TML: 4413: 2023

Date: August 08, 2023

The Secretary, Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai - 400 001.
Maharashtra, India.
Scrip Code: 513434

The Manager, Listing Department
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C/1
G Block, Bandra-Kurla Complex
Bandra (E), Mumbai - 400 051.
Maharashtra, India.
Symbol: TATAMETALI

Dear Madam, Sirs,

Sub: Business Responsibility and Sustainability Report for FY 2022-23

Please find enclosed the Business Responsibility and Sustainability Report (**'BRSR'**) of Tata Metaliks Limited (**'Company'**) for FY 2022-23. The BRSR forms part of the Company's 6th Integrated Report & 33rd Annual Accounts for the FY 2022-23 (**'Integrated Report'**).

The BRSR along with the Integrated Report is available on the website of the Company at https://www.tatametaliks.com/investor/annual-reports/

This is submitted pursuant to Regulation 34(2) and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, if any.

This is for your information and records.

Thanking you.

Yours faithfully,
Tata Metaliks Limited

AVISHEK GHOSH
Digitally signed by AVISHEK GHOSH
Date: 2023.08.08 22:05:39 +05'30'

Avishek Ghosh
Company Secretary and Compliance Officer

Encl.: BRSR

Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27310WB1990PLC050000
2	Name of the Listed Entity	Tata Metaliks Limited
3	Year of incorporation	1990
4	Registered office address	Tata Centre, 10th Floor, 43, J.L.Nehru Road, Kolkata – 700071.
5	Corporate address	
6	E-mail	tml@tatametaliks.co.in
7	Telephone	033-66134200
8	Website	www.tatametaliks.com
9	Financial year for which reporting is being done	April 1, 2022 – March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	**a. BSE Limited** Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001. Tel.: +91 22 2272 1233; Fax: +91 22 2272 1919 Website: www.bseindia.com **b. National Stock Exchange of India Limited** Exchange Plaza, Plot No. C/1, G Block; Bandra-Kurla Complex, Bandra (E), Mumbai – 400 051. Tel.: +91 22 2659 8100; Fax: +91 22 2659 8120 Website: www.nseindia.com
11	Paid-up Capital	31,57,75,000
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. Avishek Ghosh, Company Secretary and Compliance Officer Tata Centre, 10th Floor, 43, J. L. Nehru Road, Kolkata – 700071. Tel.: 033-66134200 E-mail: tml@tatametaliks.co.in
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)	Standalone

II. Products/services

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

Sl. No.	Description of main activity	Description of business activity	% of Turnover of the entity
1	Pig iron (PI)	Manufacturing, distribution, sales and marketing of Pig Iron, Ductile Iron Pipe and allied accessories	42%
2	Ductile Iron Pipe (DIP)		58%

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

Sl. No.	Product/ Service	NIC Code	% of Turnover contributed
1	Pig Iron	24101	47%
2	Ductile Iron Pipe	24311	53%

III. Operations

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

Location	Number of plants	Number of offices	Total
India	1	4	5

17. Markets served by the entity:

a. Number of locations

Locations	Number
National	Pig Iron: https://www.tatametaliks.com/products/tata-efee-sales-network.aspx DI Pipe: https://www.tatametaliks.com/products/tata-ductura-sales-network.aspx#parentVerticalTab2
International	Pig Iron: https://www.tatametaliks.com/products/tata-efee-international-business.aspx DI Pipe: https://www.tatametaliks.com/products/tata-ductura-international-business.aspx#parentVerticalTab2

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

Amt in ₹ crores

Particulars	FY 2022-23	FY 2021-22
Exports Revenue	239	270
Total Revenue	3260	2746
% of exports in total revenue	~7%	~10%

c. A brief on types of customers

For PI business, our customers are mostly business entities.
For DIP business, our customers are business entities and we also get direct and indirect Government orders

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	1644	1595	97%	49	3%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	1644	1595	97%	49	3%
Workers						
4	Permanent (F)	1006	1001	99.50%	5	0.50%
5	Other than Permanent (G)	3301	3277	99.27%	24	0.72%
6	Total workers (F + G)	4307	4278	99.33%	29	0.67%

We strive to create a workplace that exudes acceptance and empathy irrespective of race, gender, disability or other needs. This is an ongoing process, aligned with our commitment towards providing equal access and opportunities and eliminating biases and discriminations. Dedicated policies and interventions are in place to foster diversity and inclusion. We have embarked on several sensitization initiatives across the organization and have inducted members from LGBTQ+ communities in our workforce during FY 2022-23. As part of Diversity and Inclusion approach, we have mapped our Transgender employees under their respective preferred genders.

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. of percentage of females	
		No. (B)	% (B / A)
Board of Directors	8	2	25
KMPs*	3	0	0

*Key Management Personnel includes Managing Director, Chief Financial Officer, and Company Secretary and Compliance Officer.

20. Turnover rate for permanent employees and workers

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.05	21.17	5.48	4.03	9.09	4.15	2.16	24.13	2.66
Permanent Workers	We do not calculate turnover of contract staff as they are hired for a fixed contract period.								

Note: Resignation (attrition) + Separation due to Retirement (OPR+NOPR)*.
*OPR - Officer on Permanent Role
**NOPR - Non-Officer on Permanent Role

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sl. 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 Steel Limited	Holding Company	60.03	Yes

The shareholding pattern as on March 31, 2023 is available on our website at https://www.tatametaliks.com/investor/shareholding-pattern/

VI. Corporate Social Responsibility Details

22.

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
(ii)	Turnover (in ₹)	32,59,56,97,246
(iii)	Net worth (in ₹)	15,79,47,17,007

VII. Transparency and disclosure compliances

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

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link)
Communities	Yes, Tata Metaliks has Grievance Redressal Mechanism in place to address grievances of the all stakeholder groups, including communities. The CSR initiatives of TML in its entirety leads engagement with community. Our societal commitment does not rest on impact-based initiatives alone. However, it dovetails the community needs considering environmental aspects with the organizational involvement, adding value in all initiatives. With our various social engagement initiatives, we continue to undertake focused interventions to support education, enhance employability through skill development trainings, and improve health by providing infrastructure for safe drinking water and sanitation. We are expanding our interventions under Entrepreneurship and Environment, addressing environmental concerns and linking it with income generation for local communities. We undertake need assessment surveys at periodic intervals to analyse community requirements vis-à-vis our capability to support them. These steps help us identify our CSR and Affirmative Action priorities. Furthermore, since TML is deeply intertwined with communities and team members are embedded in panchayats, there are continuous one-to-one interactions between communities and the TML CSR team. This enables continuous feedback on work done to flow back to the TML team including any grievances that communities may have. In most cases, the concerns are addressed swiftly to the satisfaction of relevant community.

FY 2022-23		FY 2021-22	
Number of complaints filed	Number of complaints pending resolution at the end of the year	Number of complaints filed	Number of complaints pending resolution at the end of the year
0	0	0	0

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link)
Investors & Shareholders	The Company has a Board-level Stakeholders' Relationship Committee ('SRC') which oversees the grievances redressal process of our Shareholders. The status on complaints and share transfers are reported quarterly to the Board. Tata Metaliks has also appointed R&D Infotech Pvt. Ltd. as the Registrar and Transfer Agents ('RTA') of the Company. The RTA acts as the single point of contact for all shareholder related complaints of the Company. RTA works closely with the Company Secretary to actively address and resolve all investor and shareholder grievances. In addition, Tata Metaliks has a dedicated investors relationship team to address investor queries. Key events organized includes Investor meets/Analyst conference calls, investor presentations, quarterly financial reports, annual reports etc. apart from annual general meetings.

FY 2022-23		FY 2021-22	
Number of complaints filed	Number of complaints pending resolution at the end of the year	Number of complaints filed	Number of complaints pending resolution at the end of the year
96	0	153	0

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link)
Employees and Workers	1. Tata Metaliks has a dedicated forum for all employee to submit their grievances. 2. Tata Metaliks also has a Whistle-Blower Policy and associated mechanisms to redress grievances of all stakeholders, including employees. The link to the Policy is available on the website and accessible at https://www.tatametaliks.com/wp-content/uploads/2023/02/whistleblower-policy-2.pdf 3. We have institutionalized a Contractor Safety Management Standard (CSMS), to oversee the aspect of contractor safety at our operations, with established policies and procedures on safety responsibilities for contractors and their employees. 4. L&D plays an important role across the broad spectrum of HR processes including recruitment, onboarding, performance management, promotion, and succession planning. Our L&D interventions cover the entire workforce in areas of skill and competency building, customer focus, innovation, health and safety, environment, business ethics and other relevant areas. Apart from meeting the current capability development needs, we emphasise strengthening technical and digital competency and development of target employee segments.

