

ANNEXURE D TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** : L67200MH1937PLC002622
2. **Name of the Listed Entity** : Tata Investment Corporation Limited
3. **Year of incorporation** : 1937
4. **Registered office address** : Elphinstone Building, 10 Veer Nariman Road, Mumbai - 400 001
5. **Corporate address** : Elphinstone Building, 10 Veer Nariman Road, Mumbai - 400 001
6. **E-mail** : ticl@tata.com
7. **Telephone** : 022-66658282
022-66657917 (Fax)
8. **Website** : www.tatainvestment.com
9. **Financial year for which reporting is being done** : FY 2022-23
10. **Name of the Stock Exchange(s) where shares are listed** : Bombay Stock Exchange and National Stock Exchange of India
11. **Paid-up Capital** : ₹ 5,059.53 Lacs
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.** : Mr. Manoj Kumar CV
Chief Financial Officer & Company Secretary
: 022 6665 8282
: kvmanoj@tata.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).** : The disclosures under this report are made on Standalone basis.

II. Products/services :

14. Details of business activities (accounting for 90% of the turnover) :

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	The Company is a Systemically Important Non-Deposit taking NBFC registered with Reserve Bank of India under 'Investment and Credit Company.	The Company operates primarily as a long-term Investment Company with investments in quoted and unquoted securities.	The Company's primary sources of income consist of dividends, interest, income from derivatives and gains on sale of long-term investments. This constitutes 100% of the company's turnover.

15. Products/Services sold by the entity (accounting for 90% of the entity's turnover) :

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Same as question 14	6430	Same as question 14

III. Operations :**16. Number of locations where plants and/or operations/offices of the entity are situated :**

Location	Number of plants	Number of offices	Total
National	-	1	1
International	-	-	-

The Company operates from one location from its Registered Office situated in Mumbai, India.

17. Markets served by the entity :**a. Number of locations**

Locations	Number
National (No. of States)	1 (Maharashtra)
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not applicable

c. A brief on types of customers

The Company is a non-deposit taking non-banking financial company, primarily involved in long-term investments such as equity shares and equity-related securities. It does not have any customer interface.

IV. Employees**18. Details as at the end of Financial Year :****a. Employees and workers (including differently abled) :**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	21	17	80.95	4	19.05
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	21	17	80.95	4	19.05
Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

b. Differently abled Employees and workers :

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women :

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel*	2	-	-

*Mr. A. N. Dalal (Executive Director) and Mr Manoj Kumar CV (CFO & CS) are the Key Management Personnel of the Company.

20. Turnover rate for permanent employees and workers :

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.76%	9.52%	14.28%	-	-	-	9.10%	4.55%	13.65%
Permanent Workers	-	-	-	-	-	-	-	-	-

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / Subsidiary / Associate Companies / Joint Ventures :**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1.	Simto Investment Company Ltd.	Subsidiary	97.70	No
2.	Tata Asset Management Private Ltd.	Associate	32.09	No
3.	Tata Trustee Company Private Ltd.	Associate	50.00	No
4.	Amalgamated Plantations Private Ltd.	Associate	24.61	No

VI. CSR Details**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes**

(ii) Turnover (in ₹) - ₹ 31,695.00 lacs*

(iii) Net worth (in ₹) - ₹ 1,940,225.25 lacs

Average of previous 3 financial years*VII. Transparency and Disclosures Compliances****23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct :**

There was no case of violation of Tata Code of Conduct in 2022-23 and no case was reported under the Company's whistle blower policy, Anti Bribery and Anti-Corruption Policy during the year.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes; Tata Code of Conduct (TCoC)	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	Yes; Tata Code of Conduct (TCoC)	-	-	-	-	-	-
Shareholders	Yes; Tata Code of Conduct (TCoC)	3	-	Resolved	2	-	Resolved
Employees and workers	Yes; Tata Code of Conduct (TCoC)	-	-	-	-	-	-
Customers	Not Applicable	-	-	-	-	-	-
Value Chain Partners	Not Applicable	-	-	-	-	-	-
Other (please specify)	Not Applicable	-	-	-	-	-	-

