type: none"> <li>- Need assessments</li> <li>- Community events and CSR activities</li> </ul>	<ul style="list-style-type: none"> <li>- Defined intervals</li> <li>- Periodic</li> </ul>	<ul style="list-style-type: none"> <li>- Community development</li> <li>- Increased number of initiatives that have a positive societal impact</li> <li>- Conduct impact assessments</li> </ul>

## 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.**

Consultation on economic, environmental, and social topics 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 'Wasundhra Village Development Programme' 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/ marginalized stakeholder groups.**

The community members identified as marginalised groups, as per the Company's stakeholder assessment, are supported through specific programmes addressing their concerns:

Water and Climate Change:

In partnership with the Watershed Organisation Trust (WOTR), this programme aims to address rural poverty by rejuvenating rural communities and ecosystems.

Health and Hygiene:

Collaborating with CARE India Solutions for Sustainable Development, the programme focuses on reducing mortality rates and improving maternal and child health outcomes.

Education:

Through a partnership with the Magic Bus India Foundation, this programme enhances adolescents' educational aspirations by improving academic performance, promoting school attendance, and conducting life skills sessions.

**Principle 5- Human Rights**

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:**

An exclusive training module is not yet available; however, development is in progress. Non-discrimination and POSH (Prevention of Sexual Harassment) are integral components of the Business and Human Rights framework, supported by three existing training modules covering these areas.

Category	FY2024 Current Financial Year			FY2023 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	6,347	6,347	100	6,349	6,349	100
Other than permanent	3,115	3,115	100	3,581	3,581	100
Total Employees	9,462	9,462	100	9,930	9,930	100
Workers						
Permanent	N/A`					
Other than permanent						
Total Workers						

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

Category	FY 2024 Current Financial Year				FY 2023 Previous Financial Year					
	Total (A)	Equal Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees - N/A*</b>										
<b>Permanent</b>	*Employees receive compensation above the minimum wage rate, with higher rates of pay in place.									
Male										
Female										
<b>Other than Permanent</b>										
Male										
Female										
<b>Workers**</b>										
<b>Permanent</b>		0	N/A		N/A		0	N/A		N/A
Male		0					0			
Female										
<b>Other than Permanent</b>		62,887	62,887	100	-		-	61,497	61,497	100
Male		50	50	100	-		-	27	27	100
Female										

\*\*The workmen headcount is based on fund requirement details received on a month-to-month basis, with the figures representing an average.

### 3 Details of remuneration/salary/wages

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of
<b>Board of Directors (BoD)</b>	-	-	-	-
<b>Key Managerial Personnel</b>	9	3,05,72,016	3	1,92,02,016
<b>Employees other than BoD and KMP</b>	12,599	6,23,520	560	7,52,508
<b>Workers</b>	62,887	108.886 (in Cr)	50	0.086 (in Cr)

Note: this number is not the median wages paid to an individual worker, but the monthly average wages paid to the entire frontline workforce.

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

Category*	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Gross wages paid to females as % of total wages (Employees)	4.68%	4.04%
Gross wages paid to females as % of total wages (Frontline Workforce)	0.05%	0.08%

#### 4 Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

(Yes/No)

Yes. To date, no human rights issues have been raised. However, should any concerns arise, they can be reported to the Ethics Counsellor via email or directed to the CHRO.

#### 5 Describe the internal mechanisms in place to redress grievances related to human rights issues.

Tata Projects is committed to upholding the dignity, wellbeing, and human rights of all stakeholders. Procedures and mechanisms to redress grievances related to human rights issues are laid out in the Company's policies safeguarding human rights such as POSH (Prevention Of Sexual Harassment), Business & Human Rights Policy, Occupational Health, Safety & Environment Policy, etc.

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

	FY2024 Current Financial Year			FY2023 Previous Financial Year		
	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	8	4		2	NIL	
Discrimination at workplace	NIL	-		NIL	-	
Child Labour	NIL	N/A		NIL	-	
Forced Labour/ Involuntary Labour	NIL	-		NIL	-	
Wages	NIL	-		NIL	-	
Other human rights related issues	NIL	-		NIL	-	

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

	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	2
Complaints on POSH as a % of female employees / workers	1.70%	0.50%
Complaints on POSH upheld	7	2

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

Tata Projects has implemented a Whistle-Blower Policy and Disciplinary Framework to strengthen mechanisms for seeking advice and raising concerns. These mechanisms provide confidential channels for employees and stakeholders to report unethical behaviour, policy violations, or other concerns.

