

GRI Content Index for FY 2022-23

GRI Standard	Disclosure Title	Response/TML's FY23 Integrated Report Reference
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile, Page 8 & 9 Our Presence, Page 10 & 11 Back cover (last page)
	2-2 Entities included in the organization's sustainability reporting	About the report, Page 4 & 5
	2-3 Reporting period, frequency and contact point	About the report, Page 4 & 5
	2-4 Restatements of information	About the report, Page 4 & 5
	2-5 External assurance	About the report, Page 4 & 5 For Assurance Statement FY23, please visit https://www.tatamotors.com/
	2-6 Activities, value chain and other business relationships	Company Profile, Page 8 & 9 Our Presence, Page 10 & 11 Product Portfolio, Page 16 - 21 Social Value Chain, Page 140 Business Segments, Page 38 & 39
	2-7 Employees	Our Presence, Page 10 & 11 Social People , Page 112 & 113
	2-8 Workers who are not employees	Social People , Page 112 & 113
	2-9 Governance structure and composition	Governance, Page 90 - 96
	2-10 Nomination and selection of the highest governance body	Board's Report, Selection and procedure for nomination and appointment of Directors, Page 152
	2-11 Chair of the highest governance body	Governance, Page 90 - 96
	2-12 Role of the highest governance body in overseeing the management of impacts	Stakeholder Engagement, Page 76-79 Governance, Page 90 - 96 Report on Corporate Governance – Safety, Health & Sustainability Committee, Page: 286 Risk Management, Page 82
	2-13 Delegation of responsibility for managing impacts	Governance, Page 90 - 96
	2-14 Role of the highest governance body in sustainability reporting	Responsibility Statement, Page 4 Board's Report, Safety & Health – Performance & Initiatives, Page: 149
	2-15 Conflicts of interest	Governance, Page 90 - 96
	2-16 Communication of critical concerns	Stakeholder Engagement, Page 76-79 Governance, Page 90 - 96 BRSR, Principle 1 Page 179 & 180 BRSR, Principle 3 Page 183-189
	2-17 Collective knowledge of the highest governance body	Governance, Page 94 & 95 Report on Corporate Governance – Key Board Skills, Expertise and Competencies, Page 277
	2-18 Evaluation of the performance of the highest governance body	Governance, Page 93 Board's report – Board Evaluation, Page 152 Report on Corporate Governance – Board Effectiveness Evaluation, Page: 276 & 277
	2-19 Remuneration policies	Report on Corporate Governance – Nomination and Remuneration Committee ('NRC'), Page 280-283
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	Integrated Report, Annexure 1 - Details of Remuneration of Directors, Key Managerial Personnel and Employees and comparatives , Page 156 & 157
	2-22 Statement on sustainable development strategy	Chairman's Message, Page 30 & 31 Tata Motors ED's Message, Page 32 & 33 TMPV and TPEM MD's Message, Page 34 & 35
	2-23 Policy commitments	Risk Management, Page 84-89 Value Creation Model, Page 12 BRSR Section B: Management & Process Disclosures, Page 177 & 178
	2-24 Embedding policy commitments	Risk Management, Page 84-89 BRSR Section B: Management & Process Disclosures, Page 177 & 178 Governance, Page 90 Social Value Chain, Page 140

	2-25 Processes to remediate negative impacts	Stakeholder Engagement, Page 76-81 BRSR Principle 1, Page 179 & 180
	2-26 Mechanisms for seeking advice and raising concerns	BRSR Section A: General Disclosures, Page 175 & 176
	2-27 Compliance with laws and regulations	BRSR Section B: Management & Process Disclosures, Page 177 & 178
	2-28 Membership associations	BRSR Principle 7, Page 200
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Page 76-79
	2-30 Collective bargaining agreements	BRSR Principle 3, Page 185
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>Materiality assessment helps to define the environmental, social and governance (ESG) areas that matter the most to our business and our stakeholders.</p> <p>We engage with internal and external stakeholders and identify material issues that impact our ability to create value. Tata Motors carried out a detailed materiality assessment in FY 2020-21, and we continue to focus on those areas of strategic importance. We plan to conduct similar assessments every three years, taking emerging sustainability issues, global events and other trends into consideration.</p> <p>For more details refer Materiality Assessment, Page 80 & 81</p>
	3-2 List of material topics	
	3-3 Management of material topics	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Management Discussion and Analysis, Page 216-235 Key performance highlights - Consolidated Operational and Financial Metrics, Page: 26 & 27
	201-2 Financial implications and other risks and opportunities due to climate change	Risk management, Page: 88
	201-3 Defined benefit plan obligations and other retirement plans	Notes forming part of financial statements – Employee benefits, Page 363 - 365
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR Principle 5, Page 192
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>Governance, Page 92</p> <p>BRSR Section A, Page 175-176</p> <p>BRSR Principle 1, Page 179-180</p>
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	BRSR Principle 1, Page 179-180
GRI 301: Materials 2016	301-2 Recycled input materials used	The Company has embedded the principles of Circular Economy in its operations through Reduce-Reuse-Recover initiatives. All the PV and CV models are designed to meet >80% recyclability rate and >85% recoverability rates. The recyclability quotient of the products is continuously monitored by our Research and Development Team and all the systems & processes are verified by European authorised agency (VCA). The teams monitor the supply chain and purchase work in tandem with the Company's Engineering & Research Team to identify and source materials that are more sustainable from total life cycle perspective i.e. recyclable and renewable.
	301-3 Reclaimed products and their packaging materials	Environment, Page 104-107
GRI 302: Energy 2016	302-1 Energy consumption within the organization	GHG emissions reduction, Page 99-101
	302-2 Energy consumption outside of the organization	GHG emissions reduction, Page 101
	302-3 Energy intensity	GHG emissions reduction, Page 100