The Tata Code of Conduct is available at:

<https://www.tata.com/content/dam/tata/pdf/Tata%20Code%20Of%20Conduct.pdf>

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format :

The most relevant material Issues identified for :

1.	Governance/Economic	Corporate Governance and Ethics
2.	Social	Talent Management
3.	Governance/Economic	Sustainable Investing

The details of each of the material issues is detailed in the table below :

1. Corporate Governance and Ethics

Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Risk	<ul style="list-style-type: none"> TICL stakeholders seek accountability for compliant, ethical and transparent business conduct. Safety and security of critical and confidential data. 	<ul style="list-style-type: none"> Introducing an anti-money laundering policy. Conducting regular refresher sessions and IT training for employees to ensure data security. 	Financial implications will be negative as poor corporate governance or unethical practices lead to loss of confidence of stakeholders including investors and customers.

2. Talent Management

Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Opportunity	A good talent pool will help TICL develop leadership capabilities among all its employees and ensure continuity of business.	The Company arrange for and encourages its employees to undertake functional and soft-skill training programs.	Good talent management will have positive financial implications as it will give a competitive edge to the company and ensure continuity of business.

3. Sustainable Investing

Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Opportunity	<ul style="list-style-type: none"> The global trend of investment is now inclined towards sustainable portfolios Companies with good ESG /Sustainability performance are shown to be delivering better returns over the long term. 	The Company looks to invest in companies which demonstrate good ESG practices.	The financial implications will be positive. If TICL invests in companies that have good ESG performance, it is likely that the risk adjusted returns will be improved.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	<ul style="list-style-type: none"> • Tata Code of Conduct (TCoC); • Corporate Social Responsibility Policy • Whistle Blower Policy • Sustainability Policy • Policy on Prevention of Sexual Harassment of Women at Workplace • Anti-Bribery and Anti-Corruption policy. <p>All Mandatory policies are available on the website of the Company. (https://tatainvestment.com/investor-information/)</p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The policies have been communicated to all the internal stakeholders. Tata Code of Conduct has been communicated to other external stakeholders based on their relevance.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has developed detailed action plans and goals for each of the material issues aligned with the NGRBC principles, these will be detailed under the relevant principle in section C of this Report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Detailed under the relevant principles in section C of this Report.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Governance, Leadership and Oversight																		
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The Company is deeply committed to achieving ESG-related objectives and continues to prioritize related agenda over the near and medium term. The Company's focus on ESG parameters is best reflected through values that are imbibed in all spheres of activity of the Company.</p> <p>The Company has adopted the Tata Code of Conduct which guides interactions with all key stakeholders including employees, vendors, communities, investors, environment & society at large.</p> <p>Corporate Social Responsibility is an integral part of its culture. One of the key features of its CSR projects is focus on participatory and collaborative approach with the community.</p>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Executive Director.																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, Corporate Social Responsibility Committee</p> <p>Details on: https://tatainvestment.com/committees-of-the-board/</p>																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against Above policies and follow up action	As a practice, policies on business responsibility of the Company are reviewed periodically or on a need basis by the Senior Leadership Team. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies & procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	All compliance requirements with respect to the NGRBC principles have been fulfilled.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Yes, Tata Sustainability Group.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
The entity does not consider the Principles material to its business (Yes/No)	All Principles are covered by the Policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year :

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	During the year, the Board of Directors of the Company invested their time on various updates pertaining to the business, regulations, ESG, etc.		100%
Key Managerial Personnel	5	<ul style="list-style-type: none"> - Tata Code of Conduct - Anti-money laundering - Anti-bribery and anti-corruption - Whistle blower - Prevention of Sexual Harassment at the Workplace 	
Employees other than BoD and KMPs			
Workers	Not applicable	Not applicable	Not applicable

2. **Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website) :**

Not Applicable as no fines or penalties have been imposed in the reporting period.

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
Compounding Fee					
	Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL				
Punishment					

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Not applicable	

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, The Company has an Anti-bribery and Anti-corruption policy. The Policy has been developed in alignment of Tata Code of Conduct and group guidelines.

