



SIMPLIFY | CREATE | SUSTAIN

ABOUT THE REPORT



With honest and straightforward business principles, close and careful attention to details, and the ability to take advantage of favorable opportunities and circumstances, there is a scope for success

- Jamsetji Tata

In the spirit of our Founders vision, we are pleased to publish our first Sustainability Report for FY 2017-18, that discloses our environmental, social and economic performance. Through this Report we intend to showcase our accountability, transparency and the progress made by us in our sustainability journey.

APPROACH, BOUNDARY AND SCOPE

This report has been prepared in accordance with the GRI Standards Core option. We have applied the GRI reporting principles - stakeholder inclusiveness, sustainability context, materiality and completeness for defining the content. We have taken into account the principles of accuracy, balance, clarity, comparability, reliability and timeliness in order to define the quality of our report. The Report is also aligned to the National Voluntary Guidelines on Social, Environmental and Economic (NVG-SEE) Responsibilities of Businesses in India issued by the Ministry of Corporate Affairs, Government of India. The Report highlights the performances of all our Strategic Business Groups.

REPORT CONTENT

The content of this Report has been developed around our material topics. These topics have been identified by reviewing the overall sustainability risks and opportunities which were determined by analysing macroeconomic & sustainability trends and senior management inputs. Views, concerns and key expectations have also been elemental in shaping our overall materiality assessment process. This assessment helped us realign our sustainability strategy while ensuring the transparent coverage of our key topics.

REPORT DATA AND ASSURANCE

This Report includes data of TPL India and overseas operations wherever available for the reporting period, 1st April 2017 to 31st March 2018. Corporate data has been compiled using centralised database, with additional data collected at site level. We have engaged Bureau Veritas (India) Private Limited for providing independent assurance on this Report. The Report has been assured with Limited Level Assurance requirements of ISAE 3000 assurance standard and the statement provided by Bureau Veritas is included towards the end of the Report. They have verified the Report for a select set of economic, environmental and social performance related indicators.

Information on revenue and other financial data has been taken from standalone financial statements presented in our Annual Report FY 2017-18. We propose to communicate our sustainability performances annually through this Report.

For comments and feedback, please write to: tpl@tataprojects.com

Significant change during reporting period: Our offices in Mumbai and Noida were relocated to accommodate the increasing manpower resource. Further, our Transportation SBU was relocated to Noida from Hyderabad to leverage the benefits of proximity to project sites. The relocation of our Corporate office to Mumbai has also been initiated.

Forward looking statements - This Report contains forward-looking statements, which may be identified by their use of words like 'plans', 'expects', 'will', 'anticipates', 'believes', 'intends', 'projects', 'estimates' or other words of similar meaning. All statements that address expectations or projections about the future, including, but not limited to statements about our strategy for growth, market position, expenditures and financial results, are forward-looking statements. Forward-looking statements are based on certain assumptions and expectations of future events. We cannot guarantee that these assumptions and expectations are accurate or will be realised. Our actual results, performance or achievements could thus differ materially from those projected in any such forward-looking statements. We assume no responsibility to publicly amend, modify or revise any forward-looking statements, on the basis of any subsequent developments, information or events.

[GRI 102-10](#), [GRI 102-45](#), [GRI 102-46](#), [GRI 102-50](#), [GRI 102-51](#), [GRI 102-52](#), [GRI 102-53](#), [GRI 102-54](#), [GRI 102-56](#)





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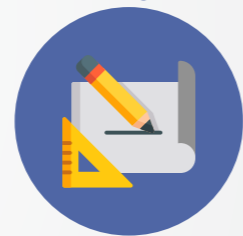
SIMPLIFY CREATE SUSTAIN

Being a part of the \$100 Billion Tata Group, India's most respected business conglomerate, we are known for our ability to successfully execute large scale projects. We strive to simplify complexities and create world class infrastructure projects while ensuring sustainable value creation, thereby contributing to India's accelerating growth story.



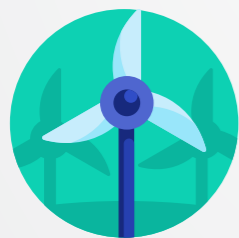
SIMPLIFY

Even the most complex creations are based on simple fundamentals. What makes a masterpiece is the ability to understand these fundamentals to create solutions that are in harmony with the world around them. Our engineering capability and domain expertise helps us effortlessly simplify complex concepts to ensure that we coexist with our surroundings while executing projects.



CREATE

We focus on creating shared value for our clients, our employees and our communities. We leverage advanced technology in construction methods and well-orchestrated collaboration between diverse specialists to ensure flawless and timely execution of our projects. We work towards creating an inspiring and safe workplace for our employees to flourish in. And offer infrastructure and support to our communities and help them create sustainable solutions that meet the needs of their today and tomorrow.



SUSTAIN

Resonating with the ethos of the Tata group, our objective is to be environmentally, socially and economically sustainable while we create large scale infrastructure solutions. Our strategic and streamlined investments in innovation and technology have further enabled us to be a distinct player contributing to India's sustainable future.

INTRODUCTION

Tata Projects was founded nearly four decades ago, with a vision of becoming a highly admired infrastructure company in India. Today we are one of the fastest growing companies in the country with an expertise in executing large and complex industrial and urban infrastructure projects.

Engineering excellence, supply chain expertise and construction management are our key strengths. We are driven to deliver projects 'on-time' using world-class project management techniques, and have uncompromising standards for safety and sustainability.

COMPANY AT A GLANCE



*Net worth + Debt

FOREWORD



Managing Director -
TATA Projects

“From being a mid sized entity to taking the top three spot in the industry, we have come a long way in a short time”

In consonance with the Tata Group's vision, we have always maintained high standards of integrity and sustainability within Tata Projects. Today, being one of the largest EPC players in India, the Group's vision stands strong in the way we conduct our business and interact with all our stakeholders.

I am privileged to present Tata Projects' maiden Sustainability Report for the financial year 2017-18. This Report upholds our legacy of being a responsible corporate citizen and demonstrates our commitment to the core values of Integrity, Unity, Responsibility, Excellence and Pioneering.

THE SECTOR AND US

With the infrastructure sector being one of the key drivers of Indian economic growth, we are cognisant of our roles and responsibilities towards impelling the nation's overall development. The Government of India is taking every possible initiative to boost and ensure sustained infrastructure growth with policies that are time-bound. Some of the key steps taken include flagship urban missions viz., the Pradhan Mantri Awas Yojana, Sahaj Bijli Har Ghar Yojana (Saubhagya) to achieve universal household electrification in the country, increased capacity of the Green Energy Corridor Project and investment in Smart Cities Mission.

The implementation of labour reforms by some of the State Governments has further enabled the growth and development of this industry. This has enabled investors and industrialists to manage labour issues and demands more effectively.

With an increase in aspirations of Indian citizens and the rise in migration from rural to urban India, future investments in urban infrastructure is likely to grow. We at Tata Projects, strive to take a leading role in creating sustainable solutions and infrastructure projects that holistically support the upcoming trends. For us, it is about managing long term value and incorporating social values alongside shareholder value.

OUR APPROACH TOWARDS HEALTH, SAFETY AND ENVIRONMENT

We continue to improve our processes for better management of our health, safety and environmental risks. Managing the use of natural resources and being a responsible steward of the environment are the fundamental components of our sustainability approach. We take great pride in undertaking various energy saving, water conservation and waste management initiatives across our project sites to minimise our environmental footprint.

The wellbeing of our people, including everyone within the boundary of our project, is of utmost importance to us. Irrespective of where our people are located, or the type of work they undertake, we strive to create an environment that is free from occupational illness or injury.

CREATING VALUE FOR ALL

With a focus on creating shared value, we have strengthened our approach towards undertaking community development projects. Through targeted skill-upgradation and infrastructure support we have been able to create sustainable systems which continually meet the needs of the community. We also play an active role in the promotion of inclusive growth through deployment of Affirmative Action initiatives.

ENHANCING OUR PROCESSES

Towards safeguarding our people, assets and communities, we have been developing and enriching our risk management strategy on an ongoing basis.

We also recognise that digitisation of construction method is critical in improving productivity and reducing wastage. With this viewpoint, we implemented initiatives to digitise, simplify and upgrade our systems and processes. This in turn has ensured that we meet client expectations, deliver projects 'On-Time' and adhere to uncompromising standards of quality and safety.

ETHICAL BUSINESS AND GOVERNANCE

We strive to be one of the world's leading companies, by committing to high ethical business practices and governance standards. We abide by our charter, doing what is right and delivering on our commitments. Our values draw strength from the Tata Code of Conduct (TCoC), which defines how each one of us is expected to act when conducting business.

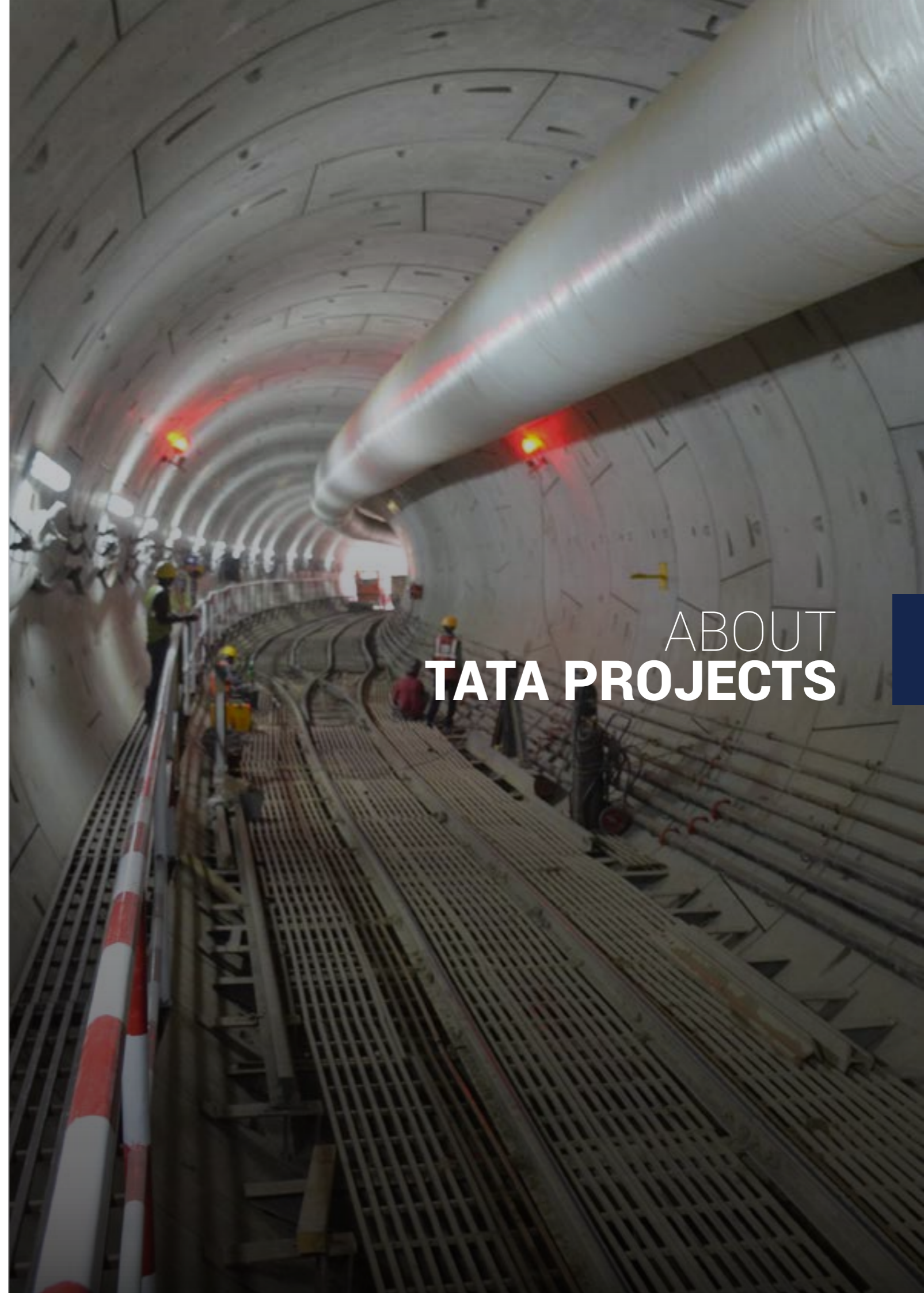
FUTURE OUTLOOK

During the last few years, we entered several new segments including urban infrastructure, water, civil construction and transportation. This has helped us gain meaningful market share and increase

our capabilities in these growth areas. We aim to further increase the technology coefficient in the business we do. We also aim to increase our service business, both in terms of bouquet of products as well as geographies served.

We are cognisant of the fact that we can always do more, towards which we welcome your feedback. We look forward to your continued support as we continue on our path to – Simplify, Create and Sustain.

Vinayak K Deshpande
Managing Director



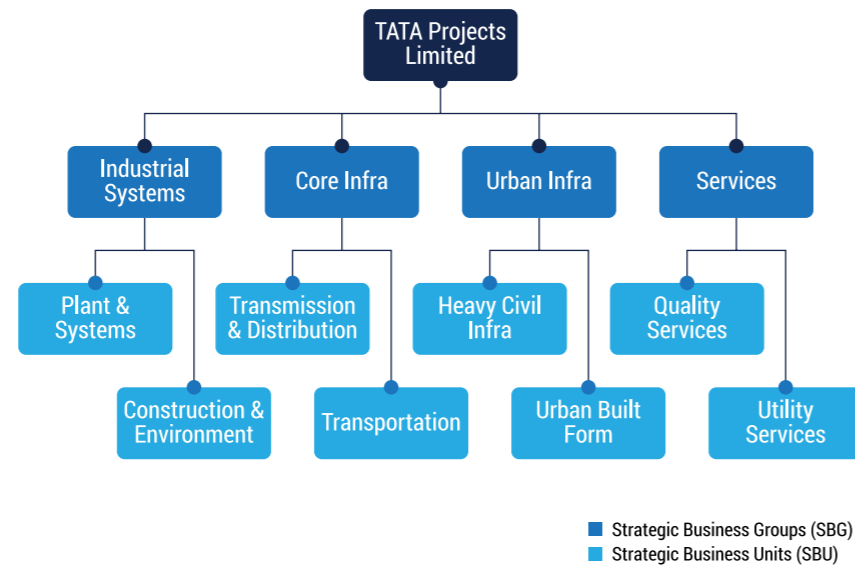
ABOUT
TATA PROJECTS

ORGANISATIONAL OVERVIEW

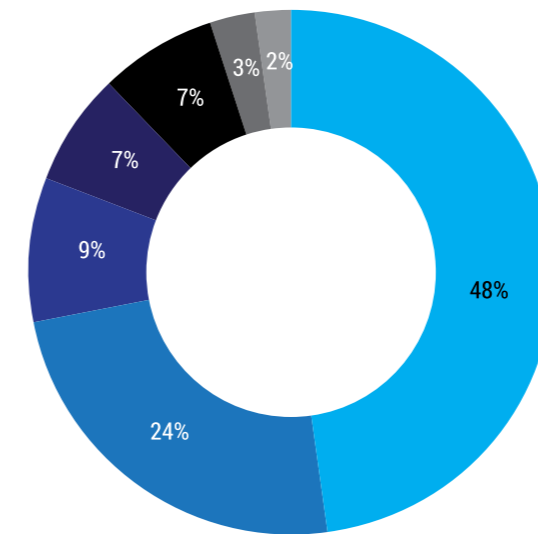
Incorporated in 1979, today Tata Projects Limited is one of the fastest growing Engineering, Procurement and Construction (EPC) companies in India. Holding a reputation for our ability to successfully execute large and complex industrial, core and urban infrastructure projects, provide inspection & certification services and utility services for water purification, we are in the process of executing over 130 projects around the world. We have adopted ISO standards to deliver quality work.

To create an impact and make a difference in the sector, we have a representation across industrial associations such as Confederation of Indian Industry (CII) and Quality Circle Forum of India (QCFI).