Reports are reviewed by the Apex Ethics Council, with quarterly updates provided to the Audit Committee to ensure impartiality and appropriate action. Regular training sessions and communication campaigns, including townhalls, internal branding, emails, quizzes, workshops, and the intranet portal (HUB), are conducted to raise awareness about these mechanisms.

This approach embeds policy commitments into the Company's operations and culture, ensuring procedural fairness in addressing complaints while protecting the complainant.

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

Yes.

**10 Assessments for the year**

Tata Projects is in the process of obtaining SA 8000 certification from Social Accountability International.

As part of the implementation, project sites will undergo periodic audits to ensure compliance with applicable standards and guidelines. Additionally, internal assessments will be conducted at offices to identify potential human rights risks.

Upon certification, assessments will continue to be conducted periodically to maintain adherence to the standards.

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

As stated above, once the SA 8000 system is implemented, any significant risks or concerns identified will be addressed through appropriate corrective actions.

### Leadership Indicators

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

Refer to Essential Indicator 10 above.

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

Tata Projects is in the process of obtaining SA 8000 certification from Social Accountability International. This certification will apply not only to the Company's offices and sites but also extend to contractors and the entire value chain, including suppliers and vendors. The assessment will encompass aspects such as child labour, forced or involuntary labour, wages, workplace discrimination, sexual harassment, health and safety, working conditions, and grievance mechanisms.

**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:**

The extent of coverage of value chain partners will be determined once Tata Projects initiates the assessment process under the SA 8000 system.

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

As stated above, once the SA 8000 system is implemented, any significant risks or concerns identified will be addressed through appropriate corrective actions.

## Principle 6- Environment

Businesses should respect and make efforts to protect and restore the environment

### Essential indicators

**1 Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>From renewable sources (in GJ)</b>		
Total electricity consumption (A)	4,255	5,068
Total fuel consumption (B)	-	-
Energy consumption sources through other (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>4,255</b>	<b>5,068</b>
<b>From non-renewable sources (in GJ)</b>		
Total electricity consumption (D)	2,23,952	2,20,423
Total fuel consumption (E)	10,95,106	10,28,695
Energy consumption through other sources (F)	93,025	19,685
Total energy consumed from non- renewable sources (D+E+F)	14,12,083	12,68,803
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>14,16,338</b>	<b>12,73,872</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	82 GJ/Cr	75 GJ/Cr
<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	
<b>Energy intensity in terms of physical output</b>	N/A	
Energy intensity (optional) – the relevant metric may be selected by the entity	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.

**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.

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

Water withdrawal by source (in kilolitres)	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,62,243	2,98,654
(ii) Groundwater	14,95,864	20,02,560
(iii) Third party water	22,26,602	21,35,044
(iv) Seawater / desalinated water	-	-
(v) Others	95,377	9,64,253
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>39,80,085</b>	<b>54,00,511</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>30,80,854</b>	<b>42,47,603</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	179 KL/Cr	249 KL/Cr
<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	
<b>Water intensity in terms of physical output</b>	N/A	
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	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.

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

Parameter	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	10,891	65,256
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	4,06,555	2,50,748
- No treatment	-	-
- With treatment – please specify level of treatment	3,48,284	2,46,945
<b>Total water discharged (in kilolitres)</b>	<b>4,17,447</b>	<b>3,16,005</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.*

The quality of discharge water meets the standards outlined in Schedule VI of the General Standards for Discharge of Environmental Pollutants, Part-A: Effluents, as per The Environment (Protection) Rules, 1986, or equivalent regulations applicable to the operational area. The discharge water is treated using Sewage Treatment Plants (STPs) installed at the labour colony and other connected facilities.

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

During the year, Tata Projects secured a contract to construct a state-of-the-art semiconductor assembly and testing facility in Gujarat, in collaboration with Micron Technology. 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.