		FY 2021-22	
Number of complaints filed	Number of complaints pending resolution at the end of the year	Number of complaints filed	Number of complaints pending resolution at the end of the year
66	0	24	0

Note: Includes behavioral complaints, Human Resource related complaints, complains related to safety and improper use of Company facilities and whistle blower complaints.

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link)
Customers	Prompt and satisfactory resolution of customer complaint is considered as an enabler for Positive impact for improvement in services and enhancing customer engagement/ satisfaction. HOD is responsible for Complaint Management Process. The target time for resolution of complaints depends on the complaint category. Complaints are usually resolved within 21 days. If complaints are not acted upon within 15 days, they escalated internally for due redressal. The complaints are resolved by the QA Team and the M&S Team with a comprehensive determination process

FY 2022-23		FY 2021-22	
Number of complaints filed	Number of complaints pending resolution at the end of the year	Number of complaints filed	Number of complaints pending resolution at the end of the year
21	1	14	0

Note: The complaints cover various categories such as those related to, payments, order entry and fulfillment, product quality, logistics etc.

Stakeholder Group	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link)
Value Chain Partners	Yes. Vendor grievance is redressed in the following manner: The key vendor engagement activities are supplier reviews, audits and dialogues, vendor/supplier meets, Engagement calendar with key suppliers, structured supplier visits for evaluation, knowledge sharing and feedback. Vendors can also raise ethics related grievances. The process provides for a time bound resolution by a properly constituted committee.

FY 2022-23		FY 2021-22	
Number of complaints filed	Number of complaints pending resolution at the end of the year	Number of complaints filed	Number of complaints pending resolution at the end of the year
1	0	0	0

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

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

Tata Metaliks has a structured Materiality Assessment process to identify business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity for the Company. The assessment is conducted by external advisors, with the last assessment conducted in 2022.

Sl. 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)
Please refer to the sections on material issues and risk management in the Integrated Report					

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 National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements.

1. a) This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines for Responsible Business Conduct (NGRBC) Principles and Core Elements.

Tata Metaliks Policies	NGRBC Principle								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Affirmative Action Policy	✓		✓	✓	✓			✓	
Alcohol and Drugs Policy			✓						
Anti-Bribery and Anti-Corruption Policy	✓						✓		
Anti-Money Laundering Policy	✓								
Code of Corporate Disclosure Policy	✓			✓			✓		
Corporate Social Responsibility Policy				✓				✓	
Privacy Policy									✓
Dividend Distribution Policy				✓					
Document Retention and Archival Policy	✓								
Energy Policy		✓				✓			
Human Resource Policy			✓						
Information Security Policy									✓
Prevention of Sexual Harassment (POSH) at Workplace			✓		✓				
Policy for determining 'Material' subsidiaries	✓			✓					
Policy for Consideration and Approval of Related Party Transactions	✓								
Policy on determination of Materiality for Disclosures	✓			✓					
Policy on Appointment and Removal of Directors	✓								
Risk Management Policy		✓							
Safety Principles & Occupational Health Policy		✓	✓						
Tata Code of Conduct	✓	✓	✓	✓	✓	✓	✓	✓	✓
Whistle-Blower Policy	✓		✓	✓			✓		✓

P1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2: Businesses should provide goods and service in a manner that is sustainable and safe
P3: Businesses should respect and promote the well-being of all employees, including those in their value chains
P4: Businesses should respect the interests of and be responsive to all its stakeholders
P5: Businesses should respect and promote human rights
P6: Businesses should respect and make efforts to protect and restore the environment
P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8: Businesses should promote inclusive growth and equitable development
P9: Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	Principles								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
b. Has the policy been approved by the Board? (Yes/No)	The overall responsibility for implementation of TML's key sustainability related policies rests with various Board committees: The **Corporate Social Responsibility (CSR) Committee** is to govern and review the CSR responsibilities of the Company from time to time. The CSR Committee recommends the Annual Business Plan for CSR to the Board for its approval. The plan includes resource requirements and allocation across interventions and locations. The **Risk Management Committee (RMC)** is responsible for framing, implementing and monitoring the risk management policy of the Company. The terms of reference of the RMC is to oversee key risks, including strategic, financial, operational and compliance risks, assist the Board in framing, implementing and monitoring the Risk Management Plan for the Company and reviewing and guiding the Risk Policy and developing risk management policy and risk management system framework for the Company. The **Stakeholders Relationship Committee** is to consider and resolve the grievances of the shareholders, debenture holders and other security holders of the Company, including complaints relating to non-receipt of annual report, transfer and transmission of securities, non-receipt of dividends/interests and such other grievances. The **Safety, Health and Environment (SHE) Committee** is to oversee the policies relating to Safety, Health and Environment and their implementation. Some of the key policies approved by Board or various Board committees are: 1) Anti-Bribery and Anti- Corruption Policy 2) Anti-Money Laundering Policy 3) Prevention of Sexual Harassment (POSH) at Workplace Policy 4) Corporate Social Responsibility Policy 5) Information Security Policy 6) Risk Management Policy 7) Policy on determination of Materiality for Disclosures The remaining policies are approved by the Managing Director of the Company.								
c. Web Link of the Policies, if available	The Policies covering these principles are available on the Company's corporate website under 'Our Policies' section. Link- https://www.tatametaliks.com/corporate/policies/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	All the policies of the entity have been translated into procedures, which are in various stages of implementation. There are various executive committees designated with specific responsibilities have also been constituted for operationalizing these Policies, called Apex Committees and Sub Committees.								
3. Do the enlisted policies extend to your value chain partner? (Yes/No)	Policies on TCoC, Prevention of Sexual Harassment, Whistle-blower Policy and Anti-Bribery and Anti-Corruption, are extended to value chain partners . In case any vendor either does not accept Tata code of conduct or is in its breach, the relationship is terminated.								
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The IMS policy covers all national, international standards, ILO, including ISO 9001, 14001, 45001 and SA 8000:2014.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer the Integrated Report for more details								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Disclosure Questions	Principles								
	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) The Company, as a responsible Corporate, remains committed to a holistic and integrated approach towards imbibing Environmental, Social and Governance (ESG) principles in its businesses to impact the value chain and its key stakeholders, through its strategic pillar of 'Responsible Corporate Citizenship'. The Company strives to be an industry-benchmark in areas of safety, health and environment. The Company remains focused & has developed a roadmap to be carbon neutral. The Company remains committed towards ethical business practices and towards developing a responsible value chain. The Company provides its employees and associates with working conditions that are safe, healthy and fair, & drives initiatives through its the strategic pillar of 'Robust People Practices'. With a view to enhancing the livelihoods of the communities around its plant, the Company has impact based CSR interventions, Affirmative Action guidelines, Diversity & Inclusion initiatives and other Policies, aided by well-defined governance practices in line with the "Tata Code of Conduct" Tata Metaliks considers Cyber Security as foundational requirement of IT & Digital strategy and has invested substantially on the same thereby security posture of internal & external stakeholders information is maintained with due level of protection and control.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The overall responsibility for implementation of TML's key Business Responsibility related policies rests with various Board committees: 1) The CSR Committee is to govern and review the CSR responsibilities of the Company from time to time. The CSR Committee recommends the Annual Business Plan for CSR to the Board for its approval. The plan includes resource requirements and allocation across interventions and locations. 2) The RMC is responsible for framing, implementing and monitoring the risk management policy of the Company. The terms of reference of the RMC is to oversee key risks, including strategic, financial, operational and compliance risks, assist the Board in framing, implementing and monitoring the Risk Management Plan for the Company and reviewing and guiding the Risk Policy and developing risk management policy and risk management system framework for the Company. 3) The SRC is to consider and resolve the grievances of the shareholders, debenture holders and other security holders of the Company, including complaints relating to non-receipt of annual report, transfer and transmission of securities, non-receipt of dividends/interests and such other grievances. 4) The SHE Committee is to oversee the policies relating to Safety, Health and Environment and their implementation. **Executive implementation & oversight:** Mr. Alok Krishna, Managing Director is the highest authority responsible for implementation and oversight of the all policies in Tata Metaliks.									
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.	The overall responsibility for implementation of TML's key sustainability related policies rests with various Board committees: 1) The CSR Committee is to govern and review the CSR responsibilities of the Company from time to time. The CSR Committee recommends the Annual Business Plan for CSR to the Board for its approval. The plan includes resource requirements and allocation across interventions and locations. 2) The RMC is responsible for framing, implementing and monitoring the risk management policy of the Company. The terms of reference of the RMC includes to oversee key risks, including strategic, financial, operational and compliance risks, assist the Board in framing, implementing and monitoring the Risk Management Plan for the Company and reviewing and guiding the Risk Policy and developing risk management policy and risk management system framework for the Company. 3) The SRC is to consider and resolve the grievances of the shareholders of the Company, including complaints relating to non-receipt of annual report, transfer and transmission of securities, non-receipt of dividends/interests and such other grievances. 4) The SHE Committee is to oversee the policies relating to Safety, Health and Environment and their implementation.									