Our business is classified into four Strategic Business Groups (SBGs) as showcased below -

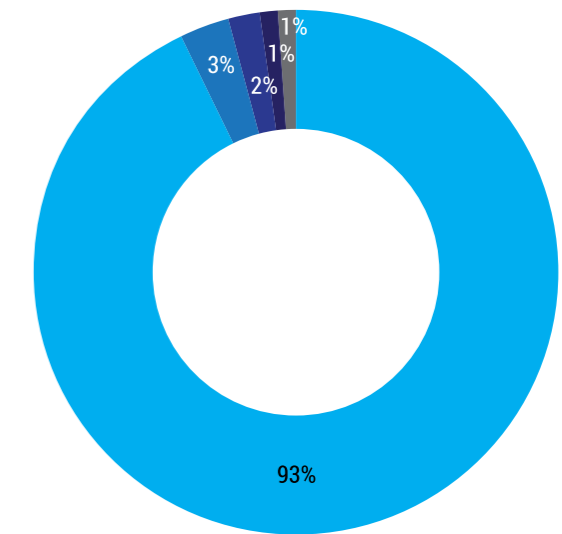


SHAREHOLDING PATTERN

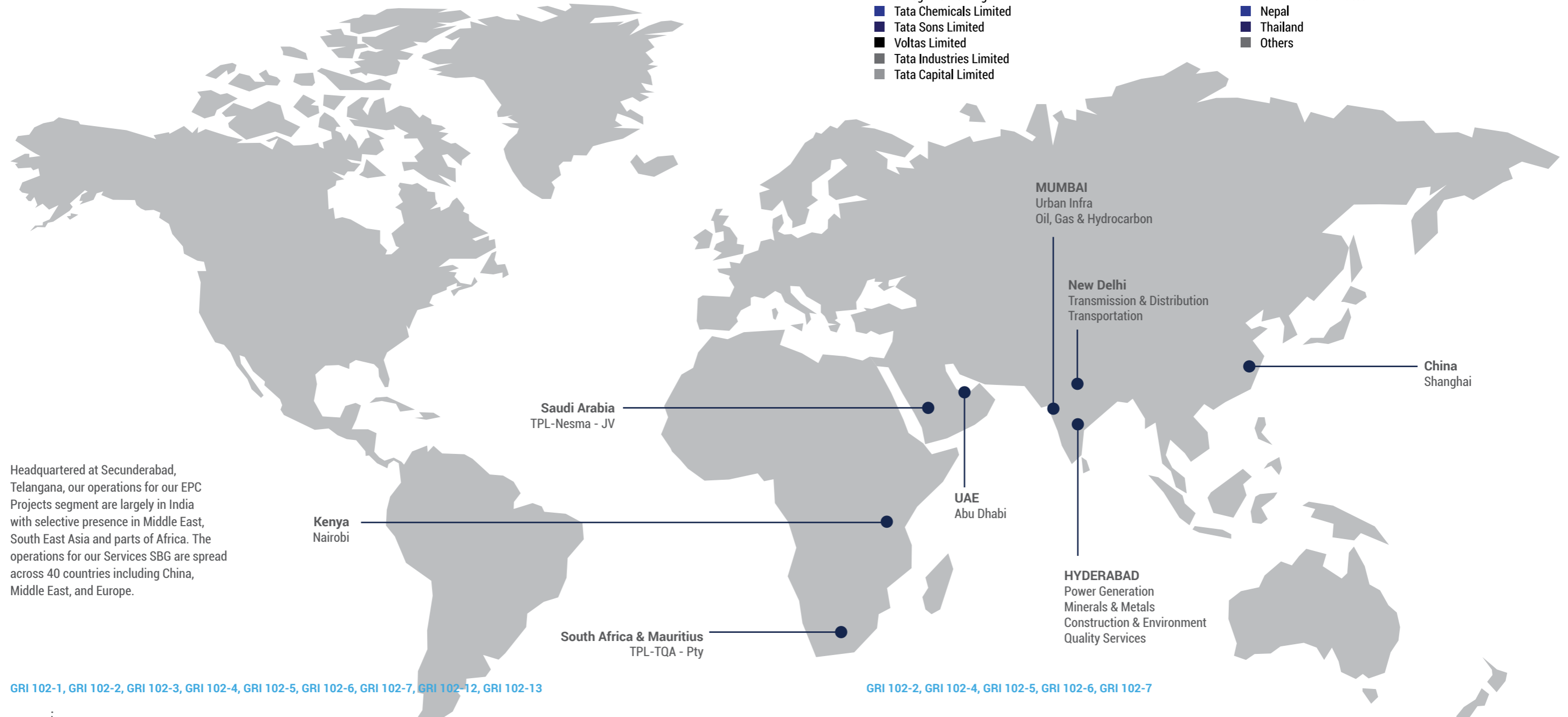


- The Tata Power Company Limited
- Omega TC Holdings PTE LTD
- Tata Chemicals Limited
- Tata Sons Limited
- Voltas Limited
- Tata Industries Limited
- Tata Capital Limited

REVENUE BY COUNTRY



- India
- United Arab Emirates
- Nepal
- Thailand
- Others




Headquartered at Secunderabad, Telangana, our operations for our EPC Projects segment are largely in India with selective presence in Middle East, South East Asia and parts of Africa. The operations for our Services SBG are spread across 40 countries including China, Middle East, and Europe.

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7, GRI 102-12, GRI 102-13

GRI 102-2, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7

OUR MISSION, VISION AND VALUES


To MAKE THE WORLD A MORE EFFICIENT, PROSPEROUS AND SAFER PLACE by providing sustainable engineering & construction projects and technology services



MISSION


AMONGST THE TOP 50 GLOBAL INFRASTRUCTURE COMPANIES.

On time always | Caring | Admired | Respected | Responsible




VISION 2025

INTEGRITY PIONEERING UNITY RESPONSIBILITY EXCELLENCE




VALUES


CULTURAL PILLARS




ALWAYS AHEAD
Energetic Initiative Leading




GENUINE
Honest Respectful Caring



INNOVATIVE
Challenging status quo Thinking creatively Doing differently



LEARNING
Observant Inquisitive Questioning



ENTREPRENEURSHIP
Ownership Risk taking Resourceful

BUSINESS PORTFOLIO

SBG	Industrial Systems		Core Infra	
SBU	Plant and Systems (P&S)	Construction & Environment	Transmission & Distribution (T&D)	Transportation
Line of Business	<p>Projects related to Power Generation, Oil & Gas and Metal & Minerals in domestic as well as international markets.</p> <p>We have executed prestigious projects for APPDCL, NMDC, NTPC, SAIL, ONGC, Hazel and Takreer. SBU plans to cater to new segments like Nuclear, Waste to energy, ethanol, coal gasification, etc.</p>	<p>Focused on factories, industrial structures and buildings (high rise buildings, residential townships and mass housing), in addition to environment sector projects like river rejuvenation, sewage treatment plants and integrated desalination and wastewater treatment systems.</p> <p>SBU has adopted latest Project Management Systems through the use of software like Candy and Drone based project monitoring systems.</p>	<p>We have rich experience in working on all terrains, such as Himalayan ranges, forests and deserts and have completed more than 12,500 km of power lines ranging from 440 KV up to 1,200 KV DC, since inception.</p> <p>We are currently executing projects in Ethiopia, Thailand, Ivory Coast, Kenya and Nepal and have plans to enter into Middle East, Mali, Africa, CIS and Latin American countries like Brazil and Mexico.</p>	<p>We are executing ~2,000 km of railway lines in the Eastern and Western Dedicated Freight Corridors (EDFC and WDFC). The project is being executed using a Mechanised Track Laying Machine (a first for Indian Rail Sector). Execution of EDFC & WDFC has commenced and is progressing well.</p> <p>Our projects have been recognised for safety initiatives by Construction Industry Development Council (CIDC).</p>
Highlights	Entered new segments by emerging as lowest bidder in Aerospace and Fertilisers sectors.	Dravyavati river rejuvenation Project in Jaipur is a highly appreciated work. At 'Construction Times Awards 2018' our project was awarded 'Unique Project of the Year' Award.	Ventured into new line of business in Smart-Grid Power Distribution	The 2,000 km railway EDFC and WDFC track project achieved 20 million safe man hours which has been appreciated by World Bank.
SBG	Urban Infra		Services	
SBU	Heavy Civil Infra	Urban Built Form	Quality Services	Utility Services
Line of Business	<p>Focused on mega infrastructure projects such as underground & elevated metros, highways, sea bridges, ropeways, ports etc. involving advanced technology, expertise and precision.</p> <p>A few of our marquee mega projects include - Metros in Lucknow, Mumbai, Delhi and Ahmedabad, Highway in Udaipur, Ropeway in Dharamshala, 500-meter cable-stayed bridge at Karimnagar and construction of Mumbai Trans Harbor Link, an ambitious sea link project.</p>	<p>SBU handles infrastructure projects such as IT SEZ parks, commercial and office buildings, high rise segment and commercial retail space, airports and various schemes under Smart Cities Project of Gol.</p> <p>We have been recently awarded (in consortium) a project to makeover one of the oldest British era developments in Mumbai.</p>	<p>One of leading Quality and Reliability service provider in domestic and overseas markets that differentiates its value proposition by leveraging digital platforms and latest software tools.</p> <p>The SBU has strengthened its offerings with a strategic equity investment into a BIM Services Co. As part of geographical expansion this year we expanded into Kuwait and Italy and diversified our customer base by adding marquee international customers.</p>	<p>We provide Reverse Osmosis (RO), Ultra Filtration (UF) and desalination water systems of different capacities for rural communities in India. These units are low on cost, high on technology and of robust build. The delivery is through a fully self-sustaining operating model to the 'Bottom of Pyramid' communities in semi-urban and rural areas, leveraging women and Affirmative Action entrepreneurs. During the reporting year, we successfully integrated next generation Internet of Things (IoT) solutions for the units</p>
Highlights	Ventured into the Hydropower segment by winning a project in May 2018 to construct five additional spillways at Hirakud dam on Mahanadi River in Odisha.	Our new project, Redevelopment of BDD Chawl, will benefit more than 10,000 families by moving them into new homes and improving their quality of life.	Developed tools for digital engineering (3D to 5D BIM), Design & Analysis, real time monitoring dashboards (which work on mobile), drone based visualisation, monitoring & surveying platforms, analytics for procurement & construction, QR code for Labour & Safety Monitoring.	We are conducting joint research with Massachusetts Institute of Technology (MIT) to develop solar powered desalination plants. Partnered with HPCL to set up a safe drinking water centric retail store (called 'TQ Mall') in their fuel retail outlets across the country.

TPL CHARTER - DESIGNED TO DELIVER

Tata Projects has exceptional depth of expertise in building Industrial Infrastructure. We are designed to deliver the most demanding and complex projects on time. We are a customer centric organisation that seeks to build enduring value for all our stakeholders. At the core of this, are our People, our Practices and our belief in Simplify, Create and Sustain.

People

We have a team of 4,432 people, carefully chosen for their knowledge, capabilities, attitude and value system. Every member of the team undergoes training periodically to ensure that they understand the latest in technology and world-class construction practices. They are empowered and encouraged to innovate keeping the customer in mind. The organisation rewards initiative and entrepreneurship, enabling employees to work with passion and deliver on commitments.

Practices

Engineering excellence, supply chain expertise, exceptional construction

management and project financing support are key strengths at Tata Projects. Our supply chain expertise helps us offer cost effective and optimised solutions. We have mapped the best sources of supply and have established relationships with key vendors across the globe. Construction management is an art that has been perfected at Tata Projects. We are a learning organisation that continuously improves and innovates. This has helped us develop construction methods that have become an industry norm. We have also developed our own customised project management techniques that help us to effectively manage projects and deliver on time.

In addition to our technical strengths, Tata Projects has the ability to support its customers in sourcing the best and most economical funding suitable for the project. This support is in the form of financial advisory services, financial modelling, documentation, support and participation in one-on-one meetings with lenders and financiers.

Doing the right thing

Tata Projects resonates with the ethos of the Tata group. It leads with integrity and has established uncompromising standards of safety and sustainability. It will always stand by its commitment to customers

GROWING WITH INDIA, FOR INDIA

India is on the path of becoming one of the largest growth engines in the world and Tata Projects has positioned itself to contribute to this growth through the development of various infrastructure projects.

Reviving Dravyavati

The river Dravyavati in Rajasthan's capital city, is being transformed from a muddy, narrow, sewage carrying drain to a clean water body that adds beauty to its landscape. We are rejuvenating the 47-km long river by sculpting its course, dredging its bed, adding several sewage treatment plants, and landscaping its banks with trees and gardens.

We are setting up five sewage treatment plants which will treat 170 million liters of waste water per day

Modern Transportation for an Old City

Our Lucknow Metro project, is a 3.6-km stretch which runs underneath heavily crowded area and several historic buildings. Using state-of-the-art equipment, Tata Projects completed the underground tunneling without disturbing the public or the buildings.

We are currently overseeing four metro projects in India, constructing buildings, roads, bridges, creating safer and advanced infrastructure for citizens

Ensuring Energy across the Country

The Krishnapatnam power plant will produce 1,600MW for the state of Andhra Pradesh in India and energise the country's southern grid. The massive plant does not use fresh water or discharge contaminated water into the environment. It runs on a mix of recycled sewage water from residential areas and desalinated seawater. It is the second power project of its kind in India to use seawater for its requirements. We built state-of-the-art water treatment plants for treating seawater and sewage water individually. This treated water is used for every requirement of the power plant – from the cooling towers to usage as service water for ash-handling systems as well as for the residential requirements of workers living on-site.

We are in the process of setting up power plants with total generating capacity of 5,500MW in India of which over 3,000MW has already been commissioned

Creating Smarter Cities

Under the Smart Cities initiative, Pune Street Light Project is the first of its kind in India and was set up under the Public-Private Partnership model. Our role is to design and set up high impact energy-efficient street lights which can be remote controlled through a SCADA system.

The initiative gives us an opportunity to provide the smart backbone that Indian cities require

Water for All

Under our Quality Services SBG, we help set up reverse osmosis water treatment plants across India through a social business model that allows villagers to access potable water while generating income for small entrepreneurs.

We have set up about 2,000 such plants across India



DFCCIL & Tata Projects

Tata projects Limited has partnered with Dedicated Freight Corridor Corporation of India Limited (DFCCIL) creating an efficient and reliable service initiative for making railways an environment friendly option for transportation thereby contributing to the country's national priority of reducing environmental impact. The project is being executed using a Mechanised Track Laying Machine.

Project highlights -

- Mechanised track laying : First time, new railway track is being laid using mechanised means such as NTC, it ensures accuracy and quality
- Cant In turn out zone: First time in Indian Railways, to avoid change in rail plane, turnouts would also be canted. It will ensure smooth riding and reduce rolling contact fatigue.



We are laying over 2,000 Km of track both in Eastern and Western Freight Corridor. This is a major green initiative which will not only improve connectivity but reduce GHG emissions and decongest roads

KEY PROJECTS SECURED AND COMMISSIONED

We take pride in our diverse projects that have been contributing to the nation's growth and development. We have been leveraging on our deep understanding of technology, advanced construction practices and expertise built over almost 4 decades to execute world class projects 'On-Time'.

Secured one of its kind 500 meter-long Cable Stayed Bridge at Karimnagar, and ropeway segment at Dharamshala

Ventured into Hydropower segment for Construction of Additional Spillway at Hirakud Dam in Odisha

Secured Ludhiana City Smart Street Lighting project and setting up of central command center with 'Operations and Maintenance' (O&M) contract

Secured India's first Dial 112 Emergency Response System project for Chhattisgarh Police

Secured L1 position for two packages of the prestigious project: Mumbai Trans Harbour Link in JV with Daewoo Engineering & Construction

State-of-Art Trade cum Craft Museum at Varanasi completed and handed over ahead of schedule

Completed and handed over RVNL Yadgir and DLW Varanasi Projects ahead of schedule

Commissioning of 2x800 MW Lara Coal Handling Plant Unit-I

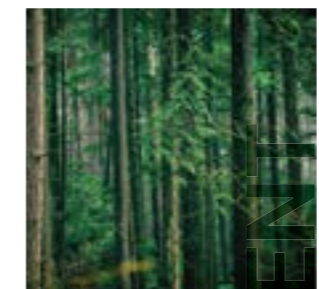



Performance Guarantee test carried out successfully for 1.2 MTPA Pellet Plant at Donimalai, NMDC

SUSTAINABILITY AT TATA PROJECTS

Sustainability is in the DNA of everything we do. Our approach to sustainability is defined by our policy which clearly describes our fundamental expectations and provides the foundation to develop and implement management systems at our assets. In line with our Group's vision, we continually invest in supporting & developing local communities and in initiatives that create a positive environmental footprint, despite our construction operations at sites usually lasting only for 3-4 years.

In addition, contractors working at our project sites are also required to comply with our health, safety, environment and community standards. We engage with our suppliers and service providers and encourage them to maintain business practices and workplace standards that are comparable to our own.

Our Sustainability Strategy, rests on four pillars focusing on our Environmental, Economic, People and Social performance.

 <p>ENVIRONMENT</p> <ul style="list-style-type: none"> Alternate materials Green House Gas (GHG) emissions Modular construction Facilitate regeneration (water) Minimize waste TPL practices adopted by partners 	 <p>ECONOMIC</p> <ul style="list-style-type: none"> Order Inflow Order Book PAT EVA EPS ROCE 	 <p>PEOPLE</p> <ul style="list-style-type: none"> Safety of employees Capability development of Employees Capability building of employees Gender diversity Workplace benefits Promoting ethical behaviour Labour practices and human rights 	 <p>SOCIAL</p> <ul style="list-style-type: none"> Health activities for communities Welfare activities for communities Number of lives touched through community engagement Interventions Free RO drinking Water
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We believe high standards of governance are critical to deliver our strategy and create long-term value. The Board oversees our sustainability approach and the sustainability committee assists with governance and monitoring.



As a part of the first phase of our sustainability strategy implementation, we engaged with the Tata Sustainability Group (TSG) which helped create awareness and train around 135 sustainability champions, who in turn built capacity by training many more across the organization. We are currently in the second phase of our sustainability strategy implementation.

GRI 103-3

MAINTAINING STANDARDS

We adopt highest standards of environmental, safety and quality protocols and adhere to leading certifications, ensuring compliance with applicable legislations. Our Environment, Health & Safety (EHS) and Quality policy endorses our commitment to improving our performance on various environmental aspects that go beyond regulatory compliances.

Quality	Environment	Safety
ISO 9001:2015 Quality Management System	ISO 14001:2015 Environmental Management System	OHSAS 18001:2007 Occupational Health & Safety Management System

Sustainability Policy

Tata Projects is committed to be ahead of expectations of our stakeholders while conducting business in a socially, economically and environmentally responsible manner to the benefit of current and future generations.

Towards this we shall:

- Demonstrate responsibility and sensitivity to biodiversity and the environment in which we operate.
- Comply beyond regulations relating to environment, through technology initiatives and innovation.
- Create sustainable livelihoods and build community through social outreach programmes in health, education, empowerment of women and youth, employee volunteering that can be measured in terms of their having more lasting benefits, serving a larger national or regional purpose, and also making it more meaningful to all involved in the endeavour.
- Demonstrate sensitivity and responsibility in the areas of concerns relating to the Environment, Climate Change, Global Warming, and Affirmative Action.
- Focus on building sustainable business through:
 - Waste reduction in all operations
 - Enhancing energy efficiency in our operations
 - Frugal engineering
 - Innovation & continual improvement
 - Usage of alternative material
 - Zero Harm workplace
- Creating sustainable livelihoods through skill enhancement in the communities we operate, with specific focus on AA Communities.

