



Community

Reaching one million and more

In our quest to create a meaningful impact, Tata Motors, in FY24, through its CSR interventions, could reach one million plus underserved community members across the country.

Using the approach for 'More for Less for More', we narrowed the gap between our aspirations and the available resources, achieving pan-India scale for several projects. The harmonisation of our programmes, focus towards proximate communities, digital enablement in our CSR interventions, consistent monitoring and evaluation, synergies developed with partners and the trust fostered with our communities, enabled our efforts to flourish and create multiplier impact.

2013-2024

Our influence over 10 years

70 lakh

Lives touched



Health

42.6 lakh



Education

11 lakh



Employability

6.5 lakh



Environment

7.5 lakh



Rural development

2 lakh



Disaster response

1 lakh

FY24 highlights



₹21.59 crore
CSR spend



10.03+ lakh
Lives impacted



1.17 lakh
Hours volunteered
by employees



Guiding principles

Adopting human life cycle approach

We address health, education, employability and livelihoods, covering beneficiaries' lifespan, meeting their comprehensive needs at different stages.

Strong business connect

Business partners and associates create a strong business connect for employability programmes, offering on-the-job training, stipend, infrastructure and certification.

'More from less for more' philosophy

We have established multi-stakeholder partnerships, utilising available expertise and technology to develop resource-frugal innovations for greater impact.

Measuring social impact

Assessed by third parties to gauge efficacy and effectiveness, we measure social capital creation through appropriate impact measures like Social Return on Investment (SROI).

Engaging stakeholders

Tata Motors' CSR outreach actively engages business partners across the entire value chain within our ecosystem.

Harnessing Technology

We have improved our ability to upscale all CSR processes and programmes and achieve optimal efficiency and oversight through technology.

Tata Motors' CSR also ensures a due share for Scheduled Caste, Scheduled Tribes (SC and ST), women, and encourages employees to contribute to social causes through volunteering and disaster response activities.

44%

Affirmative action

59%
employees

Volunteered

11.3 lakh

Saplings planted





Health

Addressing child malnutrition

Preventive and curative health services

Strengthening the government delivery mechanism

Health awareness

Aarogya

For a healthier India

Aarogya is a community health initiative actively combating malnutrition in children between the ages of 0-6, by providing supplementary diet and supplements. The programme fosters behavioural changes in communities, specifically targeting young mothers and parents through awareness sessions and antenatal/postnatal services.

5.7+ lakh

Healthcare beneficiaries



Education

Financial support and scholarships

Special coaching for secondary and senior secondary government schools students

School infrastructure improvement

Co-curricular activities

Vidyadhanam

For an educated India

Our multi-pronged approach towards education is deployed via targeted programmes and initiatives that focus on augmenting learning levels of secondary and higher secondary government school students.

1.5+ lakh

Children educated



Employability

Training in auto and technical trades

Training in agriculture and allied trades for supplemental income generation through agriculture

Training in non-auto trades

Kaushalya

For a skilled India

Kaushalya equips young talent with in-demand skills for a sustainable future. Through 'Learn and Earn' apprenticeships, ITI/12th pass graduates gain hands-on training in mechatronics, IoT, with on-job training by dealers, vendors and channel partners.

Around

31,500 trainees

Benefited

23%

Female



Environment

Tree plantation and building micro-habitats for diverse varieties of flora and fauna

Environment awareness

Vasundhara

For a greener India

We strive to minimise our impact on the environment through a range of green initiatives like promotion of renewable resources, creation of carbon sinks through large-scale sapling plantation, construction of water conservation structures and building awareness among the communities.

11.3 lakh

Trees planted

1.47 lakh

People sensitised on environmental issues



Water

Access to drinking water

Increase in water table

Lighten the burden on women

More girls in school

Amrutdhara

Drinking water solution

Tata Motors' Amrutdhara focuses on ensuring water security in rural areas and tribal hamlets. As a result, there has been a remarkable reduction in seasonal diseases like scabies and dysentery, along with improved water, health and sanitation practices. The project has also lightened the burden for women, who previously had to travel long distances to fetch water, resulting in increased girls' enrolment in rural schools. Tata Motors partnered with Government of Maharashtra to address the needs of the water stressed regions in Palghar and Pune belt.