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	The Senior Management of the Company regularly reviews the performance of the Company against various policies. Key aspects of such reviews are also updated to the Board and various Board Committees by the Management from time to time.									On a continuous basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director/ Chief Financial Officer / Company Secretary and Compliance Officer to the Board of Directors.																	

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.

The Company conducts periodic review of the charters, policies internally by the Senior Management and Board Committees. TML consults with external agencies as and when required.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	During the year, the BOD of the Company has devoted time on various matters relating to various issues pertaining to safety, health, environment, business, governance and operations.		100%
Key Managerial Personnel	Aspects of Anti Bribery & Anti-Corruption (ABAC) policy, NGRBC policy, and TCOC has been discussed with KMPs and senior management		100%
Employees and workers	There is a dedicated leadership development team which organized signature leadership programs for senior management covering topics such as Sustainability, Product Innovation, Culture, Human behavior, Strategy and Organization development. Throughout the year multiple remote and classroom sessions were conducted on mandatory topics such as Safety, Tata Code of Conduct, Anti-bribery and Anti-Corruption, Conflict of Interest, Sexual harassment policies for the employees and workers across management and non-managerial levels respectively. Broadly the training programmes conducted by the learning and development team for employees and workers can be classified into technical and managerial courses which have strong focus on capability development in all functional areas across the levels.		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):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	0	Nil	Not Applicable
Settlement	Nil	Nil	0	Nil	Not Applicable
Compounding Fee	Nil	Nil	0	Nil	Not Applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Not Applicable
Punishment	Nil	Nil	Nil	Not Applicable

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

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

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

Yes, Tata Metaliks has an Anti-Bribery and Anti-Corruption (**"ABAC"**) Policy.

The Company communicates, creates awareness, and disseminates the ABAC Codes to all its employees, vendors, suppliers through e-modules.

The purpose of this ABAC Policy is to ensure that the Company conduct(s) its operations and business activities in consonance with applicable laws, highest ethical standards and ensure(s) the prevention, detection of fraud, bribery and corruption.

This ABAC Policy is applicable to all individuals working at all levels and grades, including directors senior executives, senior managers, officers, employees consultants, contractors, trainees, interns, seconded staff, casual workers and agency staff, agents, business partner, service provider, professional associate, and such other relevant persons, third parties or company associated with TML, including those acting on behalf of TML and as maybe designated by the Compliance Officer / Ethics Counsellor from time to time.

Weblink: https://www.tatametaliks.com/static-files/pdf/policies/AB-AC-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 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23		FY 2021-22	
	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**

Not Applicable

Leadership Indicator

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

   Majority of the awareness programmes conducted for value chain partners can be broadly classified into three segments i.e. Safety, Ethics and Business Responsibility.

   a. **Safety:** TML remains resolute to achieve 'Zero Harm' and become an leader in its Industry in Safety and Health. It has established safety policies that provide clear direction, aided by a sound safety governance structure, with a robust management & reporting systems, training and communication mechanisms, along with well-defined performance measures and indicators to track its Safety & Health performance.

      Tata Metaliks' value-based system drives its safety culture with risk-based thinking being reinforced in recent years at its location. The Company's integrated value chain, from procurement, manufacturing, to the delivery of products to customers, as well as project requirements for growth and expansion, demand constant oversight on Safety & Health to achieve its goal.

      Be it the deployment of Process Safety framework or developing capabilities through Safety Excellence Journey or ensuring business continuity during emergency situations we, as an organization, are focused towards making safety a way of life. Digital solutions reiterate our commitment towards culturally future ready. Few strategic interventions are simplification of safety standards and development of E learning modules, reward & recognition policy, intelligent video analytics to improve road safety etc.

      Behavioural safety along with the operation of heavy vehicles, mobile equipment and moving machinery remain continuing challenges for the Company. TSL strives to address these by promoting a risk-based thinking culture, leveraging digital technologies and pursuing strategic interventions.

   b. **Ethics:** Vendor partners frequently undergo awareness sessions on Anti-bribery and Anti-corruption Policy, Tata Code of Conduct and sexual harassment policies as well. Various awareness sessions on ABAC & TCoC. The key engagement with value chain partners include supplier reviews, audits and dialogues, vendor/ Supplier meets, engagement calendar with key suppliers, structured supplier visits for evaluation, knowledge sharing and feedback. Most vendor communication happens through:

      - Emails and phone calls
      - Newsletter for customers
      - Visit to value chain partners' premises;
      - Customer/Dealers' Meet, Supplier/Contractors' Meet, Transporters' Meet; and
      - Participation in Ethics Month celebration in July every year.

   c. **Business Responsibility:** We at TML believe in making vendors aware on time-to-time basis during vendor visits, partner's meet and courtesy visits in the Company premises, this is an ongoing journey for us.

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

   Yes, the Company has in place a Code of Conduct for all its Directors which articulates that the Directors of the Company will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company.

   Should any actual or potential conflicts of interest arise, the concerned Director must immediately report such conflicts and seek approvals as required by applicable law and Company policy.

The Company receives an annual declaration from its Board of Directors and senior management personnel confirming adherence to the Code of Conduct which includes the provisions on dealing with conflict of interest.

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

Essential Indicator

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 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	R&D is done in collaboration with Tata Steel teams		
Capex	4%	4%	Includes Environment, Safety and Employee Welfare initiatives.

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

Yes, Our supply chain is complex, covering from raw material procurement to production, quality assurance, regulatory compliance, and distribution.

We are committed to sourcing raw materials from suppliers responsibly. We consistently strive to increase the strength of our supply chain through a culture of partnership to offer our customers consistent quality products while assisting them in achieving their own sustainability goals for a common shared purpose.

We strive to maintain an ethical supply chain decrease environmental impact, and support employees and AA communities. This is accomplished by:

- Policies and Commitments in connection with ethical procurement and supplier involvement
- Partners and Systems that complement our own and our stakeholders' commitments to sustainability.
- Internationally recognized certifications

This is also in line with the guidelines of GreenCo Supply Chain Management, which we have started from current FY.

Tata Metaliks expects its suppliers to abide by ethical, social, safety, and security standards for transparent, hassle free and long-term business relationships. During their onboarding, all suppliers sign declarations to be complying with Tata Code of Conduct and Social Accountability Standard (SA8000) on areas such as child labor, forced or compulsory labor, health & safety, money laundering, bribery, gifts & hospitality, and human rights etc. They also commit to having systems for monitoring and analyzing and taking corrective actions. Moreover, we only award critical work to suppliers who conform to our internal standard on safety.

b. **If yes, what percentage of inputs were sourced sustainably?**
We have started the journey towards sustainable sourcing. Few initiatives includes procurement of sustainable products, 5-star rated electrical items, reduction of packaging material, replacement of packaging wood, reclamation of used sand and recycling, etc. Developing local and corporate vendors will be the key to substitution of Imported Materials. It is mandatory for our suppliers to declare their commitments to our sustainability expectations during registration. 100% of our inputs are sourced through suppliers who commit to our guiding principles by providing declarations during the registration phase.

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.**

Due processes and compliances, as required under applicable Acts and Rules framed thereunder are in place. Process generated waste are primarily recycled back into the sintering process. Hazardous waste, E-waste & bio-medical waste are being disposed off through authorized agency. The Company has deployed a digital waste management portal to further ensure timely disposal of wastes under applicable laws.

We remain committed to optimise water consumption, reduce wastes, reduce carbon and energy footprints. Our Board has adopted a long-term decarbonisation strategy for becoming carbon neutral in line with United Nations Sustainable Development Goals (UNSDGs).

Tata Metaliks has a framework in place to adopt recycled products, recyle e-waste, and hazardous waste in a safe manner. For the disposal of such waste, the Company contracts with authorised recyclers and files returns with the appropriate statutory bodies. Tata Metaliks has optimised its processes to the point where the majority of the waste produced is recycled and reused in its own operations.

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.**

Extended Producer Responsibility (EPR) is not applicable.

Leadership Indicator

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

Life cycle assessment (LCA) is a powerful tool for identifying opportunities to reduce the environmental impact of a product throughout its life cycle.