May 19, 2014

Vinayak K Deshpande
Vinayak K Deshpande
Managing Director

PERFORMANCE AT A GLANCE

RECEIVED THE 'CONSTRUCTION COMPANY OF THE YEAR AWARD' AT 'CONSTRUCTION WEEK INDIA AWARD 2017'

RECEIVED "THE 2ND FASTEST GROWING INFRASTRUCTURE COMPANY IN INDIA (LARGE CATEGORY)" AWARD AT THE 'CONSTRUCTION WORLD - ENGINEERING NEWS RECORD (ENR)' AWARD FUNCTION

RANKED 166TH GLOBALLY BY THE ENR (ENGINEERING NEWS-RECORD) WHICH COMPILES AND PUBLISHES RANKINGS OF THE LARGEST CONSTRUCTION AND ENGINEERING FIRMS, ON THE BASIS OF GROSS REVENUES

ECONOMIC

45.3%

Growth registered in FY 2017-18

INR 9,061 CR

Revenue

INR 34,025 CR

Order Backlog

ENVIRONMENTAL

2,937 tCO2e

Emissions saved

1,01,429

Saplings planted across sites

67%

Lights converted to LED

SOCIAL

15,30,089

Lives touched through TPL Initiatives

2,74,853

Beneficiaries impacted through Affirmative Action Plan

93.6%

Our customer feedback score on Quality

CORPORATE GOVERNANCE

Sound governance touches all aspects of our business and is an important part of both who we are and how we conduct ourselves.

We believe effective corporate governance is a key element in improving efficiency and enhancing stakeholder confidence. Our governance framework gives our highly experienced Board of Directors, the structure necessary to provide appropriate oversight of the company. Our Board members are selected on the basis of outstanding achievement in their professional careers, experience, personal and professional integrity, their ability to make independent and analytical inquiries, financial literacy, mature judgment, high performance standards, familiarity with our business and industry, and an ability to work in collaboration.

The Board engages with the senior management to ensure that they understand the material risks associated with current strategy and operations, including business segment, reputational, credit, liquidity and compensation issues. The Board regularly reviews company information such as annual operating plans, capex budgets, quarterly updates, and risk management and mitigation measures. The Board also reviews the following:

- Report on compliance with all laws applicable to the Company as well as the steps taken by the Company for rectification of the instances of noncompliance, if any.
- Significant concerns on human resources and/or industrial relations and social issues.
- Serious accidents and dangerous occurrences, if any

While our overall approach is Board-led, our business groups have the autonomy to develop and implement initiatives that meet the needs of their respective markets. Our aim is to ensure a consistent organisation-wide approach for being a responsible business while embracing ideas from each of the business groups and facilitating the sharing of best practices.

Board of Directors

Chairman	S Ramakrishnan
Directors	Pradeep N Dhume Parashuram G Date Padanabh Sinha Ranjit H Desai Banmali Agrawala (w.e.f 03.02.2018)
Independent Directors	Neera Saggi Samir Kumar Barua Vinayak K Deshpande
Managing Director	
Executive Director	Arabinda Guha (W.e.f 01.07.2017)
Observer	Bobby Pauly

Company Secretary & Head legal Comapny Secretary	Dr. A Raja Mogili (upto 31.08.2017) B S Bhaskar (w.e.f 03.02.2018)
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Corporate Governing Council	Vinayak K Deshpande <i>Managing Director</i> Arabinda Guha <i>Executive Director</i> Anil Khandelwal <i>Chief Financial Officer</i> Ganesh Chandan <i>Chief Human Resource Officer</i>
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Leadership Team	Vinayak K Deshpande <i>Managing Director</i> Arabinda Guha <i>Executive Director</i> Anil Khandelwal <i>Chief Financial Officer</i> K Satyanarayana <i>Chief Operating Officer</i> SBG - Industrial Systems Vivek Gautam <i>Chief Operating Officer</i> SBG - Core Infra Vivek Singhal <i>Chief Operating Officer</i> SBG - Urban Infra Tenny Koshy Cherian <i>Chief Operating Officer</i> SBG - Services R Ravi Sankar <i>Chief Commercial Officer</i> Ganesh V Chandan <i>Chief Human resource officer</i> Ganesh K Iyer <i>Chief Procurement Officer</i> Pralhad Pawar <i>Chief Technology & Engineering Officer</i> Himanshu Chaturvedi <i>Chief Strategy Officer</i>
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GRI 102-11, GRI 102-16, GRI 102-18, GRI 103-1, GRI 103-2, GRI 103-3

COMMITTEES OF THE BOARD

The Board has the following standing committees: Audit, Nomination & Remuneration, Project Review and Committee for CSR, Safety & Sustainability. The membership of each committee is listed in the Annual Report of the company. For the details on the members of each committee and the meetings held, please refer to the Company's Annual Report FY 2017-18

Each standing committee has a written charter setting forth its purpose, authority and duties.

Board Committees and their Function	
Audit	The Board's Audit Committee oversees management of risks related to our financial reports and record-keeping and potential conflicts of interest, as well as risks associated with our strategy and operations generally. The objective of the Audit Committee is to review the quarterly/ annual financial statements before submission to the Board. The committee also reviews the adequacy of internal control systems with the management, external and internal auditors and recommends improvements to the management.
Nomination & Remuneration	Our Board's Remuneration Committee is responsible for overseeing the management of risks relating to our remuneration plans and arrangements. The committee recommends to the Board the setup and composition of the Board, its committees as well as Key Management Personnel (KMP). The committee also formulates "the criteria for determining qualifications, positive attributes and independence of a director".
Project Review	This committee reviews capital and revenue budgets, long term business strategies and plans, reviews bid for large value projects; and status of on-going projects.
CSR, Safety & Sustainability	This committee is constituted with the objective of reviewing Safety, Health, Environment and Sustainability practices and performance. The CSR committee looks upon framing and reviewing of the CSR policy, ensuring effective implementation of CSR activities and ensuring compliance with the laws, rules and regulations governing CSR.

RISK MANAGEMENT

We have adopted an Enterprise Risk Management (ERM) policy to identify, measure, communicate and control risks within the organisation which are bucketed as strategic, operational, financial, legal and compliance risks.

In addition, as part of the ERM policy, we have a process to address when and how our formal risk management process should be triggered for new, expanded or challenged business opportunities or significant transactions. Our policy establishes an integrated framework for the risk management process. Some of the objectives of our Policy includes -

- Improve organisational performance
- Improve governance
- Address all current and future risk exposures of the Company
- Link strategic decision making process with risk management
- Ensure compliance with regulatory and statutory requirement
- Develop a robust functional risk response plan to build risk resiliency
- Improve shareholder's confidence



ETHICS AND INTEGRITY

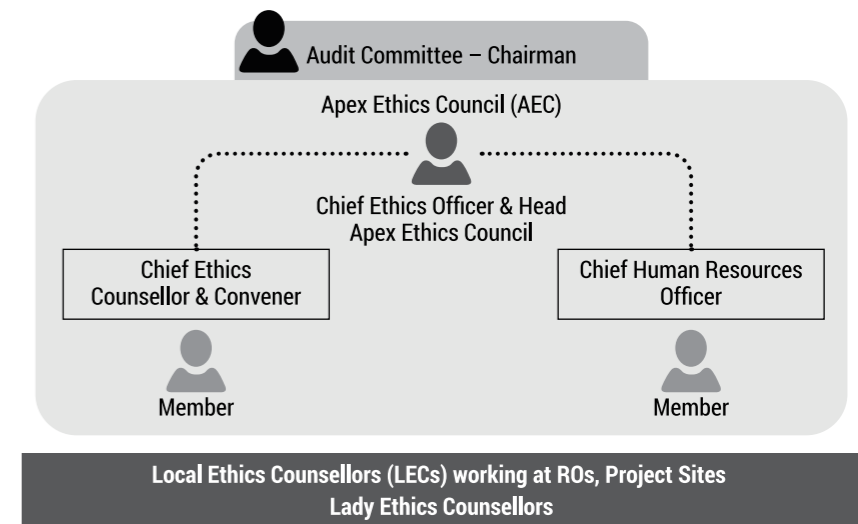
At Tata Projects, our business is guided by our values and cultural pillars, which not only serves as a road map for sustainability, but also drives all our business decisions and activities globally. We are aware that our business is more than building great infrastructure; it is also about building trust with our stakeholders that is fundamental to our business success and aligns to the core values of the Tata Group viz., Integrity, Unity, Responsibility, Pioneering, and Excellence.

All corporate activities are measured against our values and put into practice through the TCoC, which outlines the policies and obligations that guide our ethical business conduct. The TCoC also outlines our commitments to each of our stakeholders, including the communities in which we operate, and is our guiding light when faced with business dilemmas that leave us at ethical crossroads.

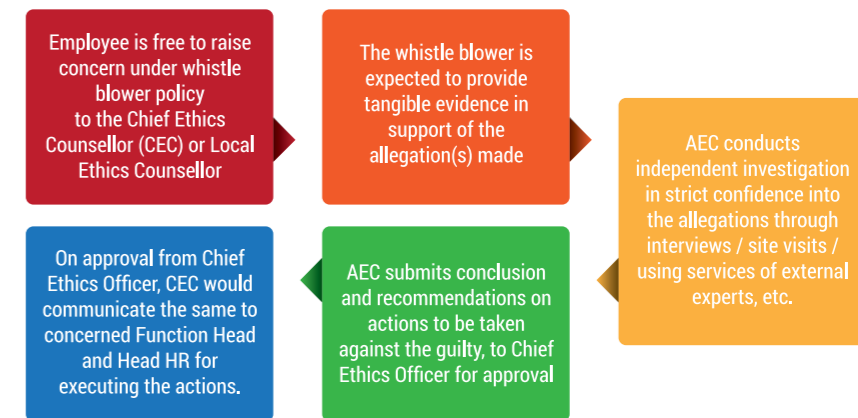
The ethical behavior in our company begins with the Board of Directors as the Board is committed to uphold the highest legal and ethical conduct in fulfilling its responsibilities. All directors and employees are expected to act ethically at all times and adhere to the company policies and guidelines, as set forth in the TCoC. The copies of the TCoC, POSH policy, Anti-Fraud Policy and Whistle Blower Policy are easily accessible to all our employees through the Intranet portal.



TCoC – Ethics organogram



Process of whistle-blower mechanism



All employees across TPL are required to read, understand and comply with the policies covered under the TCoC. Additionally, it has been made mandatory for all employees, regardless of role or location, to provide written disclosure of any actual or potential conflicts of interest. TCoC also directs all employees to be good stewards of the environment as embodied in our environmental policy, which guides the conduct of our daily business practices worldwide.

The TCoC and other policies of governance are also applicable to employees on third party rolls. All suppliers/vendors, contractors and other channel partners are apprised of the TCoC and communicated formally through a specific clause in their purchase/work orders.

ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR

At TPL, we adhere to the principles of ethical and fair business practices with all applicable laws. We constantly endeavor to reinforce ethical behavior across all our stakeholders. Regular checks and due diligence systems are in place across all our operations. As a result, no reports of corruption were reported or observed during the reporting period. Aspects of Zero tolerance to corruption are imbibed in our Code of Conduct and Business Ethics guidelines. We also comply with various other statutory requirements including anti – competitive behavior.

STAKEHOLDER INCLUSIVENESS

OUR STAKEHOLDERS

We define stakeholders as those who are potentially affected by our operations or who have an interest in or influence on what we do. With operations across the nation, we interact with a wide range of stakeholders who represent our host communities, regions and nations. We establish platforms for dialogue and take their views and concerns into account in our decision-making as we strive for mutually beneficial outcomes.

By using targeted dialogue, we have gained perspectives and inputs on relevant topics, identified trends at an early stage and enhanced acceptance for our corporate activities and decisions. We utilise these engagements to develop and improve our corporate policies and commitments. It helps us build our business targets and social investments. During FY 2017-18, we have systematically identified, prioritised and engaged with a diverse set of stakeholders through our detailed stakeholder engagement process to identify our material topics stated in this report.

Stakeholder group	Mode and frequency of engagement	Key expectations	Our response
Employees	<ul style="list-style-type: none"> Town hall meets - Biannual Employee Satisfaction Survey - Annual Annual Day Functional Annual Meets 	<ul style="list-style-type: none"> Deliver business impact through continuous learning Build sustainable leadership capabilities for the future Build sustainable project management capabilities for the future 	<ul style="list-style-type: none"> Establishing a robust L&D strategy Conducting assessment of our critical performers covered under our Recognition and Retention Plan (RRP) Providing training for our Junior, Middle and Senior level management
Contract employees	<ul style="list-style-type: none"> Annual meet Town hall meet – Biennial 	<ul style="list-style-type: none"> Digitalise mechanism to capture data for effective compliance On site assessment for compliances through site audits Increase frequency on training on statutory matters at sites 	<ul style="list-style-type: none"> Conducting health and wellbeing drives Plan to implement digital tools for compliance assessments
Customers	<ul style="list-style-type: none"> Events – Need based Customer Satisfaction Survey - Annual TPL community initiatives – Periodic Customer feedback - Quarterly Senior leadership interaction – Need based 	<ul style="list-style-type: none"> Project delivery, technical communications Quality of construction Optimised utilisation of resources 	<ul style="list-style-type: none"> Adopting highest standards of environmental, safety and quality protocols Ensuring high customer feedback score on quality Undertaking initiatives towards material management – using alternate materials and modular construction
Contractors/ Vendors	<ul style="list-style-type: none"> Vendor meets - Annual Mutual visits – Periodic 	<ul style="list-style-type: none"> Advance scheduling Timely payment Vendor development Long term business commitments 	<ul style="list-style-type: none"> Continual engagement with vendors to understand needs for long term business relations Conducting vendor satisfaction surveys - Annual
Community	<ul style="list-style-type: none"> Community events and CSR activities – Periodic 	<ul style="list-style-type: none"> Community development Address societal concerns Maintain the environment 	<ul style="list-style-type: none"> Carrying our CSR activities under the areas of - Skill development, sanitation and education Undertaking tree plantation drives
NGO	<ul style="list-style-type: none"> Need assessments – at defined intervals Community events and CSR activities – Period 	<ul style="list-style-type: none"> Community development Increase number of initiatives that have positive societal impact Conduct impact assessments 	<ul style="list-style-type: none"> Implementation of Affirmative Action Plan Plan to conduct impact assessment

MATERIALITY ASSESSMENT

The objective of our materiality assessment is to map topics that concern our stakeholders and are of concern to our business sustainability. The internal factors considered when determining materiality include our targets and risk assessment matrix for the period and interaction with top management. External factors considered are stakeholder views and concerns. These elements collectively enabled us to weigh the criticality of relative to us.

In the identification and prioritisation of relevant material topics and the conceptualisation of this Report we were guided by the principles of completeness, sustainability context, materiality and stakeholder inclusiveness, formulated in the Global Reporting Initiative (GRI). We

used a multi-step materiality analysis to help us determine the key material topics.

IDENTIFICATION OF MATERIAL TOPICS

In order to determine the expectations of the various stakeholder groups, we have also evaluated customer and employee surveys, workshops, dialogues with individual stakeholder groups, and the results of our various TPL forums and dialogues conducted. In addition, we have also taken into account the business risks and opportunities identified as part of the enterprise risk management.

STAKEHOLDER SURVEY

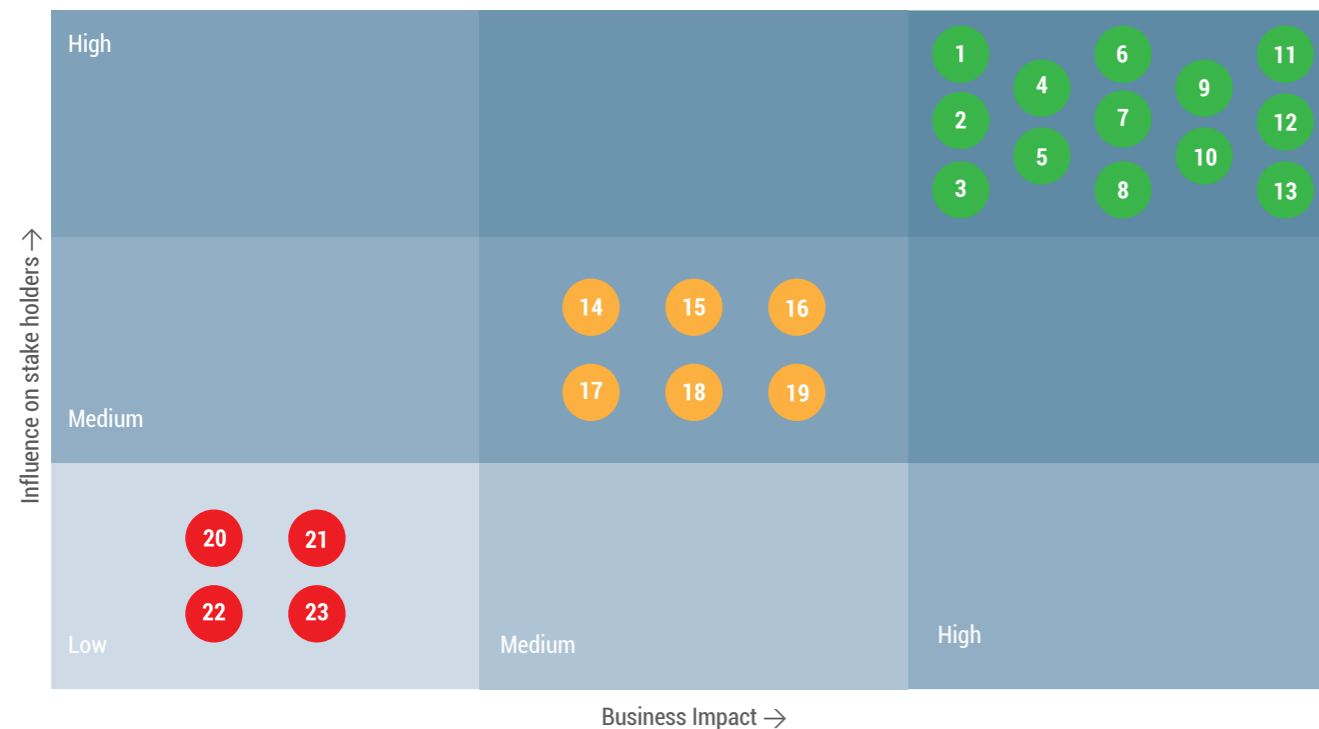
In order to strengthen the relevance and prioritisation of material topics, we conducted a stakeholder survey

over a period of 2-3 weeks and more than 200 stakeholders were consulted, interviewed and were part of focus group discussions to evaluate topics that were important to them.