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

Parameter	Please specify unit	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>NOx</b>	Kg/day	2.29	5.01
<b>SOx</b>	Kg/Day	2.98	6.31
<b>Particulate matter (PM)</b>	-	NA	NA
<b>Persistent organic pollutants (POP)</b>	-	NA	NA
<b>Volatile organic compounds (VOC)</b>	-	NA	NA
<b>Hazardous air pollutants (HAP)</b>	-	NA	NA
<b>Others – please specify</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.*

\*NA - Not material for the current operations of the organization

**7 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
<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	86,954	77,465
<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	49,145	48,371
<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)	tCO <sub>2</sub> e/Cr	7.9	7.4
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		No PPPs available	
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		N/A	
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		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.

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

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.

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.

Parameter	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	122.6	267.5
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,967	1,818
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	30,774	17,397
Total (A + B + C + D + E + F + G + H)	32,863	19,482

Parameter	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.9 MT/Cr	1.5 MT/Cr
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	N/A	N/A
Waste intensity in terms of physical output	N/A	N/A
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	8,710	4,291
(ii) Re-used	9,327	1,251
(iii) Other recovery operations	-	-
Total	18,037	5,542
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	458	1,427
(iii) Other disposal operations	-	-
Total	458	1,427

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.

**10 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.

Steps taken:

- Hazardous waste is disposed of 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.

**11 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:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Mumbai Trans Harbour Link Project (Package 2): Construction of 7.807 km Long Bridge Section (CH 10+380 – CH 18+187) Across the Mumbai Bay Including Shivaji Nagar Interchange.	Construction activity	Yes

**12 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.

**13 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).**

Yes, Tata Projects is compliant with these regulations.

If not, provide details of all such non-compliances, in the following format: N/A

**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:

- (i) **Name of the area:** Vallur (Tamil Nadu), Barmer (Rajasthan), Chennai (Tamil Nadu), Nagpur (Maharashtra)
- (ii) **Nature of operations:** FGD (Flue Gas Desulphurization) Vallur, HRRL (HPCL Rajasthan Refinery Limited) Barmer, CMRL (Chennai Metro Rail Ltd.), CPRR (Chennai Peripheral Ring Road), TMU Nagpur (The Manufacturing Unit), First Solar, and DFCC (Dedicated Freight Corridor Corporation of India)

**(iii) Water withdrawal, consumption and discharge in the following format:**

Parameter	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	23,797	Reporting began from FY 2024
(ii) Groundwater	3,28,327	
(iii) Third party water	1,93,805	
(iv) Seawater / desalinated water	-	
(v) Others	16,243	
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>5,62,172</b>	
<b>Total volume of water consumption (in kilolitres)</b>	<b>4,43,514</b>	
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>25.7KL/Cr</b>	
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	73,223	Reporting began from FY 2024
- No treatment	-	
- With treatment – please specify level of treatment	53,349	
(ii) Into Groundwater	-	
- No treatment	-	
- With treatment – please specify level of treatment	-	
(iii) Into Seawater	-	
- No treatment	-	
- With treatment – please specify level of treatment	-	
(iv) Sent to third-parties	-	
- No treatment	-	
- With treatment – please specify level of treatment	-	
(v) Others	45,434	
- No treatment	-	
- With treatment – please specify level of treatment	-	
<b>Total water discharged (in kilolitres)</b>	<b>1,18,657</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.

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

Parameter	Unit	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
<b>Total Scope 3 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 (tCO <sub>2</sub> e)	13,514	3,919
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/Cr	0.8	0.5
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>		N/A	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.

\*Business travel & employee commute only.

**3 With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

The Company’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:**

Sr. 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 decarbonisation 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. Utilizing 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.	63,233 saplings planted in FY2024.
3	Reducing Energy Consumption and Increasing the Use of Renewable Power	<ul style="list-style-type: none"> <li>- Mandating grid connectivity at plant sites</li> <li>- Discouraging the use of DG sets</li> <li>- Increasing renewable power usage at plant sites (e.g., TMU and MTHL extensively using solar power)</li> <li>- Monthly monitoring and tracking of energy consumption according to yearly targets</li> <li>- Working with Site SPOCs to meet targets</li> </ul>	Tata Projects has established a 990 KW solar plant at its Manufacturing Unit (TMU) in Nagpur, generating 8,92,182 kWh of electricity over the past year.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
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.	- 11,81,875 kWh Renewable Power Generation in FY 2024 - 933 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 streetlights, 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.	3,48,284 KL Water Recycled in FY 2024
7	Waste Management	In its reuse and recycling efforts, Tata Projects orders only the necessary quantities based on ready-for-construction drawings and execution requirements to avoid over-procurement. The Company also tracks both hazardous and non-hazardous waste to ensure responsible disposal and recycling. Steps taken include: - Disposing of hazardous waste in accordance with statutory guidelines through authorised recyclers - Sending non-hazardous waste, such as steel, to recyclers - Managing cement waste by procuring via bulkers, loading into batching plant silos, and using a digitalised system for cement usage - Repurposing concrete waste to create paver blocks and earth pits, with tested cubes used to make tanks 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.	In FY 2024, 67% of the concreting was done using Manufactured Sand (Msand) in relation to overall concrete production. Additionally, 18,037 MT of mixed waste was reused and recycled, with 9,327 MT being reused and 8,710 MT disposed of through authorised recyclers.

