



May 22, 2025

National Stock Exchange of India Limited
Exchange Plaza, C-1, G Block
Bandra Kurla Complex,
Bandra (E), Mumbai 400 051
Scrip Code – TATACONSUM

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai 400001
Scrip Code – 500800

The Calcutta Stock Exchange Limited
7 Lyons Range,
Kolkata 700 001
Scrip Code – 10000027 (Demat), 27 (Physical)

Sub: Business Responsibility and Sustainability Report and Independent Assurance Opinion Statement

Dear Sir, Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 ('SEBI Listing Regulations'), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2024-25, along with Independent Assurance Opinion Statement provided by BSI Group India Private Limited, both forming an integral part of the Integrated Annual Report for FY 2024-25, submitted to the Stock Exchanges *vide* letter dated May 22, 2025.

The above information is also being made available on Company's website at www.tataconsumer.com.

We request you to take this on record and to treat the same as compliance with the applicable provisions of the SEBI Listing Regulations.

Yours Sincerely,
For **Tata Consumer Products Limited**

Delnaz Dara Harda
Company Secretary & Compliance Officer
Membership No.: 73704

Encl. a/a.

TATA CONSUMER PRODUCTS LIMITED

11/13 Botawala Building 1st Floor Office No 2-6 Horniman Circle Fort Mumbai 400 001 India
Tel: 91-22-6121-8400 | Fax: 91-22-61218499
Registered Office: 1, Bishop Lefroy Road, Kolkata – 700 020
Corporate Identity Number (CIN): L15491WB1962PLC031425
email: investor.relations@tataconsumer.com
website: www.tataconsumer.com

Business Responsibility and Sustainability Report (BRSR)



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L15491WB1962PLC031425
2. Name of the Listed Entity	Tata Consumer Products Limited
3. Year of incorporation	1962
4. Registered office address	1, Bishop Lefroy Road, Kolkata - 700020
5. Corporate address	11/13, Botawala Building, 1st Floor, Office # 2-6 Horniman Circle, Fort, Mumbai- 400 001
6. E-mail	Investor.relations@tataconsumer.com
7. Telephone	022-61218400
8. Website	www.tataconsumer.com
9. Financial year for which reporting is being done	2024-2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited and The Calcutta Stock Exchange Limited
11. Paid-up Capital (Rs. in Crores)	98.95
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. Vishwa Bandhu Bhattacharya Director, Sustainability Tel: +91-022-61218400 vishwa.bhattacharya@tataconsumer.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).	This report has been compiled on a consolidated basis unless otherwise stated*
14. Name of assurance provider	BSI Group India Pvt. Ltd
15. Type of assurance obtained	BRSR Core – Reasonable

*Note: This year onwards, we are reporting our BRSR performance on a consolidated basis. Since, till last year our performance was reported on a standalone basis, the comparison between the financial years will not reflect the correct position.

II. Products/services

16. 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 (FY 25)
1	Manufacturing and trading	Processing and blending of tea and instant tea, coffee and instant coffee, trading of Salt, manufacture and trading of food products including Ready to cook (RTC), Ready to eat (RTE) and manufacture of water and other Ready to Drink (RTD) beverages	95%

17. 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	Processing and blending of tea and coffee	10791	58.7%
2	Trading of salt	46309	20%
3	Wholesale of Pulses and Spices	46201	6.3%
4	Others: Ready to cook (RTC), Ready to eat (RTE) and manufacture of water and other Ready to drink (RTD) beverages	10616, 10750, 46306, 10305, 10306, 10795, 10740, 11043, 11041, 11045, 11049	10%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total*
National	135	15	150
International	6	6	12

*This BRSR report covers 155 locations performance.

19. Markets served by the entity:

a. Number of locations

Locations	Number of plants
National (No. of States/UTs)	Pan India
International (No. of Countries)	Over 40 Countries

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

Location	Consolidated Revenue	
	Amount (₹ Cr)	Percentage
India	11,446.75	65%
Outside India	6,171.55	35%
Total	17,618.30	100%

Note: Sales Outside India includes export revenue from India.

c. A brief on types of customers

Tata Consumer Products Limited (TCPL) operates in the Beverages and Food sector, reaching over 275 million households across India and this extensive presence is supported by a direct retail outlet reach of 2.0 million. At TCPL, we prioritize our customers, recognizing that their satisfaction and loyalty are critical to our reputation, brand strength, and financial success.

Our diverse customer base includes retail consumers who purchase our products for personal use, key wholesale buyers such as grocery stores and supermarkets that procure goods in bulk for resale, and food service providers like

restaurants and hotels that incorporate TCPL products into their offerings. Additionally, we cater to corporate clients sourcing products for employee consumption or gifting, traders and processors who facilitate supply chain operations, as well as private labellers and re-packers who handle bulk packaging of our products. Furthermore, TCPL has a strong presence in international markets, supplying products for global distribution and sales. These varied customer segments highlight the company's expansive market reach and worldwide footprint.

IV. Employees

20. 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)	2985	2475	83	510	17
2.	Other than Permanent (E)	9713	4766	49	4947	51
3.	Total employees (D + E)	12698	7241	57	5457	43
WORKERS						
4.	Permanent (F)	7610	3876	51	3734	49
5.	Other than Permanent (G)	5221	4115	79	1106	21
6.	Total workers (F + G)	12831	7991	62	4840	38

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	1	25	3	75
2.	Other than Permanent (E)	14	10	71	4	29
3.	Total differently abled employees (D + E)	18	11	61	7	39
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13
Key Management Personnel ^{^#}	4	1	25

[^] Two Key Managerial Personnel are also part of Board of Directors

[#] Ms. Delnaz Harda was appointed as a key managerial personnel w.e.f May 2, 2024

22. Turnover rate for permanent employees and workers

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	26%	26%	26%	20%	25%	21.7%	22.2%	22%
Permanent Workers	1%	1%	1%	3%	1%	2%	5%	3%	4%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (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	Tata Coffee Ltd. (Formerly TCPL Beverages & Foods Ltd.)	Subsidiary	100.00	Yes
2	Tata Coffee Vietnam Company Ltd.	Subsidiary	100.00	Yes
3	Capital Foods Private Ltd.	Subsidiary	75.00	Yes
4	Organic India Private Ltd. (w.e.f April 16, 2024)	Subsidiary	100.00	Yes
5	Organic India USA, LLC (w.e.f April 16, 2024)	Subsidiary	100.00	Yes
6	TRIL Constructions Ltd.	Subsidiary	80.46*	Yes
7	Tata Tea Holdings Private Ltd.	Subsidiary	100.00	Yes
8	Tata Consumer Products Capital Ltd.	Subsidiary	100.00	Yes
9	Tata Consumer Products UK Group Ltd.	Subsidiary	100.00	Yes
10	Tata Consumer Products GB Ltd.	Subsidiary	100.00	Yes
11	Teapigs Ltd.	Subsidiary	100.00	Yes
12	Teapigs US LLC	Subsidiary	100.00	Yes
13	Tata Consumer Products Overseas Holdings Ltd.	Subsidiary	100.00	Yes
14	Tata Consumer Products US Holdings Inc.	Subsidiary	100.00	Yes
15	Tata Consumer Products US Inc. (Formerly Tetley USA Inc.)	Subsidiary	100.00	Yes
16	Tata Waters LLC (up to June 30, 2024)	Subsidiary	-	Yes
17	Good Earth Corporation. (up to June 30, 2024)	Subsidiary	-	Yes
18	Good Earth Teas Inc. (up to June 30, 2024)	Subsidiary	-	Yes
19	Tata Consumer Products Canada Inc.	Subsidiary	100.00	Yes
20	Tata Consumer Products Australia Pty Ltd.	Subsidiary	100.00	Yes
21	Joekels Tea Packers (Proprietary) Ltd.	Subsidiary	75.00	Yes
22	Tata Consumer Products Polska sp.zo.o	Subsidiary	100.00	Yes
23	Stansand (Africa) Ltd.	Subsidiary	100.00	Yes
24	Stansand (Central Africa) Ltd.	Subsidiary	100.00	Yes
25	Tata Consumer Products Bangladesh Ltd.	Subsidiary	100.00	Yes
26	Tata Global Beverages Holdings Ltd. (Dormant)	Subsidiary	100.00	No
27	Tata Global Beverages Services Ltd. (Dormant)	Subsidiary	100.00	No
28	Tata Global Beverages Overseas Ltd. (Dormant)	Subsidiary	100.00	No
29	Lyons Tetley Ltd. (Dormant)	Subsidiary	100.00	No
30	Drassington Ltd. (Dormant)	Subsidiary	100.00	No
31	Stansand Ltd. (Dormant)	Subsidiary	100.00	No
32	Stansand (Brokers) Ltd. (Dormant)	Subsidiary	100.00	No
33	Tata Global Beverages InvestmentsLtd. (Dormant)	Subsidiary	100.00	No
34	Suntycyco Holding Ltd. (Non Operating)	Subsidiary	100.00	No
35	Onomento Co Ltd. (Non Operating)	Subsidiary	100.00	No
36	Consolidated Coffee Inc. (under liquidation)	Subsidiary	100.00	Yes
37	Eight O'Clock Holdings Inc. (up to June 30, 2024)	Subsidiary	-	Yes
38	Eight O'Clock Coffee Company. (up to June 30, 2024)	Subsidiary	-	Yes
39	Tata Tea Extractions Inc. (Under liquidation)	Subsidiary	100.00	Yes
40	Tata Starbucks Private Ltd.	Joint Venture	50.00	Yes
41	Tetley Clover (Pvt) Ltd. (Under liquidation)	Joint Venture	50.00	No
42	Amalgamated Plantations Pvt. Ltd.	Associate	41.03	Yes
43	Kanan Devan Hills Plantation Co. Pvt. Ltd.	Associate	28.52	Yes

*On a fully dilutive basis

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹) - ₹ 12,801.85 Crores

(iii) Net worth (in ₹) - ₹ 17,452.65 Crores

*The turnover and net worth figures are for FY 2024-25 of standalone entity.

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

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 2025 Current Financial Year			FY 2024 Previous Financial Year		
		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	0	0	NIL	0	0	NIL
Investors (other than shareholders)	Yes	0	0	NIL	0	0	NIL
Shareholders	Yes	45	9	Under investigation	78	0	NIL
Employees and workers	Yes	61	10	Under investigation	15	0	NIL
Customers	Yes	1909	0	NIL	1555	0	NIL
Value Chain Partners	Yes	362	0	NIL	180	0	NIL
Other (please specify)	Yes	18	2	Cases reported anonymously, or not disclosed	7	0	NIL

Tata Consumer Products Ltd strictly follows the Tata Code of Conduct, ensuring that all stakeholders including employees, vendors, consultants, suppliers, and directors uphold the highest ethical business standards. Any violations of this Code of Conduct, company policies, or corporate laws must be reported by those associated with the organization.

To facilitate this, we have established an Ethics & Compliance Hotline for reporting concerns. Additionally, an independent, third party managed whistle-blower mechanism allows stakeholders to raise issues confidentially, without fear of victimization, retaliation, or reprisal. All complaints are thoroughly reviewed by designated ethics and compliance personnel, who ensure appropriate action is taken in each case.

Reporting Channel	Country	Contact Information
Phone	India	1800 3000 0053
	United States	1 844 3710 217
	UK	0808 234 1815
	Other Countries	+2712 543 5809
Email	All countries	tataconsumer@ethicshelpline.in
Web Portal	All countries	www.in.kpmg.com/ethicshelpline.in
Fax	India	Dial 1800 3000 0053 and select option 2 on IVR
	All countries	+2712 5431 547
PostBox	All countries	P. O. Box No 71, DLF Phase 1, Qutub Enclave, Gurgaon -122002, Haryana, India.

The Ethics & Compliance Helpline ensures that all grievances are directed to the appropriate ethics and compliance personnel for thorough evaluation and investigation. When necessary, independent external entities are engaged to conduct investigations of the complaints. To maintain confidentiality, complainants are not required to disclose their identity when filing a complaint. Upon submission, each complainant receives a unique case reference number, which allows them to track the progress of their complaint after 45 days. In cases where a complainant faces retaliation or victimization for reporting an issue, they can seek further assistance from the Ethics Committee.

26. 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

We take a consultative approach to identify issues that are material to our business. Through comprehensive engagement with internal and external stakeholders, we assess ESG-related challenges and opportunities, prioritizing key areas based on stakeholder feedback, sectoral and peer analysis, and alignment with both Indian and global ESG standards.

The Materiality section of this report provides an in-depth overview of our materiality assessment process, methodologies, and key findings. Additionally, this report has enhanced its coverage of risk management, integrating ESG-related topics more effectively.