MATERIALITY ANALYSIS

The results of the survey were incorporated into our materiality assessment for FY 2017-18, where they were compared with the results of an extensive discussion with the senior members of our company, who set the order of priorities from the company's perspective. We identified 23 topics of importance, of which 13 material topics were grouped under high impact and chosen for disclosure in our first Report. We further grouped the 13 high impact material topics under Environment, Social, Economic and Governance. The material topics identified are illustrated below.

MATERIALITY MATRIX



- Low Impact**
 20. Environmental Impact of Transport
 21. Lifecycle Impact of Product and Services
 22. Anti-competitive Behavior
 23. Diversity and Equal Opportunity

- Medium Impact**
 14. Supply Chain Sustainability
 15. Strengthening R&D
 16. Customer Satisfaction and Welfare
 17. Noise
 18. Biodiversity
 19. Increasing Share of Green Portfolio

- High Impact**
 1. Occupational Health and Safety
 2. Labour Availability
 3. Economic Performance
 4. Material Management
 5. Employee Training and Development
 6. Protection of Human Rights
 7. Sound Governance
 8. Risk Management
 9. Relationship with Community
 10. Emissions
 11. Energy Management
 12. Water Management
 13. Waste Management

Material topics	Where does the impact occur		Our involvement with the impact		Key action points	Coverage in the report
	Internal	External	Direct	Indirect		
Economic						
Economic performance	✓		✓		Diversified portfolio, operational excellence	Towards a sustainable future
Corporate governance						
Sound governance	✓		✓		Strict adherence with Tata code of conduct, periodic review	Corporate governance
Risk management	✓	✓	✓		Enterprise risk management, project review committee	Corporate governance
Environment						
Energy management	✓	✓	✓		Focused interventions towards monitoring and reducing energy consumption through various energy and emission saving initiatives	Energy conservation and emission
Emissions	✓	✓	✓			Energy conservation and emission
Material management	✓	✓	✓		Diversification of material sources	Material management
					Promote use of alternate materials	
					Vendors and contractors certification on compliance	
Water management	✓	✓	✓		Employing better technologies and undertaking initiatives that help reduce, reuse and recycle water to minimise freshwater consumption	Water management
Waste management	✓	✓	✓		Undertake initiatives that help reduce generation of waste. Identify waste which can be reused and dispose the waste generated in an environmental friendly manner.	Waste management
Social						
Labour availability	✓				Encourage sourcing of labour via government skill Development schemes like NEEEM / local skill development centers	Labor availability and management
					On-site training and safety health environment good practices	
					Encourage gender diversity	
Occupational health and safety	✓				Implementation of open-door system to report hazards/ unsafe observations	Employee health & safety
					Safety system gap assessment through independent assessor	
Employee, training and development	✓	✓	✓		Deliver business impact through continuous learning	Employee training and talent acquisition
					Build sustainable leadership capabilities for the future	
					Build sustainable project management capabilities for the future	
Protection of human rights	✓	✓	✓		Digitalise the capturing mechanism for effective compliance	Protecting human rights
					On site assessment for compliances through site audits	
					Increase the frequency of training on statutory matters at sites	
Relationship with community		✓		✓	Increase the number of lives touched and create a long term sustainable impact on the community	Creating a positive change

This Report reflects the material topics which have significant economic, environmental and social impact that can substantially influence the assessment and decisions of our stakeholders.

GRI 102-44, GRI 102-47, GRI 103-1

TOWARDS A SUSTAINABLE FUTURE



8 DECENT WORK AND ECONOMIC GROWTH

Our country is on the path of achieving all-round infrastructure facilities such as metro rails, ports and airports, smart cities, irrigation projects and rural electrification. We see this as a vast business opportunity and we strive to maintain an edge in development of these sectors. We at TPL, have

streamlined our business strategy with a focus on sustained value generation and improved efficiencies in our project operations.

GENERATING AND DISTRIBUTING ECONOMIC VALUE¹

During the year 2017-18, TPL has registered an impressive 45.28% growth in income from Rs.6,237 crores at the end of 2016-17 to Rs.9,061 crores by the end of 2017-18. The order booking of the company aggregated to Rs.11,570 crores resulting in a robust total order backlog of Rs.34,025 crore. As of March 31st 2018, TPL also secured L1 in orders worth Rs.6,745 crores building a potential for generating new orders in near future.

Economic Value Generated		FY 17 -18 (in Crores)
Turnover		9,061
Other income		42
Total Economic Value Generated		9103
Economic Value Distributed		
Operating cost ⁽¹⁾		8,049
Employee wages and benefits		588
Payments to providers of capital		195
Payments to Governments		119
CSR initiatives		3
Total Economic Value Distributed		8,954
Economic Value Retained		149

No financial assistance was obtained from the Government in the reporting year 2017-18

Benefits provided to Employees		FY 17 -18 (in Crores)
Employee wages and benefits		554
Defined Contributions Plan		14
Defined Benefit Plan		21
Total benefits provided to Employees		589

Our economic policies are formulated based on various factors, including geographies where we operate, market conditions, customer preferences, our past performance, government regulations and our corporate governance amongst others. Internally, we have established robust business planning and risk management process with stringent controls.

¹Data pertains Tata Projects Limited and does not include subsidiaries, joint ventures and associate companies
⁽¹⁾All expenses including depreciation of INR120.78 Cr

SUSTAINING VALUE



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We are gearing up for the next growth phase through initiatives and partnerships. With the rise in digitalisation, we have set up a Finance and Accounts Centre of Excellence which is aimed at simplifying and centralising all routine accounting activities. Technology

upgradation and automation, usage of latest tools and software's are being integrated in our operations. Despite fluctuations in the domestic market, we have been able to maintain our market leadership through various steps taken.

We have aligned our business operations with the country level initiatives such as 'Digital India' and 'Make in India'. Digital, Cloud and Automation initiatives improved our business process effectiveness and efficiency of systems. During the year, ERP hardware migration to Cloud (IaaS) was completed, thereby enabling users with better availability of systems with improved efficiency. Various business processes have been improved by Digitisation, such as Insurance, Material Tracking, System, HR Process Automation, and Recruitment among others. This has contributed to our overall approach of simplification and creation of value.



Our commercial approach is structured based on market locations, conditions, consumer preferences and past performance. During last few years, we entered several new segments including urban infrastructure, water, civil construction, transportation. In the coming years, we aim to increase our presence and capabilities in these growth areas. We also seek to increase the technology coefficient in the business we do. TPL also aims to increase its service business, both in terms of bouquet of products as well as geographies served.

Driving Value across our value chain has been our constant effort since inception. We continuously engage with our stakeholders to understand their perceptions and expectations. This helps us in delivering true value to our customers. It also creates win-win situation for us and our value partners, helping us collectively sustain in the long run.



SIMPLIFYING ECOLOGICAL SUSTAINABILITY

OUR APPROACH

We are conscious of the impact of our operations and services on the environment. Being an EPC Company, we are heavily dependent on water, energy and raw materials to operate our project sites. Our sustainability agenda focuses on resource efficiency, creating low carbon operations and incorporating



engineering innovations in order to reduce our environmental and ecological impact.

To work towards our vision of being the most sustainable infrastructure Company, we are continuously implementing initiatives that help reduce energy consumption and CO2 emissions whilst gradually moving towards renewable energy usage. Through design and technology improvements, we have enhanced our energy and fuel efficiency across our project sites.

We are cognisant of the fact that our business is dependent on the utilisation of natural resources. We have undertaken conscious efforts to ensure the judicious utilisation of resources

such as using alternate materials, adopting modular construction techniques, incorporating value engineering and lean construction into our practices. We work in partnership with our suppliers to drive sustainable improvements throughout our value chain. Extending our sustainability agenda to include our vendors and suppliers not only ensures that our objectives are met but also helps them improve their internal efficiencies.

We are aware of the fact that water is a shared resource with the community where we operate. To protect this valuable resource and as a responsible business, we have undertaken initiatives to reuse and recycle water in our operations to the maximum possible extent thereby reducing our dependency on fresh water. For better measurement, monitoring and management we have installed water meters at various sites.

Our waste management practices are in compliance with Pollution Control Board (PCB) norms, Construction and Demolition Waste Management Rules, 2016 and Solid Waste Management Rules 2016 and we lay emphasis on the practice of reduce, reuse and recycle of waste. Hazardous waste such as used oil waste, biomedical waste, e-waste and batteries are disposed through PCB authorised recyclers. We also endeavor to maximise potential for co-processing of hazardous and non-hazardous waste from other industries.

OUR PERFORMANCE

Supply Chain Sustainability

Supply chain sustainability is progressively recognised as a strategic element of corporate responsibility. Our ability to manage the governance and environmental impacts of supply chain gives us a competitive edge. We understand that our sustainability impacts extend beyond our own operations. By procuring raw materials and services from small and large companies all over the world, we participate in a global and complex supply chain.



- CAT 1** Includes bulk purchases like Cement, Steel, Standard Pipes etc
- CAT 2** Includes engineered products like Transformers, UPS, Pipes and Motors
- CAT 3** Includes package procurement like Fuel Oil System, HVAC, Fire Fighting System etc.
- CAT 4** Sub contractors for Civil, Electrical, Mechanical works at site, and Engineering design consultants
- CAT 5** Logistics related ordering

The supply chain function at Tata Projects works on category based procurement. We have defined 5 different categories (CAT) as CAT 1, 2, 3, 4 and 5 of suppliers in our internal system. These category based structure enables efficient bulk procurement through the collation of similar requirements across the Business Units.

The SCM department restructuring was initiated in early FY 2017-18, to align it to the restructuring of the Business Units and is currently under implementation. The restructuring is based on the SBG concept and each SBG shall be headed by a SCM SBG Head who would be reporting to our CPO.

Our global growth has created multifaceted supply chain. We work with our suppliers to increase the transparency and resource efficiency in the supply chain and ensure that sustainability standards are complied with. We engaged about 9,600 suppliers in the FY 2017-18 in comparison to 8,700 in FY 2016-17.

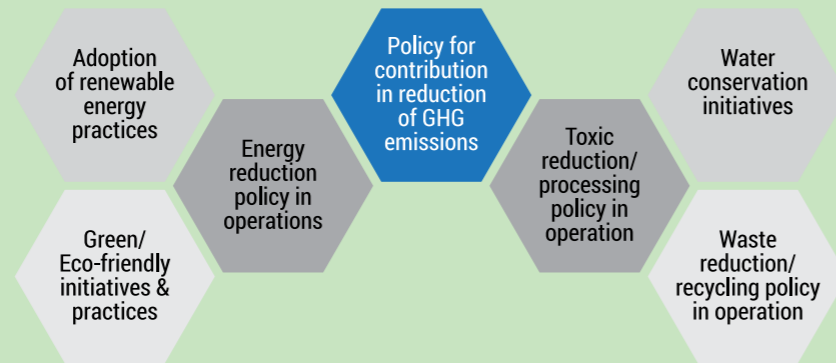
TPL practices adopted by partners

We proactively identify diverse suppliers to procure goods and services. We engage, support and collaborate with them in their pursuit of continuous improvement in environmental performance. We provide customised trainings on specific environmental parameters. We audit supplier performance, providing support to help non-compliant suppliers take corrective actions.

GRI 102-9, GRI 103-1, GRI 103-2, GRI 103-3, GRI 303-1, GRI 303-2

Promoting green initiatives amongst suppliers

As a part of our Vendor Assessment, all our suppliers get assessed on an internally defined Green Score Status. Our supplier partners scoring 3.5 and above on a scale of 5 are designated as Green Vendors in the system. For existing suppliers, we have initiated the exercise of collecting the Green Scores through self-declarations. The Green Vendor Assessment Criteria includes:



For the non-green vendors, we educate them on the need to be environmentally conscious thereby encouraging them to become Green Vendors.

Material Management

We are on a constant endeavor to find new and innovative ways to reduce, reuse and promote the judicious use of resources across all our sites. With a focus on operational excellence, we have installed digital tools in our processes which help reduce resource

consumption. We use different materials and recycled input materials in our operations as illustrated below.



Materials Consumed	UoM	Total
Concrete	M3	22,04,703
Stone aggregates	MT	13,36,003
Cables	Rmt	12,43,566
Sand	M3	9,24,070
Ply wood	Sqmtr	5,14,318
Pipes	Rmt	3,67,646
Steel (reinforcement + structural)	MT	2,37,952
Binding Wire	MT	1,41,291
Lubricant	LTR	1,10,408
Admixtures	CUM	76,491
Curing compound	Ltr	64,839
Sheets	MT	46,285
Precast Concrete	M3	7,455
Gypsum	Sqmtr	76

Recycled input materials	UoM	Total
Flyash	M3	3,37,252
GGBS	M3	15,909
M Sand	M3	5,84,069
Flyash Bricks	NOS	1,629,994
AAC Blocks	CUM	2,40,416
Steel Recycled	MT	21.49

GRI 102-9, GRI 103-2, GRI 103-3, GRI 301-1

Use of Alternate Materials

With a focus on sustainable architecture, we promote the usage of Alternate Materials such as bricks and AAC Blocks made from fly ash² which is a waste generated from thermal power plants. This not only helps reduce the usage of red/clay bricks but also minimises our water consumption as this process requires no curing.

Sand is a key raw material in our business and its timely availability is critical for the efficiency of operations. We have partnered with an organisation who assists us in providing a simplified solution to recycling Construction & Demolition (C&D) waste and producing M-Sand which replaces natural sand. Through this partnership, we have not only ensured the availability of sand for our operations but the usage of M-Sand has also resulted in minimisation of land fill and reduced dependency on natural resources. During 2017-18 we effectively used 5,84,069m³ of M-Sand across multiple sites.



100% Alternate material used . AAC Blocks and Fly Ash Blocks are used



100% Alternate material used. M-Sand and Flyash are used. One Silo out of two are filled with Flyash . So we replace the natural sand with manufactured sand (M-Sand) - AIMS Faridabad

INSTALLATION OF CENTRIFUGE LUBE OIL CLEANER UNIT

According to the manufacturer recommendation and maintenance practice engine oil needs replacement after every 250 engine running hours, because of contamination caused by increase in wear & tear and carbon soot.

We installed Centrifuge lube oil cleaner in the return flow line of the engine oil to remove wear particles and carbon soot. Through this initiative the running hours were increased to 500 hours.

The initiative reduced the annual maintenance cost by approximately 53%. This process improvement also helped reduce the over consumption of engine oil, thereby reducing our overall environmental impact.

² Using AAC Blocks and Fly ash Bricks at Mantri Serenity Bengaluru, Serein Thane Mumbai, HFC Panvel Mumbai, Godrej United Bengaluru, AIMS Faridabad, JIT Jodhpur , SAIL Bhilai, Mantri Energia

GRI 103-2, GRI 103-3, GRI 301-1

ALUMINUM/PVC FORMWORK REPLACING CONVENTIONAL SHUTTER BOARDS

In order to minimise the use of conventional shuttering, made of plywood and batten, we undertook an initiative across many of our sites to replace them with aluminum/PVC formwork systems.

This initiative helped us minimise the use of natural resources. We achieved a 20-30% reduction in material wastage and helped save over 2,37,820 sq.mt. of wood formwork.



MODULAR CONSTRUCTION³

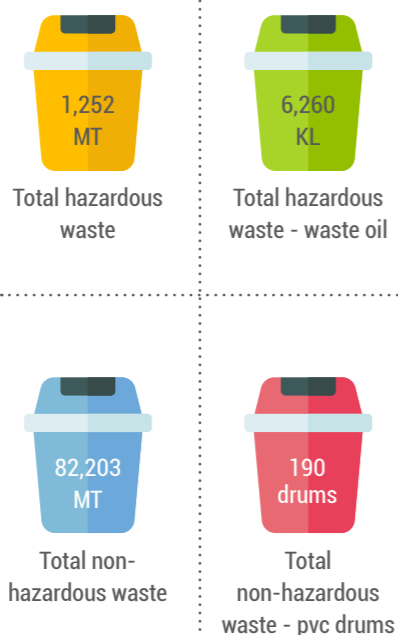
Using modular construction techniques such as pre-casting and prefabrication, simplifies the construction process and reduces time up to 50%. These techniques have not only helped us improve our overall productivity but have also helped reduce material wastage. We also focus on Value Engineering, Building Information Modelling (BIM) systems directed at evaluating designed building features, systems and material selection thereby achieving lower material cost and wastage. We use structural and design analysis, clash detection, safe construction methodologies to help minimise the dependency on materials and eliminate rework.



WASTE MANAGEMENT

As part of our waste management practice, we have implemented multiple initiatives across our operations. Some of these initiatives include reusing of waste cement & concrete as paver blocks, pathways and gardening curb stones, recycling construction demolition waste and converting it into cured sand and reusing fine aggregates (M-Sand) by sieving the site concrete waste/ debris. We reduce Bill of Quantities (BOQ) through Value Engineering and promote unitisation of recyclable materials. Our non-hazardous waste is disposed through authorised vendors.

During FY 2017-18, to enhance participation of employees and other stakeholders in our waste management initiatives, we organised Swachhta Week and launched the No Plastic Campaign during our Tata Sustainability Month.