NIC Code	Name of product/ service	% of total Turnover contributed	Boundary for which LCA was conducted	Whether conducted by an independent external agency	Results communicated in public domain
24101	Pig Iron	42%	Cradle to Gate	Yes	Not yet
24311	Ductile Iron Pipe	58%	Cradle to Ground		

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

Name of product/ service	Description of the risk/ concern	Action Taken
No such significant concern arising from production or disposal of the product.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Iron ore fines, coke fines and bearing sludge material (containing iron & Carbon)	99%	98%

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

Particulars	FY 2022-23			FY 2021-22		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastic (including packaging)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed product and their packaging material as a % of total product sold in respective category
Not Applicable	

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

Essential indicators

I. a. Details of measures for the well-being of employees

Category	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1595	1595	100%	1595	100%	NA		1595	100%	1595	100%
Female	49	49	100%	49	100%	49	100%	NA		49	100%
Total	1644	1644	100%	1644	100%	49	100%	1595	100%	1644	100%
Other than Permanent employees											
Male	NIL										
Female											
Total											

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

Category	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1001	1001	100%	1001	100%	NA		0	0	1001	100%
Female	5	5	100%	5	100%	5	100%	NA		5	100%
Total	1006	1006	100%	1006	100%	5	100%	0	0	1006	100%
Other than Permanent workers											
Male	3277	3277	100%	3277	100%	NA		-	-	-	-
Female	24	24	100%	24	100%	24	100%	NA		-	-
Total	3301	3301	100%	3301	100%	24	100%	-	-	-	-

Note: Health, accident, Maternity insurances and other benefits for Contact Labours are covered under ESIC. All Contract Labours are covered under Suraksha Scheme in case of death & hospitalization.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund Benefits	100%	100%	No, Exempted PF	100%	100%	No, Exempted PF
Gratuity Benefits	100%	100%	Yes, with LIC	100%	100%	Yes, with LIC
Employees' State Insurance Benefits	Covered as per rules	Covered as per rules	Labour Welfare Board, WB Govt.	Covered as per rules	Covered as per rules	Labour Welfare Board, WB Govt.
Post Retiral Medical Benefits	Only Officers are covered under either hospitals or Co-shared Mediclaim Schemes	Only Officers are covered under either hospitals or Co-shared Mediclaim Schemes	NA	Only Officers are covered under either hospitals or Co-shared Mediclaim Schemes	Only Officers are covered under either hospitals or Co-shared Mediclaim Schemes	NA
Others	a. NPS Scheme is offered to Officers b. Earned Leaves are encashed at retirement c. Superannuation account for Officers who have opted for it	a. NPS Scheme is offered to Officers b. Earned Leaves are encashed at retirement c. Superannuation account for Officers who have opted for it	a. NPS account maintained with ICICI Bank b. Leave is not funded c. Superannuation account is with LIC	a. NPS Scheme is offered to Officers b. Earned Leaves are encashed at retirement c. Superannuation account for Officers who have opted for it	a. NPS Scheme is offered to Officers b. Earned Leaves are encashed at retirement c. Superannuation account for Officers who have opted for it	a. NPS account maintained with ICICI Bank b. Leave is not funded c. Superannuation account is with LIC

3. Accessibility of workplaces

Tata Metaliks does not have any differently abled employees for the year under review but we do ensure that our locations are fit to be safely assessable by differently abled employees The Company has taken steps to comply with the Rights of Persons with Disability Act, 2016 (RPwD Act) across its sites and locations.

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.**

Equal opportunity is covered as part of our Tata Code of Conduct (TCoC). The Company provides equal opportunities to all its employees. It does not discriminate on any ground including race, caste, religion, colour, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable laws.

TML recognizes the value of diverse workforce. It is committed to providing equal opportunities in employment and creating an inclusive workplace and work culture in which all employees are treated with respect & dignity. It strives to ensure that the Company's workforce is representative of all sections of the society and proactively works towards ensuring fair representation of differently abled within its workforce. TML's decisions on employment, career progression, training or any other benefits are solely based merit.

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

	Permanent Employees		Permanent Workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Worker Other than Permanent Worker Permanent Employees Other than permanent employees	Yes, on receipt of any concern through email, letter, web helpline, oral, etc., it is registered by the Ethics Counselor (EC) and anything outside the purview of the TCoC is informed back to the complainant. For complaints which are within the purview of TCoC and merit further investigation, an investigation team is assigned. The investigation is conducted by gathering the data, validating, analysing and gives his observations and recommendations. The investigation report is further reviewed by the EC and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by the MD, the Audit Committee and the Board, where necessary.

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

Benefits	**FY 2022-23**			**FY 2021-22**		
	Total employees/ Workers in respective category (A)	**No. of employees/ Workers in respective category who are part of association or union (B)**	**%**	**Total employees/ Workers in respective category (C)**	**No. of employees/ Workers in respective category who are part of association or union (D)**	**%**
Total Permanent Employees	1644	1006	61%	1646	979	59%
Male	1595	1001	63%	1597	974	61%
Female	49	5	10%	49	5	10%
Total Permanent Workers	1006	858	85%	1006	715	71%
Male	1001	855	85%	1001	712	71%
Female	5	3	60%	5	3	60%

8. Details of training given to employees and workers

Category	FY 2022-23			FY 2021-22		
	Total Number	On health and safety measures (%)	On skill upgradation (%)	Total Number	On health and safety measures (%)	On skill upgradation (%)
			Employees			
Male	1595	100%	81%	1597	100%	95%
Female	49	100%	86%	49	100%	92%
Total	1644	100%	81%	1646	100%	95%
			Workers			
Male	1001	100%	81%	1001	100%	90%
Female	5	100%	100%	5	100%	100%
Total	1006	100%	81%	1006	100%	90%

100% employees and workers have been given training for health and safety measures.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
			Employees			
Male	1595	1595	100%	1597	1530	96%
Female	49	49	100%	49	36	73%
Total	1644	1644	100%	1646	1566	95%
			Permanent Workers			
Male	1001	1001	100%	1001	973	97%
Female	5	5	100%	5	5	100%
Total	1006	1006	100%	1006	978	97%

10. Health and safety management system:

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

Yes, Tata Metaliks has implemented an occupational health and safety management system. The system is based on the ISO 45001:2018 and SA8000 norms and is designed to ensure that the Company meets its legal obligations and provides a safe and healthy working environment for its employees.

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

Tata Metaliks places the highest emphasis on Safety & Health of its workforce and has implemented several measures to ensure that Safety is a priority in all its operations to attain the ultimate Goal of 'Zero Harm'.

The Company has introduced a Recalibrated Risk Matrix to improve its Hazard Identification and Risk Assessment process and has aligned itself with Tata Steel's Environment, Health, and Safety (EHS) risk management framework to assess risks associated with all activities.

Our commitment to Safety is demonstrated through continuous efforts to enhance its Safety culture and reduce risks through strategic interventions. The Company employs several proactive safety tools to ensure 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. (Y/N)

Yes, all employees have access to report incidents and near-misses through an IT-enabled platform to enable prompt reporting, investigation and learning. We follow a reporting and investigation process to identify the root cause of any incidents and to implement corrective and preventive measures to prevent recurrence of similar incidents. The reporting and investigation process is aligned with the incident investigation procedures outlined in the Tata Steel Incident Management System.

In addition to these reporting mechanisms, TML also conducts regular safety audits, safety assessments and safety walk-downs to identify and address any safety risks in the workplace. These audits and assessments are performed by internal safety auditors and external safety experts, and the findings are used to improve the safety management system.

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

Yes, all employees are covered under medical insurance and ESI scheme as per their entitlement. Employees also benefit by the hospital tie-ups of the Company. Consultation of doctors through Visit App is also available for officers and supervisors.

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

Safety incident/ number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency rate (LTIFR) (per one million person hours worked)	Employees	0	0
	Workers	0.27	0.15
Total recordable work-related injuries	Employees	12	10
	Workers	10	17
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Safety & Health of the workforce is fundamental to the creation of sustained business value at TML.

In line with our organisational objective of Zero Harm, we have made steady progress in the last few years. We remain focused on our safety objective and are building our safety leadership and capabilities by investing in learning and digital. Some of the key highlights include:

- Trainings through e-learning and Virtual Reality module on safety standards
- Need-based trainings and 'Adhinayak' training for workers
- 'Go and see' different industries and academia to consider adoption best technologies to enhance safety enablers
- Increased trainings on process safety
- Skill-based training for various shop floor activities
- Increased focus on Machine Guarding and LOTOTO
- Contractor supervisor training from J N Tata Vocational Training Institute (JNTVTI)

We have an effective and outcome-based governance structure driven by the Safety, Health and Environment Committee of the Board (chaired by a Non-Independent Director) and the Apex SHE Committee (Chaired by Managing Director). Their directions and guidance are cascaded through Divisional Implementation Committee (DIC) chaired by relevant divisional Vice Presidents through monthly reviews, which are then executed across the organization. A value-based safety culture and promoting for risk-based thinking is being reinforced through, six long term safety strategic priorities. We are relentlessly striving to make safety a non-negotiable aspect of the business and take it to the next level of maturity. Robust people practice is one the strategic objective of TML. The action plans flow from strategic objectives and prepare the Seven Corporate Safety and Health strategy. At the deployment level, the seven long term safety strategy are supported with several initiative in our Safety Excellence Journey.