	302-4 Reduction of energy consumption	Value Creation Model, Page 15 GHG emissions reduction, Page 100 ENCON efforts in FY 2023 have resulted into - energy savings of 91.3 lakh kWh and 23098 GJ of fuel resulting to avoided emission of 92623 tCO ₂ e and cost savings of INR 9.7 Crore
	302-5 Reductions in energy requirements of products and services	Annexure 3: B. Technology Absorption, Adaptation & Innovation, Page 164-165

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, Page 102
	303-2 Management of water discharge-related impacts	Board's report – Energy & Environment, Page 150
	303-3 Water withdrawal	Value creation Model, Page 13 For more details, Refer Annexure to the GRI Index
	303-4 Water discharge	Total water discharged = 195745 m ³ For more details, Refer Annexure to the GRI Index
	303-5 Water consumption	Total water consumption = 5647237 m ³ For more details, Refer Annexure to the GRI Index
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our manufacturing locations in India are not located within the vicinity of any identified/notified biodiversity hotspots or protected water bodies. We have created in-house wetlands across locations to enhance the natural resources. These water bodies have created wetland habitat for aquatic and other bird species, and also helped sustain our green belt.
	304-2 Significant impacts of activities, products and services on biodiversity	All the Plants work in their unique way to support and nurture the biodiversity in their vicinity creating a mutual symbiotic space of cohabitation
	304-3 Habitats protected or restored	Specific objectives and programs for protecting and restoring native ecosystems and species as well as creating additional ecospheres is guided by TML's Biodiversity management plan and social responsibility initiatives.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	TML ensures that the biodiversity value of the area in which it operates is maintained and enhanced by its presence. A comprehensive Biodiversity baseline survey across all operational sites covering all seasons is currently underway. The survey will provide the conservation status of the observed biota.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG emissions reduction, Scope 1 emissions Page 101
	305-2 Energy indirect (Scope 2) GHG emissions	GHG emissions reduction, Scope 2 emissions Page 101
	305-3 Other indirect (Scope 3) GHG emissions	GHG emissions reduction, Scope 3 emissions Page 101
	305-4 GHG emissions intensity	GHG emissions reduction, Specific GHG emissions Page 101
	305-5 Reduction of GHG emissions	Value creation model, Page 15 GHG emissions reduction, Page 99-101
	305-6 Emissions of ozone-depleting substances (ODS)	Ozone Depleting Substance (ODS) Consumption: 111 kg of CFC-11 Eq Emissions from ODS: 5,506 tCO ₂ e ODS includes R134A, R22, R407, R404, R410.
	305-7 Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions	Air Emissions: -Total Particulate Matter (TPM): 750 MT -Oxides of Nitrogen (NO _x): 181 MT -Sulphur Dioxide (SO ₂): 102 MT Fugitive Emissions from processes: -Carbon-dioxide: 482 tCO ₂ e -Dissolved acetylene: 293 tCO ₂ e
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, Page 103 For more details, Refer Annexure to the GRI Index
	306-2 Management of significant waste-related impacts	Waste Management, Page 103
	306-3 Waste generated	Waste Management, Page 103 For more details, Refer Annexure to the GRI Index
	306-4 Waste diverted from disposal	For more details, Refer Annexure to the GRI Index
	306-5 Waste directed to disposal	For more details, Refer Annexure to the GRI Index

GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Driving Sustainability in the Value Chain, Page - 140	
	308-2 Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social People, The force that drives us, Page 112 For more details, Refer Annexure to the GRI Index	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Notes forming part of financial statements – Employee benefits – Page 362-365 Social People, Page 114 - 117	
	401-3 Parental leave	Social People, Page 114	
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	"Social People, Industrial Relations, Page 119 Management Discussion and Analysis – Industrial Relations, Page: 237 & 238	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety, Page 122-125 Board's report - Safety & Health – Performance & Initiatives, Page: 149	
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		Occupational Health & Safety, Page 125 For more details, Refer Annexure to GRI Index
	403-10 Work-related ill health		For more details, Refer Annexure to GRI Index
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning & Development, Page 121	
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning & Development, Page 120-121	
	404-3 Percentage of employees receiving regular performance and career development reviews	Individual Performance Appraisal, Page 117	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity & Inclusion, Page 113 Management Discussion and Analysis, Diversity & Inclusion, Page: 236 & 237	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Incidents of discrimination and harassment, Page 115 BRSR, Principle 5, Page 193	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	BRSR Principle 3, Page 185	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	BRSR Principle 5, Page 193	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	BRSR Principle 5, Page 193	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	People Community, Page 130-139 Annexure 2: Annual Report on CSR Activities, Page: 158-162	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Driving Sustainability in the Value Chain, Page - 140	
	414-2 Negative social impacts in the supply chain and actions taken		
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR Principle 9, Page 204 & 205	