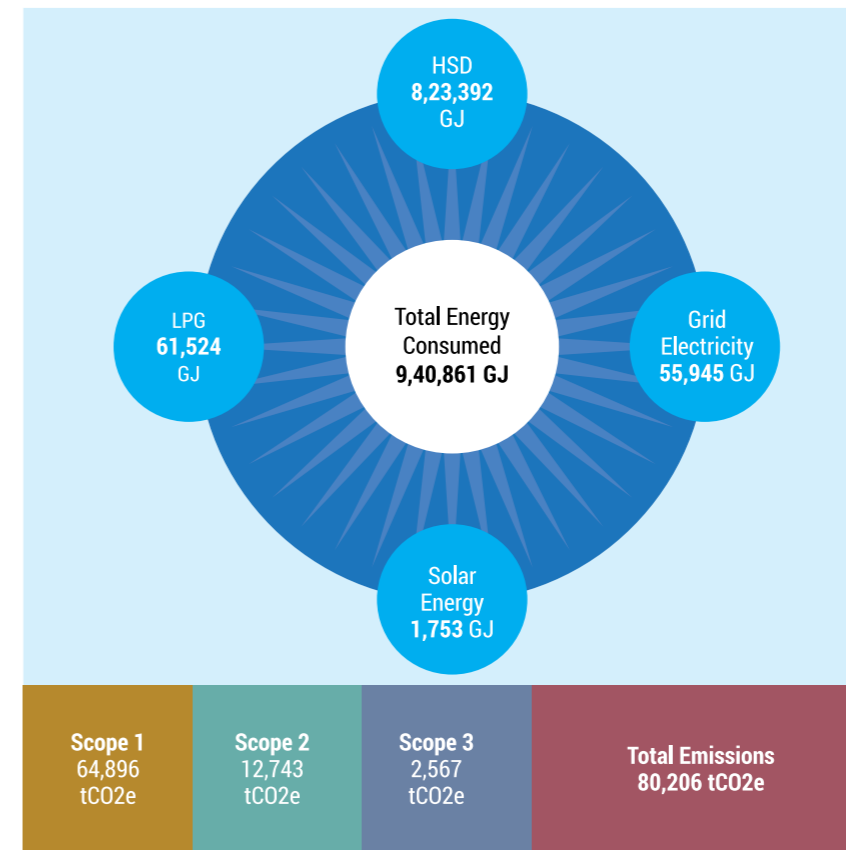
SOCIAL GOOD THROUGH WASTE MANAGEMENT

By utilising concrete waste (solid sludge) to develop the Raebareli village road which is approximately 2kms from our Lucknow Metro casting yard, we have put 130 MT of waste to good use. Our initiative also received appreciation from Samajseva Gram for replacing the use river sand thereby creating both ecological and social good.



ENERGY CONSERVATION AND EMISSIONS

As a global infrastructure Company operating in an energy-intensive sector, we are actively creating mitigation plans for managing energy and emissions related risks. By proactively gaining an understanding of the risks and opportunities related to climate change and how these affect us, we believe we can reduce our own impact on the environment and make a positive global contribution to these issue in the long run.



Scope 1 emissions
Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces.

Scope 2 emissions
Indirect GHG emissions accounts for emissions from the generation of purchased electricity consumed by a company.

Scope 3 emissions
Scope 3 emissions are due to consequence of the activities of the company such as purchased goods and services, business travel and employee commuting.

During FY 2017-18, we have undertaken multiple initiatives towards energy conservation and categorised them under technology, operational and behavioral upgrade.

Towards reducing Energy Consumption		
Technology Upgrade	Operational Upgrade	Behavioral Upgrade
Adhering to ageing norms for our equipment usage helps in saving fuel and improving efficiency	Adhering to our equipment productivity norms	Improving our behavioral vision to use correct size equipment for particular activity
	Ensuring regular maintenance of road conditions and tire pressures of equipment's, to optimise the operational load on equipment engines	Optimising our resource use by enhancing cross functional communication and better planning of activities
Towards reduction in Electricity Consumption		
Technology Upgrade	Operational Upgrade	Behavioral Upgrade
Adopting new inverter based welding machines in replacement to our conventional machines	Adopted renewable energy for reducing the direct electricity consumption	<ul style="list-style-type: none"> Monitoring equipment performance in line with energy norms No idling of equipment Switching off lights when not in use
	Periodic monitoring of electricity consumption in the miscellaneous work at project sites, to device action plans for further reduction.	

³ Mumbai Metro, Lucknow Metro, Mughal Museum site (Uses majorly precast at site)
GRI 103-1, GRI 103-2, GRI 103-3, GRI 301-1, GRI 306-2

LED Lightings⁴

With an aim to reduce our electricity consumption, we have replaced sodium vapour lights with LED and created avenues for promoting natural light, across most of our sites. This initiative helps us save energy as well as GHG emissions. Through our sustained efforts, the percentage of LED lights across TPL has gone up from 38% in FY 2016-17 to 67% in FY 2017-18. Through this initiative we estimate 10,793GJ of energy savings.



Solar LED Lightings⁵

We have installed Solar LED standalone systems across our sites and labour colonies which reduces excavation, cabling, and other related activity in addition to energy conservation. About 20,951kwh of energy and 17 tCo2 of emissions have been saved through the implementation of this initiative.



DG sets with advanced filter systems

We installed retro-fit technology to capture emissions from diesel generators. Carbon Filters in our DG sets enabled us capture over 90% of Particulate Matter (PM) emission from diesel exhaust. This captured PM is then reused by converting it into high quality ink. This ink is later used in various applications for textile printing, cardboard printing, painting, etc. by other industries.

DG sets to Grid Power⁶

We constantly work towards reducing our energy consumption. The labour colonies and store areas at the project sites now utilise Grid Power that helps us in reducing our emissions. Approximately 5,737 GJ of energy and 425 tCo2 of emissions have been saved during the year through this initiative



Other Initiatives



In order to further reduce our energy consumption, we have installed VFD's in our tower cranes, passenger hoist and gantry cranes. The ability of the VFD's to have controlled operating speed and acceleration has resulted in the reduction of energy consumption thus minimising the emissions. We also conducted a third party energy audit of our corporate office, the results of which were used for framing the emission reduction action plans.

Total Energy saved (in GJ)	Total Emission saved (in Tonnes of CO2 eq)
16,766	2,937

Progressively, we have been investing in products, processes and technologies that promote sustainable growth – enhancing energy efficiency, developing low-carbon technologies for building infrastructure and increasing the green cover.

WATER MANAGEMENT



The sustainability of our sites is dependent on our ability to obtain the appropriate quality

and quantity of water and to use it responsibly. Increased demand for water due to population growth, urbanisation and other factors is affecting the water availability and posing a potential operational risk. Since inception, we have been undertaking sustainable water management solutions at Tata Projects in order to effectively manage our water footprint.

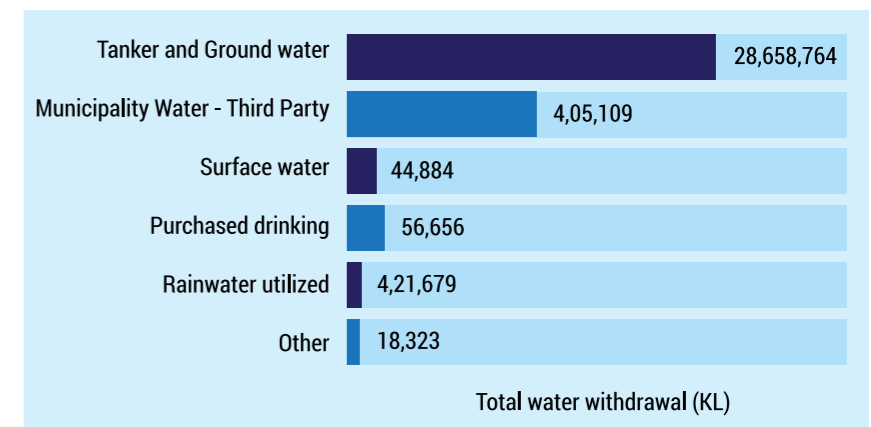
Total water consumption in FY 2017-18 – 92,03,316 KL

Total water recycled and reused in FY 2017-18 – 1,83,236 KL

Our total water recycled and reused has been estimated based on the water recycled through our septic tanks, rainwater harvesting pits, and RO facilities. We are persistently working towards reducing our water consumption and are in the process of creating wastewater-free processes for our project sites. Through the implementation of the various initiatives, we aim to become 'water positive' in the coming years.

We ensure that the RO reject water generated at our project sites is reused for domestic purpose and dust suppression thereby reducing our dependency on fresh water. For the treatment of the waste water generated, we have installed Sewage Treatment Plant (STP) across our sites.

Towards reduction in water consumption		
Technology Upgrade	Operational Upgrade	Behavioral upgrade
Setting up portable Sewage Treatment plants at labour colonies	Establishing water recharge pits	Improved monitoring systems for efficient water usage in our sites by adhering to our activity based consumption norms
Application of curing compounds	Adhering to install collection pits in batching plant area, vehicle wash area so as to collect this water and use further for dust suppression, gardening work etc.	
Setting up rain water harvesting systems at potential sites with roof top rainwater collection pits which help offset our water requirement	Reroute our RO rejected water to be used for dish washing, curing of structure etc.	



REUTILISATION OF WET CONCRETE WASHOUT WATER



Our project site at Nagamar has 4 transit mixers which requires 2,000 liters of water per day. In order to decrease consumption and wastage of water, a vat was constructed near the batching plant water tank. Washed water from concrete truck chutes, hand mixers, and other equipment is routed to pass through a dual filters system to remove solids which enables the washed water to be reused as an ingredient for making additional concrete or even for cleaning concrete equipment, plastering work. This initiative has helped us save nearly 6-7 KL of water per day.

⁴ All power generation sites have LED lightings.

⁵ Solar street lighting for site area lighting, labour colony and batching plant – at AIMS Faridabad, Mughal Museum, AMC Jaunpur, All P&M Sites, Krishnapatnam and Khonbond

⁶ Urban Infra site using Grid Power: TCG, THDC Thane, M3M Latitude, Mantri serenity, Mantri Arena, HFC Panvel

MODELS FOR SUPPLY OF WATER TREATMENT PLANTS

Corporate CSR

Corporate funds under CSR initiatives are channelised to develop water treatment plants on a turnkey basis.

108 water treatment plants (including shelter) were developed and installed in the district of Kolar, Karnataka, as part of Canara Bank's CSR initiative. This project is touching the lives of approx. 2 lakh individuals

NGOs

We have partnered with various NGOs, focusing on providing safe drinking water to the rural communities.

Example: We exclusively supplied to NGOs like Naandi (120 plants), Safe Water Network (105 plants), Sri Satya Sai Trust (100 plants) for almost a decade impacting the lives of more than 5 lakh individuals

Government Tenders

TPL-US supplied 19 plants to NPCIL, 14 plants to SAIL, 10 plants to NLCIL, 55 plants to Government Schools (Guntur circle) under APEWIDC as part of the respective entity's tender process. A total of 305 plants will be supplied to Government of Karnataka as well.

Social Entrepreneurship

With funding support from financial institutions like State Bank of India (Under Pradhan Mantri Mudra Yojana), we supply and train rural entrepreneurs to run water treatment plants and earn a livelihood.

TREE PLANTATION

15 LIFE ON LAND



With an objective to sequester carbon, protect and restore natural habitats, we plant saplings and trees annually across our project sites. With an aim to increase the overall green cover of our sites, we planted over 1,01,429 saplings during FY 2017-18.

As on 31st March 2018, we have over 7,51,123 sq. mt of green cover spanning across our project sites. In addition to tree plantation drives, we have also undertaken initiatives such as converting barren land to green cover.



On the occasion of World Environment Day, we launched a unique Green Thumb initiative across 137 project sites to further enhance our green cover. Green Thumb 2017, is in continuation to our previous year's initiative wherein we aimed to get 10,000 people to pledge to plant a sapling and received an outstanding response with a participation of over 23,000 people. The initiative was also launched on digital domain wherein citizens across the country can participate. Since the past few years, over 1,00,000 saplings have been planted by Tata Projects at various project sites.

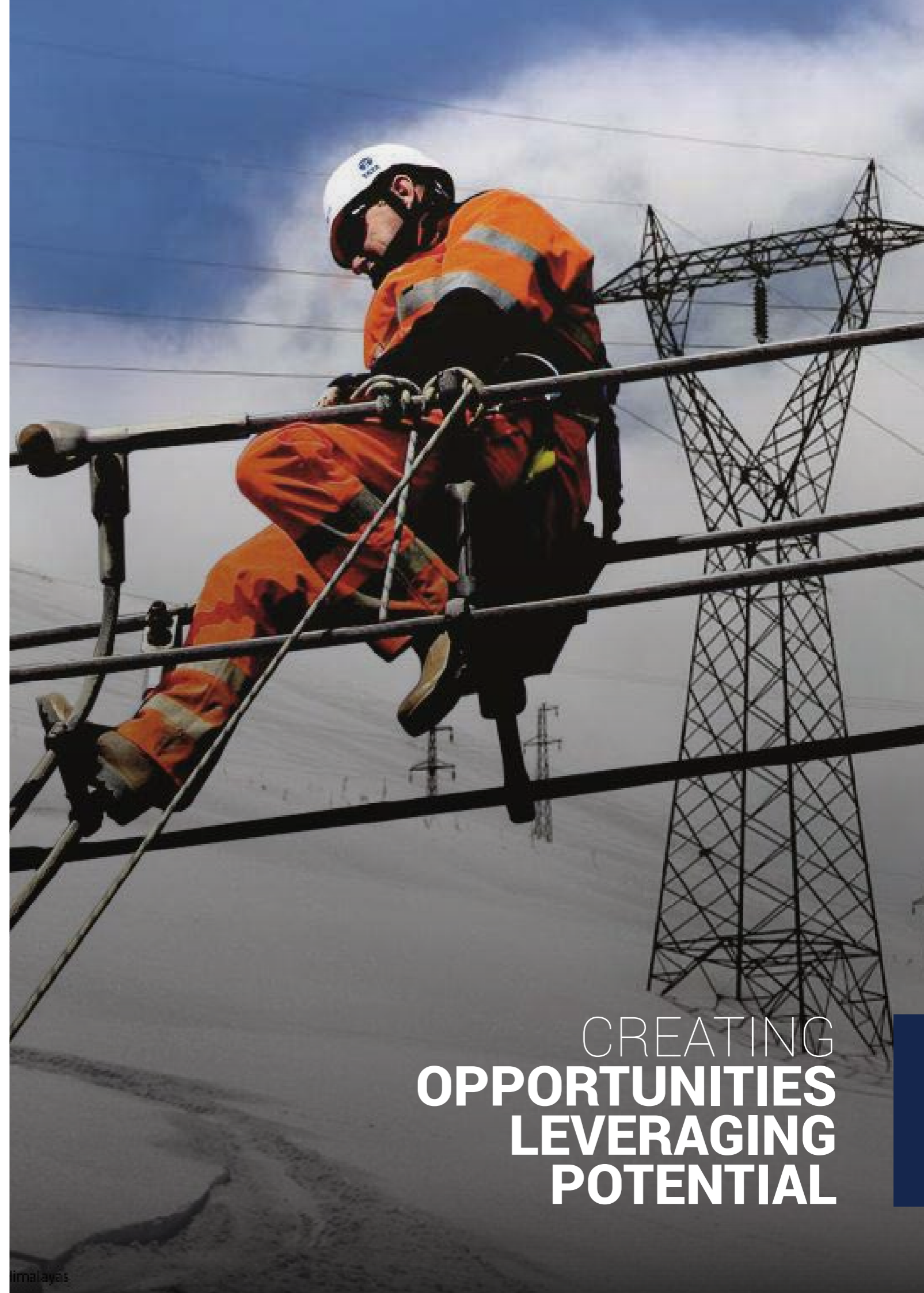


Awarded "The best use of Social Media in Marketing" for Green Thumb Campaign by Global Marketing Excellence

TRANSMISSION LINE

In order to have a streamlined effort towards mitigating our environmental impact, an ESIA study was necessitated for our proposed 400 KV D/C Jaisalmer (2) – Barmer Transmission Line. This study assesses, analyses and maps various environmental and social risks that would arise upon the commencement and operation phase of the project.

The study helped us prepare and cost an Environmental and Social Management Plan (ESMP) detailing mitigation measures as well as institutional roles and responsibilities in the operationalisation.



CREATING
**OPPORTUNITIES
LEVERAGING
POTENTIAL**

OUR APPROACH

Being a part of labour intensive sector gives us the opportunity to play a key role in creating employment opportunities in the Indian economy.

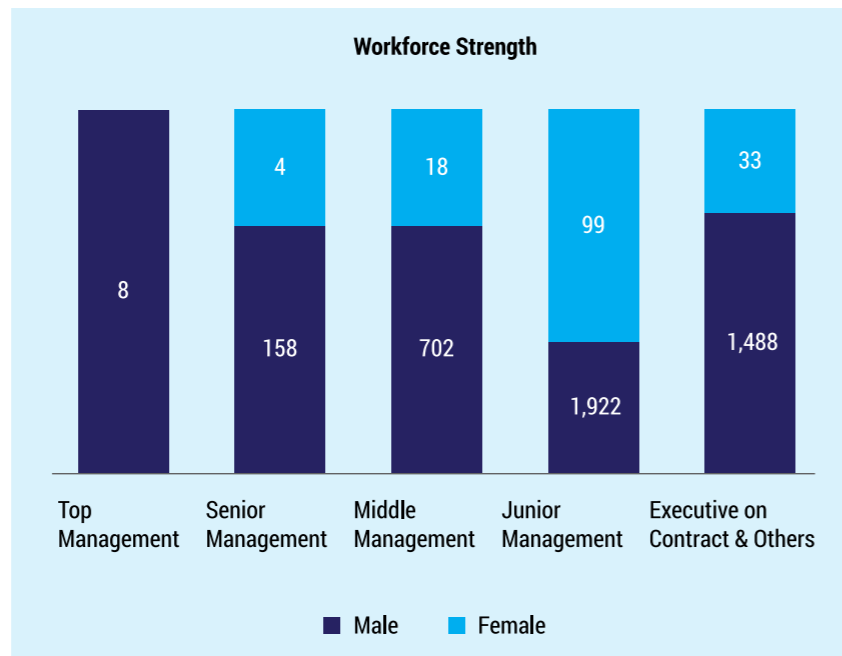
At Tata Projects, we focus on creating shared value for our talent pool. We endeavor to be a great place to work by ensuring a discrimination free work environment. Through our TCoC, we respect human rights of all stakeholders associated with us and ensure that the policies laid under the same are implemented in the right earnest. We also focus on creating awareness amongst all our employees on the need and importance of respecting human rights and extend this responsibility to our vendors and contractors.

We recognize employee unions that motivates employees to participate in meaningful dialogue with the management. However, none of our employees are covered by collective bargaining agreements.