**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.

**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.**

100%

## Principle 7- Regulatory Policy

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

### Essential indicators

- 1 a. Number of affiliations with trade and industry chambers/ associations.**
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII), Western Region	States of Goa, Gujarat, Madhya Pradesh and Maharashtra.
2	Federation of Indian Export Organizations (FIEO), Southern Region, Hyderabad (Set up by the Ministry of Commerce, Government of India)	States of Andhra Pradesh, Karnataka, Kerala, Tamil Nadu, and Puducherry.
3	The Federation of Telangana Chamber of Commerce and Industry (FTCCI) (Formerly known as FTAPCCI)	State
4	Project Exports Promotion Council of India (PEPC), Ministry of Commerce & Industry, Government of India	National
5	Construction Federation of India (CFI)	National
6	Trade Certificate - Export House	National

**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.**

N/A

### 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.

## Principle 8- Inclusive Growth

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**

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
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As a best practice to evaluate the societal impact of our initiatives, the Company's CSR Committee has decided to conduct an impact assessment at least 12 months post-program closure. Consequently, for the water, education, and livelihood programmes concluded last year, Tata Projects is conducting the impact assessment in the current financial year (FY 2025). The Company last conducted this Assessment in FY 2022.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	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	~9,689	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 whistleblowing, and protecting individuals from retaliation. The Company's Whistleblower 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 remediation 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:**

	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	16%	10%
Directly from within India	95%	94%

- 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	FY2024 (Current Financial Year)	FY2023 (Previous Financial Year)
Rural	10%	10%
Semi-urban	25%	25%
Urban	30%	30%
Metropolitan	35%	35%

(Place to be categorized 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):

N/A

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

S. No.	Focus area - Program	State	Aspirational District	Amount spent (₹ in Crores)
1	Water	Maharashtra	Osmanabad	0.25
2	Education - HEP 4 locations	Maharashtra	Gadchiroli	0.32
3		Andra Pradesh	Vizag	0.32
4	Education - RRP 2.0	Maharashtra	Gadchiroli	0.15
5		Andra Pradesh	Vizag	0.15
6	Health – IMCH	Telangana	Asifabad	0.23
7		Odisha	Kalahandi	0.46
8	Education - Mid-day meal	Rajasthan	Baran	0.04

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

No, there is no preferential procurement policy in place. Ordering is conducted solely based on commercial offerings.

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

N/A

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

N/A

- 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:

N/A

- 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.

N/A

- 6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Water and Climate Change Adaptation Project	1,686	100%
2	Holistic Education	10,463	100%
3	Health & Hygiene	9,923	100%
4	Mid-Day Meals	4,254	100%
5	School Facilities	111	100%
6	Community Support	Distributed 28 electric induction heaters to local villagers at the IOCL Vadodara site.	100%

## Principle 9- Consumers and IT

**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.**

Customer feedback is gathered quarterly to assess satisfaction levels and quality standards. This structured feedback mechanism enables a timely review of performance, allowing the Company to address concerns effectively and implement improvements to meet customer expectations.

**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.

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

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

	FY2024 (Current Financial Year)		Remarks	FY2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	N/A		0	N/A	
Advertising	0	N/A		0	N/A	
Cyber-security	0	N/A		0	N/A	
Delivery of essential services	0	N/A		0	N/A	
Restrictive Trade Practices	0	N/A		0	N/A	
Unfair Trade Practices	0	N/A		0	N/A	
Other	0	N/A		0	N/A	

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

N/A - Tata Projects does not operate as a product company and, therefore, does not encounter product recalls related to safety issues.