S. No.	Material issue identified	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)
1	Product Stewardship	R/O	<p>Risk: Poor product quality entails risk of product recalls and customer complaints. Counterfeit products, if left unchecked, could compromise consumer health and wellbeing. Both these risks could result in erosion of consumer trust and loyalty.</p> <p>Opportunity: With consumers increasingly prioritizing sustainability, there is a rising demand for transparency regarding the environmental impact of products across their lifecycle, including packaging materials and waste management.</p>	<p>TCPL has established a comprehensive quality assurance program, enforcing strict supplier standards for raw material safety and conducting residue testing across all regions. We have set clear, measurable 'healthy nutrition' benchmarks for our product innovations while actively advancing sustainable packaging solutions.</p> <p>Our extensive network of distributors and retailers enables us to cater to millions of consumers daily. This has strengthened our market presence in semi-urban and rural areas while also serving as an effective safeguard against counterfeit products.</p>	<p>Positive: Investing in technology enhances product safety and quality, reducing risks associated with counterfeit products and strengthening product stewardship. This proactive approach minimizes potential financial losses from recalls and legal liabilities while reinforcing consumer trust and brand value.</p> <p>Additionally, the rising demand for healthy and nutritious products presents a significant revenue growth opportunity. By aligning with this trend, the company can expand its market share, drive higher sales, and enhance long-term profitability.</p>

S. No.	Material issue identified	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)
2	Access to nutrition	O	Opportunity: Providing access to nutritious and health-focused products is essential in combating malnutrition, promoting proper nutrition and fostering overall well-being.	Not Applicable	Positive: Our products are part of the everyday consumption habits of a broad customer base, offering us the opportunity to deliver healthy nutrition and the potential to positively influence the lives of millions. As consumer demand for healthy and nutritious products increases, it signals a prospect for our top-line growth. We are proactively seeking both organic and inorganic methods to support the nutritional needs and preferences of our consumers.
3	Consumer Connect	R/O	<p>Risk: The success of our products depends on our ability to swiftly adapt to changing consumer preferences and market trends.</p> <p>Opportunity: With a notable shift in global consumer behaviour towards health-focused products and trusted brands, TCPL is strategically positioning itself to leverage these emerging trends and capitalize on the growing demand.</p>	<p>We closely monitor consumer trends, driving innovation through a dedicated funnel and launching multiple brand extensions. Technology supports efficient project tracking, backed by a well-defined NPD stage gate process.</p> <p>TCPL has established comprehensive 'For Better' Claims Guidelines designed to address consumer needs, covering a broad spectrum of claims—from sensory appeal to ingredient-specific assertions.</p>	Positive: Prioritizing consumer satisfaction and well-being enhances brand loyalty, leading to higher repeat purchases and long-term customer retention. This drives sustained revenue growth, strengthens market position, and contributes to overall financial stability and profitability.
4	Water security	R/O	<p>Opportunity: Improving water efficiency can translate into lowering of freshwater withdrawal. Conservation methods beyond the fence also contributes positively to the surrounding water ecosystem.</p> <p>Risk: Water security poses a potential challenge, with increasing water shortages potentially impacting business continuity and long-term operational sustainability.</p>	Our water risk mitigation strategy encompasses prudent use of withdrawn water, runoff and rainwater harvesting, Zero Liquid Discharge (ZLD) at plants, the use of eco-pulpers to reduce water consumption, and drive improved Water Use Efficiency. To ensure operational resilience, we conduct comprehensive water risk assessments, including detailed source water vulnerability studies for specific business segments. For further details, refer to the 'For Better Planet' section of this report.	<p>Positive: Improve water usage efficiency and utilisation of conservation techniques like RWH can lead to lowering the dependencies on freshwater withdrawal.</p> <p>Negative: Lack of water risk mitigation strategies may result in overdependence on freshwater sources which can present a business continuity challenge including financial implications.</p>



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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.tataconsumer.com/investors/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards mapped to each principle.	GRI Standard	FSSAI, WHO (Nutrition), FSSC22000, Trustea Certification, ISO 9001, GRI standard	ISO 45001, SA8000, Trustea Certification, GRI standard, SDG	Trustea Certification, GRI standard	SA8000, UNICEF-Ethical Tea Partnership Program, GRI standard	ISO 14001, ISO50001, Rainforest Alliance Certifications, Trustea Certification, GRI standard, IFRS, SDG	GRI standard	SA8000, UNICEF-Ethical Tea Partnership Program, GRI standard, SDG	Trustea Certification, GRI standard
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	Y	Y	NA	NA	Y	NA	Y	Y
<p>Every department/function at TCPL establishes internal targets and goals on an annual basis, which are linked to KRAs and the appraisal process. Progress made viz-a-viz these targets are reviewed monthly/quarterly, and the updates are also discussed at Executive Committee meetings. In FY24, we have formulated and published our ESG commitments in accordance with our strategy. Going forward, progress and updates on these targets will be communicated on an annual basis.</p> <p>As part of our long-term roadmap towards 2030 and 2040, and our endeavour to make consistent progress and track it by way of milestones & metrics, we are committing to the following goals by FY 2025-26.</p> <p>Climate Adaptation</p> <ul style="list-style-type: none"> Tata Consumer Products aims to be Carbon neutral on Scope 1 and Scope 2 across all geographies. We will scale up and aim for 35% of all power requirement to be met from renewable sources. 									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Circular Economy

- We will ensure Zero Waste to Landfill across our operations in all geographies.
- We will endeavour to have 70% of all our packaging material recyclable, compostable, or reusable across all geographies.

People and Community

- We aspire to touch 1.75 million lives through our community initiatives.
- We aim to have 100% of our operations ISO 45001 certified.
- We will aspire to increase Women's participation in our global workforce to above 35%

Performance in FY25:

Climate Adaptation:

- Achieved carbon neutrality on Scope 1 and Scope 2 emissions across all geographies
- Sourced 24% of power requirements from renewable sources, aiming to reach 35% in FY 2026.

Circular Economy:

- Achieved zero waste to landfill across all beverage factories globally
- 72% of packaging materials are now recyclable, whereas the target was to achieve 70% by FY 2026

People and Community:

- Positively impacted 1.51 million beneficiaries (cumulatively) through community initiatives till FY 2024
- Women now make up 45% of the global workforce, whereas the target was to achieve 35% by FY 2026.
- More than 70% of Tata Consumer Products' manufacturing facilities (excluding plantations) have secured ISO 45001 certification, with a goal of achieving 100% certification across all our manufacturing facilities by FY 2026.

Governance & Recognition

Tata Consumer Products has implemented several key public policies, spanning the environment, green procurement, energy conservation, responsible marketing, and sustainable supply chains. This focus on strengthening ESG practices has resulted in a 15% improvement in the company's Sustainalytics ESG Risk rating, with the outlook now classified as "medium risk."

The company has also been recognized as the 'Most Sustainable Consumer Goods Company (India)' and No.2 in the 'Top 50 Most Sustainable Companies across sectors (India)' in Business World's IMSC rankings, 2024.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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>Embedding Sustainability continues to be one of the 6 strategic pillars that are central to Tata Consumer Products journey of growth & transformation. Our 'For Better Living' ESG roadmap is inspired by 'Project Aalingana' at the Tata Group level, as also the expectations that our Stakeholders have from us in every market that we operate in.</p> <p>Specifically, we are designing and implementing initiatives along the four pillars of : For better sourcing, For better planet, For better communities, and For better nutrition. While having set out FY2040 and FY20230 targets, we have also set medium term milestones that we are on track to meet by FY26. These include our commitments of becoming Scope 1 and 2 neutral, raising our renewables share to 35% in our total power demand across geographies, Zero waste to landfill across all geographies and ensure 70% of all our packaging material is recyclable, compostable, or reusable across all geographies.</p> <p>On a proactive basis, we have sought to assess a range of risks and implement relevant steps for mitigation. In alignment with the Task Force on Climate-related Financial Disclosures (TCFD), we have adopted a robust climate risk assessment framework that effectively identifies and mitigates both physical and transition risks. As a part of the For Better Planet theme, Tata Consumer Products is aligning its GHG emissions targets with the Aalingana project of the Tata Group. Our Eaglescliffe factory in the UK uses offsite solar power for its operations and has also installed a biomass boiler for reducing its GHG emissions, resulting in 97% of renewable energy usage. The site was also one of the first in the UK to achieve ISO 50001 demonstrating strong energy management. Our different factories in India have also commissioned solar PV modules using the latest multi-crystalline technology.</p> <p>We have now undertaken a comprehensive Biodiversity risk assessment as per the global framework of Taskforce on Nature-related Financial Disclosure [TNFD]. Aligned to this, we adopted the LEAP (Locate, Evaluate, Assess, and Prepare) approach to systematically map our dependencies, risks, and intervention areas, enabling a proactive response to nature-related challenges.</p> <p>With our continued focus on Value chain sustainability, we released our Sustainable Supply Chain Policy to further strengthen our governance on this crucial subject. To substantiate this, we also conducted an internal assessment on the ESG risks in Supply chain to better our understanding of the issues of relevance from a Sustainability perspective.</p> <p>In our quest For Better Communities, we aspire to positively impact 1.75 million beneficiaries by 2026. As per our latest third party conducted impact assessment, we have already reached out to almost 1.5 million beneficiaries as of March 2024. Our initiatives are focused around sustainable livelihoods, rural development, education and skilling, public health, and water conservation.</p> <p>Am pleased to share that as recognition of our efforts, Tata Consumer Products has been included in the Sustainability Yearbook 2024 by S&P Global Sustainable 1. We have also been recognized as the 'Most Sustainable Consumer Goods Company (India)' and No.2 in the 'Top 50 Most Sustainable Companies across sectors (India)' in Business World's IMSC rankings, 2024.</p> <p>Our ESG Risk Rating from Morningstar Sustainalytics has improved by 15%, transitioning to a 'Medium' risk status. Our MSCI rating remains unchanged at 'A', indicating continued strong performance. Additionally, our CDP Climate Change Rating and CDP Water Rating both stand at 'B', reflecting our substantial efforts towards managing environmental challenges.</p> <p>We remain focused on ESG excellence with a commitment to create lasting value for all stakeholders as we continue our journey #forbetter.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/ policies	<p>Mr Sunil D'Souza Managing Director & CEO</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Yes. The Board's CSR & Sustainability Committee consists of 100% independent Directors. This Committee oversees the implementation of ESG strategies and monitors performance to ensure alignment with the interests of the Company's stakeholders. This Committee meets at least twice a year to assess the company's sustainability and CSR performance. Additionally, the Board reviews the Company's Business Responsibility (BR) performance to ensure continuous progress and accountability.								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Corporate Social Responsibility & Sustainability Committee and Board									Half-yearly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Corporate Social Responsibility & Sustainability Committee and Board									Half-yearly								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*

Y* : Yes, BSI Group India Pvt. Ltd has provided a reasonable assurance on BRSR core indicators as mandated by SEBI for FY25.

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not applicable								
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	Not applicable								
It is planned to be done in the next financial year (Yes/No)	Not applicable								
Any other reason (please specify)	Not applicable								



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	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	1	TCOC - Awareness, Complaint Management Process and Consequence Management.	100%
Key Managerial Personnel (KMPs)	1	TCOC - Awareness, Complaint Management Process and Consequence Management.	100%
		TCOC – Awareness, Complaint Management Process and Consequence Management.	100%
		POSH – POSH policy as laid by Govt of India as well as TCPL (Gender neutral). Awareness, Complaint management and Do’s and Don’ts.	100%
		Onsite training given on Anti Bribery and Anti-Corruption, Gifts and Hospitality Policies.	100%
Employees other than BoD and KMPs	50	<ul style="list-style-type: none"> Leadership Voyages (India & Intl): Covering the 6 strategic pillars of TCPL. 	48%
		<ul style="list-style-type: none"> Leadership Horizons: Development centre for leadership pipeline candidates 	
		<ul style="list-style-type: none"> Management trainees: Program 1 - Corporate Theatre Workshop, Program 2 - Evolve - Experiential Workshop 	
		<ul style="list-style-type: none"> TMTC Open programs: Bluemint, TGeLS, TGELS, TGSLs, WAVE 1,2, Comeback. 	
		<ul style="list-style-type: none"> Aarohan: Manager capability development program 	
		<ul style="list-style-type: none"> Skill up: Functional Training Initiative 	

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentages of persons in respective category covered by the awareness programmes
Workers	14	<ul style="list-style-type: none"> TCOC–Awareness, Complaint Management Process and Consequence Management 	98%
		<ul style="list-style-type: none"> POSH – POSH policy as laid down by Govt of India as well as TCPL (Gender neutral). Awareness, Complaint Management and Dos and Don'ts 	100%

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):

	a. Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR Crores)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

	b. Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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
Nil	Nil

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. We have a comprehensive Anti-Bribery and Anti-Corruption Policy in place, ensuring transparency and ethical business practices. This policy is readily accessible to all relevant stakeholders at the following link: <https://www.tataconsumer.com/sites/g/files/gfwrqlq316/files/2021-10/anti-bribery-and-anti-corruption-policy.pdf>

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

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY2025 Current financial Year		FY2024 Previous financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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.

A detailed “Conflict of Interest Policy” has been developed in 2024. This has been communicated to all employees and declaration on the same is being taken annually from all global graded employees. All employees have received training on the policy and its various aspects.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Number of days of accounts payables	78.33	79.35

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

Parameter	Metrics	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	2%	27%
	b. Number of trading houses where purchases are made from	10	8
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA

Parameter	Metrics	FY 2025	FY 2024
		Current Financial Year	Previous Financial Year
Concentration of Sales [#]	a. Sales to dealers / distributors as % of total sales	52%	62%
	b. Number of dealers / distributors to whom sales are made	6,837	4,155
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributor	10%	3%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3%	9%
	b. Sales (Sales to related parties / Total Sales)	2%	7%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	49%
	d. Investments (Investments in related parties / Total Investments made)	20%	5%

*Tea purchases from auction centers are considered as purchases from Trading house

[#]The products are sold to dealers who further distribute the products to retailers. Also, gross revenue is considered for percentage calculation

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.

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	39%	33%	We focus on customizing our products to meet evolving customer preferences through creating health and wellness related benefits and effectively conveying the advantages of these items to consumers in an unbiased manner and using environmentally friendly packaging methods. In FY 25, we offered 12 products dedicated to Health & Wellness, promoting healthier lifestyles.
Capex	4%	2%	Several optimization and investment projects were executed across multiple factories. For instance, the improvements in environmental and social impacts include replacing energy-intensive systems with efficient alternatives, such as using bucket elevators for tea conveying and fan-less cooling towers, increasing the use of renewable energy with additional solar capacity, transitioning from furnace oil to solid fuel for boilers, optimizing water consumption, and reducing coal handling losses. Additionally, the implementation of energy-efficient vacuum pumps and the repair of compressed air leaks contribute to significant power savings, further enhancing sustainability and reducing operational costs across various factories.