Annexure to GRI Index

303-3: Water withdrawal

Water Withdrawal by Source	Total [m ³]
Parameter	TML Total [m3]
Surface water	808333
Freshwater (≤1,000 mg/L TDS)	808333
Other water (>1,000 mg/L TDS)	0
Rain water	732218
Freshwater (≤1,000 mg/L TDS)	732218
Other water (>1,000 mg/L TDS)	0
Groundwater	504960
Freshwater (≤1,000 mg/L TDS)	504960
Other water (>1,000 mg/L TDS)	0
Third-party water	3797471
Freshwater (≤1,000 mg/L TDS)	3797471
Other water (>1,000 mg/L TDS)	0
Total	5842982

303-4: Water discharge

Water Discharge	Total [m ³]
Water discharge by freshwater and other water	195745
Freshwater (≤1,000 mg/L TDS)	195745
Other water (>1,000 mg/L TDS)	0

303-5: Water consumption

Water Consumption	Total [m ³]
Total water consumption (withdrawal - discharge)	5647237

306-3: Waste Generated

Waste by composition, in metric tons (t)			
	Waste generated	Waste diverted from disposal	Waste directed to disposal
Waste composition			
Hazardous waste	9,376	7,556	1,819
Non-hazardous waste	1,60,468	1,12,221	48,247
Total	1,69,844	1,19,777	50,067

306-4: Waste diverted from disposal

Waste diverted from disposal by recovery operation, in metric tons (t)			
	Onsite	Offsite	Total
Hazardous waste			
Recycle for material recovery	0	3622	3622
Sale to Authorised Recyclers	0	3935	3935
Total			7556
Non-hazardous waste			
Composting	0	207	207
Bio-methanation	0	713	713
Sale to Scrap Dealers	0	111301	111301
Total			112221

306-5: Waste directed to disposal

Waste directed to disposal by disposal operation, in metric tons (t)			
	Onsite	Offsite	Total
Hazardous waste			
Incineration (with energy recovery)	0	0.00	0.00
Incineration (without energy recovery)	50	479	529
Landfilling	0	1,290	1,290
Total			1,819
Non-hazardous waste			
Landfilling	0	46,948	46,948
Municipal Landfill/ Piggery	0	1250	1,250
TSDf	0	49	49
Total			48,247

401-1: New employee hires and employee turnover:

Employee hires

Total number of new employee hires	1820
Percentage of open positions filled by internal candidates (internal hires)	33

a. Breakdown of new employee hires by age and gender

	FY 2022-23			FY 2021-22		
	<30 years	30- 50 years	> 50 years	<30 years	30- 50 years	> 50 years
Male	599	982	25	129	203	8
Female	123	89	2	40	27	0

b. Breakdown of internal hires by age and gender

	FY 2022-23			FY 2021-22		
	<30 years	30- 50 years	> 50 years	<30 years	30- 50 years	> 50 years
Male	55	734	64	68	0	36
Female	13	32	1	18	17	1

Employee Turnover

- Total Employee turnover rate in FY 2023: 7.9%
- Voluntary employee turnover rate in FY 2023: 7.7%
- Breakdown of turnover rate by gender:

	FY 2022-23		FY 2021-22	
	Male	Female	Male	Female
Total employee turnover rate	7.1%	19.3%	7.4%	20.5%
Voluntary employee turnover rate	6.9%	19.3%	6.5%	20.3%

d. Breakdown of turnover rate by age:

	FY 2022-23			FY 2021-22		
	<30 years	30- 50 years	> 50 years	<30 years	30- 50 years	> 50 years
Total employee turnover rate	19.9%	7.2%	1.8%	23.2%	6.7%	4.8%
Voluntary employee turnover rate	19.8%	7%	1.3%	23.1%	6.2%	1.7%

403-9: Work related injuries in FY 2022-23:

	Employees	Contractors	Total
Loss Time Injuries (LTI)	15	11	26
Loss Time Injury Frequency Rate (LTIFR)	0.12	0.18	0.13
Total Recordable Cases	81	27	108
Total Recordable Cases Frequency Rate (TRCFR)	0.62	0.45	0.56
Fatalities	0	0	0

403-10: Occupational Health Illness in FY 2022-23:

	Employees	Workers
No. of Fatalities because of Occupational Health Illness	0	0
No. of cases of recordable Occupational Health Illness	0	0

Abbreviations:

TML- Tata Motors Limited

BRSR- Business Responsibility & Sustainability Report

For more information, please refer FY 2022-23 Tata Motors Integrated Annual Report: <https://www.tatamotors.com/investors/annual-reports/>