

Social Policy

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This document on Corporate Social Policy related to the Corporate Sustainability (C.S) framework is released for use in Tata Technologies Limited, India effective as per approved release date.

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TATA TECHNOLOGIES LIMITED

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Tata Technologies Limited (TTL) is committed to the group ethos of balancing the interests of various stakeholders while contributing to the long-term sustainability and well-being of the society. Company policy is aligned to Tata Code of Conduct (TCoC), Tata Group Sustainability Policy, its initiative Project Aalingana and the United Nations 17 SDG Interlinked goals.

The Company will,

- Proactively assess needs and opportunities arising from the communities where it operates and interacts.
- Take business decisions to enable systematic and structured social wellbeing and empowerment.
- Focus on Education, Employability of the communities.
- Improve diversity, equity, and inclusion awareness amongst all its employees and stakeholders.
- Take robust actions in the larger interest of the society.

To achieve the above goals, Tata Technologies will strive to:

- Comply with all applicable local social and human rights laws and regulations at its operations.
- Integrate state-of-the-art technologies and best practices for continual improvement in social metric performance by implementing Social Empowerment System (SES).

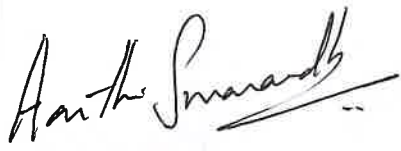
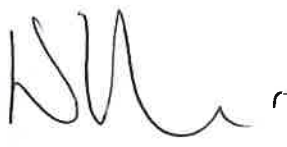
Social Empowerment Metric (SEM) will cover the following and will be reviewed annually or on need basis by the management:

Development Area	Metric
Volunteering	○ Volunteering Hrs for the society
Diversity	○ Gender diversity % ○ Employment for people with disabilities, #
Safety	○ Lost time injuries and Incidents, # ○ Fatalities, #
Suppliers and distributors	○ % Compliance to social, safety, human and environment rights
Products and Services stewardship	○ R&D investment in sustainable products, Cost ○ Revenue from sustainable products, Revenue

This policy will be reviewed annually by CSR and Sustainability committee for its effectiveness, fulfilment of its obligations as a responsible corporate citizen and relevance with the social environment and any changes required will be recommended to the board.



This Tata Technologies Limited Social Policy will apply to all establishments of Tata Technologies and its employees.

		
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Chairperson, CSR and Sustainability Committee	Member, CSR and Sustainability Committee	Member, CSR and Sustainability Committee