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

Yes, we are dedicated to building a sustainable supply chain framework. To achieve this, we have instituted policies including the Supplier Code of Conduct and the Green Procurement Policy. By fostering a collaborative approach, we encourage the adoption of sustainable practices across our value chain. Sustainability is at the core of our sourcing strategy for tea, coffee, water, and food products, ensuring a balance between economic, environmental, and social equity in production. As a founding member of the Ethical Tea Partnership (ETP), a non-profit coalition of tea companies committed to improving the livelihoods of tea workers and their environments, we strive to create a socially and environmentally responsible tea industry. Our goal is to drive sustainable growth across the entire tea supply chain, from cultivation to consumption, and we have made significant progress toward this vision.

As part of our international business strategy, we have partnered with the Rainforest Alliance, a global non-profit dedicated to biodiversity conservation and sustainable livelihoods. This partnership helps us address key sustainability challenges in the tea and coffee industry. Additionally, we are proud to be a founding member of the Trustea sustainability code and verification system for the Indian tea sector. TCPL actively procures trustea certified tea in India, with 60% of our tea in FY 2024-25 being trustea certified. Our commitment to responsible sourcing is further reflected in our Starbucks C.A.F.E. Practices certification, which ensure ethical sourcing standards in coffee procurement. 100% of our coffee plantations are Rainforest Alliance (RA) certified, and majority of our tea estates hold both Rainforest Alliance (RA) and Trustea certifications. As a Sedex member, our commitment to responsible sourcing and maintaining an ethical, sustainable supply chain is paramount. By utilizing Sedex's tools and services, we collaborate with our suppliers as a medium for congruency on principles of Sustainable operations.

Furthermore, as we enrich our food products, we remain committed to adhering strictly to established guidelines for food fortification such as Food Safety and Standards Authority of India (FSSAI) and the Recommended Dietary Intake (RDI) and expect our suppliers to follow the same. We are committed to preserving the natural integrity and nutritional value of our unpolished pulses and spices, ensuring they retain their essential oils and health benefits. Our organic pulses are sourced from farms certified by the National Programme for Organic Production (NPOP) in India and the National Organic Program (NOP USDA) in the United States, guaranteeing adherence to organic farming practices without the use of chemical fertilizers or pesticides.

For a comprehensive understanding of our ethical sourcing practices, please refer 'For Better Sourcing' section of this report.

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

We have implemented structured procedures to uphold sustainable sourcing across our operations. All our packaging vendors comply with sourcing standards, as outlined in our purchase order terms and contracts, which clearly define our social, ethical, and environmental expectations. In FY 25, we sourced 60% of our tea from Trustea-certified sources in India, further reinforcing our commitment to sustainable sourcing practices. Additionally, our Tetley tea, Good Earth in UK are 100% Rainforest Alliance (RA) certified. In India, majority of our tea plantations are certified to Trustea and Rainforest Alliance (RA) while all our coffee plantations are certified to Rainforest Alliance (RA). Apart from this, 4000+ small coffee growers that are part of our supply chain are Starbucks Coffee and Farmer Equity (C.A.F.E) practices certified.

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

We emphasize the safe and responsible disposal of waste, covering both hazardous and non-hazardous materials, in all our manufacturing facilities. Our waste disposal procedures are meticulously designed to comply with state regulations, ensuring compliance at every stage. To manage hazardous waste effectively, we collaborate with authorized recyclers recognized by the State Pollution Control Boards.

As a founder member of the India Plastics Pact, we place strong emphasis on reclaiming packaging materials after consumer use. Through partnerships with designated waste recyclers, we facilitate the collection, reprocessing, and responsible disposal of waste materials. Additionally, we have fully complied with the Extended Producer Responsibility (EPR) mandate, achieving 100% compliance requirements during the fiscal year.

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.

Yes, Extended Producer Responsibility (EPR) is applicable to our operations. We are diligent in ensuring that all waste is responsibly managed by working with authorized vendors who recycle or repurpose the materials, effectively keeping them out of landfills. In a significant environmental accomplishment, all of our beverage production facilities in India continue to retain the status of zero waste to landfill. In compliance with India's Plastic Waste Management Rules, our EPR Plan commits to the collection and recycling of 100% of our plastic packaging waste, adhering to the standards mandated by the Central Pollution Control Board.

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/ A)
Permanent employees											
Male	2475	2475	100	2475	100	0	0	2475	100	0	0
Female	510	510	100	510	100	510	100	0	0	510	100
Total	2985	2985	100	2985	100	510	17	2475	83	510	17
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/ A)
Permanent employees											
Male	3876	3876	100	3876	100	0	0	0	0	0	0
Female	3734	3734	100	3734	100	3734	100	0	0	0	0
Total	7610	7610	100	7610	100	3734	49	0	0	0	0
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2025 Current Financial Year	FY 2024 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.4%	0.4%

2. Details of retirement benefits.

Benefits	FY2025 Current financial Year			FY2024 Previous financial Year		
	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%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.3%	99.7%	Yes	-	-	-
Other	-	-	-	-	-	-

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, our premises and offices are accessible to differently abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. We value the insights of our employees in addressing and managing mobility challenges for those with disabilities. Taking concrete actions beyond consultation, we have implemented key infrastructure changes, such as sidewalks equipped with ramps and handrails, ensuring ease of access for those requiring assistance. The entrance to our factory floor is also designed to be seamlessly accessible from the road, facilitating smooth navigation for individuals with disabilities.

For those with visual impairments, we have introduced infrastructure support like specialized stands and setups to enhance system access and usage. These adjustments help users efficiently perform their tasks with ease.

Our Pullivasal Packaging Center in Munnar takes particular pride in fostering an inclusive work environment. We have thoughtfully designed the facility layout and assigned roles to accommodate a variety of disabilities, ensuring that our approach is tailored to meet the unique needs of every individual.

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, our commitment to equal opportunities is deeply rooted in the Tata Code of Conduct (TCoC), which reflects our dedication to fostering a workplace that embraces diversity and inclusion. We stand firmly against discrimination of any kind, whether based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by law.

To reinforce our commitment to these values, we have implemented a Business and Human Rights Policy. This policy underscores our organizational ethos and supports a culture where every individual is acknowledged and appreciated for their distinct contributions. The policy is available for review at the following link: [Business and Human Rights Policy](#). For a comprehensive understanding of our ethical business practices and commitment to inclusivity, please refer to the 'Employee' section under the Equal Opportunity Employer in the Tata Code of Conduct, available here: [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	100%	89%	_*	_*
Female	100%	93%	100%	100%
Total	100%	90%	100%	100%

*Benefit not available

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees Other than Permanent Employees	We have implemented a strong system to address any concerns promptly and effectively. All employees, whether permanent or non-permanent, have clear channels to raise their grievances either directly with their line manager or through our dedicated HR SPOC (Single Point of Contact). When a grievance is brought to our attention, we engage directly with the employee to fully grasp the nature of the concern and identify potential resolutions. Our aim is to address each issue thoroughly and promptly, with the intent of nurturing a work environment that is both supportive and favorable for everyone.
Permanent Workers	For our permanent workers, our grievance redressal mechanism includes a process through which workers can voice their concerns or grievances via their Workmen Representatives/ Unions. We actively participate in joint meetings with these representatives to address the grievances raised, ensuring timely and transparent feedback on the status of each issue. This collaborative approach highlights our commitment to maintaining open communication and resolving concerns effectively, contributing to a harmonious and productive work environment.
Other than Permanent Workers	For non-permanent workers, we have established a dedicated grievance redressal mechanism to ensure that the concerns of workers employed through contractors are heard and addressed. Through this system, contractors are empowered to raise grievances on behalf of their employees. We facilitate joint meetings with contractors to thoroughly assess and resolve any issues that arise. Additionally, we mandate contractors to provide regular updates on the status of grievances, ensuring transparency and keeping all parties informed about the progress in resolving concerns. This approach reinforces our commitment to maintaining a fair and supportive work environment for everyone involved in our operations.

We implement an open-door policy to foster clear communication and effectively address employee concern in facilities where unions are not operational. Employees are encouraged to reach out to designated points of contact, such as the floor supervisor, welfare officer, or directly to the unit head, all of whom are clearly identified and communicated.

We ensure an environment that is both supportive and responsive, where employees are encouraged to express their concerns and play a role in enhancing the workplace's overall wellbeing. We have ICC (internal complaints committee) as per the provisions of the POSH (Prevention of Sexual Harassment) Act at each region/ unit level, the committee members are well-trained and easily approachable to all employees and workers. Thus, all complaints are handled by dedicated ethics and compliance personnel, with clearly established channels for reporting grievances, as outlined in Section A, Q25.

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

Category	FY2025 Current financial Year			FY2024 Previous financial Year		
	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	2985	0	0%	1739	0	0%
Male	2457	0	0%	1499	0	0%
Female	510	0	0%	240	0	0%
Total Permanent Workers	7610	7294	96%	7271	7090	98%
Male	3876	3570	92%	3617	3506	97%
Female	3734	3724	100%	3654	3584	98%

8. Details of training given to employees and workers:

Category	FY2025 Current financial Year					FY2024 Previous financial Year				
	Total (A)	On Health and safety measures*		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	2457	2457	100%	1166	47%	1499	1499	100%	833	58%
Female	510	510	100%	180	35%	240	240	100%	168	85%
Total	2985	2985	100%	1346	45%	1739	1739	100%	1001	61%
Permanent Workers										
Male	3876	3876	100%	1667	43%	3617	3617	100%	2539	70%
Female	3734	3734	100%	1843	49%	3654	3654	100%	2991	82%
Total	7610	7610	100%	3510	46%	7271	7271	100%	5530	76%

* We are committed to providing comprehensive safety training to all individuals involved in our operations, including employees, contractors, and visitors. This training includes induction sessions, mock drills, and various capacity-building activities. By offering these initiatives to 100% of our workforce and visitors, we emphasize a strong culture of safety and preparedness across the organization. This commitment reflects our dedication to safeguarding the well-being of everyone involved in our operations and fostering a safe and secure working environment for all. For more details, please refer to the 'Cultivating a Strong Culture of Safety' section of this report.

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

Category	FY2025 Current financial Year			FY2024 Previous financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent employees						
Male	2457	2457	100%	1499	1499	100%
Female	510	510	100%	240	240	100%
Total	2985	2985	100%	1739	1739	100%
Permanent Workers						
Male	3876	3876	100%	3617	3617	100%
Female	3734	3734	100%	3654	3654	100%
Total	7610	7610	100%	7271	7271	100%

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, what is the coverage of such a system?

Yes, the company has implemented a health and safety management system across all TCP entities globally except plantations.

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

TCP employs several processes to identify work-related hazards and assess risks on both routine and non-routine bases. Here's a breakdown of the processes involved:

Unified Risk Assessment Process: This process is deployed across all work locations. It involves systematically identifying potential work-related hazards involved in activities. These hazards are then mapped to each routine activity, and the associated risks are evaluated and categorized as High, Medium, Low, or Significant. This information is digitized for easy access and reference.

Assessment of Non-Routine Activities: Hazards associated with non-routine activities are assessed during the activity planning stage. This assessment is a collaborative effort between the operations team and the Health & Safety team. Weekly reviews are conducted to ensure that potential hazards are identified and addressed effectively.

Job Safety Analysis (JSA) and Permit to Work System: For all non-routine activities, a Job Safety Analysis (JSA) is conducted, and a permit-to-work system is adhered to before commencement of work. These processes ensure that potential risks are identified, and necessary precautions are taken to mitigate them.

Hierarchy of Risk Control Measures: TCP adopts a hierarchy of risk control measures to determine the most effective ways to mitigate identified risks. This includes conducting Job Safety Analysis (JSA) and Job Hazard Analysis (JHA) to identify and mitigate potential risks.

Implementation of Control Measures: Once the risk control measures are determined, the Operation Control Procedures are developed and they are implemented to mitigate identified risks effectively. Regular safety talks and Health & Safety (H&S) time-outs are provided to workers to communicate available control measures and ensure that all safety protocols are being followed.

By employing these processes, TCP ensures a comprehensive approach to identifying work-related hazards, assessing risks, and implementing control measures to promote a safe working environment for its employees.

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

In our organization, we have established comprehensive processes to facilitate the reporting of work-related hazards by workers and to enable them to remove themselves from such risks. Proactive reporting is a fundamental component of our health and safety management system, and we maintain entry records that meticulously document Unsafe Acts, Unsafe Conditions, Safe Acts, and Near Miss cases, which are promptly addressed to prevent incidents. To encourage workers to report hazards, we have implemented various reporting channels, including reporting slips, QR code reporting, documentation during toolbox talks, and informal interactions. Additionally, we conduct regular rewards and recognition programs across all operation sites to incentivize proactive safety actions. Furthermore, workers are empowered to remove themselves from situations where they perceive imminent risk to their health and safety, supported by clear protocols outlining the steps to take in such scenarios, such as notifying supervisors or safety

personnel and relocating to a safe area. Through these measures, we aim to foster a culture of safety and maintain a secure work environment for all employees.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes. TCP employees have access to health and wellbeing services through a comprehensive medical coverage. In addition to a dedicated hospital in Munnar, employees at other locations are covered by medical insurance and/ESI for themselves and their families.

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

Safety Incident*/Number	Category	FY 2025	FY 2024
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.64	0.24
	Workers	1.37	0.28
Total recordable work-related injuries	Employees	22	4
	Workers	13	8
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	5	0
	Workers	1	0

*No permanent disabilities reported for FY25

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

We have instituted a comprehensive suite of protocols designed to secure a workplace that prioritizes the safety and health of every employee. These protocols are detailed in our Safety, Health & Wellbeing Policy, which has been signed by the CEO, underscoring the organization's dedication to these essential standards. The meticulous execution of these health and safety measures is the responsibility of our country heads, who are tasked with overseeing their implementation within their specific areas of operation. Additionally, we are actively working towards obtaining 100% ISO 45001 Health & Safety Management System certification by the FY 2026, with 70% of our global operational sites already certified to this standard.

To monitor and enhance health and safety performance, we set key performance indicators (KPIs) annually, which include both lagging indicators (such as zero fatalities and reduction in Lost Time Injury Frequency Rate (LTIFR)) and proactive measures (such as safety reporting, training, and safety compliance audit scores). Senior management conducts monthly reviews of health and safety performance through in-depth discussions, ensuring continuous oversight. Additionally, safety committee meetings take place every month at all operational sites to strengthen adherence to safety protocols.