Web link - <https://tatainvestment.com/investor-information/>

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption :**

No such action taken during the financial year 2022-23 and 2021-22.

6. **Details of complaints with regard to conflict of interest :**

No such action taken during the financial year 2022-23 and 2021-22.

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not applicable.

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year :

Total Number of awareness programs held	Topics/principles covered under the training	% of value chain partners covered (by the value of business done with such partners) under the awareness programs
Not applicable since the Company is an Investment company.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms, or other association of individuals and any change therein, annually or upon any change, which includes the shareholding.

Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein.

In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested.

For identifying and tracking conflicts of interest involving the Directors/KMPs of the Company, the Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance & Accounts department for monitoring and tracking transaction(s) entered by the Company with such parties. Additionally, the Senior Management also affirms annually that they have not entered into a material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY2022-23	FY2021-22	Details of improvements in environmental and social impacts
R&D	Not applicable		
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Not applicable.

b. If yes, what percentage of inputs were sourced sustainably?

Not applicable.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not applicable. The Company is engaged only in investment activities as a Non-Banking Financial Company and does not have any goods and raw materials utilization as a part of its products and services. However, the Company is also cognizant of its role in supporting environmental sustainability. As part of the above initiative, the Company sources its office stationery which confirms with FSC certification and gradually increasing the LED power saving equipment.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not applicable.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
NIL		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format :

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	0.01	-	-	0.01	-
E-waste	-	0.04	-	-	0.01	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	0.15	-	-	0.29	-

Note: Tata Investment Corporation Limited is committed to responsible waste management and takes measures to dispose of plastics, e-waste, and other waste in an environmentally sustainable manner.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Not applicable.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees :

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	17	17	100	17	100	-	-	17	100	17	100
Female	4	4	100	4	100	4	100	-	-	4	100
Total	21	21	100	21	100	4	100	17	100	21	100
Other than Permanent employees											
Male	The Company does not have employees other than Permanent Employees.										
Female											
Total											

b. Details of measures for the well-being of workers :

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Total (A)		Health Insurance	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	The Company does not employ workers.										
Female											
Total											
Other than Permanent workers											
Male	The Company does not employ temporary workers.										
Female											
Total											

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	Not applicable	Y	100	Not applicable	Y
Gratuity	100	Not applicable	Y	100	Not applicable	Y
Super-annuation Fund/ NPS	100	Not applicable	Y	100	Not applicable	Y

3. Accessibility of workplaces Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the office is accessible to differently abled employees.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, this is addressed in the Tata Code of Conduct.

Weblink: - <https://www.tata.com/about-us/tata-code-of-conduct>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention Rate
Male	No such instances reported.		Not applicable	
Female				
Total				

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes / No If Yes, then give details of the mechanism in brief
Permanent workers	The Company does not have any Workers under employment.
Other than permanent workers	
Permanent employees	The Company follow an "open-door" approach. Any employee having issues with related to work may contact senior management freely.
Other than permanent employees	The Company does not have employees other than Permanent Employees.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity :

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	21	-	-	23	-	-
- Male	17	-	-	19	-	-
- Female	4	-	-	4	-	-
Total Permanent Workers	-	-	-	-	-	-
- Male	Not applicable.					
- Female						

8. Details of training given to employees and workers :

Category	FY2022-23					FY2021-22				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
	Employees									
Male	17	17	100	16	94.12	-	-	-	-	-
Female	4	4	100	4	100	-	-	-	-	-
Total	21	21	100	20	95.24	-	-	-	-	-
	Workers									
Male	Not applicable.									
Female										
Total										

9. Details of performance and career development reviews of employees and worker :

Category	FY2022-23			FY2021-22		
	Total (A)	Number (B)	% (B / A)	Total (C)	Number (D)	% (C / D)
	Employees					
Male	17	17	100	19	19	100
Female	4	4	100	4	4	100
Total	21	21	100	23	23	100
	Workers					
Male	Not applicable.					
Female						
Total						

10. Health and safety management system :**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? –**

The Company adheres to the Tata Code of Conduct, which provides guidance on healthy working conditions for employees. Due to the nature of the operations of the Company, there are no critical occupational health and safety risks.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Due to the nature of the work, there are no critical occupational health and safety risks.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) -

As an investment company, Tata Investment Corporation Limited does not employ workers. However, the Company encourages all stakeholders to track and reduce any potential work-related hazards. The Company ensures that all necessary actions are taken to mitigate the risks and provide a safe work environment.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)-

Yes, the Company is committed to the health and wellbeing of its employees and provides access to comprehensive medical and healthcare services, including Medclaim Insurance, Group Personal Accident Policy, and Group Term Insurance Policy. This ensures that employees have access to necessary healthcare services, not only in the workplace but also outside of work.