Employee and labour safety forms the core value of our operations and is a top priority in everything we undertake. We focus on identifying and managing our material risks to protect our people and improve the safety of our operations. We aim to embed safety culture as an integral part of working behavior and apprise all our employees and sub-contractors about behavioral and operational risks. In line with this, we have defined safety programmes with an objective of achieving safety excellence through risk anticipation, operational discipline, culture of openness

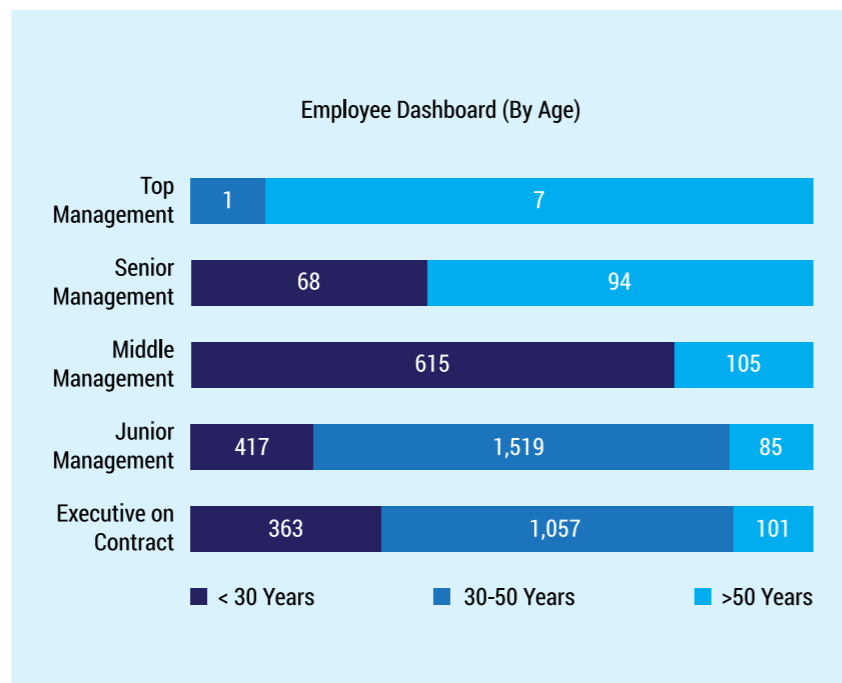


GRI 102-8, GRI 102-41, GRI 103-1, GRI 103-2, GRI 103-3, GRI 401-1, GRI 403-1, GRI 403-5



& collaboration and integrated safety systems.

Our workforce strengthens us and makes us the leading Company that we are today. We focus on engaging, developing, and empowering our employees to advance their careers by providing opportunities and infrastructure for achieving our business goals, complimented with their professional aspirations. We believe that our workforce should remain at pace with technology and new developments in the sector, therefore we continuously nurture our employees with trainings programmes to accomplish future challenges and opportunities.



OUR PERFORMANCE

Employee Health & Safety

Our Approach is to achieve Zero Harm by strengthening our safety management systems & practices. The Safety, Health and Environment (SHE) policy articulates our commitment towards excellence and achieving SHE related targets. We have established a proactive safety culture, by defining SHE objectives & goals and benchmarking with peers while ensuring continual improvement. We remain vigilant in ensuring we have the appropriate controls in place to address the safety risks and that our employees are effectively trained. Our systems are also OHSAS 18001 certified and we ensure that we meet the norms and requirements of the standard diligently. We have developed a robust strategic plan considering all the elements to achieve our goal of Zero Harm.

3 GOOD HEALTH AND WELL-BEING

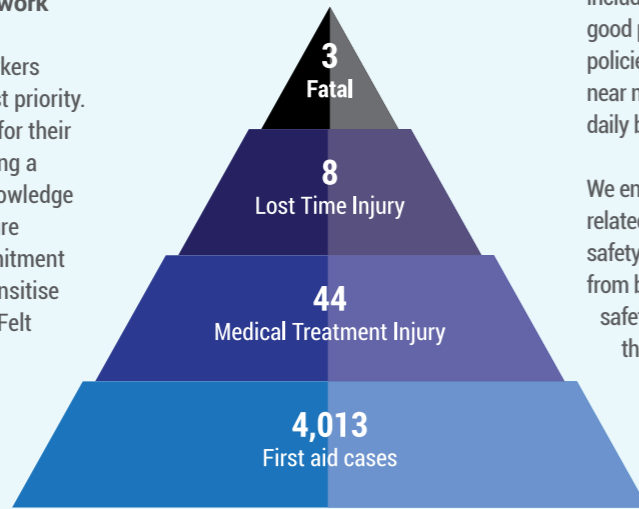


People (Resources)	People (Capacity Building)	People (Engage)	Process (system)	Process (Governance)
<p>SHE organisation restructuring</p> <ul style="list-style-type: none"> SHE organisation restructured as per SBGs and Graduate Engineer Trainee (GET) / Diploma Engineer Trainee (DET) are recruited at site level <p>Deployment of Competent personnel</p> <ul style="list-style-type: none"> Competent persons deployed at sites after certifications - e.g. Scaffolding engineer, formwork engineer, rigger & lifting supervisor 	<p>Training & Certification Programme</p> <ul style="list-style-type: none"> Mandatory 3 Days QSHE trade wise induction programme using interactive AV's provided to all new workforce entering site Behavioral and competency training standardised. On job training for EIA (Aspect/ Impact) conducted Total training man-hours provided -345, 319 hours 	<p>Reward & Recognition KRA Controls</p> <ul style="list-style-type: none"> SHE parameters set in line with management KRAs and rewards provided for line management Surveillance carried out through CCTV - for critical sites Penalties and show cause notice imposed for habitual offenders and linked with their KRA. <p>Engagement through communication</p> <ul style="list-style-type: none"> Regular Felt Leadership / safety conversation carried out by site leadership teams Learning from incident investigation 	<p>IMS (process documentation)</p> <ul style="list-style-type: none"> SHE EPM processes integrated with ISO 14001, OHSAS 18001, Tata Group safety guidelines and requirements Focused audits & risk based inspection conducted at critical areas <p>Sub-contractor selection and performance monitoring</p> <ul style="list-style-type: none"> Sub contractors screened for SHE requirements and graded based on performance Actions taken against major violators 	<p>Automation of SHE process & data monitoring</p> <ul style="list-style-type: none"> IT platform developed to increase visibility, strictly enforce & monitor the SHE system at sites Induction of inbuilt escalation mechanism for timely addressal of non-compliances and sharing of good practices <p>Self-certification</p> <ul style="list-style-type: none"> Assurance from RCM and CPM carried out through online self certification on IT enabled platform <p>Safety Review</p> <ul style="list-style-type: none"> Safety reviews meetings conducted at site/BU corporate levels as per governance structure <p>Center of Excellence</p> <ul style="list-style-type: none"> Central team monitors real time SHE performance & escalation of non-compliance

GRI 103-1, GRI 103-2, GRI 103-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5

Integrating Safety into our work processes:

Health & Safety of contract workers working at our sites is of utmost priority. Sub-contractors are evaluated for their safety capabilities before offering a contract. By enhancing SHE knowledge and capability building we ensure employee and contractor commitment towards safety. We regularly sensitise our team by conducting Visual Felt Leadership, Safety Walk Down, Cross Functional Team Audit and Weekly Safety Review Meeting at each site. We have implemented "Permit-To-Work" (PTW) system, "Lock Out Tag Out" (LOTO) implementation of method statement, Hazard Identification and Risk Assessment (HIRA) and ensure adherence to other safety operations procedures.

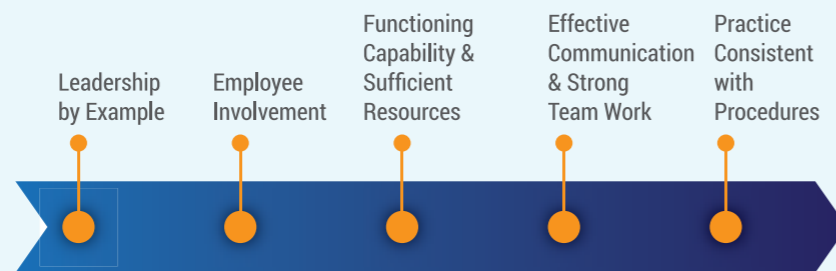


includes incidents, areas for improvement, good practices, implementation status of policies and audit outcomes. We capture near misses and unsafe observations on a daily basis.

We ensure compliance with all relevant laws related to health and safety. We have an apex safety committee that has representation from both management and employees and safety committee at individual project sites that ensures implementation of all our safety measures.

We believe operational discipline directly reduces the level of risk exposure to an organisation and individual. Operational discipline is ensured through the below illustrated approach:

Our safety performance and compliance is monitored, measured and analysed using dashboards. We use the online SharePoint platform, for reporting safety observations and submission of daily, weekly and monthly safety checklists. Monthly Safety MIS is reviewed by top management which



Employee health and wellbeing:

As part of employee health drives and welfare initiatives we undertake several programmes, some of which are listed as under.

- Conducted health checkup & blood donation camps
- Pre-employment medical checkup
- Tie-up with local hospitals & Weekly visit by doctors
- Deployed male nurse and ambulance at sites.
- Awareness campaigns on harmful effects of AIDS, Dengue, Malaria, and Tobacco

We also work in places that are prone to natural disasters and to confront such situation we have developed an Emergency Response Plan at all our sites.

Our way ahead for a safe future

Keeping in line with a theme of Creating and Sustaining safety culture, we aim



to leverage technology to improve our SHE performance. We intend to roll out new SHE policies/guidelines whilst benchmarking with peer global EPC companies on our safety performance. We also aim to enhance capability building by adopting digital training & organise certified courses on Safety. Some of our planned initiatives for coming years also include -

- Ensuring employee physical fitness
- Creating 'Safety Champions'
- Behavioral enhancement programme for workers



Employee Training

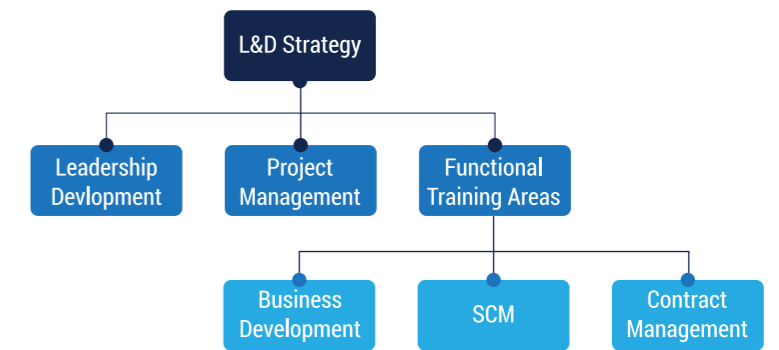
Our mission is to create an empowered workforce by advancing employee careers through targeted development opportunities. Our Learning & Development (L&D) strategy has been formulated to ensure employee growth goals are achieved along with our business goals.

Our L&D strategy also has a strong focus on enhancing the technical execution capabilities of our workforce. We are in the process of establishing TPL Academy – a new age learning and development center which will focus on building organisational capabilities while the L&D function will focus on building technical and non-technical capabilities essential for project execution.

We intend to conduct assessment of our critical performers covered under our Recognition and Retention Plan (RRP) through an external agency. Based on the outcome of this assessment, we will formulate 'Individual Development Plans' and training initiatives.

We hire many professionals each year from diverse organisations and it is our primary objective to align all of them to Tata Group values, culture, people management and governance practices. All these new recruits undergo intensive training sessions. We ensure that our employees are equipped with necessary skill upgrade that can help in their career development. During the FY 2017-18, 816 employees attended the various training programmes listed below.

In terms of competency development, we achieved 6,393 man-days of training for management and supervisory staff.



Talent acquisition and retention

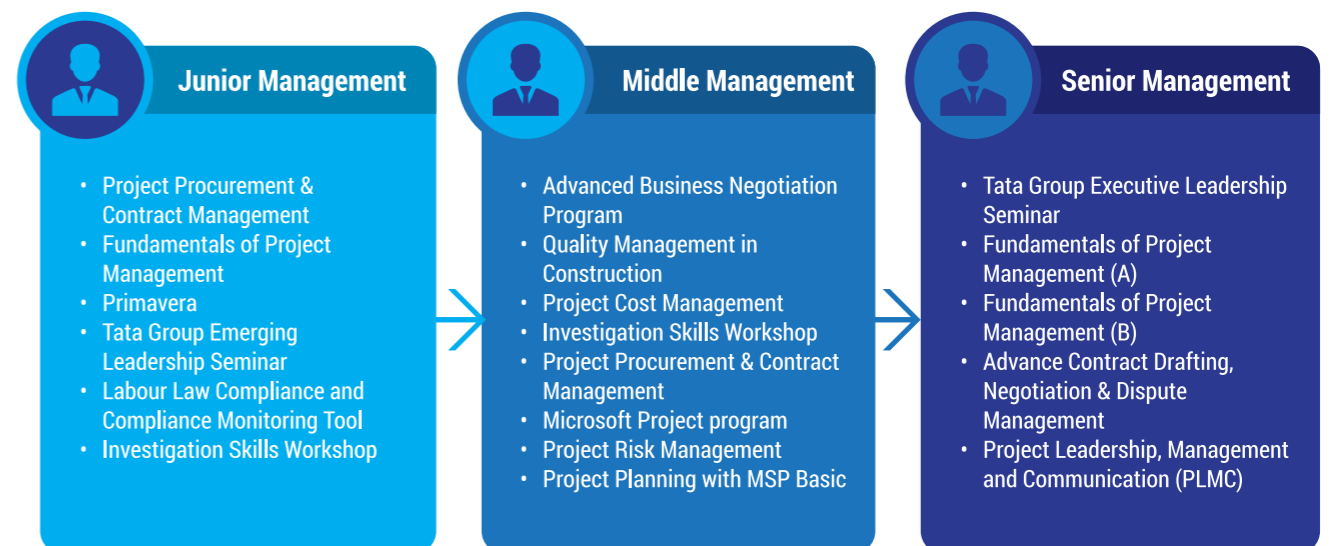
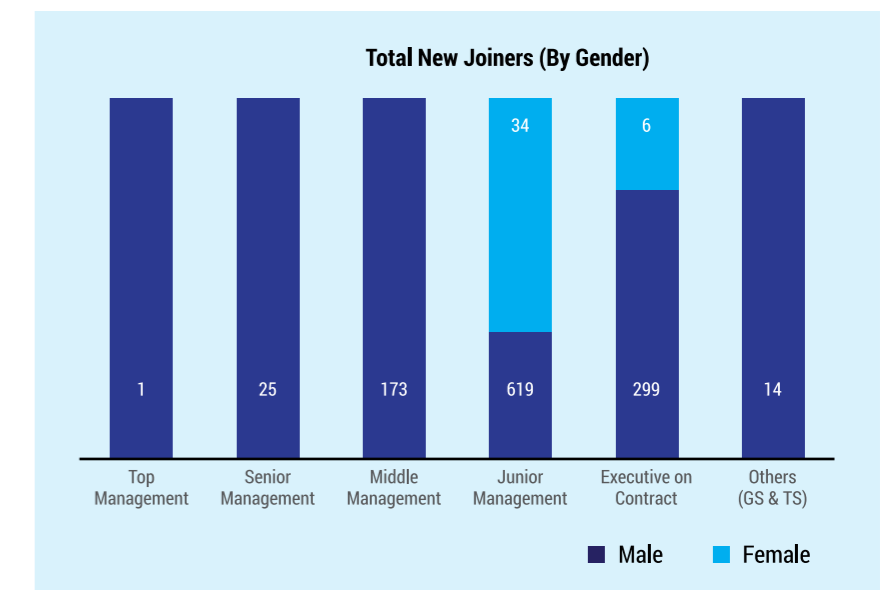
We have been creating a large and diverse talent pool of Engineering and Diploma graduates. During the FY 2017-18, close to 275 fresh graduates were inducted into TPL, approximately 25% of which were female graduates.

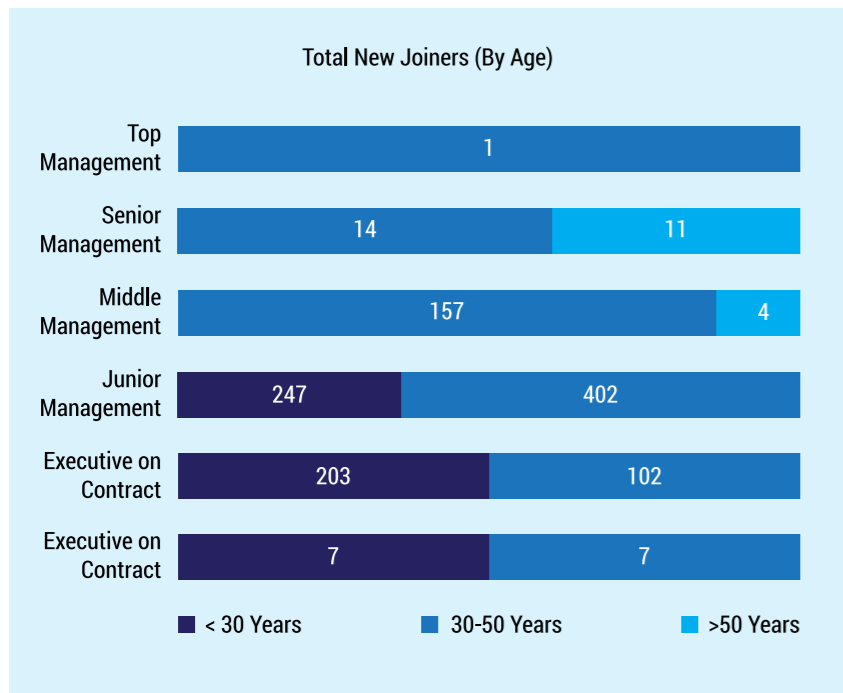
In order to attract and retain our employees, we have introduced policy level changes. For our women professionals, we introduced a work from home option



and home drop facility during late working hours. We also organise town hall meetings with our employees to

understand their concerns, expectations and further help in addressing them promptly. We also focus on gender diversity and are determined in our efforts to retain talented professionals.