106

Water bodies rejuvenated

30%

Increase in water table of the water stressed regions



Rural development and governance

Leverage existing resources and schemes for last mile delivery of impact

Empower communities and local institutions

Supporting administration for community mobilisation and capacity building

Engaging with agencies for technical support, DPR, etc.

Gap funding

In rural development, we deploy the Partnership Convergence Model, whereby we leverage the available resources of an area and drive development through convergence with government schemes. We also utilise government schemes like MNREGS to make an impact at scale across India.

1 lakh

Lives touched



Aadhaar Affirmative action

Empower socially and marginalised communities

Offer equal opportunities for employment and business associations based on merit, cost and quality

Tata Motors' Affirmative Action policy underscores its commitment to social equity and empowering socially and economically marginalised communities, particularly SCs and STs, by offering equal opportunities for employment and business associations based on merit, cost and quality. Apart from these groups, Tata Motors also promotes inclusion of women and persons with disability (PWD).

44%

Beneficiaries belong to AA community



Employee volunteering

Tata Motors employees, retirees, and their families volunteer year-round for social causes

Intensive volunteering occurs during Tata Volunteering Week in March and September

Provide pro-bono professional services through PROENGAGE for six months

Volunteering serves as a key mechanism through which we give back to society for the greater good. Our employees, retirees and their family members actively engage in volunteering by contributing professional expertise or financial resources to pressing environmental and social issues.

1.17 lakh hours

Dedicated to social causes



Planet regenerate

Planet Regenerate is our strategy to positively transform the impact of our business on the climate, on resource use and on nature and biodiversity. Central to this strategy is our aim to be carbon net zero by 2039 through the decarbonisation of our manufacturing and operations, our supply chain and vehicles in use. To provide a pathway towards this long-term aim, we published science-based targets in March 2022, for ambitious CO₂e reduction by 2030.



WYKES ENGINEERING BATTERY ENERGY STORAGE SYSTEM USING SECOND-LIFE JAGUAR I-PACE BATTERIES



Carbon net zero



Circular economy and resource efficiency



Nature and biodiversity

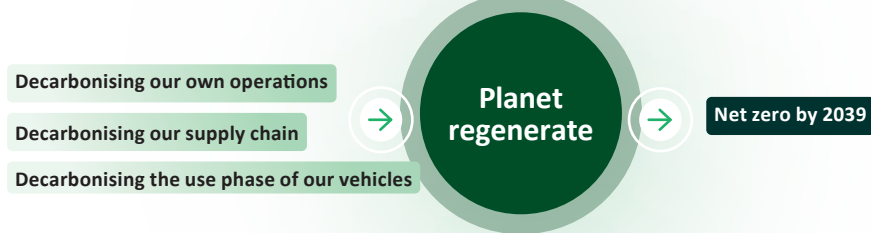


I

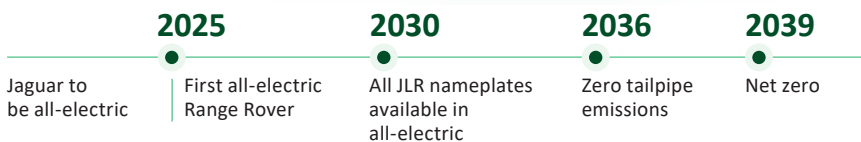
Carbon net zero

To achieve carbon net zero by 2039, we have set ambitious CO₂e emissions reduction targets for 2030. We aim to reduce emissions by 46% across our own operations (scope 1 and 2), 60% per vehicle km, across the use of our vehicles and 54% per vehicle across our value chain (inclusive of our supply chain and use of our vehicles). These reductions provide a pathway for our long-term net zero ambition.

GHG emissions reduction



Milestones



We published science-based targets in March 2022 for ambitious CO₂e reduction across scope 1, 2 and 3 emissions by 2030

60%
Reduction per vehicle km, across the use of our vehicles
(Scope 3 emissions)

54%
Reduction per vehicle, across our value chain
(Scope 3 emissions)

46%
Reduction across our own operations
(Scope 1 & 2 emissions)

Net zero by
2039



Over 220 biofuel and electric HGVs to replace UK road fleet

Our UK road freight vehicle fleet, operational from April 2024, will reduce annual CO₂e emissions on UK roads by 8,433 tonnes, the equivalent of planting 350,000 trees.

