

Statement of Use	<p>Tata Motors Limited has reported the information cited in this GRI content index for the period 1st April 2023 to 31st March 2024 with reference to the GRI Standards.</p> <p>The reporting boundary includes two wholly owned subsidiaries, Tata Motors Passenger Vehicles Limited (TMPVL) and Tata Passenger Electric Mobility Limited (TPEML). The scope of this report excludes the joint operations of Tata Cummins Private Ltd. The reporting of safety and environmental indicators excludes details of the recently commissioned TPEML plant located in Sanand. Additionally, a few select indicators are covered for Jaguar Land Rover and are indicated explicitly at the reference locations.</p> <p>The reference documents can be found at the following location: https://www.tatamotors.com/annual-reports/</p> <p>79th Integrated Annual Report 2023-24 Supplementary BRSR for TML, TMPVL and TPEML FY2023-24</p>
	<p>GRI 1 used</p> <p>GRI 1: Foundation 2021</p>

GRI Content Index for FY 2023-24		
GRI Standard	Disclosure Title	Reference Location in Tata Motors Integrated Annual Report FY 2023-24 and Supplementary BRSR
GRI 2: General Disclosures 2021	2-1 Organizational details	About Tata Motors, Page 4 Our Presence, Page 5 Supplementary BRSR Section A: General Disclosures VII, Page 1
	2-2 Entities included in the organization's sustainability reporting	About the report, Page 2
	2-3 Reporting period, frequency and contact point	About the report, Page 2
	2-4 Restatements of information	Waste management Page 91
	2-5 External assurance	About the report, Page 2 Assurance Statement
	2-6 Activities, value chain and other business relationships	About Tata Motors, Page 4 Our Presence, Page 5 Commercial Vehicles, Page 22 – 23 Passenger Vehicles, Page 34 – 35 Electric Vehicles, Page 42 – 43 Jaguar Land Rover, Page 48 - 49 Responsible supply chain, Page 128 Business Segments, Page 22,34,42,48 & 65
	2-7 Employees	Our Value Creation Approach, Page 10 & 11 People & Culture , Page 100 & 101
	2-9 Governance structure and composition	Governance, Page 128 – 130 Board of Directors, Page 14 – 15
	2-10 Nomination and selection of the highest governance body	Governance, Evaluation of effectiveness, Page 127
	2-11 Chair of the highest governance body	Board of Directors, Page 14 – 15
	2-12 Role of the highest governance body in overseeing the management of impacts	Stakeholder Engagement, Page 68 - 69 Governance, Page 128 – 130 Risk Management, Page 76 – 81
	2-13 Delegation of responsibility for managing impacts	Materiality assessment, Page 70 – 71 Risk Management, Page 72 – 77
	2-14 Role of the highest governance body in sustainability reporting	About the report, Responsibility Statement, Page 2
	2-15 Conflicts of interest	Supplementary BRSR – Principle 1, Page 21
	2-16 Communication of critical concerns	Stakeholder Engagement, Page 68 - 69 Risk Management, Page 76 – 81 Risk Management Committee, Page 242
	2-17 Collective knowledge of the highest governance body	Governance, Page 128-130 Report on Corporate Governance – Key Board Skills, Expertise and Competencies, Page 235