We continue to include key employees in our Recognition and Retention Programme [RRP] which rewards long-term continuity and superior performance. In FY 2017-18, 10% of our workforce representing senior managers and above were included in the plan. We revise the plan annually to make it more attractive and also extend its coverage to more employees. Overall our attrition percentage continues to be much lower than the industry average.

Employee Category	Workforce Turnover (in %)
Senior Management	8.6
Middle Management	11.5
Junior Management	12.5
Executive on Contract and Others	12.6

Labour Availability and Management

With assistance from our CSR arm we have identified and trained deserving men and women from rural and backward regions of the country, offering them employment opportunities which builds the critical talent pool that the construction industry needs. Under the National Employment Enhancement Mission (NEEM), we are planning to train under-privileged men and women at our project sites.

We continuously strive to provide better quality of accommodation, food and transport for our labour at our project sites and establish long-term relationship with them. We also ensure that our workforce is informed minimum 30-45 days in advance for any movement orders i.e. movement from one site to another and in case of organisational restructuring, the information is released to relevant stakeholder groups after management decision.

Encouraging our Workforce Employee engagement

Our management regularly engages with our employees through surveys, emails, events, town-hall meetings, trainings, rewards and recognition programmes and workplace activities. Discussions are held on various topics such as wages, allowances, health and safety and financial parameters. During the FY 2017-18, 94% of our employee participated in the annual employee engagement survey and we attained an engagement score of 84%. A one-day training module on People Engagement and Leadership has been conducted covering 275 plus Managers.

With an objective of engaging our workforce and inspiring them to contribute

towards a sustainable future, Tata Sustainability Month (TSM) and World Environment Day is being organised and celebrated every year. Through this initiative, we aim to build an understanding on the importance of sustainability to Tata Projects and to demonstrate how project sites can make sustainable impact.

Performance Development

A robust, unbiased and transparent appraisal process has been set up for all our employees. We follow an annual Performance Management System (PMS) review cycle where every employee undergoes a multi-level performance evaluation, and goals are set which are aligned to the organisations strategy in the beginning of the financial year. As part of our performance development, we have several Reward and Recognition schemes for our employees.

Protecting Human Rights

We consider it pertinent to minimise the risk of infringement in the areas of child labour, forced labour, disciplinary issues, discrimination, freedom of association and working conditions, amongst others. Through the Tata Code of Conduct, we respect the human rights and ensure that the policies laid under are implemented in the right earnest. We follow and comply with conventions of the International Labour Organisation (ILO) and applicable local laws covering the Factories Act 1948, Building and Other Construction Workers (Regulation of Employment and conditions of Service) Act 1996, Central Rules 1998, Industrial Disputes Act 1947 and amendments thereof.

We ensure that employees are sensitised to human rights clauses. These are extended to our vendors and contractors as a part of our contract documents. During FY 2017-18, there have been no significant fines or non-monetary sanctions or cases of non-compliance pertaining to human rights or labour practices during the reporting period.

CREATING A POSITIVE CHANGE



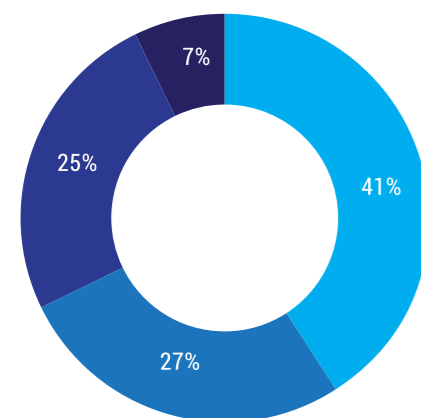
For us, community care is not just about Corporate Social Responsibility (CSR) but is about creating an ecosystem with synergistic opportunities. The focus of our community development programme is to create a long-term shared value amongst the deprived sections of the society. We collaborate with NGOs and other stakeholders to help strengthen our efforts. While we empower the community by providing the right skills, knowledge and tools, they in turn become an external support system for our business. We have adopted a well-established CSR policy as per the schedule VII of the Companies Act 2013 and implemented our activities through the Tata Projects Community Development Trust (TPCDT). Through our need based interventions, we aim to bring a positive change by educating, skilling and providing people the necessary infrastructure thereby making them self-sufficient leading to an improvement in their lifestyle and health standards.

Our CSR activities are carried out in the thematic areas of –

- Skill development
- Water and sanitation and
- Education

In addition to these activities, TPCDT also manages relief operations for people affected by natural calamities in partnership with public and private institutions. During the FY 2017-18, the total CSR expenditure towards implementing social activities was INR 3 Crore.

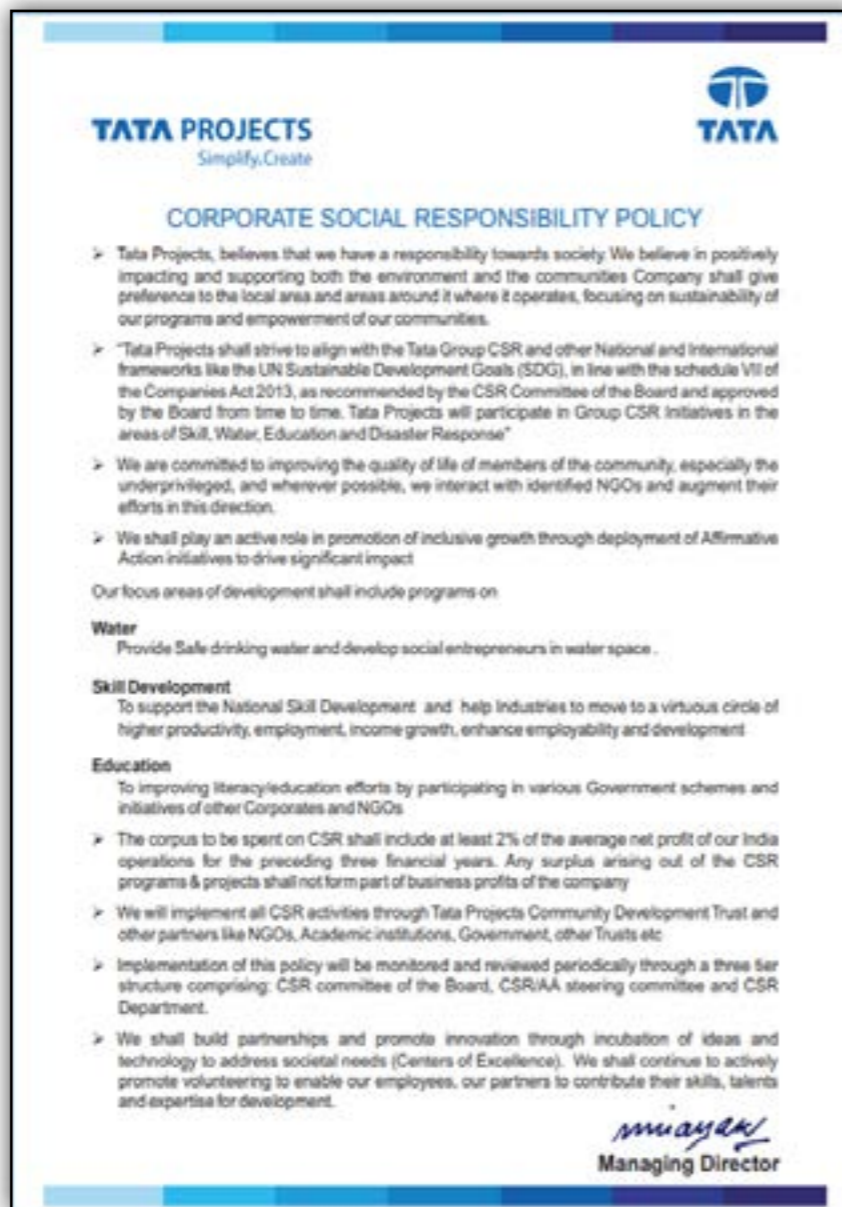
Breakup of CSR Expenditure



- Water & Sanitation
- Community Development
- Skill Development
- Education

GRI 103-1, GRI 103-2, GRI 103-3, GRI 413-1

 Vision To touch the lives of the underprivileged and Affirmative Action Community	 Objective To empower and improve the quality of lives of the community, the underprivileged in general and the Affirmative Action Community in particular	 Core of our Business Facilitate a scalable & self-sustainable operating model for bottom of pyramid, school dropout youth, women and Affirmative Action Communities
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SKILL DEVELOPMENT

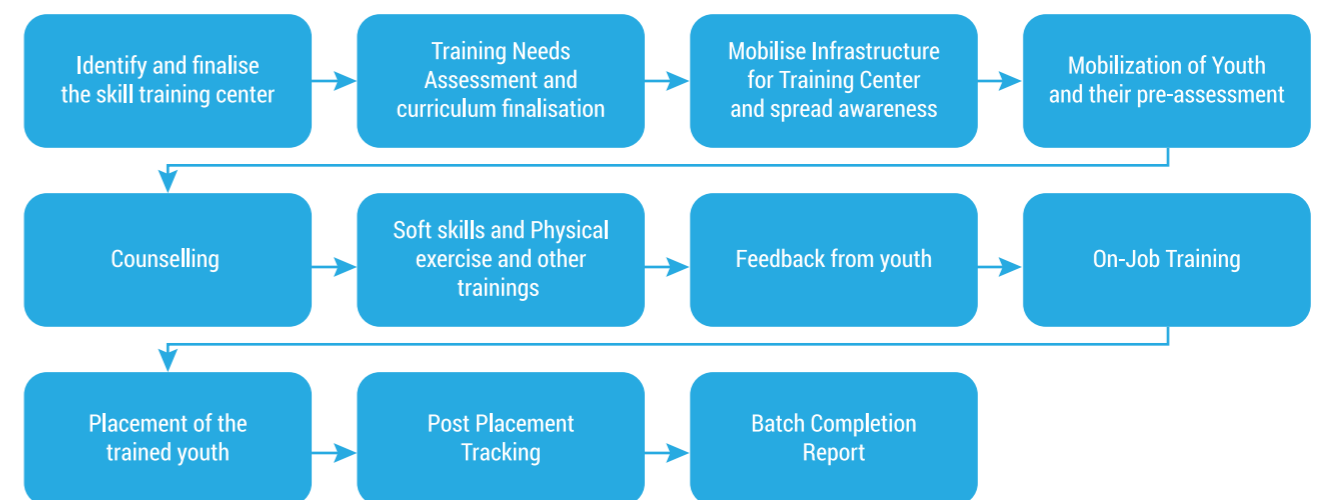
The objective of our skill development programme is to help create opportunities for under-privileged youth in the rural areas. The activities taken under this thrust area cater not only to the development of vocational skills that provide employment but also to development of skills that bridge the gap within the sector.

As a major player in the construction industry and one of the fastest-growing infrastructure companies in India, we understand the necessity of developing a skilled workforce. The company's skill development programme equips its workforce with skills that cater to industry demands and ensure sustainable livelihoods. We provide training in construction skills such as bar-bending, form carpentry, welding and tower erection, RO technician and other vocational skills. In addition, our aim is to also help in the development of the overall personality of the youth.

The evolution of training at TPL is a three-step process.



Skill training process adopted at the training centers is illustrated below:



GRI 103-2, GRI 103-3, GRI 413-1

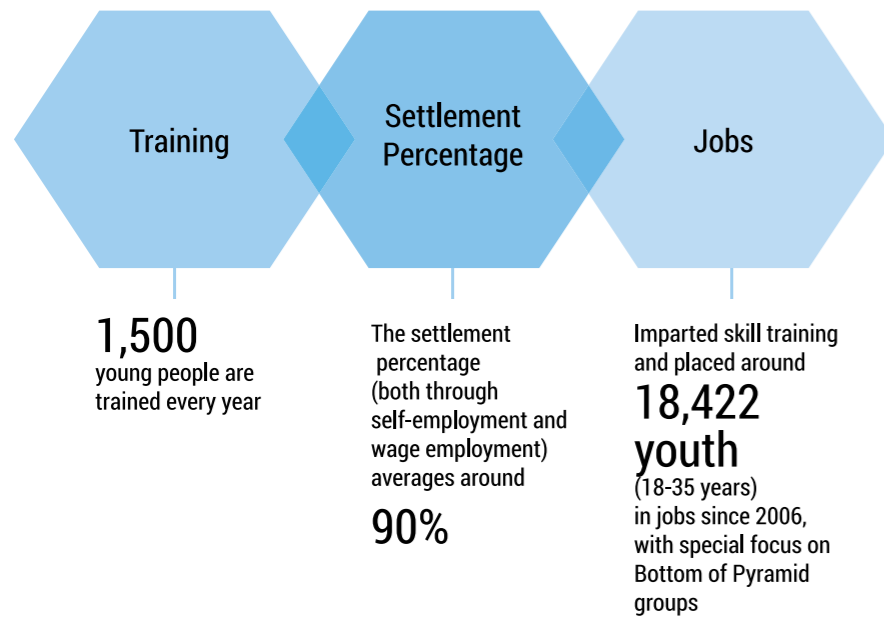
FOCUS AREA	OBJECTIVE	OUTCOME
Skill development	To support the National Skill Development and help industries to move to a virtuous circle of higher productivity, employment, income growth, enhance employability and development of the Underprivileged	About 2,545 youth and women benefited from the Skill and Entrepreneurship Development trainings.

DEVELOPING SKILLS, CREATING EMPLOYABILITY

TPL's skill development programme at Etcherla attracted T Sankrai from Bhamini (M) of Srikakulam district of Andhra Pradesh. Prior to attending the programme, he worked odd jobs but could never make ends meet. In 2017 he joined TPLCDT's bar bending trade skill training the course. TPCDT facilitated his on the job training and placement at Kenworth project at Hyderabad. In the month of November 2017, he was transferred to our Dharapuram project site in Tamil Nadu where he was promoted as Steel Yard supervisor. Now he draws adequate pay and enjoys social security benefits.

He says, "TPCDT and the trainers supported me with career guidance, which helped me shape my future. I am very thankful to Tata Projects Community Development Trust for training me, guiding me and helping me believe in my dreams"





Apart from the technical skills, great emphasis is laid on developing the entrepreneurial spirit of the participants, strengthening their motivation, communication skills, confidence, etc.

The curriculum is as per the National Council on Vocational Training (NCVT) and has been developed in consultation with experts in the field of construction. The duration of the course is 60 days, of which 45 days is residential training with theory and practical, which also includes soft skills and 15 days on-the-job training. The skill training is provided free of cost. After completion of on-the-job training, candidates are absorbed at TPL's construction site or by other construction industries. Tata Project has partnered with Tata Trust, Tata Sustainability Group and Tata Strive to implement the projects.

TRAINING INITIATIVES AND ACTIVITIES

Ustadi – Tower Erection Training

Ustadi is an important training programme of TPCDT. It provides a large-scale sourcing and skilling initiatives in training the workforce on Tower Erection and Stringing. It is driven by an ecosystem of partners, helping unskilled youth to become skilled workmen.

Construction Skills (Bar bending, Welding and Form Carpentry)

Construction skills such as bar bending, form carpentry and welding are imparted to youth – either unemployed, or working in the unskilled workforce. They are primarily school dropouts underprivileged youth who cannot continue education.

Entrepreneurship Development Training

TPCDT facilitates Entrepreneurship Development Programmes for underprivileged candidates. The programmes deal with conceiving, planning, initiating and launching an economic activity, to equip them to start their own enterprises.

Livelihood Skills

Various vocational skills such as servicing computer hardware, mobile repairing, plumbing, etc., are imparted to youth that helps them in getting employed in various industries and companies or empowering them to attain self-employment

WATER AND SANITATION



The goal of our Water and Sanitation Programme is to provide safe drinking water to rural areas and develop social entrepreneurs through a social entrepreneurship model. While we understand the need for safe drinking water to the community, we also recognise the need for better sanitation practices; hence, awareness programmes are organised in neighboring villages. We also support setting up of community based Reverse Osmosis (RO) water purification plants by identifying an entrepreneur who provides safe drinking water to the community at a nominal cost. We provide training and financial support and create awareness for setting up of RO water purification plant for rural areas.

In collaboration with our Utility services business, we have set up around 300 water treatment plants over 4 years in the states of Andhra Pradesh, Telangana, Maharashtra, Tamil Nadu, Jammu & Kashmir and Karnataka. At present all plants are running and benefitting more than 3 lakh individuals. We felt the need to gain a deeper understanding of our reach and impact and thereby undertook impact assessment study to improve and scale up the programme.

FOCUS AREA	OBJECTIVE	OUTCOME
Water and Sanitation	To provide safe drinking water through a social entrepreneurship model and create awareness on clean sanitation.	Through the Trust's safe drinking water projects 15.24 lakh beneficiaries got access to clean drinking water through the 22 Reverse Osmosis (RO) plants established at 22 different locations.

Case Study RO TREATMENT PLANT

TPCDT had conducted the need assessment in Kotturu, a village in Srikakulam District and the assessment results showed that the ground water was contaminated with chemicals and was therefore not fit for drinking purpose. Post assessment we installed RO water plant to help the locals meet their basic requirement of potable water. Mrs. V Puspalatha was identified as a social entrepreneur and was trained about the plant operations. She now provides the drinking water to approximately 650 households by selling 250 to 300 water cans per day and earns over INR 15,000/- per month after meeting all expenses. Further, she was also apprised about using the reject water from RO plants to start a vegetable garden. Based on the initial success she received, she plans to start commercial productions to add to her monthly income.

EDUCATION

Education plays an important role in the development and growth of underprivileged community and society. We are of the belief that education prepares children for better future prospects. We aim to improve



the lives of the people by providing them quality education through our initiatives.