Performance against targets

Scope 1 and 2 emissions

To reduce our operational emissions, we are focusing on reducing energy consumption, increased use of renewable energy and reduction in gas consumption and combustion at our sites through electrification.

In FY24, a range of efficiency projects were implemented across our global production sites including the optimisation of our paint booths reducing gas combustion at Solihull, UK, the use of management software to power down actuators during shutdowns and off periods at Nitra, Slovakia, the installation of more efficient motors in our paint shop at Halewood, UK and the installation of LED lighting at Itatiaia, Brazil.

Scope 3

Our scope 3 'use of sold products' emissions for FY24 were 246.4 gCO₂e per vehicle km. This was a reduction of 3.2% compared to FY23 and a reduction of 3.7% compared to the SBTi baseline. Our scope 3 'combined use of sold products and purchased goods and services' emissions for FY24 were 62.23 tCO₂e/vehicle. This was a 2.6% reduction compared to FY23 and a reduction of 3.2% compared to the SBTi baseline.

This meant that in terms of absolute emissions, our scope 3 emissions were 26.9 MtCO₂e, a reduction of 17.9% compared to our FY20 baseline. Despite the improvements shown at per vehicle level, this reduction was primarily due to lower production volumes compared to the baseline year.



II

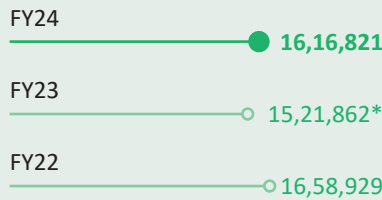
Circular economy and resource efficiency

In the last 12 months we have developed a circular economy strategy based on a single key principle – the decoupling of value creation from resource use. Our world currently depends on the consumption of virgin natural resources to generate value. If we are to meet our net zero ambition, we must change that dynamic primarily through three mission statements: **Circular resources:** We must act as a responsible user of resources by maximising reuse, replenishment and recycling. **Circular products and services:** We must provide timeless modern luxury through enhanced product utility and longevity. **Circular enablers:** We must create circular value through systemic collaboration, innovation and partnerships.



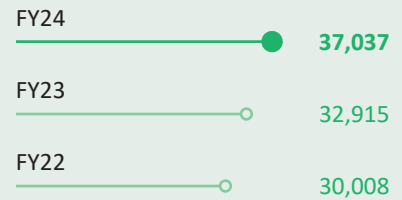
Water consumption (m³)

16,16,821



Waste generated (MT)

37,037



* Where estimated values were used, these have been corrected with actual meter readings.

Disclosure is based on data collated from our third-party waste management partners. Data excludes metal and construction waste.

Sites in scope: Solihull, Halewood, Castle Bromwich, EMPC, Gaydon, Whitley, Nitra, Brazil, China JV (50% due to financial control).

Our strategy is based around three key focus areas

Circular resources

To ensure we act as a responsible user of resources we have set specific long-term goals to drive an increase in the quantity of recycled content in our products, to reduce waste to landfill and to energy recovery, and reduce our consumption of water per vehicle produced.

Materials: At least double and aim to treble recycled content in new products from 2028

Waste: Achieve zero waste to landfill and increase non-metallic waste sent for recycling/reuse to 80% by FY30

Water: Reduce our water consumption per vehicle produced by a third by FY30

Circular products and services

We intend to increase the share of products and services which contribute to our circular economy goals by growing our capability to reuse parts and vehicles. This means growing our lease and subscription offers to establish a ‘serial usership’ model, which supports the creation and retention of the value that is inherent in our products. The transition from the traditional linear ‘make and sell’ business model to a more sustainable, circular mobility model will ensure we retain a high degree of control over the resources embedded in our products.

Circular enablers

We are engaging with partners across the value chain to learn, collaborate and innovate to support delivery of the circular resources and circular products and services. These enablers rely on a strong supplier base and key innovative partners with a common vision to create systems where value is distributed along the product lifecycle. The enablers include the setting up of a circularity hub, driving circularity improvements throughout the entire supply chain via our Circular Supply Chain department and meet-up events to inspire and mobilise our sustainability innovation ecosystem by driving circular solutions through systemic value chain collaboration.