11. Details of safety related incidents, in the following format :

Safety Incident/Number	Category	FY2022-23	FY2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not applicable	Not applicable
Total recordable work-related injuries	Employees	-	-
	Workers	Not applicable	Not applicable
No. of fatalities	Employees	-	-
	Workers	Not applicable	Not applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not applicable	Not applicable

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company has identified health and safety of its employees as one of its focus areas during ESG strategy development. The following steps are taken to enhance the health and safety of employees.

Health & Well Being	Safety
<ul style="list-style-type: none"> Ensure regular health check-ups Conduct awareness sessions. Explore provisions of improved access to health and emergency services Provide employee assistance program. 	<ul style="list-style-type: none"> Provision of regular safety training including mock drills. Build a culture of safety and introduce best practices.

The Company has also identified the KPIs and targets for Health and Safety, as shown below:

Aspect	KPIs	FY 2021-22	Target
Safety	Employees covered by Safety training (%)	Yes	100
	Safety training (Hours/ Capita)	Not available	2
	LTIFR	Not available	-
	Fatalities	-	-
Health	Employees provided with health coverage (%)	100	100

13. Number of Complaints on the following made by employees and workers :

Category	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL					
Health & Safety						

14. Assessments for the year :

Filed during the year	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%; Company operates from one location in Mumbai
Working Conditions	100%; Company operates from one location in Mumbai

15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There were no safety related incidents or significant risks/concerns related to health and safety.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)**

Yes. All employees are covered under the Group Insurance Policy.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company monitors and tracks the compliance related to statutory dues by contractors supplying third party resources. Periodic audits are also conducted to ensure compliance.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment :

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NIL			
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not applicable.
Working Conditions	Not applicable.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The key stakeholders of the Company were identified and prioritized during the materiality exercise conducted with facilitation from Tata Sustainability Group.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails/ Meetings	Annual	-
Shareholders and investors	No	Meetings	Annual	-
Communities	No	Emails/ Meetings	Ongoing	-
Tata Group	No	Emails/ Meetings	Ongoing	-
Companies in TICI's investment portfolio	No	Emails	Annual	-

Leadership Indicators**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company has always maintained that a constant and proactive engagement with key stakeholders enables the Company to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast of various developments and feedback on the same is sought from the Directors.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, through materiality assessment, the Company engages with various stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental, and social topics.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The Company is committed to contributing to the improvement in the quality of life of individuals and empowerment of institutions which serve the community. The Company aims to involve itself in projects and programmes, with due consideration to the environment and existing conditions.

The following are focus areas of the Company's CSR efforts:

1. Medical & Healthcare
2. Education
3. Women Empowerment
4. Skills Development/Vocational Training
5. Environmental Sustainability
6. Animal Welfare
7. Others

In addition, the Company responds to any disasters, depending upon where they occur and its ability to respond meaningfully with Tata Sustainability Group. The CSR programmes or projects or activities of the Company are delivered directly or through trusts or societies, NGO(s), Implementation Agencies or other entities.