Case Study EDUCATION SUPPORT

Ashwini, a 19 year old girl from an economically backward SC family in Kandlakoya village of Medchal District, has received the support of TPL employees by creation of a fund (interest transferred to her account on a monthly basis) that would help her pursue education beyond class 6. This support, helped her continue studying without straining her parents, who are unskilled labourers, for educational fees, study materials. Further, TPL supported her family by providing financial support and appointed her as Vidya Volunteer by paying monthly honorarium. She thanks TPL for all the encouragement and support and now confidently says "One day, I will become a Software Engineer"

FOCUS AREA	OBJECTIVE	OUTCOME
Education	To improve literacy/ education efforts by participating in various government schemes and initiatives of other Corporates and Non-Governmental Organizations (NGOs)	Benefited 3,062 government school children from 30 schools through various educational activities. Adopted 64 students under Affirmative Action to support till graduation through various interventions.

School Support	TPCDT supports 30 schools in the states of Telangana, Andhra Pradesh, Tamil Nadu, Maharashtra and Rajasthan by providing kits, tuition facilities, coaching and scholarships and provide inputs that raise health awareness among the students. TPCDT supports construction of additional class rooms, toilets, flooring and safe drinking water units in schools
Student Adoption	TPCDT adopts children, dalits and tribal children as a part of its Affirmative Action programme, who hail from economically backward communities and supports them in education till graduation. TPCDT also supports meritorious and disadvantaged students in government schools.
Additional coaching to students from class 6 till graduation	TPCDT provides regular additional coaching through volunteers of Tata Projects, who teach students various subjects like math, science etc. The main purpose behind providing additional coaching support is to increase the quality of education, to improve child's academic performance and increase confidence for continuing their education.
Monitoring and counselling programmes	TPL volunteers conduct counselling sessions for the children and parents to motivate them to excel in their school. They inspire them to pursue higher education or professional courses and also extend regular mentoring support to inculcate moral values through individual counselling
Classroom Technologies	Digital classroom is one of the modern forms of imparting education. It is essentially a computer and Network-enabled transfer of skills and knowledge. In the digital environment, students can visualise ideas and concepts in many subjects including science and technology.

OTHER COMMUNITY DEVELOPMENT INITIATIVES

In addition to driving initiatives across our focus areas, we also undertake community development initiatives towards uplifting and providing support to underprivileged rural communities living in remote areas, with a specific focus on tribal and Dalit households

Other Community Initiatives

Providing support to the Bihar flood victims

We donated an amount of is INR 3 lakhs towards the Bihar flood relief benefiting around 2,345 people affected during the floods.

Providing ambulance facility

We supplied a Tata Winger, medical equipment, including all interiors to a hospital close to our project site in Ambala in Haryana. Around 1,200 people will benefit this this initiative and amount of INR 20 Lakhs was spent on this project.

Undertaking water proofing work

We completed water proofing work on terrace of a community vocation training center including preparation of surface, crack filling, water proofing treatment along with silver shield coating close to our project site in near Thane. This work will benefit around 1,000 community people. An amount of INR 10 Lakhs was spent on the project

Nominating in SAMVAAD

We gifted a clay tablet of Birsa Munda to the participants of tribal youth leaders who had participated for a tribal festival the youth have been identified from the tribal hamlets. Benefiting around 1,500 people we spent and amount of INR 62,500

COMMUNITY SUPPORT

We constructed a community complex and a yoga center in a village of Madhubani-Bihar to promote community welfare in the village. We have also facilitated the construction of a water facility to ensure clean drinking water is available in the village. An amount of over INR 75 Lakhs was spent and over 4,000 people will benefit from it.



GRI 103-2, GRI 103-3, GRI 413-1

Volunteering at TPL

TPL encourages its employees to volunteer for social initiatives and thus contribute towards the welfare of the society. Our volunteers play a pivotal role in creating awareness on social and environment issues both within and outside the working environment.

Throughout the year, they are engaged in different activities like counselling school children, building community awareness on clean sanitisation, safe drinking water, personal hygiene and water conservation. During the year FY 2017-18, our employees have clocked 9,873 hours of volunteering and we desire to increase this contribution in the future.

Volunteering at Tata projects		
Year	Number of Volunteers	Volunteering hours per volunteers
2015-16	618	9
2016-17	714	13
2017-18	2,420	4

Affirmative Action Plan

The Tata Group has always actively promoted community development initiatives and it strives to ensure opportunities and equality for the socially and economically marginalised communities including the Scheduled Castes and Scheduled Tribes (SC/ST). In line with the same, we launched the Affirmative Action (AA) plan through which we undertake specific programmes towards ensuring availability of safe drinking water, providing construction skill training and providing education support. The AA is integrated within our CSR programme to ensure its sustainability, review and guidance from top most leadership of the company. The Board, MD & Senior Leaders are well engaged with the AA vision and goals of the Company.

The Affirmative Action activities are monitored on a quarterly basis and reviewed regularly by our CSR Head. The board reviews the AA strategy and performance of the Company once in a year. The AA committee is headed by the MD who reviews it on half yearly basis. During the review, all aspects of AA including, strategy formulation, budget utilisation, livelihood creation, AA vendor development and academic excellence are reviewed. The AA strategy is aligned and integrated with the business strategy of the Company and has been developed considering the inputs received from stakeholder mapping and need assessment surveys.

TPL'S INITIATIVE TOWARDS EDUCATION

As an Education Initiative under Affirmative Action, in year 2007, TPL adopted 14 students in 6th standard to support their education. During the academic year of 2017-18, TPL adopted 60 students extending from 6th standard to Bachelors/Engineering Degree, whose education is being supported by Tata Projects. We organised distribution of education kits to the students at the Corporate Office in presence of our Trustees of Tata Projects Community Development Trust.

TATA PROJECTS AFFIRMATIVE ACTION FOR SCHEDULED CASTE AND SCHEDULED TRIBE (SC/ST) COMMUNITIES

"Tata Projects Limited" believes in social equity.

The company adheres to the principle of equal opportunity, irrespective of caste, whether in recruitment or career advancement within the organisation or with Vendor Community.

The company is also committed to directly conducting or supporting initiatives to ensure an equal footing for socially and economically disadvantaged sections in the country at large, and specifically the Scheduled Caste and Scheduled Tribe communities.

Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, Tata Projects Limited is committed to creating and promoting access to quality education and technical skills and competencies for members of the SC/ST communities. Further, to speedily enable these communities overcome the social discrimination that has prevented them from realizing their potential as productive members of society, Tata projects Limited will assist members from these communities for employment opportunities and as business associates, provided everything else (merit for employment; cost and quality for business associates) is equal."

miya
Managing Director

KEY ACHIEVEMENTS



"The 2nd Fastest Growing Infrastructure Company in India (large category)" award at the 'Construction World - Engineering News Record (ENR)' Awards



'Construction Company of the Year Award' at the 'Construction Week India Award 2017'



INDEPENDENT ASSURANCE STATEMENT

Introduction and objectives of work

BUREAU VERITAS has been engaged by Tata Projects Limited (hereinafter abbreviated "TPL") to conduct an independent assurance of its Sustainability Report for the year 2017-18. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the Sustainability Report 2017-18 are the sole responsibility of the management of TPL. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

The assurance process conducted by us was based on ISAE 3000 as well as Bureau Veritas' internal procedures with 'Limited' level of Assurance. The scope of work included:

- Data and information included in Sustainability Report 2017-18 for the reporting period 1st April 2017 to 31st March 2018;
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported;
- Evaluation of the Report against the principles of Accuracy, Balance, Clarity, Comparability, Reliability, Timeliness, Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness as defined in the GRI Sustainability Reporting Standard 'In accordance - Core';

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Visited selected sites of different Strategic Business Groups (SBGs) of TPL and their Registered Office in Hyderabad and interviewed senior management and functional heads. The assurance process involved carrying out an audit by experienced assessors from Bureau Veritas. These assessors visited some of the locations. We interviewed Regional Construction Manager, Safety, Human Resource, Sustainability Team and other personnel at various construction sites and the Registered Office.
2. TPL had submitted performance data on reported GRI topics. The data pertaining to each location visited was audited by Bureau Veritas through the process above described.
3. The data was audited on a sampling basis. Data on various GRI sustainability topics was verified for the locations that were visited. Later, it was confirmed that the same verified data went into preparation of the final data within the Sustainability Report 2017-18.
4. Bureau Veritas reviewed stakeholder engagement activities that had been undertaken by TPL and the Stakeholder Engagement process was reviewed. Evidence of the stakeholder engagement activities was reviewed to confirm how aspects material to TPL stakeholders had been determined.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- Nothing has come to our attention to indicate that the reviewed statements within the scope of our verification are inaccurate and the information included therein is not fairly stated;
- It is our opinion that TPL has established appropriate systems for the collection, aggregation and analysis of quantitative data for Economic, Environmental and Social topics.

Evaluation against Global Reporting Initiative (GRI) Sustainability Reporting Standard

Bureau Veritas undertook an evaluation of TPL Sustainability Report 2017-18 against the GRI Sustainability Reporting Standards. This included cross checking the GRI index table against all the reference documents to provide an opinion on the self-declared GRI reporting option.

Based on our work, it is our opinion that the Sustainability Report 2017-18 has been prepared in accordance with the GRI Sustainability Reporting Standards including appropriate consideration of the reporting principles and necessary indicators to meet the requirements of GRI Sustainability Reporting Standard Reporting Option 'In accordance - Core'.

Ranked 166th globally in the ENR (Engineering News-Record) which compiles and publishes rankings of the largest construction and engineering firms, on the basis of gross revenues

EDFCC Project received four Awards:
Construction Industry Development Council (CIDC) Award for Category – Health & Safety (for 100 & 300 series); OSHA Award for Safe Employer of the year; Green Tech Safety Award and INNOV – Best Safety Performance for the year, 2018

9 Construction Industry of Development Council Vishwakarma Award for Mahindra Life Space Homes, Luminaire Gurgaon for the year 2017-18

Safety Professional of the Year – ASSE President's Award for year 2017-18

BBS Global Brand Ambassador, Forum of Behavioral Safety in January 2018

Winner Innovation in Continuity & Resilience Award, Business Continuity and Resilience Summit, in March 2018

Godrej United project received 2 awards from National Safety Council, Karnataka Government

NTPC Darlipalli Project received best Safety Conscious Agency, 4 time in a row

Krishnapatnam Phase II Project received the best Safety Practicing & Management Company award from APPDCL.

NMDC Nagarnar Project received two awards, Best Safety Performance & Swatch Bharat Mission from NMDC

SBG – Urban Infra received three Awards: TATA Serein received the British Safety Council 5 Star award; Lucknow 1 2 Metro received best safe contractor award from LMRC ; and DMRC CC87 Project & Lucknow Metro project received 'Safety Innovation Award from the Institution of Engineers, Delhi.

At the Quality Circle Forum of India (QCFI) chapter conventions, 4 teams from TPL participated and won prizes (4 gold) by showcasing the continual improvement projects that have been done at the work area.



Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period stated hereinabove;
- Positional statements (expressions of opinion, belief, aim or future intention) by TPL and statements of future commitment;
- Competitive claims such as "first in India", "first in the industry", "first of its kind" or such other claims appearing in the Sustainability Report 2017-18;
- Our assurance does not extend to the activities and operations of TPL outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with TPL;
- Our assurance of the economic and financial performance data of TPL is based only on the audited annual reports of TPL and our conclusions in respect of the same rely entirely upon that audited report;
- Our assurance is only against requirements as stipulated in GRI standard and not against requirements of any other sustainability standard, framework or guidelines.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 180 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

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Naresh Badhwar

Naresh Badhwar
Lead Assurer

Sanjay Patankar

Sanjay Patankar
Technical Reviewer
Manager- Sustainability & Climate Change

Date: 22nd March-2019

GLOSSARY

AA	Affirmative Action
ACC	Autoclaved aerated concrete
AEC	Apex Ethics Council
AIMMS	All India Institute of Medical Science
APEWIDC	Andhra Pradesh Education Welfare and Infrastructure Development Corporation
APPDCL	Andhra Pradesh Power Development Company Limited
AV	Audiovisual
BIM	Building Information Modeling
BOQ	Bill of Quantities
C&D	Construction & Demolition
CAT	Categories
CEC	Chief Ethics Counsellor
CIDC	Construction Industry Development Council
CII	Conference of Indian Industry
CoE	Centre of Excellence
CSR	Corporate Social Responsibility
DET	Diploma Engineer Trainee
DFCCIL	Dedicated Freight Corridor Corporation of India Limited
DG	Diesel Generator
EDFC	Eastern Dedicated Freight Corridor
EHS	Environment, Health & Safety
EIA	Environmental Impact Assessment
ENR	Engineering News Record
EPC	Engineering, Procurement and Construction
ERM	Enterprise Risk Management
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
FY	Financial Year
GET	Graduate Engineer Trainee
GGBS	Ground-granulated blast-furnace slag
GHG	Green House Gases
GJ	Giga Joules
GRI	Global Reporting Initiative
HIRA	Hazard Identification and Risk Assessment
HPCL	Hindustan Petroleum Corporation Limited
HR	Human Resource
HSD	High Speed Diesel
HVAC	Heating, ventilation, and air conditioning
IaaS	Infrastructure as a service
ILO	International Labour Organisation
IoT	Internet of Things
ISAE	International Standard for Assurance Engagements
ISO	International Organisation for Standardisation
IT	Information Technology
KL	Kilo Liter
KMP	Key Management Personnel
KRA	Key Responsibility Areas
L&D	Learning & Development
LEC	Local Ethics Counsellor

LED	Light-emitting diode
LOTO	Lock out Tag out
LPG	Liquefied petroleum gas
MD	Managing Director
MIS	Management Information System
MIT	Massachusetts Institute of Technology
MT	Metric Tons
MTPA	Million Tons per annum
NCVT	National Council on Vocational Training
NEEM	National Employment Enhancement Mission
NGO	Non-Government Organisation
NMDC	National Mineral Development Corporation
NPCIL	Nuclear Power Corporation of India Limited
NTPC	National Thermal Power Corporation Limited
NVG-SEE	National Voluntary Guidelines on Social, Environmental and Economic
O&M	Operations and Maintenance
OHSAS	Occupational Health and Safety Assessment Series
ONGC	Oil and Natural Gas Corporation
PCB	Pollution Control Board
PLMC	Project Leadership, Management and Communication
PM	Particulate Matter
PMS	Performance Management System
POSH	Prevention of Sexual Harassment
PTW	Permit-To-Work
PVC	Polyvinyl chloride
QCFI	Quality Circle Forum of India
QSHE	Quality, Safety, Health & Safety
RO	Reverse Osmosis
RRP	Recognition and Retention Plan
RVNL	Rail Vikas Nigam Limited
SAIL	Steel Authority of India
SBG	Strategic Business Group
SBU	Strategic Business Unit
SC	Scheduled Caste
SCADA	Supervisory Control and Data Acquisition
SCM	Supply chain management
SDG	Sustainable Development Goals
SEZ	Special economic zone
SHE	Safety, Health and Environment
ST	Scheduled Tribe
STP	Sewage Treatment Plant
TCoC	Tata Code of Conduct
TPCDT	Tata Projects Community Development Trust
TPL	Tata Projects Limited
TSG	Tata Sustainability Group
TSM	Tata Sustainability Month
UF	Ultra Filtration
VFD	Variable Frequency Drive
WDFC	Western Dedicated Freight Corridor

GRI CONTENT INDEX

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report



GRI Content Index for 'In Accordance' Core option

GRI Standard	Disclosure	Reference/ Page Number/ Direct Answer	Omissions
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GRI 101: Foundation 2016 (GRI 101 does not include any disclosures)

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	102-3 Location of headquarters	12	
	102-4 Locations of operations	12-13	
	102-5 Ownership and legal form	12-13	
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GRI 102: General disclosures 2016

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	102-46 Defining report content and topic Boundaries	3	
	102-47 List of material topics	28-29	
	102-48 Restatements of information	This is our maiden Sustainability Report.	
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	103-2 The management approach & its components	31	
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GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	31	

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GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	25	

Material management

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29, 33	
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	103-3 Evaluation of the management approach	19, 34-35, 57-58	
GRI 301: Material 2016	301-1 Materials used by weight or volume	34-36 We do not use any significant renewable materials.	

Energy management

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29, 33	
	103-2 The management approach & its components	33, 37	
	103-3 Evaluation of the management approach	19, 37, 57-58	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	37 The Energy calculation has been carried out using the GHG Protocol developed by World Business Council on Sustainable Development (WBCSD).	

GRI 102-55

Water management			
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	33, 39	
	103-2 The management approach & its components	33, 39	
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GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	33, 39	
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GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29, 33	
	103-2 The management approach & its components	33, 37-38	
	103-3 Evaluation of the management approach	19, 37-38, 57-58	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	37 The GHG emission is calculated using the GHG Protocol. For the calculations, the default emission factors from IPCC 2006 guidelines and grid emission factors by the Central Electricity Authority (CEA) of India have been used.	

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GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29, 36	
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GRI 306: Effluents and waste 2016	306-2 Waste by type and disposal method	36	

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GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29, 42	
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403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety management system	42-45	
	403-2 Hazard identification, risk assessment, and incident investigation	43-44	

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	403-3 Occupational health services	43-44	
	403-4 Worker participation, consultation, and communication on occupational health and safety	44	
	403-5 Worker training on occupational health and safety	42-45	
	403-6 Promotion of worker health	44	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	44	
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	44	Information Unavailable Due to the nature of project and continuous rotation of workers, we are unable to segregate number of hours worked by our contract workers, this information will be available in the next report.
Employee training and development			
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29, 42, 45	
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	103-3 Evaluation of the management approach	19, 42, 45, 57-58	
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	45	
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GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	48-54	

*Non GRI Topic

GRI 102-55

BUSINESS RESPONSIBILITY REPORTING MAPPING

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Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	Simplifying ecological sustainability – Use of alternate material and modular construction	35-36
Principle 3: Businesses should promote the wellbeing of all employees	Creating opportunities leveraging potential – Employee health and safety	43
Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	Stakeholder Inclusiveness – Our stakeholders	27
Principle 5: Businesses should respect and promote human rights	Creating opportunities leveraging potential – Protecting human rights	46
Principle 6: Business should respect, protect, and make efforts to restore the environment	Simplifying Ecological Sustainability	32-40
Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	Sustainability at Tata projects – Maintaining standards	19
Principle 8: Businesses should support inclusive growth and equitable development	Creating a positive change	47-54
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