Nature and biodiversity

Nature and biodiversity form an important part of our sustainability strategy. We are developing a new policy to set out our commitments to counteract nature and biodiversity loss. Alongside this, we are developing our strategic approach to consider our material impacts, dependencies, risks and opportunities for nature and biodiversity across our direct operations, supply chain and wider value chain.

Biodiversity at our facilities

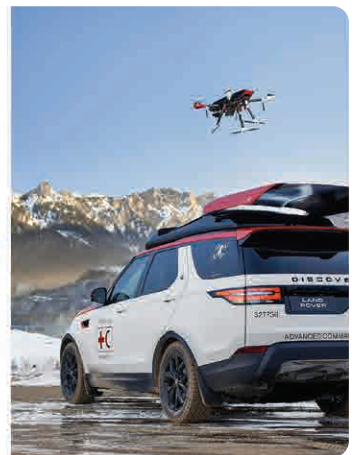
The Electric Propulsion Manufacturing Centre (EPMC) at Wolverhampton, UK is managing existing habitats around the site and within the adjacent Clewley Coppice woodland to support important species such as badgers, field mice and water voles. In Slovakia, our Nitra facility has a renewed agreement with Constantine the Philosopher University to continue biodiversity monitoring. The monitoring has shown that as native habitats have recovered, there has been a natural reintroduction of many native species of birds, insects and small mammals. In China, sustainable development practices at the Changshu facility support biodiversity-related initiatives to monitor plant and animal species, as well as a poster initiative to educate and raise awareness around protecting the environment.



As a global citizen, we recognise the importance of meeting the significant social and environmental challenges of our generation.

Volunteering

Our volunteering programme encourages and enables colleagues across the UK and Ireland to contribute to the local community for up to 16 working hours per year. To support youth development, over 700 colleagues are STEM ambassador volunteers. By placing people from industry in classrooms around the UK, we hope to inspire the next generation to consider careers in Science, Technology, Engineering and Math (STEM).



British Red Cross and International Federation of the Red Cross

Our long-standing partnership with the British Red Cross and the International Federation of the Red Cross (IFRC) was first established in 1954. Our work strengthens risk reduction and developing emergency response mechanisms, helping reduce disaster and humanitarian risks for the most vulnerable areas.



Disaster Relief Alliance

We are an honorary partner of the Disaster Relief Alliance (DRA), whose contributions help with global disaster preparedness, as well as responding quickly to emergencies across the globe. Over the last year we have provided over £100,000 to support disasters and emergencies including the devastation of earthquakes in Türkiye (Turkey), Syria and Morocco.



Community resilience

We have supported Community Resilience Teams (CRT) in New South Wales, Australia, to train local government and community agency members in disaster preparedness. In Nepal, we have reached households with resources on how to prepare and adapt for disasters and climate change, with a special focus to engage young people. In Italy, we supported the creation of integrated urban disaster preparedness and response plans. In addition, we have supported the training of staff at Swiss Disaster Dog Association (REDOG) increasing their skills in missing buried person searches in Switzerland during times of crisis.



The Amos Bursary, UK

This year, we have partnered with The Amos Bursary to support young students of African Caribbean descent from Year 12, for up to five years while they are in higher education. As part of this programme, we will offer mentoring to support students when thinking about their aspirations and career paths.



Toré Institute, Brazil

We have developed an agroforestry educational programme in partnership with the Toré Institute, in a public school local to our Itatiaia manufacturing plant, to teach children about sustainability. The educational project teaches reforestation and composting, and gives children the opportunity to plant and grow their own food. As a continuation of this programme, since launch last year, we have restored one hectare of land close to the factory.



JLR Responsible business

The Responsible Business pillar forms the foundation of our sustainability strategy from which we aspire to achieve positive outcomes for the planet and its people. It is about getting the basics right and ensuring that what we do as a business is done ethically and with integrity.

Our work on responsible business focuses on four main areas of activity: legislation and regulation, strategy and governance, risk management, and disclosure and reporting.

Legislation and regulation

The legislation and regulation of environmental, social and governance topics is a rapidly evolving space. Ensuring that we are aware of relevant legislation and are putting the right steps in place to meet the requirements requires collaboration and input from many teams across the business. To ensure we stay ahead of emerging requirements, we established an ESG Legislation and Reporting working group that met 12 times this year.