Whilst all communities benefit from the Company's CSR activities, it concentrates on providing aid to vulnerable and marginalized groups.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format :

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
	Employees					
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
	Workers					
Permanent	Not applicable.					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers, in the following format :

Category	FY2022-23					FY2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
	Employees									
Permanent										
Male	17	-	-	17	100	19	-	-	19	100
Female	4	-	-	4	100	4	-	-	4	100
Other than Permanent										
Male	Not applicable.									
Female										
	Workers									
Permanent	Not applicable.									
Male										
Female										
Other than Permanent	Not applicable.									
Male										
Female										

3. Details of remuneration/salary/wages, in the following format :

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	₹ 32.50 Lacs	1	₹ 27.60 Lacs
Key Managerial Personnel	2	₹ 351.72 Lacs	-	-
Employees other than BoD and KMP	15	₹ 14.98 Lacs	4	₹ 18.85 Lacs
Workers	-	-	-	-

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Human Rights is one of the core values of the Company. The Company is committed to maintaining a safe and harmonious business environment and workplace for everyone, irrespective of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, and such other parameters.

6. Number of Complaints on the following made by employees and workers :

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

NIL

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has a POSH Committee as well as an Internal Committee and Whistle Blower Policy to prevent adverse consequences to the complainant in discrimination and harassment cases. Further, the Company is guided by the Tata Code of Conduct.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, the coverage is as part of Tata Code of Conduct clauses.

9. Assessments for the year :

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company is in compliance with the laws, as applicable.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not applicable.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

None, due to NIL grievance.

2. Details of the scope and coverage of any Human rights due diligence conducted.

None.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the office is accessible to differently abled persons.

4. Details on assessment of value chain partners :

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	The Company is in compliance with the laws, as applicable.
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

None.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format :**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	40,860 kWh	29,970 kWh
Total fuel consumption (B)	Not applicable	Not applicable
Energy consumption through other sources (C)	Not applicable	Not applicable
Total Energy Consumed (A+B+C)	40,860 kWh	29,970 kWh

**Note - Figures are not comparable with previous year owing to the COVID-19 pandemic, office was intermittently operational.*

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any :

Not applicable.

3. Provide details of the following disclosures related to water, in the following format :

The Company's usage of water is primarily restricted to employees' consumption purposes only.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation :

Not applicable.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format :

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

The Company takes environmental stewardship seriously and is committed to minimizing impact on the environment. As an investment company, direct air emissions are limited. However, the Company recognizes the indirect emissions associated with its investments and works closely with investee companies to encourage sustainable practices and reduce adverse environmental footprint.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format :

Parameter	Unit	FY 2022- 23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NIL (The Company has negligible direct emissions. Company has understood the need to monitor the indirect emission through investments and takes appropriate actions.)	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	41	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂	Negligible amount.	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details :

To offset its Carbon Liabilities for FY2022-23, The Company has retired 45 Verified Emission Reductions (VER) using the Gold Standards Certification Program through the 400 MW Solar Power Project at Bhadla, Rajasthan, India. Electricity at the power project is generated using renewable solar energy. Further, the project reduces anthropogenic emissions of greenhouse gases estimated at ~694,471 tCO₂e p.a., thereon replacing 732,874 MWh/year amount of electricity with renewable energy. The generated electricity is exported to the regional grid system, which in turn diversifies the mix of thermal/fossil-fuel based power plants connected to national grid.

8. Provide details related to waste management by the entity, in the following format :

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.01	Not available
E-waste (B)	0.005	Not available
Bio-medical waste (C)	Not applicable	Not applicable
Construction and demolition waste (D)	Not applicable	Not applicable
Battery waste (E)	Not applicable	Not applicable
Radioactive waste (F)	Not applicable	Not applicable
Other Hazardous waste. Please specify, if any. (G)	Not applicable	Not applicable
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Paper – 0.005	Not available
Total (A+B + C + D + E + F + G+ H)	0.02	Not available

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Not available	Not available
(ii) Re-used	Not available	Not available
(iii) Other recovery operations	Not available	Not available
Total	Not available	Not available
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Not applicable	Not applicable
(ii) Landfilling	Not applicable	Not applicable
(iii) Other disposal operations	Not applicable	Not applicable
Total	Not applicable	Not applicable
<i>Note: E-Waste is disposed-off responsibly by the Company through an e-waste management vendor.</i>		

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes :

Not applicable.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format :

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable.			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year :

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable.					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format :

Yes.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format :

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	40,860 kWh	29,970 kWh
Total fuel consumption (B)	Not applicable	Not applicable
Energy consumption through other sources (C)	Not applicable	Not applicable
Total Energy Consumed (A+B+C)	40,860 kWh	29,970 kWh

Note - Figures are not comparable with previous year owing to the COVID-19 pandemic, Office was intermittently operational.