	2-18 Evaluation of the performance of the highest governance body	Governance– Evaluation of Effectiveness, Page 127 Board's report – Board Evaluation, Page 141 Report on Corporate Governance – Board Effectiveness Evaluation, Page: 234
	2-19 Remuneration policies	Report on Corporate Governance – Nomination and Remuneration Committee ('NRC'), Page 237
	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 145
	2-22 Statement on sustainable development strategy	Chairman's Message, Page 6 & 9 Executive Director CV Message, Page 24 & 25 Managing Director PV & EV Message, Page 36 & 37
	2-23 Policy commitments	Risk Management, Page 76 – 81 Responsible Supply Chain, Page 128 Supplementary BRSR Section B: Management & Process Disclosures, Page 13
	2-24 Embedding policy commitments	Risk Management, Page 76 – 81 Supplementary BRSR Section B: Management & Process Disclosures, Page 13 Responsible Supply Chain, Page 128
	2-25 Processes to remediate negative impacts	Stakeholder Engagement, Page 68 - 69 Supplementary BRSR Principle 1, Page 20
	2-26 Mechanisms for seeking advice and raising concerns	Supplementary BRSR Section A: General Disclosures VII, Page 11
	2-27 Compliance with laws and regulations	Supplementary BRSR Section C Principle 1: 2, Page 19
	2-28 Membership associations	Supplementary BRSR Principle 7: 1, Page 84
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, Page 68 - 69
	2-30 Collective bargaining agreements	Supplementary BRSR Principle 3, Page 32
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality assessment helps to define the environmental, social and governance (ESG) areas that matter the most to our business and our stakeholders. 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. For more details refer Materiality Assessment, Page 70 - 71 Stakeholder Engagement, Page 68 - 69
	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 210 Key performance highlights - Consolidated Operational and Financial and operational metrics CV, Page: 32 & 33 Financial and operational metrics PV, Page: 40 & 41 Financial and operational metrics EV, Page: 47 Financial and operational metrics TMF, Page: 59 Financial and operational metrics Tata Technologies, Page: 61
	201-2 Financial implications and other risks and opportunities due to climate change	Risk management: Climate Change, Page: 77 Supplementary BRSR Section A, Page: 11
	201-3 Defined benefit plan obligations and other retirement plans	Notes forming part of financial statements – Employee benefits, Page 331
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Supplementary BRSR Principle 5, Page 53
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Governance, Page 127 Responsible Supply Chain, Page 128 Code of Conduct, Page 126 Supplementary BRSR Section A, Page 20 Supplementary BRSR Principle 1, Page 17
	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	Supplementary BRSR Section C, Principle 7, Page 85
GRI 301: Materials 2016	301-1 Materials used by weight or volume	For more details, Refer Annexure to the GRI Index
	301-2 Recycled input materials used	Supplementary BRSR Section C, Principle 2, Page 30 Planet - Pioneering Circular Economies, Page 88-89
	301-3 Reclaimed products and their packaging materials	Supplementary BRSR Section C, Principle 2, Page 30 Planet - Pioneering Circular Economies, Page 88-89
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption Page: 84 Supplementary BRSR Section C Principle 6 – Page 66
	302-3 Energy intensity	Supplementary BRSR Principle 6, Page 66
	302-4 Reduction of energy consumption	Value Creation Model, Page 10 - 11 Supplementary BRSR Principle 6 Page 75 Our Energy Management Program is central to our sustainability strategy, focusing on reducing energy consumption and improving efficiency. TML is working consistently to improve its performance in energy efficiency through internal auditing to map the opportunities to do the same. We have established clear and measurable targets aimed at reducing our energy consumption. These targets are aligned with our broader sustainability objectives and are reviewed regularly to ensure we remain on track. Energy conservation is achieved through optimized consumption of power and fossil fuels and improvements in energy productivity through Energy Conservation ('ENCON') projects and are implemented across Plants and Offices in a planned and budgeted manner, which contributes to reduction in operational costs and climate change mitigation through reduction in greenhouse gases. Crucial to this is identifying investments in new technologies and methods which has the potential to significantly lower our energy use while maintaining operational efficiency. The Company is also signatory to RE100 transitioning to 100% renewable electricity for operations by 2030 and is working towards increasing the amount of renewable energy generated in-house and procured from off-site sources. To further our commitment, we conduct employee training programs focused on sustainability and environmental stewardship, emphasizing efficient energy consumption practices.

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Planet - Water Management, Page 91 Community Impact – Water, Page 115 Supplementary BRSR Principle 6: 2 & 3, Page 71 Supplementary BRSR Principle 6, Leadership indicators 1, Page 80 Tata Motors is committed to sustainable water management, implementing a comprehensive internal auditing process that categorizes water based on its withdrawal source—such as surface water, groundwater, seawater, or third-party supplies—and its discharge destination. This categorization extends to the quantity of water consumed and not discharged externally, enabling us to identify and seize opportunities for improved water efficiency. The company has made significant strides in reducing water consumption by optimizing water cooling and recirculation systems, leading to an 8% reduction in specific water withdrawal. Our plants in Lucknow and Dharwad have earned Water Positive certification, while the Pantnagar plant has achieved Water Neutral certification, both as recognized by the CII-GBC. To further our commitment, we conduct employee training programs focused on sustainability and environmental stewardship, emphasizing efficient water management practices. Tata Motors is dedicated to advancing water recycling through circularity initiatives, additionally striving to achieve water neutrality by 2030.
	303-3 Water withdrawal	Value Creation Approach, Page 11 For more details, Refer Annexure to the GRI Index Supplementary BRSR Principle 6: Page 71