- Build Safety Leadership capability at all levels to achieve Zero harm.
- Improve Competency and Capability for hazard identification & risk management.
- Achieve Zero harm to contract employees by Strengthening deployment of contractor Safety Management Standard
- Improve culture of consciousness and ownership of Safety by embracing the commitment of **"I am Conscious, and I am the Owner of Safety"**
- Improve Road & Rail Safety
- Establish Industrial Hygiene and Improve Occupational Health

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

Category	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of the year	Filed during the year	Pending resolution at the end of the year
Working condition	150	0	120	0
Health & Safety	15	0	10	0

14. Assessments for the year:

	% of plant and offices that were assessed (by entity or statutory authority or third party)
Health and safety practices	100%
Working conditions	100%

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.

All safety incidents and near-misses are investigated, and risk mitigation is done through the incident classification, reporting & investigation safety standard. This is supported by the safety IT system, and the Environment, Health and Safety recalibrated risk assessment system.

All Opportunities for Improvement identified during internal and external assessments are captured and addressed through the established framework.

Corrective actions and its horizontal deployment are a continuous process and is also carried out in consultation with Tata Steel to leverage synergies.

Leadership Indicator

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

A) Employees – Yes

B) Workers – Yes

Yes, The Company has due framework in place to provide financial assistance to the legal dependents in case of death while in service. Various family benefit schemes are provided depending on the applicability. For non-permanent workers, Tata Metaliks has a best in class Suraksha Scheme which provides financial stability to the worker's family in case of death of the worker while at workplace.

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

The contract agreement between Tata Metaliks and suppliers incorporates statutory provisions including payment and deduction of statutory dues. The suppliers are responsible for adherence to various statutes required for their operations while TML is responsible as a principal employer.

TML has a well-established procedure to ensure compliance of all statutory provisions of suppliers who operate in our premises including ensuing payments and wellbeing of suppliers' workers. Our Contractor Management cell drives compliance of statutory dues of the suppliers' workers in our premises. The suppliers are mandated to pay dues such as PF, ESI, etc. in due time and is duly verified by the respective Contract Labour Management team.

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

The Company has in place a 'Suraksha Scheme', to protect families of contract workmen through assured compensation in the event of a distressing fatality. This scheme is aimed to support the contract labourer/ his/her family in case of serious accident resulting in permanent loss of earning capacity of 50% or more/ death arising out of an accident in Company's work premises.

	Total number of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	12	10	0	0
Workers	11	8	0	0

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

Personnel in certain position/ role may be retained by the Company, basis its need.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	All value chain partners are assessed periodically on their health & safety practices and working conditions. Adhering to the requirement of SA8000/OHSAS 18001/ISO 45001 certifications is encouraged through implementation of internal standards and third-party assessments.
Working conditions	

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

There are no significant risks/ concerns arising from assessment of health and safety practices and working conditions of value chain partners.

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

Essential Indicator

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

Tata Metaliks conducts materiality assessment exercise with key stakeholder groups to identify the issues that could have a material impact on its value creation abilities. The issues are revisited regularly to understand their degree of importance in the current external and internal context and are incorporated accordingly into strategic priorities.

Internal and external group of stakeholders have been identified. Presently, the stakeholder groups have the immediate impact on the operations and working of the Company. This includes Employees, Shareholders, Customers, Communities, Suppliers, Partners and Vendors.

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

Please refer to the stakeholder engagement section of Integrated Report

S. No.	Stakeholder Group	Engagement Forum	Frequency
1	Investors	Investor meets/Analyst conference calls	As and when required
		Annual general meeting	Annual
2	Community Representatives	• Employee volunteerism • Collaboration with Tata Strive and various NGOs • Periodic cultural meets • Regular meetings and workshops • Communication and engagement campaigns	Public hearings as per regulatory requirement, other community meetings as per required frequency
3	Suppliers	• Supplier reviews, audits and dialogues • Vendor/Supplier meets • Engagement calendar with key suppliers • Structured supplier visits for evaluation, • knowledge sharing and feedback	As per team plan/ weekly/ monthly/ quarterly/ annual
4	Customers	• Customer-specific operational meetings • Customer meets and plant visits • Webinars and training sessions • Tata eFee trials at customer sites to demonstrate energy efficiency • Technical support • Industry networks	Need based/ As per team plan/ Annual/ Bi-annual
5	Regulatory Authorities/ Government	• Need-based interactions • Structured stakeholder engagement plan • Meetings with local bodies	On a continuous basis
6	Employees and workers	• Regular staff meetings • Team building • Talent development and strategic planning sessions • R&R functions • Reverse mentoring	As per team plan/ weekly/ monthly/ quarterly/ annual

Leadership Indicators

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

During FY 2021-22, TML conducted a fresh independent material assessment of key issues, risks, opportunities and the potential concerns to facilitate the decision-making process in order to have an independent process for selecting and prioritizing material topics for sustainability disclosure, strategy, implementation, and monitoring.

A cross-departmental discussion was held to identify the stakeholders who would be involved in the materiality evaluation. Based on this activity, the major stakeholders to be included in the stakeholder engagement process, as well as the criteria to be used in selecting an acceptable stakeholder size, were selected. The Global Reporting Initiative (GRI) criteria was used to identify the topics for stakeholder engagement. The stakeholder engagement questions were designed with two criteria in mind: relevance and impact. The first query focused on the topic's importance to the stakeholder and its reason for relevance. The second question was on the topic's predicted impact on TML based on the perceived likelihood of occurrence, size of impact, and type of impact. All replies were to be supplied on a scale of 1-5, with 1 representing extremely low and 5 representing very high, or on pre-defined non-numeric drop-down response alternatives. During the stakeholder engagement, internal and external stakeholders offered feedback. Structured stakeholder involvement was carried out using excel-based forms and internet questionnaires. Structured telephone input was obtained from Independent Directors, and an in-person conversation with the Managing Director also aided the overall assessment outcome.

The process of defining material aspects, including stakeholder engagement, is a highly strategic one for a Company, and its results are incorporated by the Company for creating overall strategy, risk management, relationships, communications, and design of products/ services keeping the product's sustainability impacts in mind. The outcomes of this materiality for TML have paved the way for strategy and policy governing the management of these issues internally and influences TML's ongoing engagements with the specific stakeholder categories. These have enabled TML to develop their strategy for action on the high priority issues.

In addition to the Materiality Exercise, key Tata Metaliks Board committees engage deeply on various environmental, and social topics. The key committees looking at these issues are:

i. **Corporate Social Responsibility (CSR) Committee** is to govern and review the CSR responsibilities of the Company. Under the guidance of the Committee, TML has undertaken prioritization of its CSR initiatives. This prioritization is based on multiple factors, including feedback sought from the community and voluntary impact assessment.

ii. **Risk Management Committee (RMC)** is responsible for framing, implementing and monitoring the Risk Management Policy of the Company.

iii. **Stakeholder Relationship Committee (SRC)** is to consider and resolve the grievances of the shareholders of the Company.

iv. **Safety, Health and Environment Committee (SHE)** oversees various Safety, Health and Environment related initiatives of the Company.

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

Yes, through materiality engagement study, the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics. TML relies on the outcome of the stakeholder's consultation undertaken during the Materiality exercise to identify its key policies and activities on environmental, and social topics. Following on from the Materiality Exercise, for all the identified areas, TML has identified and adopted ambitious targets. TML has also put in initiatives to achieve these targets, which have been articulated in various sections of the Report.

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

The Company in its constant endeavor to uplift its surrounding communities has a dedicated procurement team which collaborates with the CSR team under Entrepreneurship pillar of AA activities. Some of them are doing business with the Company for the last 10 years. Various vendors from AA Community are presently registered in the Company. Additionally, the Company also promotes formation of cooperatives with local people for service contracts.