Strategy and governance

There are high expectations from our stakeholders on what we do in relation to sustainability. To meet those expectations, it is crucial that we have the right sustainability strategies and governance in place across the business.

Risk management

The management of our environmental and social risks are embedded in our Company-wide enterprise risk management (ERM) process. We work with multiple stakeholders from across the organisation to identify and put plans in place to address the most significant environmental and social risks to our business.

Disclosure and reporting

There are increasing expectations for companies to disclose what they are doing to manage their impacts, risks and opportunities on a variety of sustainability related topics. Sharing our objectives and performance on environmental and social topics is crucial to meet the varying needs and expectations of our different stakeholders.



Diversity, Equity and Inclusion (D,E&I)

We believe we must reflect the diversity of the world in which our colleagues and clients live so that we can truly thrive and create a culture where our people feel supported equitably, can be their authentic selves, and allow fresh ideas, challenges, and opinions to be heard.

Five-year strategy with three internal targets

- | **Target 1:** Globally, 30% of all senior leaders to be female, by 2026.
FY24 performance is 18%
- | **Target 2:** In the UK, 15% of all senior leaders to be from Black, Asian or Mixed Ethnicity background, by 2026.
FY24 performance is 7%
- | **Target 3:** Globally, for our Inclusion Index to reach over 80, by 2026.
FY24 performance is 80

D,E&I achievements

In September 2023, we hosted our first ever Diversity, Equity and Inclusion Summit, welcoming participants in person, and online in 26 countries with 17 global inclusion hubs. This event was a celebration of the progress made to date in changing our culture, and also introduced the term 'equity' to our business. This has cemented our ambition to ensure that all colleagues are supported.

We continue to partner with the Business Disability Forum, working with them to inform our disability strategy. This will continue to be a key focus in FY25. We have also partnered with the Amos Bursary in supporting the sponsoring of young students of African Caribbean descent from Year 12, for up to five years whilst they are in higher education. As part of this we provide mentoring to help students think about what career paths they may want to pursue and support their ambitions.

Talent upskilling for the future

Building on the momentum from FY23 we continue to evolve the skills of our workforce through upskilling programmes that build critical capabilities internally. Our engineers continue their development journey through attendance at co-created and bespoke courses developed in partnership with a local university, and the establishment of a partnership to deliver Electrification Safety upskilling. Furthermore, our Data Fellowship has seen learners engage in practical application of data practices driving improvements into their everyday work. Transforming our ways of working to deliver modern luxury experiences for our house of brands has been a key focus. A predicted 3,000 colleagues will join our Digital Accelerator development journey in 2024, developing critical skills in end-to-end client engagement and sales.

Early careers

Early Careers and investment in apprentices, undergraduates and graduates continues to form a key foundation to our talent pool and a critical enabler of building skills for the future. Through hiring drives, we expect to see over 900 people join us in the UK and a further approximately 300 globally in 2024, a 20% increase on the previous year and a record intake for the Company.



Safety

The Zero Harm Metric takes into account all work-related incidents where an injury has occurred. Overall, the metric has been stable over the past year, following several years of decline. Improvements have been made in the internal reporting and data analysis structure over the last 12 months, which has led to greater ability to analyse trends in the data. The majority of accidents reported (~90%) are cuts, bruises or sprains/ strains, and have low harm potential. Lost time incidents continue to decline, showing an improving trend over the past year.

Our Safety Management System continues to be refined and improved to provide an effective framework for safety organisation. Following three years of monitoring visits, the Safety Management System was recertified to the ISO45001 standard in March 2023, demonstrating our ongoing commitment to achieving the highest standards of health, safety and well-being to our colleagues, partners and clients.

Zero Harm

OUR SAFETY JOURNEY



Safe place

1. Safe facilities and equipment
2. Induction and familiarisation



Safe systems

3. Process and safe systems of work
4. Managing change
5. Suitable and sufficient risk assessment
6. Auditing and process confirmation



Safe people

7. Contractors and agency workers
8. Supervision and monitoring
9. Competence and training
10. Communication and instructions

COMPETENCE, CONTROL, COMMUNICATIONS, CO-OPERATION

We continue to work towards our ambition to ensure a workplace where Zero Harm can be realised and maintained. Consistent delivery against our three pillars of safety (Safe Place, Safe Systems and Safe People) has led to consistent safety performance, as measured by the Zero Harm Metric.