The organization has implemented a comprehensive safety program that includes regular workplace inspections, monthly/quarterly safety walk audits by cross function teams, employee training on safety protocols, hazard identification and risk assessments, Management of change controls and the provision of personal protective equipment to minimize workplace hazards. Additionally, we have established a dedicated safety committee to continuously monitor and improve safety practices, fostering a culture of health and safety among employees. Safety Alerts are shared with all operational units as part of horizontal deployment and cross-site learning. Monthly Safety Snippets and H&S timeouts as a objective of dissemination of information and improving the knowledge relating to Safety and improve the culture. These initiatives highlight the organization's dedication to maintaining a safe and healthy work environment, reflecting our proactive approach to safeguarding employee well-being. Please refer the 'Cultivating a Strong Culture of Safety' section of this report for further details.

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

Category	FY2025			FY2024		
	Current financial Year			Previous financial Year		
	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	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	<p>Throughout the year, third-party evaluations and internal cross-functional team assessments are conducted to audit health and safety practices across all locations globally.</p> <p>100% of locations conducted by both third-party evaluations and internal cross-functional team assessments, ensuring a thorough H&S Management system assessment</p>
Working Conditions	<p>Throughout the year, workplace assessments on health and safety practices are being conducted by both a third-party and an internal cross-functional teams across all locations globally. These controls include various measures such as risk registers, Standard Operating Procedures (SOPs) and Operational Control Procedures (OCPs), checklists, manuals, review systems, and other related tools. To maintain the effectiveness of these measures, they are reviewed periodically to ensure adherence.</p> <p>100% of locations conducted by both third-party evaluations and internal cross-functional team assessments, ensuring a thorough H&S Management system assessment.</p>

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.

Throughout the year all major and minor safety-related incidents have been thoroughly investigated, and appropriate corrective actions have been implemented. Through assessments of health and safety practices and working conditions, several concerns were identified and promptly addressed through corrective actions, which were tracked using a Corrective and Preventive Action (CAPA) tracker for timely closure and horizontal deployment across all locations.

Recognizing the significant risk of hand injuries, particularly within our operational sites due to the crucial role of packing machines, we have implemented measures to enhance our processes and mitigate these risks. This includes establishing machine guarding compliance assurance protocols during the design phase and conducting regular compliance inspections. To ensure full compliance, we have integrated engineering control interlocks, conducted operator briefings, provided personnel training, and promoted awareness through safety initiatives, toolbox talks, and health and safety timeouts.

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.

Identifying key stakeholder groups is a collaborative process involving both business teams and management, under the oversight of the CSR and Sustainability committee of the Board. We assess these groups based on their influence and impact, which allows us to prioritize material topics and tailor our engagement efforts accordingly. Stakeholder engagement plays a crucial role in our ESG materiality assessment, as it is central to our long-term success. We continuously monitor and evaluate stakeholder expectations, ensuring our operations align with their needs, thereby enabling us to adapt and refine our engagement strategies effectively.

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	<ul style="list-style-type: none"> Company-wide employee engagement surveys Developed informative and up-to-date employee communication channels Arranged regular interactions with the C-suite, Town halls, One-on-one performance Reviews Various learning and development initiatives (Worker level L&D initiatives are in the local language, where applicable) 	Continuous	<ul style="list-style-type: none"> Our people, their ideas, and passion propel our company forward, bringing our ambitions to life. Expectations they harbour: <ul style="list-style-type: none"> Health, safety and wellbeing Growth through learning and development opportunities Sense of belonging and purpose Diversity and inclusion
Consumers	No	<ul style="list-style-type: none"> Focused Group Discussions Digital Platforms Market Outreach (TV commercials, newspaper ads and pamphlets are in the local language, where applicable) 	Continuous	<p>Adapting to consumer needs, delivering quality products, and expanding our base drives success and growth. Expectations they harbour:</p> <ul style="list-style-type: none"> A mix of tasty and healthy products Convenience Responsible and inclusive marketing Sustainability credentials Value for money

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
Communities	Yes	<p>Community investment programmes like Early Childhood Development Programme, Project Jalodari, promoting special education and vocational skills for the differently abled, promoting gender equality and empowering women and adolescent girls, Supporting Cancer affected children, Rural Development and affordable health care among others.</p> <p>Collaborations and partnerships with Ethical Tea Partnership, Trustea, India Plastics Pact</p> <p>Volunteering activities (All our implementation partners are well versed in the local language of the region and engage with the beneficiaries in the same)</p>	Continuous; Annual Impact Assessment	<p>We are committed to making continuous efforts to build resilient communities.</p> <p>Expectations they harbour:</p> <ul style="list-style-type: none"> ● Reducing operational footprint ● Responsible use of natural resources ● Opportunities for employment and skill development ● Improved access to basic needs, including water, sanitation, and hygiene
Government and regulatory bodies	No	<ul style="list-style-type: none"> ● Contributed to a resilient corporate system by promoting transparency and raising awareness on societal issues ● Delivered services to meet the education, health, food, and security needs of communities ● Brought in expert knowledge and experience, empowering the marginalized and encouraging citizen engagement 	Quarterly, Bi-annual, Annual	<p>Strong partnership with government and regulators as a responsible corporate can foster positive community change.</p> <p>Expectations they harbour:</p> <ul style="list-style-type: none"> ● Contribution to national economic and development priorities ● Model Corporate Behaviour
Investors	No	<ul style="list-style-type: none"> ● Annual General Meeting ● Quarterly Earnings presentation and call ● Investor relations programme with regular updates on business and financial performance ● Institutional investor meetings ● Annual report and stock exchange announcements ● Shareholder information on website ● Timely response to shareholder queries 	Continuous	<p>Shareholder support is vital for accessing capital, advancing strategy, and achieving objectives.</p> <p>Expectations they harbour:</p> <ul style="list-style-type: none"> ● Business strategy and execution ● Consistency in financial performance and returns ● Robust information flow, transparency and appropriate disclosures ● Sound corporate governance

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
Supply Chain Partners	No	<ul style="list-style-type: none"> • Supplier reviews, audits and dialogues • Quality checks and adherence to policies 	Continuous	<p>Maintaining strong ties with farmers, suppliers, and service providers is crucial for seamless operations and meeting consumer expectations. Expectations they harbour:</p> <ul style="list-style-type: none"> • Developing mutually beneficial partnerships • Collaborating to realize efficiencies • Fair contract and payment terms • Joint risk assessment and mitigation

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	FY2025			FY2024		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2985	2985	100%	1739	1739	100%
Other than permanent	9713	9713	100%	-	-	-
Total employees	12698	12698	100%	1739	1739	100%
Workers						
Permanent	7610	7610	100%	7271	7271	100%
Other than permanent	5221	5221	100%	10668	10668	100%
Total workers	12831	12831	100%	17939	17939	100%

Note: Values provided in accordance with the training offered under the Tata Code of Conduct.

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

All employees and workers, regardless of their employment status (permanent or non-permanent), are compensated in accordance with or above the minimum wage requirements as mandated by the laws in each country where we operate.

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

a. Median remuneration / wages:

	Gender	Total Number	Median remuneration/salary/wages of respective category (INR Lakhs)
Board of Directors (BoD) [^]	Male	7 [^]	2063.67*
	Female	1	105.40*
Key Managerial Personnel [#]	Male	1	211.80*
	Female	1	57.63*
Employees other than BoD and KMP	Male	1838	12.99
	Female	270	21.50
Workers	Male	1269	3.77
	Female	699	1.98

*Represents total remuneration

[^]Mr. Siraj Chaudhry resigned as an Independent Director of the Company w.e.f. September 30, 2024

[#] Ms. Delnaz Harda was appointed as a Key Managerial Personnel (KMP) w.e.f May 2, 2024. KMPs who are part of Board of Directors have been excluded

Note: The above figures are based on TCPL standalone entity

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Gender	FY2025	FY2024
	Current financial Year	Previous financial Year
Gross wages paid to females as % of total wages	17%	18%

Note: The above figures are based on TCPL standalone entity

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)

At Tata Consumer Products, our commitment to human rights is integral to our business ethos. We actively engage in addressing and mitigating human rights issues, guided by a policy that is aligned with the Tata Code of Conduct and guided by the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. In line with our policy, we have instituted an Apex Human Rights Committee and a Business & Human Rights Working Committee for effective management of human rights. The Apex Committee is chaired by the MD & CEO, and ensures policy compliance, integration of Human Rights into the company's overall strategy. This committee operates with clear responsibilities, key metrics, and a governance structure that extends throughout the organization.

Whereas the Business & Human Rights Working Committee is chaired by the Global Legal Counsel and supervises the execution of our sustainability plan. It ensures that our Business and Human Rights (BHR) policy is consistently applied across the organization, coordinating the efforts of various working groups. This comprehensive structure reflects our commitment to upholding human rights principles in every aspect of our operations.

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

Our Tata Code of Conduct serves as a guiding framework for ethical business practices, setting the standard for integrity and responsibility across our operations. In line with this commitment, all stakeholders, including employees and partners, are obligated to report any suspected or actual violations of the Code, company policies, or legal regulations, ensuring transparency and accountability within our corporate ecosystem. We have set up an Ethics & Compliance Helpline, providing a confidential channel for raising concerns. Every complaint is thoroughly investigated by designated ethics and compliance personnel, with appropriate actions taken against those found responsible. This commitment to transparency, confidentiality, and fairness highlights TCPL's dedication to upholding ethical standards and accountability.

All complaints are handled by dedicated ethics and compliance personnel, with well-defined channels for reporting grievances, as detailed in Section A, Q25.

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

Category	FY2025			FY2024		
	Current financial Year			Previous financial Year		
	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	9	0	Nil	3	2*	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

*2 complaints that were pending for investigation in FY 2023-24 were closed in FY 2024-25.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY2025	FY2024
	Current financial Year	Previous financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	9	3
Complaints on POSH as a % of female employees / workers	0.09%	0.07%
Complaints on POSH upheld	5	1

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

To safeguard complainants from negative repercussions in cases of discrimination and harassment, we place utmost importance on the comprehensive training of our POSH (Prevention of Sexual Harassment), with a particular focus on the criticality of confidentiality. We enforce a rigorous policy that strictly prohibits any form of retaliation against individuals who report genuine concerns. Violators of this policy will be held accountable and subjected to disciplinary actions. To create a safe environment for complainants and prevent any retribution, we conduct regular training and sensitization sessions for our POSH and Ethics Committee members. Additionally, we offer complainants the option to request team or location changes, or even extended leave, if necessary. All complaints are handled by dedicated ethics and compliance personnel, with clearly defined channels for reporting grievances, as outlined in Section A, Q25.

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

We have incorporated a Human Rights clause into all our supplier agreements to address critical issues such as forced labour, child labour, discrimination, working hours, wages, and disciplinary actions. Our vendors are obligated to establish and enforce ethical and human rights policies, with effective procedures in place for addressing any violations to these policies.

The Supplier Code of Conduct is also an integral part of all our supplier contracts. This code comprehensively covers Human Rights, labour Standards, and Workplace Standards, ensuring that our commitment to ethical business practices is upheld across our entire supply chain.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

All our locations on monthly basis submit Compliance Certificate which is documented in Legatix and compiled and presented to the board every quarter.

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

There were no significant risks / concerns arising from the above assessments.

6

Principle

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

Note: We are consistently upgrading our data capturing mechanisms in order to make reliable and transparent Sustainability disclosures. Owing to this, we have revisited some of our previous recorded performance numbers to present more accurate position. Accordingly, we have revised the data points in water withdrawal for FY24 to reflect these modifications and accurately capture our conservation efforts. The figures for FY24 appearing in this report may be considered the most updated and accurate representation for the said year for TCPL India operation boundary.

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit of measurement	FY2025	FY2024
		Current financial Year	Previous financial Year
From renewable sources			
Total electricity consumption (A)	GJ	114812	51268
Total fuel consumption (B)	GJ	860147	454852
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	974959	506120
From non-renewable sources			
Total electricity consumption (D)	GJ	366909	128000
Total fuel consumption (E)	GJ	526691	657562
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	893600	785562
Total energy consumed (A+B+C+D+E+F)	GJ	1868559	1291682
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/Cr. Rs.	106.06	124.74

Parameter	Unit of measurement	FY2025	FY2024
		Current financial Year	Previous financial Year
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/million USD	219.12	130.05
Energy intensity in terms of physical output - Production	GJ/MT	0.84	5.69
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes. The energy consumption data and energy intensity data are audited and verified by British Standards Institution (BSI) as part of 'Reasonable Assurance' for the BRSR.

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.**

TCPL operates in a sector that does not fall under the classification of designated consumers (DCs), and as such, none of its sites are included in the Performance, Achieve, and Trade (PAT) scheme.

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

Parameter	Unit of measurement	FY2025	FY2024
		Current financial Year	Previous financial Year
Water withdrawal by source (in kiloliters)			
(i) Surface water	kL	2847221	2329406
(ii) Groundwater	kL	320917	173115
(iii) Third party water (Municipal water supplies)	kL	847479	178252
(iv) Seawater / desalinated water	kL	0	0
(v) Others	kL	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kL	4015617	2680773
Total volume of water consumption	kL	6532755	4730690
Water intensity per rupee of turnover	kL/Cr. Rs.	370.79	456.85
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	kL/million USD	766.06	476.29
Water intensity in terms of physical output	kL/MT	2.95	20.83
Water intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes. BSI Group India Pvt. Ltd has conducted an independent assurance.

4. Provide the following details related to water discharged:

Parameter	FY2025	FY2024
	Current financial Year	Previous financial Year
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	197	0
(ii) To Groundwater		
- No treatment	5632	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment*	2356	24237
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	30	0
- With treatment – Tertiary treatment	24917	0
Total water discharged (in kilo liters)	33132	24237

*Discharged to common Effluent Treatment Plant.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

Yes. BSI Group India Pvt. Ltd has conducted an independent assurance.