The value proposition of TML's engagement with the community is to enable lasting betterment in the well-being of communities in the operating region through regional development models prioritizing the excluded and those proximate to business operations.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicator

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

All our employees and workers are provided training on the Tata Code of Conduct, which cover key human rights issues, and Prevention on Sexual Harassment trainings, from time to time.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Permanent Employees	1644	1562	95%	1597	1514	95%
Permanent Workers	1006	855	85%	1006	905	90%

Note: The trainings are extended to the Contract Workers as well and we covered approximately 75% during FY-23.

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/D)
Employees										
Permanent	100% of employees and workers are paid equal to or more than the minimum wage									
Male										
Female										
Other than permanent										
Male										
Female										
Workers										
Permanent	100% of employees and workers are paid equal to or more than the minimum wage									
Male										
Female										
Other than permanent										
Male										
Female										

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

	Male		Female	
	Number	Median remuneration/ Salary/ wages of respective category (₹ p.a.)	Number	Median remuneration/ Salary/ wages of respective category (₹ p.a.)
BOD[1]	6	19,35,000	2	7,70,000
KMP	3	1,17,10,578	0	NA
Employees including KMP (Permanent employees other than permanent workers)	591	9,66,216	43	6,61,867
Permanent Workers	1,001	4,94,333	5	3,68,045

Note (1) Remuneration of Board includes remuneration of all Directors, including remuneration paid to the Managing Director.

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

Yes. Tata Metaliks, has adopted the Tata Code of Conduct (TCoC), which recognizes upholding of human rights as an integral aspect of doing business. It is committed to respect and protect human rights and remediate adverse human rights impacts resulting from or caused by our businesses.

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

TML believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity and ethical behavior. Towards this end, the Company has adopted the Tata Code of Conduct (TCoC), which lays down the principles and standards that should govern the actions of the Company and its employees. Any actual or potential violation of the Code, howsoever insignificant or perceived as such, is a matter of serious concern for the Company.

TML is committed to providing a safe and positive work environment. The Company complies with SA8000 Standards and has put in place robust Corporate Governance model with defined roles and responsibilities at the Board, Management level Committees as well as at employee level.

TML also obtain declarations from all the value chain partners regarding various guidelines like SA8000 and ISO requirements. Moreover, all our value chain partners have to affirm compliance with the Tata Code of Conduct. Any non-compliance leads to appropriate action as per consequence management framework.

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

Benefits	FY 2022-23		FY 2021-22	
	Filed during the year	Pending resolution at the end of the year	Filed during the year	Pending resolution at the end of the year
Sexual Harassment	1	1	1	1
Discrimination at workplace	0	NIL	0	NIL
Child labour	0	NIL	0	NIL
Forced labour/ Involuntary labour	0	NIL	0	NIL
Wages	0	NIL	0	NIL
Other human rights related issues	0	NIL	0	NIL

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

As part of Whistleblower Policy and POSH Policy, Tata Metaliks has a section mentioned on the protection of identity of the complainant. All such matters are dealt in strict confidence. Also, as part of its Code of Conduct, the Company does not tolerate any form of retaliation against anyone reporting legitimate concerns. Anyone involved in targeting such a person will be subject to disciplinary action.

TML encourages its employees, customers, suppliers and other stakeholders to raise concerns or make disclosures when they become aware of any actual or potential violation of our code, policies or law.

Regular awareness and training sessions are conducted to ensure that the employees are fully aware of the aspects of sexual harassment and of the redressal mechanism.

Under the POSH Policy, any employee can lodge a complaint of sexual harassment to the chairperson or to any member of the Internal Committee. After having heard both the complainant and respondent, the Internal Committee (IC) thoroughly investigates (meet the complainant, enquire into evidence provided, meet the witnesses, consult with experts etc.) the complaint and make a report of its findings, which is submitted to the Management. In case the complaint registered is found to be frivolous or false or was made with a mischievous intention, the complainant will be liable to face strict disciplinary action. The Company ensures that any employee who is a part of the investigations is not victimized or subjected to any unfavorable treatment.

Under the Whistleblower Policy, complete protection is given to Whistleblowers against any unfair practice like retaliation, threat or intimidation of termination/suspension of service, disciplinary action, transfer, demotion, refusal of promotion, or the like, including any direct or indirect use of authority to obstruct the Whistleblower's right to continue to perform his/her duties/functions including making further Protected Disclosure(s). The Company takes requisite steps to minimize difficulties, which the Whistleblower may experience as a result of making the Protected Disclosure(s). Thus, if the Whistleblower is required to give evidence in criminal or disciplinary proceedings, the Company arranges for the Whistleblower to receive support about the procedure, etc. The identity of the Whistleblower is kept confidential to the extent possible and permitted under law.

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

Yes, human rights requirements form part of our business agreements and contracts. Tata Metaliks has Social Accountability Policy (Human Rights at Workplace). The terms of contract or purchase order copy submitted to vendors has the clause for complying to SA 8000 and it is mandatory for all vendor partners to comply with requirements of aforesaid as per checklist submitted to them.

SA 8000 Policy covers various aspects of Human Rights such as Child Labour, Forced or Compulsory Labour, Health & Safety, Freedom of association, Non-Discrimination, Disciplinary practices, Security practices, Working hours, Compensation Practices, Supply chain practices and Management System.

TML has specific clauses as part of the TCoC included in the business agreements and contracts / purchase orders. Human Rights also form a part of the TCoC. The TCoC can be accessed at https://www.tatametaliks.com/static-files/pdf/TCOC.pdf

9. Assessments for the year:

	% of plant and offices that were assessed (by entity or statutory authority or third party)
Child labour	TML is guided by Tata Code of Conduct, SA 8000 and Human Resource Policy which are applicable to all its employees and value chain partners. There are routine internal process evaluations under the overall umbrella of TCoC. External assessments are conducted on need-basis.
Forced/ involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – to specify	

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

Not Applicable. However, being a responsible Corporate, we continue to monitor and build capability of our value chain partners.

Leadership Indicators

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

No such grievances on Human Rights violations. Some key processes that have been adopted over the last several years with an objective to address human rights grievances/complaints, are as below:

a. Statutory rights of contractual employees are addressed through grievance redressal mechanism where contractual employees report their concerns. Their statutory rights are protected by addressing the concerns through Contractor Management Cell. Their concerns are duly addressed.

b. Training session for Key vendors are conducted to make them aware about statutory rights of contractual employees and to abide by them.

c. Vendors are made to sign the Tata Code of Conduct as part of their initial vendor registration.

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

We have implemented the guidelines under SA8000 and regular surveillance audits are conducted by external agencies.

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

We have taken steps to ensure compliance with the Rights of Persons with Disability Act, 2016 (RPwD Act) across our locations. Our plant and office premises are adapted for easy movement of differently abled visitors and employees and the requisite infrastructure, including ramps, elevators and disabled friendly washrooms, have been installed.

4. Details on assessment of value chain partners:

	% of value chain partners that were assessed (by entity or statutory authority or third party)
Child labour	We obtain declarations from all value chain partners regarding various guidelines like SA8000 and ISO requirements. Moreover, all our value chain partners have to affirm compliance with the Tata Code of Conduct which covers all the aspects as mentioned.
Forced/ involuntary labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others	

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

1. Declaration of adherence to the TCoC on the above is obtained from the value chain partners as part of their contract / purchase orders. The contracts are terminated in case of non-adherence to the Code of Conduct agreed upon.
2. TML is extending training and capability building to the business partners and thus is helping them achieve the required level of readiness.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicator

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (Grid import)	27838 GJ	15393 GJ
Total fuel consumption (B) (Solid & liquid fuel)	10862110 GJ	10499277 GJ
Energy consumption through other sources (C) (Renewable energy)	4633 GJ	4532 GJ
Total energy consumption (A+B+C)	10894581 GJ	10519203 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.03 %	0.04
Energy intensity (optional) – the relevant metric may be selected by the entity	PI division: 18.5 GJ/ Ton of Hot Metal DI division: 1.9 GJ/ Ton of Finished Pipe	PI div- 17.82 GJ/ Ton of hot metal DI div- 1.96 GJ/ Ton of finished pipe

Note: The data has been independently assured.

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.

PAT notification has been published for TML in June 2023 by Ministry of Power, in consultation with BEE to achieve specific energy reduction consumption target of 4.89% by 2025-26.

Action plan to achieve the target will be submitted to Bureau of Energy Efficiency, Government of India in due course.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source in kiloliters		
i. Surface water	NA	NA
ii. Ground water	1228955	1273850
iii. Third party water	NA	NA
iv. Seawater / desalinated water	NA	NA
v. Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1228955	1273850
Total volume of water consumption (in kilolitres)	1228955	1273850
Water intensity per rupee of turnover (Water consumed / turnover)		0.01
Water intensity (optional) – the relevant metric may be selected by the entity	PI div- 1.41 KL/Ton of hot metal DI div- 1.50 KL/Ton of finished pipe	PI div- 1.66 KL/Ton of hot metal DI div- 1.44 KL/Ton of finished pipe

Note: The data has been independently assured.