	303-4 Water discharge	Supplementary BRSR Principle 6: 2 & 3, Page 71
	303-5 Water consumption	Supplementary BRSR Principle 6 Page 71
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. Supplementary BRSR Principle 6 (Essential Indicator 11) Page: 80
	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. Preserving nature and biodiversity, Page 96 – 97 Supplementary BRSR Principle 6 (Essential Indicator 12) Page 80
	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. Preserving nature and biodiversity, Page 92 – 93 Nature & Biodiversity, Page 119
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Planet– GHG Emissions Scope 1, Page 85 Supplementary BRSR Principle 6: 7, Page 74
	305-2 Energy indirect (Scope 2) GHG emissions	Planet– GHG Emissions Scope 2, Page 85 Supplementary BRSR Principle 6: 7, Page 74
	305-3 Other indirect (Scope 3) GHG emissions	Planet– GHG Emissions Scope 3, Page 85 Supplementary BRSR Principle 6: Leadership Indicators Page 83
	305-4 GHG emissions intensity	Planet– GHG Emissions Scope 3, Page 85 Supplementary BRSR Principle 6: 7, Page 74 Supplementary BRSR Principle 6: Leadership Indicators Page 83
	305-5 Reduction of GHG emissions	Planet– GHG Emissions, Page 85 Supplementary BRSR Principle 6 Page 75
	305-6 Emissions of ozone-depleting substances (ODS)	Ozone Depleting Substance (ODS) Consumption: 142 kg of CFC-11 Eq Supplementary BRSR Principle 6: Page 72
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Supplementary BRSR Principle 6: Page 72
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Planet - Waste Management, Page 91 For more details, Refer Annexure to the GRI Index Supplementary BRSR Principle 6: 9, Page 78
	306-2 Management of significant waste-related impacts	Planet - Waste Management, Page 91 Supplementary BRSR Principle 6: 10, Page 79 Tata Motors is committed to sustainable waste management, implementing a comprehensive internal auditing process that categorizes waste and its disposal routes. The waste generated from our operations includes a diverse range of both hazardous and non-hazardous materials, as well as scrap. Our operations continuously drive initiatives aimed at eliminating, minimizing, and recycling waste in accordance with legal regulations and available opportunities with quantified targets cascaded to operational site. These initiatives encompass various activities, including material recovery through authorized recyclers and co-processing hazardous waste as alternative fuel and raw material. Additionally, we ensure the recycling of metal and non-metal scrap through authorized recyclers. We also ensure training to our employees covering topics on Sustainability, environmental stewardship, and promoting circularity in waste management. A significant part of our waste management program is to identify investments in new technologies and methods that have the potential to divert waste from landfills and minimize waste. These efforts are critical as we move closer to achieving our "Zero Waste to Landfill" target by 2030.
	306-3 Waste generated	Planet - Waste Management, Page 91 For more details, Refer Annexure to the GRI Index Our Value Creation Approach, Page 12 – 13 Supplementary BRSR Principle 6: 9, Page 78
	306-4 Waste diverted from disposal	For more details, Refer Annexure to the GRI Index Supplementary BRSR Principle 6: 9, Page 78
	306-5 Waste directed to disposal	For more details, Refer Annexure to the GRI Index Supplementary BRSR Principle 6: 9, Page 78
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	For more details, Refer Annexure to the GRI Index Our Value Creation Approach - Human Capital, Page 13
	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 331 People & Culture, Page 96
	401-3 Parental leave	People & Culture, Page 96 Supplementary BRSR Principle 3: Essential Indicator 5, Page 37 For more details, Refer Annexure to the GRI Index
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	People Culture- Fostering strong industrial relations, Page 104 Management Discussion and Analysis – Industrial Relations, Page: 230
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People & Culture - Safety governance framework, Page 107 Supplementary BRSR – Principle 3 Page 43 – Health and Safety Management
	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	Wellness at Tata Motors, Page 109 Supplementary BRSR – Principle 3 Page 44 For more details, Refer Annexure to GRI Index
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Succession and Capability Building, Page 100
	404-2 Programs for upgrading employee skills and transition assistance programs	Future ready workforce, Page 101
	404-3 Percentage of employees receiving regular performance and career development reviews	Supplementary BRSR Principle 3, Page 42,43
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People & Culture, Page 97 Board of Directors, Page 14 – 15 Management Discussion and Analysis, Diversity & Inclusion, Page: 137 Supplementary BRSR Section C Principle 3, Page 36
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sensitisation and communication efforts, Page 98 Supplementary BRSR, Principle 5: 6, Page 60
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supplementary BRSR Principle 5, Page 60
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplementary BRSR Principle 5, Page 60
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Impact, Page 112 - 115 Annexure 2: Annual Report on CSR Activities, Page: 147
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible supply chain, Page 128
	414-2 Negative social impacts in the supply chain and actions taken	Responsible supply chain, Page 128 Supplementary BRSR Principle 9, Page 92
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	

Annexure to GRI Index

301-1: Material Used by Weight or Volume

Materials	The amount used in FY 2023-24 (Metric Tonnes)
Plastic	36000
Aluminium	77000
Copper	14500
Iron/steel	2660000
Nickel	22
Lithium	6000

Note: The amount of raw material reported above is a consolidated number of the parts and aggregates that have been indexed with full disclosure of the composition by the suppliers. The parts and aggregates which have not been indexed are excluded from reporting under this indicator.