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

No. Some manufacturing units treat their wastewater internally using sewage treatment plants (STPs). This treated water is then recycled and used for landscaping and irrigation purposes.

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

Parameter	Please specify unit	FY2025	FY2024
		Current financial Year	Previous financial Year
NO _x	MT	418	73
SO _x	MT	34	7
Particulate matter (PM)	MT	161	18
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. BSI Group India Pvt. Ltd has conducted an independent assurance ('Reasonable Assurance' for the BRSR).

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

Parameter	Unit	FY2025	FY2024
		Current financial Year	Previous financial Year
Total Scope 1 emissions* (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	64943	61501
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	71211	37282
Total Scope 1 and Scope 2 emissions	Metric tons of CO2 equivalent	136154	98782
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tons of CO2 equivalent/ Cr. Rs.	7.73	9.54
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tons of CO2 equivalent / million USD	15.97	9.95
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tons of CO2 equivalent/Metric ton of production	0.06	0.43

*Excluding refrigerants fillings, CO2 filling, STP emission.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. BSI Group India Pvt. Ltd has conducted an independent assurance.

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

Yes, TCP has projects related to reducing Greenhouse Gas emissions, particularly through the utilization of alternate sources of energy.

Our direct emissions come from various fuel sources, including biomass, diesel, petrol, furnace oil, coal, LPG, kerosene etc. used in operational processes. The indirect energy requirements are met through grid electricity, with a strong emphasis on leveraging solar power for off-grid configurations, which contributes to greening the energy portfolio. This year, 24% of the power demand was met through renewable sources, including wind and solar energy, further supporting the reduction of greenhouse gas emissions.

The ICD Theni facility has successfully commissioned an additional 500 KWp solar power plant, complementing the existing 1000 KWp plant. This enhancement brings the total solar capacity to 1.5 MWp, marking a significant step in the commitment to sustainable energy practices. Also, In FY 2024-25, we met 62% of its direct energy needs through bio-based fuels such as firewood, biomass pellets, spent tea waste, briquettes, and husk. This reflects a commitment to adopting energy solutions that are efficient and environmentally friendly.

These initiatives demonstrate our dedication to reducing greenhouse gas emissions and transitioning towards more sustainable energy solutions.

For more information on the measures mentioned above, please refer to Annexure 5 of the Board's Report.

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

Parameter	FY2025 Current financial Year	FY2024 Previous financial Year
Total Waste generated (in metric tons)		
Plastic waste (A)	6491	1139
E-waste (B)	1	65
Bio-medical waste (C)	143	11
Construction and demolition waste (D)	82	0
Battery waste (E)	10	3
Radioactive waste (F)	0	0
Other Hazardous waste (G) – Used oil, used ink bottles, empty chemical containers, etc.	2248	790
Other Non-hazardous waste generated (H) – Metal scrap, bottom ash, etc.	15090	7193
Total (A+B + C + D + E + F + G + H)	24233	9203
Waste intensity per crore rupees of Turnover (Total waste generated / Revenue from operations in Cr. Rs.)	1.38	0.89
Waste intensity per million USD of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP in million USD)	2.84	0.93
Waste intensity in terms of physical output – Metric tons of waste/Metric ton of production	0.01	0.04
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	21733	6875
(ii) Re-used	0	0.4
(iii) Other recovery operations	2248	2251
Total	23980	9126
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste*		
(i) Incineration	143	3
(ii) Landfilling	110	77
(iii) Landfilling after incineration	0	0
Total	253	80

10. 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.

At TCPL, we follow the 3Rs approach—reduce, reuse, and recycle—to manage waste effectively. Moreover, we have eliminated the use of hazardous and toxic chemicals in both our products and processes. Waste is carefully sorted according to legal requirements (domestic waste, hazardous waste, and industrial waste) and disposed of responsibly.

11. 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			

12. 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					

13. 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. The company is compliant with all the applicable laws.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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 and industry chambers/ associations.
15
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Federation of India Chambers of Commerce and Industry (FICCI)	National
2	Federation of All India Tea Traders Association	National
3	Confederation of Indian Industries (CII)	National
4	PHD Chamber of Commerce and Industry (PHDCCI)	National
5	Indian Tea Association – Kolkata	National
6	Bombay Chamber of Commerce	State
7	The Bengal Chamber of Commerce & Industry	State
8	Bangalore Chamber of Industry and Commerce	State
9	Calcutta Tea Traders Association	State
10	Kerala State Productivity Council	State

*This is a non-exhaustive list

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.

Not applicable

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 independent external agency? (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
Referral Hospital and Research Centre (RHRC) in Chubwa, Assam of APPL Foundation established in 1994, provides crucial affordable and quality secondary healthcare to rural communities in Arunachal and Assam, significantly improving access in underserved areas.	NA	Not yet published	Yes	No	NA
Supporting Cancer Affected Children - St. Jude ChildCare Centre in Kolkata, offering affordable health services by providing Counselling to dependents, free accommodation and nutritious meals to families of children undergoing cancer treatment. This vital initiative alleviates financial strain, ensuring these children can continue their treatment in a safe and supportive environment.	NA	Not yet published	Yes	No	NA
RIHP Trust Hospital in Coorg is a primary healthcare center under the Plantation Labour Act, known for providing affordable, quality care to coffee estate workers, community and marginalised families and providing free services BPL families, addressing healthcare gaps in the Coorg district.	NA	Not yet published	Yes	No	NA
Providing vocational skills for differently abled - Srishti in Munnar under TGBL Foundation provides residential home, education and rehabilitation for children with disabilities, aiming to empower young adults through vocational training and employment.	NA	Not yet published	Yes	No	NA

Name and Brief details of the project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
<p>Education of differently abled children -Residential Home, Education and Rehabilitation of Children with Special Needs" program, run by Swastha (a unit of Coorg Foundation supported by TCPL), focuses on the development, inclusion, and empowerment of children with disabilities. Addressing gaps in education, training, and therapy, the program has shown significant improvements in participants' motor skills, emotional regulation, and daily living abilities, with vocational training enabling income generation and strong parental support through counselling.</p>	NA	Not yet published	Yes	No	NA
<p>Integrated Rural Development Initiatives - Implemented by the Tata Chemicals Society for Rural Development (TCSRSD) in Mithapur, Gujarat, TCPL's rural development project aims to boost livelihoods and environmental well-being. Working directly with local communities,the project focuses on water conservation, livestock improvement, healthcare, access to clean water, and skill development, ensuring community participation for sustainable impact.</p>	NA	Not yet published	Yes	No	NA
<p>Supporting Tribal Millet Farmers - In Mysuru district of Karnataka, Tata Consumer Products Limited (TCPL) has partnered with SVYM to encourage sustainable millet farming among rural and tribal communities. This CSR initiative includes educating farmers on millet cultivation, providing seeds, and promoting eco-friendly techniques like vermicomposting. The main goal is to shift farmers towards organic millet-based agriculture, capitalizing on the hardiness and nutritional value of millets.</p>	NA	Not yet published	Yes	No	NA

Name and Brief details of the project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
<p>Project Jalodari - Water and Sanitation (Himachal Pradesh) - TCPL's CSR project in Himachal's Sirmour district, "Water Security through Integrated springshed and Rural Village Development Model", focuses on environmental sustainability and empowering local communities. Implemented by Himmotthan Society, the project promotes better water management and livelihoods through tree planting, organic farming education, composting, and improved water, sanitation, and hygiene (WASH) in schools.</p>	NA	Not yet published	Yes	No	NA
<p>Project Jalodari - Water and Sanitation (Assam) : a key water management initiative by TCPL in Assam's tea gardens, tackled the critical need for safe drinking water and improved menstrual hygiene. Implemented by CML, the project developed sustainable iron-free water sources and installed bio-toilets for women tea pluckers across multiple tea estates in Jorhat and Golaghat districts. This effort significantly enhanced community health and contributed to TCPL's broader social impact goals.</p>	NA	Not yet published	Yes	No	NA
<p>Nutrition - In Andhra Pradesh, the Vijayvahini Charitable Foundation, with CSR support from Tata Consumer Products Limited (TCPL), is implementing a nutrition project for pregnant and breastfeeding women and young children in Satyavedu Mandal. The initiative promotes diverse diets and improved nutrition through local women, "Poshan Sakhis," and community education, aiming to enhance maternal and child health in collaboration with the government.</p>	NA	Not yet published	Yes	No	NA
<p>Nutrition - Tata Consumer Products Limited (TCPL) supports the "MA KI ROTI" program by Ma Foundation in Uttar Pradesh and Odisha. This low-cost, high-impact project empowers mothers' self-help groups to establish catering businesses, providing them with economic independence while also offering affordable, nutritious meals to communities.</p>	NA	Not yet published	Yes	No	NA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

Our grievance redressal mechanism ensures Multiple stakeholders including On-ground beneficiaries have accessible avenues to voice concerns related to our CSR projects. Grievances can be submitted directly in person to designated project staff or at a clearly marked community contact point for immediate interaction both at the implementation partner and funder. For formal written submissions, stakeholders can send letters. Electronic submissions are also welcomed via a dedicated email address. Additionally, a dedicated phone helpline is available for those who prefer to convey their grievances verbally. Upon receipt, each grievance will be acknowledged, thoroughly investigated, and addressed with a proposed resolution communicated in a timely manner. If dissatisfied, an appeal process to a higher authority is available. All grievances and their resolutions will be carefully documented for quick resolution and drive continuous learning and midcourse course correction in Monitoring and evaluation throughout our CSR initiatives.

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

Parameter	FY2025	FY2024
	Current financial Year	Previous financial Year
Directly sourced from MSMEs/small producers	32	27
Directly from within India	66	99

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

Location	FY2025	FY2024
	Current financial Year	Previous financial Year
Rural	0.11%	0.13%
Semi-urban	11.79%	14.36%
Urban	10.86%	8.34%
Metropolitan	77.24%	77.17%

Note: The above figures are based on TCPL standalone entity

*(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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.

Customers can reach us through multiple channels, including a toll-free number, email at care@tataconsumer.com, or by sending a physical letter. Our Customer Care (CC) unit engages with the customer to collect key details regarding any issue, such as product information, stock-keeping unit (SKU), and the nature of the concern. Once all necessary information is gathered, the complaint is documented into our system (Salesforce). Within 48 hours of documentation of the complaint, our CC team arranges for a replacement product to be dispatched via an authorized courier service. A sample related to the complaint is collected from the customer and sent to our Bangalore office through a TCP-authorized courier for further examination. If the complaint is substantiated, it is escalated to the relevant department or plant for a root cause analysis (RCA). The responsible team then provides its findings along with a corrective action plan to prevent similar issues from re-occurring.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY2025 (Current Financial Year)		Remarks	FY2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	NA	NIL	0	NA	NIL
Advertising	0	NA	NIL	0	NA	NIL
Cyber-security	0	NA	NIL	0	NA	NIL
Delivery of essential services	0	NA	NIL	0	NA	NIL
Restrictive Trade Practices	0	NA	NIL	0	NA	NIL
Unfair Trade Practices	0	NA	NIL	0	NA	NIL
Other	2274	NA	NIL	1389	NA	NIL

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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, we have a comprehensive Information Security Policy/Cyber Security and Data Privacy Policy that addresses both business processes and organizational aspects for our entire operation. This policy sets forth clear guidelines for the utilization, classification, and disposal of information assets belonging to Tata Consumer Products. We respect the privacy of all individuals including employees and consumers and their personal data. The policy's enforcement is overseen by the Office of the CIO (Global Information Services) and is applicable to all authorized users, irrespective of their geographical location or operational role. We recognize and protect privacy as an essential human right under our Code of Business Principles, which is available on our website <https://www.tataconsumer.com/privacy-notice>

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.

There were no significant concerns/complaints/penalties/regulatory actions identified during the year. However, in case of any concerns, consumers can reach out to us via multiple channels i.e., phone, email, social media, and WhatsApp. We have a pre-defined turnaround time and response mechanism for complaint closure.

For data privacy-related concerns, we have a Personal Data Incident Reporting process to report and investigate any suspected or potential threat to personal data. The Data Privacy Officer and Cyber Security Lead investigate incidents to identify lapses and gaps to continuously improve processes and controls to mitigate future breaches.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches** – No instances of data breach reported in FY 25
- b. **Percentage of data breaches involving personally identifiable information of customers** – Not Applicable
- c. **Impact, if any, of the data breaches** - Not Applicable



Independent Assurance opinion Statement:

To Mr. Sunil D'Souza, Managing Director & CEO of TATA Consumer Products Limited (TCPL).

Holding Statement No: 738378-04

The British Standards Institution (BSI) has conducted a reasonable assurance engagement on the non-financial sustainability information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2024-2025 of **TATA Consumer Products Limited (TCPL)**.

Scope

The scope of engagement agreed upon with TATA Consumer Products Limited includes the following:

The assurance covers the non-financial information of the following subject matters in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the FY 2024-2025.

1. Green-house gas (GHG) footprint - P6:E7
2. Water footprint - P6:E3 and P6:E4
3. Energy footprint - P6:E1
4. Embracing circularity - P6:E9
5. Enhancing Employee Wellbeing and Safety - P3:E1(c) and P3:E11
6. Enabling Gender Diversity in Business - P5:E3(b) and P5:E7
7. Enabling Inclusive Development - P8:E4 and P8:E5
8. Fairness in Engaging with Customers and Suppliers - P9:E7 and P1:E8
9. Open-ness of business - P1:E9

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's). However, GHG emissions from Fire Extinguishers, Refrigerant Refilling, Gases from sewage treatment plant are excluded in Scope 1 due to unavailability of activity data.

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The details of subject matters and their boundaries within the scope is described in Appendix A and Appendix B in this independent assurance opinion statement.

The scope of assurance engagement is limited to verification of historical non-financial information only.