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

The plant is not discharging any process effluent into the nearby main course. All waste water is treated and utilized as process make up, dust suppression & washing purpose.

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

Parameter	Please specify unit	2022-23	2021-22
NOx	mg/Nm^3 (there is no statutory limit)	Min.- BDL Max. -165	Min.-4 Max. -122
SOx		Min.- BDL Max. - 97	Min.-BDL Max. -77
Particulate matter (PM)	mg/Nm^3 (statutory limit is 100 mg/Nm^3)	Min.- 4.2 Max.- 79	Min.-14 Max.- 59
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of Co_2 equivalent	1190777	1153000
Total Scope 2 emissions	Metric tonnes of Co_2 equivalent	5595	3500
Total Scope 1 emissions per rupee of turnover		0.00	0.00
Total Scope 2 emissions per rupee of turnover		0.00	0.00
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		PI Div – 1.86 tonnes of CO_2/ton of hot metal DI div – 0.48 tonnes of CO_2/ ton of finished pipe	PI Div- 1.83 tonnes of CO_2/tonnes of hot metal DI div- 0.54 tonnes of CO_2/tonnes of finished pipe

Note: The data has been independently assured.

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

Please refer to the Responsible Corporate Citizen (RCC) section of the Integrated Report and the Board's Report for details.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	22	12.66
Bio-medical waste (C)	0.03*	0.06*
Construction and demolition waste (D)	Not applicable	Not applicable
Battery waste (E)	2.18	3.07
Radioactive waste (F)	Not applicable	Not applicable
Internal Scrap (G)	-	-
Other Hazardous waste. Please specify, if any. (G)	22954	30413
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	297688**	313030 **
Total (A+B + C + D + E + F + G + H)	320666	343459
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2738	9404
(ii) Re-used	-	-
(iii) Other recovery operations (sold)		-
Total	2738	9404
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	287558	305433
Total	287558	305433

** calendar year reporting*

*** primarily consists of different categories of scrap and slag*

Note: The data has been independently assured.

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

Our waste management approach is based on the philosophy of Reduce, Reuse and Recycle. With our efforts, we contribute to a circular economy and convert waste to resource. For more details, please refer to the section of Responsible Corporate Citizenship on Integrated Report.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable, since no such project requiring Environmental Clearance & EIA has been envisaged					

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

Sl. 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
Yes, the Company is compliant with the applicable environmental law/ regulations/ guidelines in India.				

Leadership Indicator

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	4440 GJ	4532 GJ
Total fuel consumption (B)	128 GJ	0
Energy consumption through other sources (C)	66 GJ	0
Total energy consumption (A+B+C)	4634 GJ	4532 GJ
From non-renewable sources		
Total electricity consumption (D)	27838 GJ	15393 GJ
Total fuel consumption (E)	10862110 GJ	10499277 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	10889948 GJ	10514671 GJ

Note: The data has been independently assured.

Some key Initiatives carried out during FY-23 towards our aim to increase the share of renewable energy by 30% share with respect to overall grid power demand:

a. 1 MWp roof top solar power plant at Finishing Lines 1, 2, and 3 of DIP plant. It is under operation and has achieved 24% share of renewable energy with respect to overall grid power demand.

b. Roof top solar power system at plant and truck parking zone. A 10KWp solar system at building rooftop and an 18KWp solar power system at truck parking zone are under operation.

c. A 1000 LPD roof top solar heater has been installed in central canteen to reduce LPG consumption.

d. A biogas plant of 100 kg/day capacity is in operation in central canteen to utilize canteen waste and reduce LPG consumption.

e. Implementation of several rooftop solar plant units planned by FY'25.

f. Green power procurement from the grid planned by FY'25.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)	Not applicable	Not applicable
(i) To Surface water		
- No Treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No Treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No Treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No Treatment		
- With treatment – please specify level of treatment		
Others - No Treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

(i) Name of the area: Kharagpur plant

(ii) Nature of operations: Manufacture of Pig Iron and DI pipes and allied accessories

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)	Neither the entity nor its operating unit falls under water stressed area, Hence, not applicable.	Neither the entity nor its operating unit falls under water stressed area, Hence, not applicable.
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloli-tres)		
Total volume of water consumption (in kilo-litres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		

Parameter	FY 2022-23	FY 2021-22
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of Co2 equivalent	529580	We have commenced Scope3 accounting from FY23.
Total Scope 3 emissions per rupee of turnover		0.002%	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: The data has been independently assured.

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

Not Applicable

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

Being a value-driven organisation, we aim to enhance our environmental performance by reducing 20% carbon intensity along with realizing our aspiration to become water positive.

For more details, please refer to the section of Responsible Corporate Citizenship on Integrated Report.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, onsite and offsite emergency plan is in place. Emergency plans are tested and rehearsed (through Mock drill) at predetermined intervals involving all levels of employees including vendors and partners. Emergency situations applicable for vendors have been incorporated in their safety manuals. Awareness and control of emergency situations is a part of vendor star rating assessment under CSMS. TML has identified emergencies through various risk identification techniques which have potential to cause serious injuries / loss of life or huge economic loss that might affect its workforce, suppliers & partners. Availability, readiness and responsiveness of the on-site emergency plan helps to prevent losses and damages. The Company has deployed on-site emergency and disaster recovery plan across the organization.

The Enterprise Risk Management (ERM) framework helps in identifying and tracking the status of business/strategic risks (e.g. risks related to geographies of operation, risks related to input raw materials, risks that may affect business continuity, risk related to community, employees, suppliers/partners, etc) throughout the organization, their early-warning indicators and corresponding mitigation and contingency plans. On the other hand, Process Safety Management (PSM) identifies the process safety risks.

TML has many high consequence scenarios which can create emergency when controls & barriers fail. However, through QRA study & Process safety Management figured out other chances of failure.

Availability, readiness and responsiveness of the on-site emergency plan help to prevent losses and damages. Emergency plans are tested and rehearsed (Mock drill) at predetermined intervals involving all levels of employees including venders and partners. Emergency situations applicable for vendors has been incorporated in their safety manuals. Gap assessment been prepared and shared

learning with relevant people for building competence to handle emergency conditions. Awareness and control of emergency situation is a part of vendor star rating assessment under CSMS. TML has deployed on-site emergency and disaster recovery plan across the organization. Some of the high consequence potential scenarios identified are given below:

- Fire & Explosion
- Heavy Leakage of Blast Furnace Gas (BFG)
- Heavy Spillage of Molten Metal
- Heavy spillage of Chemicals

Plant VPs are designated as Works Main Controller, who assumes overall responsibility at the time of crisis on the site. They are assisted at next level by WIC teams, which have been formed in each department to direct site teams for deployment and support of external agency, if required. Emergency conditions are mitigated by three different teams:

Response Team: Headed by area In-Charges whose responsibility is to report and contain the situation by isolating energy source and stop the required equipment and process.

Combat Team: Headed by maintenance shift in charge with representation from Security and admin, whose responsibility is to mobilize and arrange equipment for handling emergency e.g., firefighting equipment.

Rescue Team: Headed by chief security officer responsible for organizing first aid facility and identify rescue needs based on head count.

Mock drills are conducted on regular basis where all level of people participate including contract workforce.

Offsite emergency plan has been prepared and circulated to all concerned departments.

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

No significant impact.

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

We have identified 178 vendors based on selection criteria of critically who are bucketed as 'value chain partners'. Out of these, 4 vendors were accessed under the GreenCo initiative framework. Assessment for others will follow in coming FY.

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

Essential Indicator

1. a. Number of affiliations with trade and industry chambers/ associations. Please refer to the list below

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Institute of Indian Foundrymen (IIF)	National
2	Bengal Chamber of Commerce and Industry (BCC&I)	State
3	Indian Chamber of Commerce (ICC)	National
4	Confederation of Indian Industry (CII)	National
5	Federation of Indian Export Organisations (FIEO)	National
6	Association of Indian Mini Blast Furnaces (AIM)	National
7	Indian Water Works Association (IWWA)	National
8	Indian Institute of Metals (IIM)	National
9	Federation of Indian Mineral Industries (FIMI)	National

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

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicator

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

Our approach to achieving policy and community objectives focusses on engaging at the national, regional and local levels. It is done by focusing on developing and maintaining partnerships with Government officials, business organizations, technology industry associations, education institutions and community organizations. The Company is guided by Tata Code of Conduct and Tata Steel Group guidelines.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicator

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity

Name and brief details about the project	SIA notification No.	Date of notification	Corrective action taken, if any	Results communicated in public domain	Relevant web link
Not Applicable for this reporting period.					