**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 a Privacy Policy.

**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 customers**

N/A

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

N/A

## 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.**

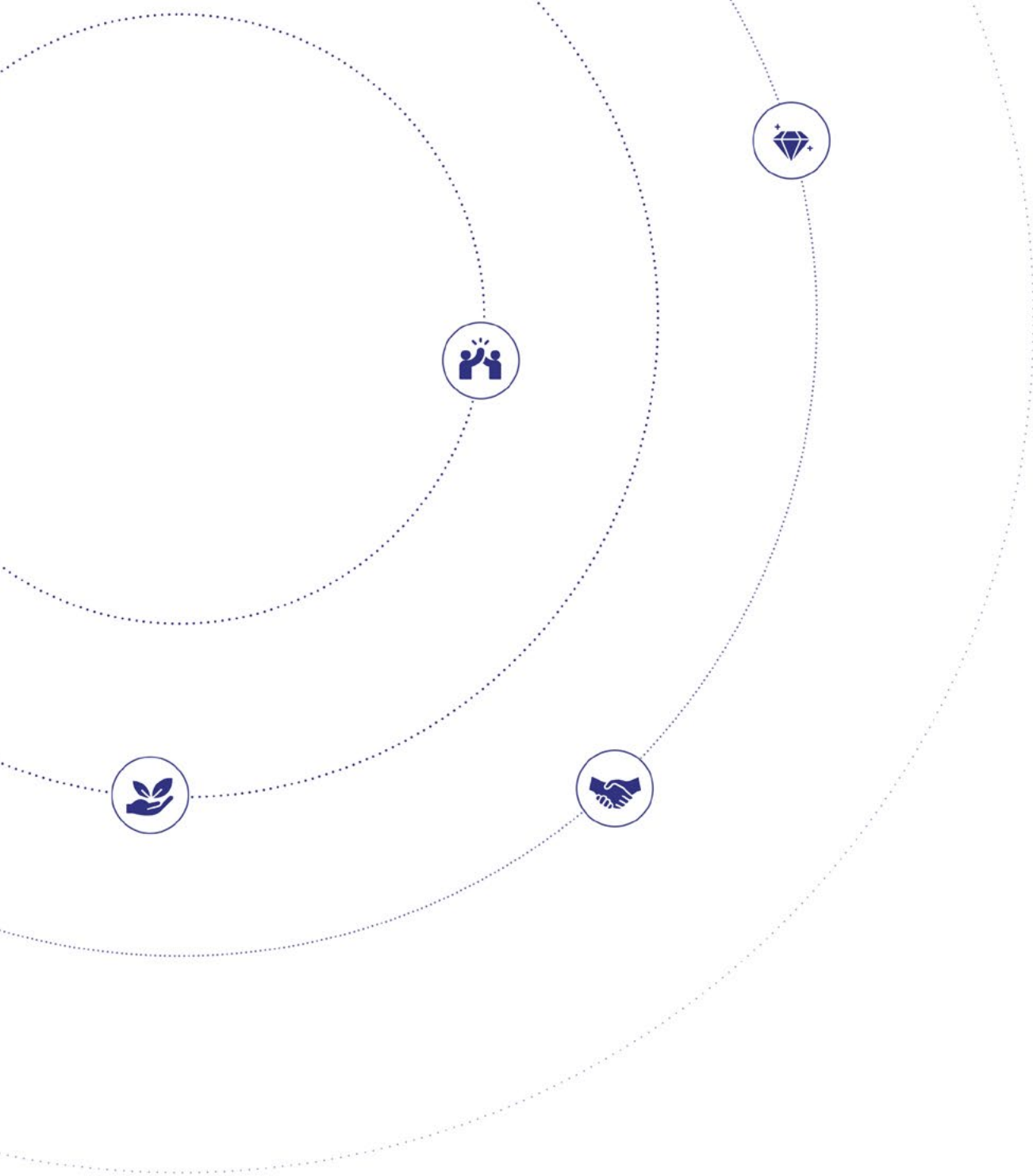
The Company does not directly provide essential services. However, during project execution and machinery transportation, the Company informs clients and relevant authorities in advance. Notifications are sent through transmittal letters, and permissions are requested for road closures, traffic diversions,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

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

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes



# TATA PROJECTS LIMITED

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