2. Provide the following details related to water discharged :

Not applicable.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) :

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge

Not applicable.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format :

Parameter	Unit	FY 2022- 23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Scope 3 Direct - Investment: 4,86,000 tons CO ₂ e Additionally, 14 tons CO ₂ e generated arising from Employee Commute, Business Travel, and Waste generated in Operations	Not available
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂	Negligible amount.	Not available
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			Not available

* Only listed equity investments are considered for calculating scop-3 emissions from investments. Listed equity accounts for more than 90% of total investment portfolio. Investment emissions calculated as per estimated scope 1+2 data available at Bloomberg

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities :

Not applicable.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format :

Not applicable.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste recycling (including e-waste)	Waste including, plastic, metal, paper and e-waste sent for recycling.	Zero waste to the landfills.

7. Does the entity have a business continuity and disaster management plan?

Yes, the Company has BCP including Disaster Recovery plan.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard :

No such incident has occurred.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts :

Not applicable.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chambers of Commerce & Industry	National
2	IMC Chamber of Commerce and Industry	

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of Authority	Brief of Case	Corrective action taken
None.		

Leadership Indicators

1. Details of public policy positions advocated by the entity :

The Company makes representations through industry bodies. The Company's representatives participate in various discussions including advocacy pursued by such industry bodies. The advocacy of such bodies is a collective effort to communicate with key stakeholders from the viewpoint of industry.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year :

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an external agency (Yes/No)	Results communicated on the public domain (Yes/No)	Relevant web link
Not applicable.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format :

Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% PAFs covered by R&R	Amount paid to the PAFs in FY (In ₹)
Not applicable.					

3. Describe the mechanisms to receive and redress grievances of the community :

The Company is committed to contributing to the improvement in the quality of life of individuals and empowerment of institutions which serve the community. The Tata Code of Conduct and related policies are available to the public on the Company's website.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers :

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	Not applicable.	
Sourced directly from within the district and neighbouring districts		

Leadership Indicators

- 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above) :**

Details of negative social impact identified	Corrective action taken
Not applicable.	

- 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies :**

State	Aspirational District	Amount Spent (₹ in lacs)
Maharashtra	Osmanabad	27.00
Maharashtra	Gadchiroli	25.00

- 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) :**

No (procurement is done based on competitiveness). However, the Company encourages marginalized and vulnerable groups.

- (b) From which marginalized /vulnerable groups do you procure?**

Not applicable.

- (c) What percentage of total procurement (by value) does it constitute?**

Not applicable.

- 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge :**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable.				

- 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved :**

Name of authority	Brief of the case	Corrective action taken
None.		

6. Details of beneficiaries of CSR Projects :

S. No.	Beneficiary	Project Name	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Jal Dhan – Water Harvesting and Conservation Initiative (Parivartan Vikas Bachat Ghat) (Dist. Osmanabad, MH)	Environment Sustainability and Rural Upliftment	1,657,576*	100%
2	Society for Education, Action and Research in Community Health (Dist. Gadchiroli, MH)	Healthcare	1,072,942*	100%
3	Tavescor Charitable Trust	Healthcare/Education	<p>While the Company is actively sponsoring and granting donations towards hospitals, schools and animal welfare initiatives, to name a few, a quantitative value of the number of beneficiaries from marginalized group that are benefitting from these CSR projects is difficult to quantify. Due to the nature of the project in certain cases (such as grants towards Surgical equipment for operation theatres in animal hospital), it is not feasible to attribute benefits arising out of such grant to vulnerable/marginalized groups.</p> <p>Furthermore, the Company undertakes periodic impact assessment studies to assess the efficacy of the CSR grants.</p>	
4	Mumbai University	Education		
5	Lift for Upliftment	Education		
6	Auro Mira Service Society	Education		
7	Lady Meherbai D. Tata Education Trust	Education		
8	Bai R.F.D. Panday Girls' High School	Education		
9	K R Cama Oriental Institute	Education		
10	Sir J.J. Group of Hospitals	Healthcare		
11	The Jimmy Billimoria Foundation – PALCARE	Healthcare		
12	CAMA Hospital	Healthcare		
13	Utsaah Foundation	Healthcare		
14	Government Dental College and Hospital	Healthcare		
15	Bombay Environmental Action Group	Environment Sustainability		
16	Forest First Samithi	Environment Sustainability		
17	Together Foundation	Vocational Training		
18	The Anchorage	Vocational Training		
19	Leslie Sawhny Endowment	Vocational Training		
20	Animals Matter To Me (AMTM)	Animal Welfare		
21	In Defense of Animals India	Animal Welfare		
22	The Bai Sakarbai Dinshaw Petit Hospital for Animals	Animal Welfare		
23	Sir Jamsetjee Jejeebhoy Dharamshala	Senior Citizen Residential Care		
24	Cricketers Foundation	Promotion of Sports		
25	National Centre Performing Arts	Promotion of Art & Culture		