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

Sl. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs
Not Applicable						

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

Sadbhavna Trust drives the Corporate Social Responsibility (CSR) initiatives of Tata Metaliks, in its entirety and leads engagement with community. The Trust has put in efforts to create an ecosystem that facilitates inputs to come in from communities. We have several mechanisms to receive and redress grievances of the community, it is noteworthy to mention the following:

a. We undertake need assessment surveys at periodic intervals to analyse community requirements vis-à-vis our capability to support them. These steps help us identify our CSR and Affirmative Action priorities. CSR at Tata Metaliks primarily focuses on the well-being of the people.

b. The different forums for receiving request for CSR interventions are village meetings, meetings with targeted population like marginalized sections of the society. We also receive requests through letters and applications submitted by different stakeholders like panchayat offices, key community people, government offices, NGOs etc.

c. Additionally, designated TML Officers are always accessible to the communities as well as stakeholders who regularly visit the team to discuss their concerns and meetings are held at length on such concerns.

d. Communication with CSR beneficiaries is done directly during visit to project sites. Community interaction is done frequently during focussed meetings with project beneficiaries and village meetings in general.

e. Furthermore, CSR team members are is deeply intertwined with communities which fosters continuous one-to-one interactions between communities and the TML team.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSME/ Small producers	37%	35%
Sourced directly from within the district and neighboring district	21%	~25%

Leadership Indicator

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

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

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

Not Applicable

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

Yes. Our efforts are guided by our focus on Affirmative Action beneficiaries who are mainly Dalits and Tribals of nearby communities of our manufacturing unit. Tata Metaliks has Affirmative Action (AA) policy, a preferential policy guided by the Tata Affirmative Action Programme (TAAP) focussing on three principles – Social Equity, Equal Opportunity, and Inclusion across AA communities.

To support local communities and AA suppliers, we have taken several initiatives to develop their entrepreneurial capabilities by creating positive differentiation.

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

Tata Metaliks procures from socially disadvantaged sections of the society such as Scheduled Caste (SC) and Scheduled Tribe (ST) and from the displaced persons vendors under its Affirmative Action (AA) policy.

In FY 2022-23, we also initiated integrating Persons with Disabilities (PWDs) and women to our AA supplier group and are developing a dedicated Affirmative Action Vendor Entrepreneurship Development Policy to scale up the capabilities of our AA suppliers.

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

2.47% of the total procurement has been sourced from AA vendors.

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

Sl. No.	Intellectual property based on traditional knowledge	Owned/ acquired (Yes/No)	Benefits shared (Yes/No)	Basis of calculating
None				

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

Name of authority	Brief of the case	Benefits shared (Yes/No)
None		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of People benefitted from the project	% of beneficiaries from vulnerable and marginalized groups
1	TML 300 Schools Project	38692	45
2	Scholarship for meritorious students	48	29
3	Adolescent health, education & Digital Literacy project	4439	74
4	Improve English & computer learning in High Schools	546	47
5	Learning Enhancement Project at Loreto School Sealdah	51	0
6	U15 Football Coaching	84	100
7	Adult Literacy	940	65
8	Drinking water & sanitation project	3282	34
9	Health camps at Howrah Foundries	350	0
10	Ambulance Service in Kolkata	2470	0
11	Health camps for truckers	252	0
12	Disability certification & liaison	51	61
13	General Nursing & Midwifery training	55	55
14	B Sc Nursing	1	100
15	Diploma Engineering	18	39
16	Tata Metaliks Skill Development Center	766	21
17	BPO Coaching for graduate youth from marginalized communities	47	30
18	Livelihood Model Project (Duck rearing, Vegetable & mushroom cultivation)	729	83
19	Capacity Buikding of existing / aspiring vendors	21	100
20	MRA Effective Living & Leadership Training for community members	51	51
21	Regional Samvaad - 4th West Bengal Edition	350	100
22	Awareness workshop & Seminars	230	56
23	Sustainable Environment Inititive - Plantation & Aware	1670	70
24	Water conservation - Pond excavation	85	76
Total		**55,228**	**46**

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicator

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Prompt and satisfactory resolution of customer complaint is considered as an enabler for Positive impact for improvement in services and enhancing customer engagement/ satisfaction. Head of the Department is responsible for Complaint Management Process.

The target time for resolution of complaints depends on the complaint category. The resolution time for complaints, does not exceed 21 working days. However, if it is not resolved within 15 working days it is escalated to senior personnel for prompt action.

Customer satisfaction level (measured through CSAT Survey) and customer experience like loyalty, repeat purchases, retention and positive referrals are also improved by adequate action planning based on the CAPA designed. Actions are taken based on the outcome of aggregation and analysis of customer complaints, feedbacks including the ones which are not valid.

Further, to get a 360-degree view of Customer Complaints, the Customer Complaint Management Process (CCMP) was included in the CRM Mobility Solution during FY 2022-23.

Tata Metaliks has started to provide online/physical trainings on various aspects of DI Pipe like unloading & stacking, laying on pro-active basis to reduce improper handling of DI Pipes at customer sites.

TML's customer centric approach views customer complaint as an opportunity for raising the bar of customer expectations for value creation with each subsequent supply.

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

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

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

Benefits	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data Privacy	NIL			NIL		
Advertising						
Cyber-security						
Delivery of essential ser-vices						
Restrictive trade practices						
Unfair Trade practices						
Others (Customer complaints)	21	1		14	NIL	

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

	Number	Reasons to recall
Voluntary recalls	0	NA
Forced recalls		

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

Yes. The Privacy Policy explains how Tata Metaliks may collect, use, store, disclose or otherwise process personal data including personal data provided when using TML websites and describes the rights with respect to personal data.

TML is committed to providing the highest level of protection regarding the processing of their employees', vendors' and clients'/ customers' personal data based on applicable data protection laws and regulations.

Personal data comprises all the details that TML collects and processes directly or indirectly about individual, for instance information about their identity and contact details (such as name, email-ID, contact number), including information received from third parties and information collected through use of TML websites, cookies or other similar tools. TML is compliant with all local laws.

Please click on the link to access https://www.tatametaliks.com/static-files/pdf/policies/Information-Security-Policy.pdf

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 has been no such instance which has occurred during FY 2022-23.

Leadership Indicator

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

Tata Metaliks has focused on creation of digital platforms to strengthen direct connect with customers and other stakeholders.

These solutions are designed to provide innovative services and solutions for all segments.

Please click on the link to access https://www.tatametaliks.com

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

Tata Metaliks connects with its varied customer groups to spread awareness on the unique selling propositions of its products, their technical features and effective & responsible usage. Product information brochures are available on public platforms for information. Further, Tata Metaliks has social media handles like Facebook, Twitter, etc., to connect and educate the consumers. In additions steps are taken to inform and educate consumers.

Some of the steps carried out are:

1) Knowledge sharing for DI Customers by sharing Standard operating procedure (SOP) AV(Audio-Visual),

2) Knowledge sharing for DI Customers by arranging Pro-active Technical Services at site,

3) Knowledge sharing for DI Customers through Technical Webinars,

4) Knowledge sharing for PI Customers through Technical Webinars,

5) Knowledge sharing for PI Customers by visiting their Foundries.

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

Tata Metaliks has put in place effective communication protocols, both formal and informal, to inform its customers on any supply disruptions, as listed below:

a. The Marketing and Sales team and other Stakeholders facing team members are in constant touch with their counterparts in our customer organisation(s). The teams promptly inform the customers of any disruption in supply.

b. In case of any major disruption, Tata Metaliks also has the ability to use its website, social media handles and press releases to inform customers of any disruption.

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

Yes, Basic details as part of documentation are duly provided.

Customer satisfaction survey: Yes, Tata Metaliks conducts an customer satisfaction survey, covering its channel partners, direct customers and indirect segment customers, to measure customer satisfaction and arrive at a quantitative index (Customer Satisfaction Index). The index is arrived at through ratings received from respondents on a 6-point scale across various attributes. The trend of Tata Metaliks Limited's Customer Satisfaction Index over the last three calendar years is provided below:

	FY -21	FY -22	FY -23
CSI Score Trend (out of 100)	PI 94 DI 94	PI 94 DI 86	PI 94 DI 86

5. Provide the following information relating to data breaches:

S no		2023	2022
1	Number of instances of data breaches along-with impact	0	0
2	Percentage of data breaches involving personally identifiable information of customer	0	0

There was no reportable instance during FY -23.