Opinion Statement:

We have conducted a reasonable assurance engagement on the non-financial sustainability information described in the "Scope" above (BRSR for FY 2024-2025 covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Fairness in Engaging with Customers and Suppliers, openness of business).

In our opinion, the accompanying non-financial sustainability information is fairly presented, in all material respects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the FY 2024-2025.

Methodology:

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality and Professional behaviour. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- A top-level review of issues raised by external parties that could be relevant to Tata Consumer Products Limited (TCPL) policies to provide a check on the appropriateness of statements made in the report.
- Discussion with managers and staff on Tata Consumer Products Limited (TCPL) approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- Interviews with staffs involved in sustainability management, BRSR report preparation and provision of report information were carried out.
- Document review of relevant systems, policies, and procedures where available.
- Review of key organizational developments.
- Review of the findings of internal audits.
- Review of supporting evidence for claims made in the reports.
- Review of data pertaining to the sampled Eleven units of Tata Consumer Products Limited (TCPL) to confirm the data collection processes, record management practices, and check BRSR Core KPI's physically and through virtual mode.
- A sample-based assessment of the reliability and quality of information as provided in BRSR towards Tata Consumer Products Limited (TCPL)'s performance.

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Responsibility:

Tata Consumer Products Limited (TCPL) is responsible for the preparation and fair presentation of the sustainability information and BRSR report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence:

BSI is independent to Tata Consumer Products Limited (TCPL) and has no financial interest in the operation of Tata Consumer Products Limited (TCPL) other than for the assurance of the non-financial sustainability statements contained in the Business Responsibility and Sustainability Report.

This independent assurance opinion statement has been prepared for the stakeholders of Tata Consumer Products Limited (TCPL) only for the purposes of verifying its non-financial statements relating to its environmental and social KPI's as required in SEBI-BRSR Core Format, more particularly described in the Scope above and detailed in Annexure A.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by Tata Consumer Products Limited (TCPL). In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Tata Consumer Products Limited (TCPL) is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and GRI Universal Standard 2021, AA1000AS, ISO10002, ISO 14001, ISO 45001, ISO 14064, ISO 14067, ISO 14068, ISO 50001, and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Issue Date: 08/05/2025

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For and on behalf of BSI:



Srinivasa Babu Nagaraj, Lead Assurer



Theuns Kotze, Managing Director – IMETA Assurance



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Appendix A

Subject Matter	Parameter	Unit of Measurement	Final Value
GHG Emissions	Total Scope-1 Emissions	MtCO ₂ e	64942.80
	Total Scope-2 Emissions	MtCO ₂	71211.08
	GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP	15.97
	GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT) / Goods Sold in MT	0.06
Water Footprint	Total water consumption	KL	6532755
	Water consumption intensity	KL/ Rupee adjusted for PPP	766.06
	Water consumption intensity	KL/ Lakh Goods Sold	2.95
	Water Discharge by destination and levels of Treatment	KL	33132
Energy Footprint	Total Energy Consumed	GJ	1868559
	Percentage of energy consumed from renewables	%	52%
	REC purchased	MWH	NIL
	Energy Intensity	GJ / Mn Rupee adjusted for PPP	219.12
	Energy Intensity	GJ / Lakh Goods Sold	0.84
Embracing circularity -details related to waste management by the entity	Plastic waste (A)	MT	6491
	E-waste (B)	MT	1.32
	Bio-medical waste (C)	MT	142.73
	Construction and demolition waste (D)	MT	82.48
	Battery waste (E)	Nos.	9.57
	Radioactive waste (F)	MT	NIL
	Other Hazardous waste. Please specify, if any. (G)	MT	2248
	Other Non-hazardous waste generated (H).	MT	15090
	Total waste generated ((A+B + C + D + E + F + G + H)	MT	24233
	Waste intensity	MT / Rupee adjusted for PPP	2.84
	Waste intensity	MT / Goods Sold in MT	0.01

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	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	MT	23980
	For each category of waste generated, total waste disposed by nature of disposal method - Landfilled	MT	110
Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers - cost incurred as a % of total revenue of the company	In %age terms	0.4%
	Safety Incidents: Permanent Disability	Nos.	0
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	LTIFR	Employees – 1.64 Workers – 1.37
	No. of fatalities	Nos.	1
Enabling gender diversity in business	Gross wages paid to females as % of wages paid	In % age terms	17%
	Complaints on POSH	Total complaints on POSH	9
Enabling inclusive development	Input material sourced from following sources as % of total purchases - Directly sourced from MSMEs / small producers and from within India	In % terms -As % of total purchases by value	Directly sourced from MSME/Small Producers – 32 Sourced directly from within the district and neighbouring districts – 66
	Job creation in smaller towns -Wages paid to persons employed in smaller towns (permanent or non- permanent /on contract) as % of total wage cost	In % terms -As % of total wage cost	Rural – 0.11% Semi-urban – 11.79% Urban – 10.86% Metropolitan – 77.24%
Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events	Nos.	0
	Number of days of accounts payable	Days	78
Openness of business	Purchases from trading houses	%age	2%
	Sales to dealers / distributors as % of total sales	%age	52%
	Number of dealers/distributors to whom sales are made	Nos.	6,837
	Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	%age	10%
	Share of RPTs (as respective %age) in		
	Purchases (Purchases with related parties / Total Purchases)	%age	3%
	Sales (Sales to related parties / Total Sales)	%age	2%

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Loans & advances (Loans & advances given to related parties / Total loans & advances)	%age	0
Investments (Investments in related parties / Total Investments made)	%age	20%

Appendix B: Facility Details

Manufacturing – 108, Offices – 20, Plantation – 27, Total – 155 across India, England, Kenya, East Africa, Poland, UK, Bangladesh, Vietnam, USA, South Africa.

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Verification Opinion

Verification Opinion: CFV 735000-001

Verified with comments	
Based on the process and procedures conducted, the GHG statement contained in the GHG Report FY 2024-2025 was produced by TATA Consumer Products Limited.	<ul style="list-style-type: none"> Is materially correct and is a fair representation of GHG data and information. Has been prepared in accordance with ISO14064-1:2018, and its principles, and with reference to the GHG protocol (Corporate accounting and reporting standard & Corporate value chain scope 3 standard).
The following improvements were raised in relation to future reporting.	List of improvements <ul style="list-style-type: none"> The Organization could make efforts to include GHG emission sources in the GHG inventory list for future reporting for what had been excluded already by this reporting year.
Lead Verifier	S Krishnaraj
Independent Reviewer	Reghu Kumar Raghavan Nair
Signed on behalf of BSI	 Theuns Kotze
Issue Date	13/05/2025
BSI Group India Pvt. Ltd., Headquarters: Max House, Tower – C, 7th Floor, Okhla Industrial Estate, Phase-3, New Delhi-110 020 India BSI Group India is a subsidiary of British Standards Institution +91 11 4762-9000	
NOTE: BSI Group India Pvt. Ltd. is independent to and has no financial interest in TATA Consumer Products Limited. This 3 rd party Verification Opinion has been prepared for TATA Consumer Products Limited only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Group India Pvt. Ltd., has assumed that all information provided to it by TATA Consumer Products Limited is true, accurate and complete. BSI Group India Pvt. Ltd. accepts no liability to any third party who places reliance on this statement.	

Certificate Number and date of issuance of opinion: CFV 735000-001 and 13-05-2025

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Verification Engagement

Organization	TATA Consumer Products Limited.
Responsible party	TATA Consumer Products Limited.
Verification Objectives	To express an opinion on whether the organizational GHG Statement, which is historical in nature: <ul style="list-style-type: none"> • Is accurate, materially correct, and is a fair representation of GHG data and information. • Has been prepared in accordance with ISO14064-1:2018, and with reference to the GHG protocol (Corporate accounting and reporting standard & Corporate value chain scope 3 standard), the criteria used by BSI to verify the GHG Organizational Statement.
Materiality Level	10%
Level of Assurance	Reasonable
Verification evidence gathering procedures	<ul style="list-style-type: none"> • Evaluation of the monitoring and control systems through interviewing employees, observation & inquiry. • Verification of the data through sampling recalculation, retracing, cross-checking, and reconciliation. • Data has been verified through manual consumption logs, SAP records, vendor service reports, invoices, calibration reports, etc.
Verification Standards	The verification was carried out in accordance with ISO 14064-3: 2019, ISO 14065: 2020 and ISO 17029:2019
Note: TATA Consumer Products Limited is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI Group India Pvt Ltd is responsible for expressing an opinion on the GHG statement based on the verification.	

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Organizational GHG Statement

Organization		Tata Consumer Products Limited Kirkoskar Business Park, Block C, 3rd Floor Hebbal, Bengaluru, Karnataka – 560024, India.
Organizations' GHG Report containing GHG Statement		GHG Report for FY 2024-2025.
Organizational Boundary		Operational Control
Locations included in the Organizational Reporting Boundary		See Appendix A
Scope of activities:		"The Scope of verification includes offices and manufacturing units (India and International) involved in processing and blending of tea including the manufacture of instant tea and coffee, trading of coffee products, manufacture of mineral water, trading of Salt, manufacture of food ingredients and sweeteners, wholesale of pulses spices and dry fruits. Ready to cook (RTC) and Ready to eat (RTE) options, breakfast cereals, snacks, and mini meals. Also, the growing of coffee, tea, and pepper at the Plantations.
Reporting Boundary:	Direct GHG Emissions (Category 1 / Scope 1)	<ul style="list-style-type: none"> GHG emissions from diesel fuel consumption, which is used in DG sets, and from vehicles used for mobile commuting of goods and manpower. GHG emissions from petrol fuel consumption, which is used for plantation activities and for manpower transportation. GHG emissions from furnace oil used in the Boiler for steam generation. GHG emissions from biomass used in the Boiler for steam generation. GHG emissions from coal used in the Boiler for steam generation. GHG emissions from LPG fuel consumption for process works, cooking. GHG emissions from Natural gas consumption. GHG emissions from propane consumption.
	Indirect GHG Emissions from imported energy (Category 2 / Scope 2)	<ul style="list-style-type: none"> Purchased Grid Electricity (Market-based).
	Other Indirect GHG emissions from transportation (Category 3 / Scope 3)	<ul style="list-style-type: none"> GHG emissions from fuel and energy-related extraction, production, and transportation. GHG emissions from business travel of employees, in vehicles not owned/operated by the organization. GHG emissions from the transportation of finished goods to vendors in unowned vehicles.
	Other Indirect GHG emissions from products used by an organization (Category 4 / Scope 3)	<ul style="list-style-type: none"> Carbon footprint of purchased goods. GHG emissions from the disposal and treatment of the organization's waste by third parties. GHG emissions from the operation of upstream assets leased to others (lessees).
	Other Indirect GHG emissions associated with	<ul style="list-style-type: none"> GHG emissions from the end-of-life waste disposal and treatment of sold products (packaging material).

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	the use of products from the organization (Category 5 / Scope 3)	
	Other Indirect GHG emissions from other sources (Category 6/Scope3)	NA
Exclusions from Reporting Boundary:		<ul style="list-style-type: none"> • CO2 emissions from Fire extinguishers have been excluded from the GHG inventory because of the unavailability of activity data. • GHG emissions from refrigerant leakage have been excluded from the GHG inventory because of the unavailability of activity data. • GHG emissions from transportation, disposal, and treatment of the organization's biogenic waste by third parties have been excluded from the GHG inventory because of the unavailability of activity data by TCPL. • Embodied carbon of purchased capital goods/assets has been excluded because it is insignificant, that are less than 1% of the total CO2e emissions by TCPL. • Carbon footprint of purchased goods (35 Nos) has been excluded because of the non-availability of emission factors in Ecoinvent. • Carbon footprint of purchased services has been excluded because it is insignificant, that are less than 1% of the total CO2e emissions by TCPL. • GHG emissions from upstream emissions (WTT) for the purchased grid electricity, including T&D losses, have been excluded because it is insignificant, that are less than 1% of the total CO2e emissions by TCPL. • GHG emissions from upstream emissions (WTT) for employees' commute, business travels, and transportation of FG have been excluded because it is considered insignificant to account for by TCPL. • GHG emissions from domestic sewage wastewater treatment have been excluded from the GHG inventory because of the unavailability of activity data. • GHG emissions from Business Travel-Hotel night stay have been excluded because it is an optional reporting from the GHG protocol by TCPL. • GHG emissions from Business Travel (Road) of employees in vehicles not owned/operated by the organization have been excluded from the GHG inventory because it is considered insignificant to account for it by TCPL. • GHG emissions from employees (including contractors and consultants) commuting to worksites, in non-organization vehicles, have been excluded because of Immateriality or Insignificance, which contribute less than 1% of total emissions for FY 24-25. • GHG emissions from employees working from home have been excluded because it is an optional reporting from the GHG protocol by TCPL. • GHG emissions from the transportation of the organization's waste by third parties have been excluded because of

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	<p>Immateriality or Insignificance, which contribute less than 1% of total emissions for FY 24-25.</p> <ul style="list-style-type: none"> • GHG emissions from the distribution and retail of products after the point of sale, in unowned vehicles, have been excluded because of the unavailability of activity data. • GHG emissions from the unladen backhaul for the purchased and finished goods transportation have been excluded from the GHG inventory, because it is an optional reporting from the GHG protocol. • GHG emissions from the end use of products (direct/indirect use phase emissions) sold by the reporting organization have been excluded due to the unavailability of activity data by TCPL. • GHG emissions from the processing of intermediate products sold by the organization to manufacturers have been excluded because it does not apply to the reporting boundary. • GHG emissions from the sold products, except packaging materials, from the point of sale to end-of-life after consumer use for waste disposal and treatment have been excluded because it is considered not practicable to account for them this year by TCPL. • GHG emissions from the operation of downstream leased assets, franchises, and equity investments have been excluded because it is considered not practicable to account for them this year by TCPL.
Criteria for developing the organizational GHG Inventory:	ISO14064-1:2018
Reporting Period	1 st April 2024 to 31 st March 2025.