303-3: Water withdrawal

Water Withdrawal by Source	Total [m ³]
Parameter	TML Total [m3]
Surface water	2,49,108
Freshwater (≤1,000 mg/L TDS)	2,49,108
Other water (>1,000 mg/L TDS)	0
Groundwater	5,71,963
Freshwater (≤1,000 mg/L TDS)	5,71,963
Other water (>1,000 mg/L TDS)	0
Third-party water	42,13,408
Freshwater (≤1,000 mg/L TDS)	42,13,408
Other water (>1,000 mg/L TDS)	0
Total	50,34,479

303-4: Water discharge

Water Discharge	Total [m ³]
Water discharge by freshwater and other water	1,04,126
Freshwater (≤1,000 mg/L TDS)	1,04,126
Other water (>1,000 mg/L TDS)	0

303-5: Water consumption

Water Consumption	Total [m ³]
Total water consumption (withdrawal - discharge)	49,30,353

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	6,934	6528	405
Non-hazardous waste	1,52,549	1,20,453	32095
Total	1,59,483	126981	32500

306-4: Waste diverted from disposal

Waste diverted from disposal by recovery operation, in metric tons (t)			
	Onsite	Offsite	Total
Hazardous waste			
Co-processing	0	3187	3187
Sale to Authorised Recyclers	0	3341	3341
Total			6528
Non-hazardous waste			
Biomethanation	0	1007	1007
Composting	759	395	1154
Sand Reclamation	1275	4021	5296
Send to Authorised Re-cyclers	0	6191	6191
Sold to Scrap Dealers	0	105037	105037
Others (Diverted)	0	1766	1766
Total			120453

306-5: Waste directed to disposal

Waste directed to disposal by disposal operation, in metric tons (t)			
	Onsite	Offsite	Total
Hazardous waste			
Incineration	28	145	173
Landfilling	0	233	233
Total			406
Non-hazardous waste			
Landfilling	24255	7175	31430
Piggery	0	665	665
Total			32095

401-1: New employee hires and employee turnover:

Employee hires

Total number of new employee hires	1596
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a. Breakdown of new employee hires by age and gender

	FY 2023-24			FY 2022-23		
	<30 years	30- 50 years	> 50 years	<30 years	30- 50 years	> 50 years
Male	524	705	16	480	1095	30
Female	236	112	3	109	102	3

b. Breakdown of internal hires by age and gender

	FY 2023-24			FY 2022-23		
	<30 years	30- 50 years	> 50 years	<30 years	30- 50 years	> 50 years
Male	196	1361	232	111	1344	267
Female	54	71	4	50	61	4

Employee Turnover

- a. Total Employee turnover rate in FY 2024: 7.6%
- b. Voluntary employee turnover rate in FY 2024: 7.1%
- c. Breakdown of turnover rate by gender:

	FY 2023-24		FY 2022-23	
	Male	Female	Male	Female
Total employee turnover rate	7.2%	12.6%	7.1%	19.3%
Voluntary employee turnover rate	6.7%	12.3%	6.9%	19.3%

- d. Breakdown of turnover rate by age:

	FY 2023-24			FY 2022-23		
	<30 years	30- 50 years	> 50 years	<30 years	30- 50 years	> 50 years
Total employee turnover rate	14.2%	7.1%	3.8%	19.9%	7.2%	1.8%
Voluntary employee turnover rate	14.1%	6.9%	2.1%	19.8%	7%	1.3%

401-3 Parental leave

- a. Total number of employees that were entitled to parental leave

	Female (Maternity leave)	Male (Paternity leave)
Number of employees entitled to parental leave in FY 2024	1043	11575

- b. Total number of employees that took parental leave

	Female (Maternity leave)	Male (Paternity leave)
Number of employees that took parental leave in FY 2024	36	622

- c. Total number of employees that returned to work in the reporting period after parental leave ended

	Female (Maternity leave)	Male (Paternity leave)
Number of employees that returned to work in the reporting period (FY 2024) after parental leave ended	36	622

- d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work

	Female (Maternity leave)	Male (Paternity leave)
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	36	622

e. Return to work rate

	Female (Maternity leave)	Male (Paternity leave)
Return to work rate	100%	100%

f. Retention rate

	Female (Maternity leave)	Male (Paternity leave)
Retention rate	100%	100%

403-9: Work related injuries in FY 2023-24:

	Employees	Contractors
Loss Time Injuries (LTI)	31	9
Loss Time Injury Frequency Rate (LTIFR)	0.23	0.13
Total Recordable Cases	102	30
Total Recordable Cases Frequency Rate (TRCFR)	0.76	0.45
Fatalities	1	1

403-10: Occupational Health Illness in FY 2023-24:

	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