*No. of persons benefitted is based on India census data from 2011. Actual number of persons benefitted could be higher as per 2023 population data.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company does not have a customer interface.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about :

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following :

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			NIL			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues :

	Number	Reasons for recall
Voluntary recalls	Not applicable.	
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The Company is guided by the Tata Code of Conduct (TCoC) which is a group level policy document. The policy provides guidance on the group's commitment to data security and maintaining data privacy of various stakeholders. In addition, the Company has an internal policy document on cyber- and data-security. The document is not hosted on the website of the Company.

- 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not applicable.

Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The Company is an investment company and does not have a customer interface. However, details about the Company's profile and operations can be accessed at <https://tatainvestment.com/>

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Not applicable.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Not applicable.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Not applicable.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact.**

NIL.

- b. Percentage of data breaches involving personally identifiable information of customers.**

NIL.

ANNEXURE E TO THE BOARD'S REPORT

[Rule 5 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules 2014]

1. The ratio of the remuneration of each Director to the median remuneration of the Employees of the Company for the financial year 2022-23:

(Explanation: (i) the expression "median" means the numerical value separating the higher half of a population from the lower half and the median of a finite list of numbers may be found by arranging all the observations from lowest value to highest value and picking the middle one; (ii) if there is an even number of observations, the median shall be the average of the two middle values)

2. The percentage increase in remuneration of each Director, Chief Financial Officer & Company Secretary, if any, in the financial year:

Directors	Ratio to Median Remuneration	Percentage increase/(decrease) (%)
Mr. N. N. Tata	2.72:1	#
Mr. F. N. Subedar	2.44:1	14.38
Mr. A. N. Dalal	38.45:1	13.52
Mr. Supraksh Mukhopadhyay @	-	-
Mr. A. Sen	2.16:1	17.39
Mr. V. Chandrasekaran	1.95:1	16.80
Mr. R. Dube	2.18:1	24.43
Mrs. F. Khambata	1.84:1	#

@ In line with the internal guidelines, no payment is made towards commission to the Non-Executive Director of the Company, who are in full time employment with any other Tata Company.

Since the information is for the part of the year, either current or past, the same is not comparable.

The percentage increase in the remuneration of the Chief Financial Officer & Company Secretary is 8.23%.

3. The percentage increase in the median remuneration of employees in the financial year: 8.92%.
4. The number of permanent employees on the rolls of Company: 21
5. Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:

The average percentage increase in the salaries of employees other than the managerial personnel in the last financial year is 11.93%, as against an increase of 13.52% in the salary of the Executive Director (managerial personnel as defined under the Act). The increment given to each individual employee is based on the employees' potential, experience as also their performance and contribution to the Company's progress over a period of time and also benchmarked against a comparable basket of relevant companies in India.

6. Affirmation that the remuneration is as per the Remuneration Policy of the Company

It is affirmed that the remuneration paid is as per the Remuneration Policy for Directors, Key Managerial Personnel and other employees adopted by the Company.

On behalf of the Board of Directors,

NOEL N. TATA
Chairman
DIN: 00024713

Mumbai, 5th May, 2023