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GHG Emissions Summary as per ISO 14064-1:2018

CATEGORY	GHG EMISSION TYPES	Total
		tCO ₂ e
Scope 1 / Category 1	Direct GHG Emissions	67106.94
Scope 2 / Category 2	Indirect GHG Emissions from Imported Energy (Market-Based)	71211.08
Scope 3 / Category 3	Other Indirect GHG Emissions from Transportation	160067.8
Scope 3 / Category 4	Other Indirect GHG emissions from products used by an organization	254962.3
Scope 3 / Category 5	Other Indirect GHG emissions associated with the use of products from the organization	192.2
Biomass Emissions		3178.5
Total GHG Emission		556718.82

GHG Emissions Summary as per GHG Protocol:

CATEGORY	GHG EMISSION TYPES	Total
		tCO ₂ e
Scope 1	Direct GHG Emissions	67106.94
Scope 2	Indirect GHG Emissions from Imported Energy (Market-Based)	71211.08
Scope 3 / Category 1	Carbon footprint of purchased goods.	206630.00
Scope 3 / Category 3	GHG emissions from fuel and energy-related extraction, production, and transportation.	132800.20
Scope 3 / Category 5	GHG emissions from the disposal and treatment of the organization's waste by third parties.	48126.30
Scope 3 / Category 6	GHG emissions from business travel of employees, in vehicles not owned/operated by the organization.	2461.90
Scope 3 / Category 8	GHG emissions from the operation of upstream assets leased to others (lessees).	206.00
Scope 3 / Category 9	GHG emissions from the transportation of finished goods to vendors in unowned vehicles.	24805.70
Scope 3 / Category 12	GHG emissions from the end-of-life waste disposal and treatment of sold products (packaging material).	192.20
Biomass Emissions		3178.50
Total GHG Emission		556718.82

Appendix A

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S:No	Name of Location	Address
1	Gopalpur PC	Gopalpur, Odisha
2	Damdin PC	Dam Dim Packeting Centre, Dam Dim Tea Estate, PO – Dam Dim, Jalpaiguri
3	Nonoi PC	Nonoi Packeting Centre, Nonoi Tea Estate, PO- Salanah, Dist – Nagaon
4	Kellyden PC	Kellyden Packeting Centre, Kellyden Tea Estate, PO - Salanah, Dist – Nagaon, Assam 782139
5	ITD, Munnar PC	"Tata Tea Instant Tea Division, Post Box: 3, Munnar, kerela,"
6	Pullivasal PC	Pullivasal Packeting Centre, Pullivasal Post, Munnar
7	Aurangabad PC	Tata Tea Limited Aurangabad, C/o. Forbes Gokak Limited, Plot No. B 13, Waluj Industrial Area, Aurangabad
8	Indore PC	Tata Tea Limited, C/O Whitecliff Tea Pvt.Ltd, Vill.Rau Khedi, P.O. Manglia, A.B.Road, Behind Centre Point Petrol Pump, IndoreIndia
9	Hyderabad PC	Tata Global Beverages Ltd, C/o. White Cliff Tea Pvt Ltd., Survey No. 460/2, IDA Mankhal, Maheswaram Mandal, RR Dist., Hyderabad
10	Tetley Cochin PC	Tata Tea Limited, Tata Tetley Division, No. 73/74, K.P.K. Menon Road, Willingdon Island, Cochin
11	Sampla PC	Sampla-Beri Road, Village Ismalia, 11 Bisahwa Tehsil - Sampla, Dist. : Rohtak, Haryana 124 517
12	Coalberth PC	Tata Global Beverages Limited., C/o. Tewari Warehousing Co. Pvt. Ltd., 20 Coalberth Road, Kolkata, West Bengal. PIN 700 088.
13	Sonapur PC	Tata Global Beverages Limited, Kolkata Sonapur Factory, C/o Tewari Warehousing Co. Pvt. Ltd., No. 2, Sonapur Road, Kolkata, West Bengal, PIN - 700 088.
14	Himalayan Water plant	Tata Global Beverages, VPO: Dhaula Kuan, Paonta Sahib, Sirmour District, Himachal Pradesh
15	Kitting Plant – Hinganghat(Concentrate)	Wardha Road, Hinganghat, Nagpur, Maharashtra 442301
16	Nagpur - Hinganghat (3P - Pulses)	GVR Industries, JAIN MANDIR WARD, KARANJA CHOWK, MAIN ROAD, HINGANGHAT, Nagpur-442301, Maharashtra, India
17	Soulfull - Bidadi	BIDADI RAMANAGARA FACTORY, No 19C, SURVEY No.51,52,66, PHASE-II, SECTOR-1, TALAKUPPA, BIDADI, RAMANAGARA-RAMANAGARA TAULUK & DISTRICT - 562109, KARNATAKA.
18	Tata Smartfoodz	TATA CONSUMER PRODUCTS LIMITED, 375, UNI ROAD, SRICITY, CHITTOOR, ANDHRA PRADESH- 517646
19	OI - Barabanki Unit	C-5/10, Agro Park Phase -II, UPSIDC Industrial Area, Kursi Road, Barabanki – 225302, Uttar Pradesh
20	OI - Rath Unit	Gata No-48/2, Bhadarwara, Rath, Hamirpur-201431, Uttar Pradesh
21	CF - Vapi Unit	CAPITAL FOODS PRIVATE LIMITED, SURVEY No. 192,193,194, VILLAGE-NAHULI, TALUKA- UMBERGAON, DISTRICT - VALSAD, GUJARAT - 396105
22	CF - Kandla Unit	CAPITAL FOODS PRIVATE LIMITED, KANDLA PLANT, PLOT NO-26, 27 & 28, SECTOR-II, KANDLA SPECIAL ECONOMIC ZONE, GANDHIDHAM, SEZ, GUJARAT - 370230
23	CF - Ambad, Nashik Unit	CAPITAL FOODS PRIVATE LIMITED, NASHIK PLANT, C-16, MIDC, AMBAD, NASHIL 422010, MAHARASHTRA.
24	CF - Vedant Unit	Vedant Agro Products, Plot No.2/3, Siddhivinayak CO.OP.Industrial Estate,Post Ozar Mig,Tal- Niphad,Dist-Nashik,422 206
25	CF - Vrinda Unit	Vrinda Aagro Gat no.45, Sharada Warehousing Compound, Ozar Airport Road, Jaulke, Ozar -422207
26	Mumbai Office - Solitaire Corporate Park	Tata Consumer products, Building No 12, 1st Floor, Solitaire Corporate Park, Guru Hargovindji Road, Chakala, Andheri (East), Mumbai - 400093
27	Munnar Srishti Office - Munnar (Welfare Centre)	Special Projects Office, General Hospital Complex, Munnar

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28	Kolkata Offices - Bishop Lefroy Road	Tata Tea Ltd, 1 Bishop Lefroy Road, Kolkata
29	Cochin Office	Tea Buying & Blending Office, Bristow Road, Willingdon Island, Cochin
30	Guwahati Office	Tata Tea, 2nd Floor, GS Road, Christianbasti, Guwahati, Dist. Kamrup, Assam, India
31	New Delhi Office	Tata Tea, 1-3, B-1, Mohan Cooperative Industrial Estate, Main Mathura Road, New Delhi
32	Bangalore Office - Kirloskar Business Park	Tata Tea Ltd, Block C, 3rd & 4th Floor, Kirloskar Business Park, Hebbal, Bangalore
33	Mumbai Sales office (SO)	Ballard House Level 1, Adi Marzban Path, Ballard Estate, Mumbai
34	Mumbai Executive office (EO)	New Excelsior Building, 4Th Floor, A K Nayak Marg, Fort, Mumbai 400001
35	Mumbai CF Office	Capital Foods Pvt. Ltd., Villa Capital, Sadhana Compound, SV Road, Oshiwara Bridge, Jogeshwari West, Mumbai – 400102
36	Siliguri Office	TGBL, Goyal Plaza, 1st Floor, By Lane, Opp. Sachitra Hotel, Sevoke Road, Siliguri 734 001, Tel 0353 2540301 0353 2540401
37	Kharghar Office (R&D)	Kharghar, Panvel, Mumbai
38	Annamalli Group Office Coffee (India)	Annamallai Group Office, Old valparai, Tamilnadu state-642127 Phone-04253-222311
39	Pollibetta Head Office	Tata Coffee Ltd Clinic, Pollibetta Road, Palm Valley Resort, Virajpet, Karnataka 571215
40	Tata Consumer Products GB Limited (Hanwell)	Unit 3, River Brent Business Park, 325 Trumpers Way, London, W7 2QA
41	Stansand (Africa) Ltd	Stansand (Africa) Ltd, Third Floor, Tea House, P O Box 90683 - 80100, Nyerere Avenue, Mombasa
42	Stansand (Malawi)	Stansand (Central Africa) Ltd, PO Box 546, Blantyre
43	TGB Poland (Warsaw)	TGB Polska Sp. z.o.o, UL Zolny 33, Warszawa
44	TGB GB, Greenford	325 Oldfield Lane North, Greenford
45	Dhaka Office	Tetley ACI Bangladesh Limited, House 35/E, Road 7, Block G Banani, Dhaka 1213, Bangladesh., Tel : (+88 02)5504 2281, 5504 2282, Ext - 120.
46	Jammu CFA	Pure Packaging Associates, Khasra No 1784/579 Khewat No 1208 Khata 348, Khasara No 1784/579 Khewat 1207 Khata 346 Kikri Morh Birpur Parmandal Road Jammu
47	Jaipur CFA	Adarsh Marketing, B-139, Road No-12, Vki Area, Sikar Road, Jaipur
48	Sonipat CFA	Adarsh Marketing, Khasra No. 63/5/2,4,6 Village Wazidpur, Saboli, Dist-Sonipat.
49	Karnal CFA	M/S. Mohan Enterprises, Near Shiv Mandir, Hansi Road, Karnal.
50	Ludhiana CFA	R K Buffer C/O R K Warehouse, Guru Gobind Singh Marg, Alamgir Ludhiana
51	Kanpur CFA	B.D.C&F Agencies, C/O. V S Warehousing Services 603 & 608, Kalakapurwa, Bhimsen, Kanpur
52	Saharanpur CFA	Sovereign Traders Agarwal Godown No.1, Behind Gagan Dharam Kanta.5Th Milestone Ambala Road Saharanpur
53	Gorakhpur CFA	Pashupati Enterprises C/O - Asian Fertilizers Ltd. Vill-Deokahi Near Sardar Nagar, Distt. Gorakhpur
54	Agra CFA	Aman Warehousing (P) Limited, Khasra No.-1038, Chhalesar, Agra Firozabad Road, Agra
55	Varanasi CFA	M/S. Nidhi Enterprises, 15/243 K, Bharlaishivpur, Near Shivpur Railway Crossing, Pin - 221 003, Varanasi (Up)
56	Ghaziabad CFA	Sikka Industries & Logistics, C - 17, Upsidc, South Side Of G. T. Road, Ghaziabad

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57	Cuttack CFA	Rashmi Agency C/O. Umang Udyog Pvt Ltd., Plot No. -1864/2796 & 2797, Mouja-Bhairpur, Pirabazar, Cuttack -Salipur Road, Cuttack
58	Ranchi CFA	Bhala Brothers, Nh-33, Ranchi Tata Road,Sidrol, Near Jora Mandir, Namkum
59	Guwahati CFA	Rana Chowdhury, C/O. Nilachal Logistic Pvt. Ltd. Hard Board Factory Compound, Panikheti, Guwahati
60	Patna CFA	Bhala Brothers At Maujipur, Near Radio Station, Po./Ps.: Fatuha, Patna
61	Siliguri CFA	Siliguri Food Pvt. Ltd, Panchkelguri, Mirik Road P.O. Nimai, P.S. Matigara Siliguri, Dist.Darjeeling
62	Kolkata CFA	Soham Maritime Pvt Ltd Vill Delhi Rd Bamunari, Opposite Hei Ltd Dankuni Hooghly
63	Indore CFA	Clear Chem Agencies, Khasra No. 284/7/2, 284/8, Village Arjun Baroda, Tehsil Sanver, District Indore.
64	Nagpur CFA	S.C Packaging Pvt Ltd Opp: 14 K.M Stone, Kanhan – Mansar Highway, Vill: Tekadi, P.O.: Gondegaon, Tah: Parseoni, Kanhan, Nagpur – 441404
65	Pune CFA	C/O Zele Enterprises Gat No 1362, Khutwad warehouse, Behind Urali Devachi Police Chowki, Jadhav Vasti, Pune Saswad Road Wadki
66	Ahmedabad CFA	Mehta Enterprise [Plant Code: 4334], C/O Sumar Logistics & Industrial Park, Shed - O, Gala No 1 to 6 , Betadilat , Village Hariyala, District Kheda , Gujarat
67	Bhiwandi CFA	Survey No 43, Hissa No 7/1.5& 8/A,Sai Krishna Complex,Kuksa Village, Bhiwandi, Thane District, Maharashtra - 421302
68	Raipur CFA	Shree resources At L L Logistics Park, Near Railway bridge Ring road no 3 , village - Giroud, RAIPUR
69	Hyderabad CFA	GEOFAS T INDUSTRIES (INDIA) LIMITED C/o Container Corporation of India Ltd, Inland Container Depot Sanath Nagar, New Railway Goods Shed Road, Moosapet, Hyderabad – 500018, State: TELANGANA
70	Coimbatore CFA	KRS Logistic Services 9/10 Venkataram Complex,Vlb Nagar,Kovaipudur Road,Coimbatore 641 042
71	Chennai CFA	Reach Logistics P Ltd Tiavarasan Warehouse Survey No 550/1A&1B & 551/1, Redhills To Avadi Road Ellaiammanpettai Lakshmiapuram, Pammadhukulam Village, Redhills, Chennai
72	Bangalore CFA	Tata Chemaicals Ltd.,C/O Jet Logistic Solutions,Survey.No - 15/1,16/2, Hyadlu Village,Kasabahobli, elamangalataluk,Bangalore - 562123 (Karnataka)
73	Vaishali CFA	Tata Consumer Product Limited C/o Bhala Brothers Birna Lakhansen, Baijnathpur, Block Raja Pakar, Vaishali, Bihar-844122
74	Tepla CFA	Tata Consumer Product Limited C/o BJMS LOGISTICS PARK (WAREHOUSE) VILLAGEKHERI GURNA, TEHSIL- RAJPURA, Patiala-3 (Rajpura, Ghanor), Patiala, Punjab-140417
75	Lucknow CFA	Part of Khasra NO . 3472 , Road NO 5 Industrial Area , Village Amausi Lucknow226008
76	Jabalpur CFA	Unity Logistics Park , Khasra No 225, Katangi By pass , Jabalpur , 482002
77	Sangli CFA	RUSHABH ENTERPRISES, Gat No - 2245/B/1 , Malgaon , Tal - Miraj, Sangli, Maharashtra-416407
78	Silchar CFA	Gipsy Management Pvt Ltd ,Ramnagar Khelma ,Silchar, Dist – Cachar, (ASSAM) – 788003
79	Haldwani CFA	Aman Warehousing (P) Limited, BA – C 38, Transport Nagar, Rampur Road, Haldwani, Nainital, Uttarakhand -263139
80	Goa CFA	Life Care Logistic Private Limited, Survey No 255/2 (A), near Verna Industrial Area, Lotulim, South Goa, Goa-403722
81	Vijayawada CFA	Reach Logistics Private Limited Tata Consumer Products Ltd SURVEY NO.56/1A/2/3 VIJAYAWADA-VIJAYAWADA 521102 State: Andra Pradesh

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82	Pullivasal Estate (Under KDHP)	Pullivasal Estate, Pullivasal Post, Munnar
83	Periakanal Estate (Under KDHP)	Periakanal Estate, Munnar
84	Anandapur Estate	Post Box No.1, Ammathi, South Kodagu, Karnataka
85	Balmany Estate	Thithimathi, South kodagu, Karnataka
86	Cannoncadoo Estate	Post Box No.22, Sidapur, North Kodagu, Karnataka
87	Coovercolly Estate	Post Box No. 3, Somwarpet , Karnataka
88	Cottabetta Estate	Post Box No.16, Pollibetta, South Kodagu, Karnataka
89	Jumboor Estate	Post Box No.25, Madapur, North Kodagu
90	Margolly Estate	Post Box No. 20, Pollibetta, South Kodagu
91	Nullore Estate	Post Box No. 27, Senticoppa, North Kodagu
92	Pollibetta Estate	Post Box No. 24, Pollibetta, South Kodagu
93	Senticoppa Estate	Post Box No. 27, Senticoppa, North Kodagu
94	Woshully Estate	Post Box No. 28, Pollibetta, South Kodagu
95	Yemmigoondi Estate	Post Box No. 29, Pollibetta, South Kodagu
96	Glenlorna Tea Factory	Hudikeri ,South Kodagu
97	Goorghully Estate	Arehalli Post, Hassan District
98	Gubgul Estate	Gubgul Post, Via Magundi, Chikmagalur Dist
99	Karadibetta Estate	Rayarkoppal Post, Rayarkoppal, Hassan Dist.
100	Merthikhan Estate	Basirkatte Post, Koppa Taluk, Chickmagalur Dist
101	Mylemoney Estate	Joladalu Post, Via Mallandur, Chikmagalur Dist
102	Ubban Estate	Post Box No.8, Ballupet Post, Hassan Dist. Karnataka
103	Valparai Coffee Estate	Annamallais group estate, Old Valparai POST Tamilnadu state-642127, Phone-04253-221149
104	Glenlorna Tea Estate	Hudikeri , South Kodagu
105	Malakiparai Tea Estate	Annamallais group estate, Pariyaram Post, Via- Chalakudy, Kerala State- 680724, Phone -04253-237225
106	Pachaimallai Tea Estate	Annamallais group estate, Pachammalai B.P.O, Valparai, Tamilnadu state- 642127, Phone-04253-222364
107	Pannimade Tea Estate	Annamallais group estate, Pannimade post, Valparai Tamilnadu state-642127, Phone-04253-237232
108	Uralikal Tea Estate	Annamallais group estate, Uralikal B.P.O Valparai, Tamilnadu state-642127, Phone-04253-292394
109	Velonie Tea Estate	Annamallais group estate, Velonie B.P.O Valparai, Tamilnadu state-642127, Phone-04253-222293
110	Malakiparai Tea Factory	Annamallais group estate, Pariyaram Post, Via- Chalakudy, Kerala State- 680724 Phone -04253-237225
111	Pachaimallai Tea Factory	Annamallais group estate, Pachammalai B.P.O, Valparai, Tamilnadu state- 642127 Phone-04253-222364
112	Pannimade Tea Factory	Annamallais group estate, Pannimade post, Valparai Tamilnadu state-642127 Phone-04253-237232
113	Uralikal Tea Factory	Annamallais group estate, Uralikal B.P.O Valparai, Tamilnadu state-642127 Phone-04253-292394
114	Velonie Tea Factory	Annamallais group estate, Velonie B.P.O Valparai, Tamilnadu state-642127 Phone-04253-222293
115	ICD Theni	SF#906, Vaigai dam, Periakulam road, Jayamangalam, Theni

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116	ICD Toopran	INSTANT COFFEE DIVISION BRAHMANPALLY VILLAGE, TOOPRAN MANDAL, MEDAK A.P.
117	KNW Karnataka and Starbucks Operations	Roast & Ground Coffee Unit, Kushalnagar Works, Kudige – 571 232, Kodagu, Karnataka
118	Bailkmpadi Monsooning unit, Mangalore	#128/129,.KIADB Industrial Area, Bekampady, Mangalore - 575011
119	ICD Vietnam	Tata Coffee Vietnam Company Limited No:12, VSIP II A, Street 32, Vietnam Singapore Industrial Park II-A, Tan Binh Commune, Bac Tan Uyen Town
120	Eight O'Clock Coffee	Eight O' Clock Coffee Co., 3300 Pennsy Dr., Landover
121	Joekels Tea Packers	Joekels Tea Packers (Pty) Ltd. 23 Hagart Rd, Hagart Road Industrial, Pinetown, South Africa
122	Tata Tea Extractions - Florida	1001 W DR M L KING JR BLVD, PLANT CITY
123	TGB (Eaglescliffe)	Durham Lane Industrial Estate, Eaglescliffe, Stockton on Tees, Teesside TS160RB
124	Dhaka Joydebpur	Tetley ACI Bangladesh Limited, House 35/E, Road 7, Block G Banani, Dhaka 1213, Bangladesh., Tel : (+88 02)5504 2281, 5504 2282, Ext - 120.
125	ARUNJYOTI BIO VENTURES LIMITED	NourishCo Beverages Limited C/o ARUNJYOTI BIO VENTURES LIMITED-Sy.Nos. 36/40/B, 36/39/B, 17/G/3,36/45/B, 36/33/B, 36/48/B,Kallem Village Jangaon Lingalaghanpur Mandal 506201
126	Geofast consumer product pvt ltd	AT-726/800, SALNA, PO- DESHABHATLI PSBHEDEN, DIST BARGARH PIN-768102, Bargarh, BARAGARH, Orissa-768102
127	M/s central industries	NOURISHCO BEVERAGES LIMITED C/O M/s CENTRAL INDUSTRIES, Sy No.351/AA2, Indrakaran (V), Sangareddy (M), Sangareddy, Telangana-502329
128	M/S Sarveshwara Foods & beverages LLP	SARVESHWARA FOODS AND BEVERAGES LLP., Gut No. 94 and 106, Village - Abitghar, Wada Tahashil, Palghar, Maharashtra - 421 303.
129	M/S. SVRE Packaging Pvt. Ltd.	NourishCo Beverages Limited C/O M/S. SVRE Packaging Pvt. Ltd. Post-Hasnabad, Mandal- Kodangal, Dist- Vikarabad- 509350, Telengana India
130	LIFE LINE SPRING	NOURISHCO BEVERAGES LIMITED C/O LIFE LINE SPRING waters Pvt Ltd, Korada Village, Near Gotta Barriage, Hiramandalam, Srikakulam District, Andhra Pradesh - 532459.
131	Granary Agro	Granary Agro LLP, Wafapur Banthu, Bhagwanpur, Khata No. 130, Khasra 4627, Vaishali, Bihar - 844
132	GEOFAST INDUSTRIES (INDIA) LIMITED	NourishCo Beverages Limited C/o GEOFAST INDUSTRIES (INDIA) LIMITED Sy. No. 276/A3, S.Lingottam (Vill),Choutuppal (M),Bhuvanagiri Yadadri 508252
133	BELLBERRIES FOODS AND BEVERAGES LLP	Bellberries Foods and Beverages LLP, Survey No. 84/1 A2, 84/4, 99/1, 98/2, 98/3, Sillakudi Road, Poondi Village, Ariyalur Taluk & District, Tamil Nadu - 621 653.
134	ARUNJYOTI BIO VENTURES LIMITED	NourishCo Beverages Limited C/o ARUNJYOTI BIO VENTURES LIMITED Sy no:160/1 Gopavaram road, Andhra Pradesh-516227
135	Grannary Beverages LLP	Granary Beverages LLP, Khewat No. 190/160, Khatoni No. 245, Khasra No. 699/1(0-14), 700/1(0-18), 701(2-9), 702/2/2(0-16), 703/2(0-9), 704/2(0-7), Village Asaudha, Sonapat Road, Bahadurgarh, Sankhol, Jhajjar, Haryana - 124 505.
136	BLUEBELL (NCBL) WAREHOUSE	Bluebell premium Water (P) Ltd,Survey No.377/A/1, Muthangi Village, patancheru Mandal, Medak dist, Andhra Pradesh - 502300
137	Frontline Beverages	NourishCo Beverages Limited C/o Frontline Beverages & Agro Products Pvt Ltd, Sy NO.169/2, Penuganchiprolu village,Near VPR gardens, Krishna District- 521190 Andhra Pradesh
138	Twc services	NOWAPARA, MAUZA BINNAGURI J.L NO-3, SHEET NO, R.S & L.R-10, P.O-SAHUDANGIHAAT, P.S- NEWJALPAIGURI PARGANA, BAIKUNTHPUR DIST:-JALPAIGURI, , JALPAIGURI, Jalpaiguri , West Bengal-735135

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139	AKT Beverages	AKT Beverages Private Limited, D-58 & D-59, Industrial Area, Karkhiyaon, Varanasi, Uttar Pradesh - 221005
140	LifeLine Foods and Agro Products Pvt Ltd	LifeLine Foods and Agro Products Pvt Ltd,SURVEY NO 164/5A Pandurangi Village, Padmanabham Mandal, VIZAG (VISAKHAPATNAM) - 530003
141	SRI LAKSHMI BEVERAGES	Sri Lakshmi Beverages, No. 5, Vadapathi Village, Mamandur Post, Maduranthagam Taluk, Kanchipuram Dist., Tamil Nadu - 603 111.
142	PARSVA PACKERS PVT LTD	AT - PLOT NO 427, 428 BILTERUAN,MANGULI,PO- HARIANTA, PSTANGI-CHOUDWAR,DIST - CUTTACK-754025, CUTTACK(EXCEPT MUNICIPAL CORPORATION), Orissa-754025
143	SAGAR RATNA PRODUCTS PVT LTD	PLOT NO-715A,719A,743A, SRIRAMPUR, THANA NO-48, HALKA NO-4, GAMAHARIA, Saraikela, Jharkhand-832402
144	LifeLine Foods and Agro Products Pvt Ltd	NourishCo Beverages Limited,UNIT-II, NEAR GOTTA BARRAGE, KORADA VILLAGE, SRIKAKULAM,HIRAMANDALAM-532459
145	VD BEVERAGE	M/S V. D. Beverages, Village-Umran, Khanpur Kharanja, Rania, Kanpur Dehat, Uttar Pradesh - 209101
146	Neelkanth Food & Beverages	Neelkanth Food & Beverages, Khasra No. 325, Gonda Khair Road, Village Bhainya Iglas, Aligarh, Uttar Pradesh,
147	VD food & Beverages	M/S V. D. Food & Beverages, Khasra No. 7/8K/8KH, Village Dehra, Mussorie Gulawati Industrial Area, Opposite Coco Cola, Pargana, Dasna, Dhaulana, Hapur, Uttar Pradesh - 201 015.
148	Haware Grande LLP	Haware Grande LLP, Plot No. IC-29/1, MIDC, Butibori, Nagpur (Rural), Nagpur, Maharashtra - 441122
149	Ayushchakra health care Pvt Ltd	Ayushchakra Healthcare Private Limited, Plot No. 68 To 75, Tuem Industrial Estate, Tuem, Pernem, North Goa, Goa - 403 512.
150	Sagarratna Product pvt ltd,	Sagar Ratna Products Private Limited, Plot No. 146, RIICO Industrial Area, 2nd Phase, Neemrana, Alwar, Rajasthan - 301 705.
151	M/S Girnar Packaging	NourishCo Beverages Limited C/O M/S Girnar Packaging, Plot No. 11,12&13, Konetirajupalem, Menakuru (V), Naidupeta (M), SPSR Nellore Dt. - 524421
152	Shree Rani Sati	Shree Rani Sati Ventures LLP, Planet Industrial Estate, Shed No.1 & 2, Gat No. 346/A/1/2/1, Shekhmirwadi Taluka, Khandala, Satara, Maharashtra - 415 526.
153	Pan Foods(Div. of Kayem Foods IndustriesPvt. Ltd)	G.T .Road Opposite Khadi Ashram, Panipat , Hayana - 132104
154	ANN FMCG Pvt.Ltd.	Village Goal Jamala, Tehsil- Nalagarh, Dist- Solan, Himachal Pradesh -174101
155	Shree Rani Sati Ventures LLP	Planet Industrial Area, GAT No – 346 A/1/2/1 Shekhmirwadi, Taluka Khandala, District Satara

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