August 2, 2016

The General Manager
Corporate Relations Department
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001
Scrip Code: **500770**

National Stock Exchange of India Ltd.
Exchange Plaza
Bandra-Kurla Complex
Bandra (E)
Mumbai 400 051
Symbol: **TATACHEM**

Dear Sir,

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), kindly find enclosed Business Responsibility Report (BRR), describing the initiatives taken by the Company from an Environmental, Social and Governance perspective.

Please note that the Company not being part of the top 500 listed entities as on March 31, 2016, the said requirement is not mandatory for the Company. As a responsible corporate citizen, it has decided to voluntary prepare BRR as per format prescribed by SEBI and the same has also been uploaded on the website of the Company at www.tatachemicals.com.

Kindly acknowledge receipt.

Thanking you,

Yours faithfully,
For Tata Chemicals Limited

Rajiv Chandan
General Counsel & Company Secretary

Encl: As above

BUSINESS RESPONSIBILITY REPORT FOR FY 2015-16

Section A: General Information about the Company

1. **Corporate Identity Number (CIN) of the company :** L24239MH1939PLC002893
2. **Name of the Company :** Tata Chemicals Limited
3. **Registered address:** Bombay House, 24 Homi Mody Street, Fort, Mumbai- 400 001
4. **Website:** www.tatachemicals.com
5. **E-mail id:** corporate_communications@tatachemicals.com; sustainability@tatachemicals.com
6. **Financial Year reported:** April 1, 2015 – March 31, 2016
7. **Sector(s) that the Company is engaged in (industrial activity code-wise):**

Group	Description
107	Processing of salt into food-grade salt
201	Manufacture of Chemicals and Fertilisers
239	Manufacture of clinkers and cement
089	Salt production by evaporation of sea water
081	Quarrying / mining of Limestone
462	Wholesale of Pulses
477	Retail sale of seeds, Fertilisers, pesticides, machinery equipment and hand tools
360	Water Purifiers

As per National Industrial Classification – Ministry of Statistics and Programme Implementation

8. **List three key products / services that the company manufactures / provides (as in balance sheet):**
   - Chemicals: Soda Ash, Sodium Bicarbonate, Cement
   - Edible Salt, Pulses, Spices
   - Urea, Mixed fertilisers, and Agri inputs
   - Nutraceuticals

9. **Total number of locations where business activity is undertaken by the Company:**
   - Number of International Locations : USA, UK, Kenya, Singapore
   - Number of key National Locations: Mithapur, Babrala, Haldia, Sriperumbudur, Mumbai, Noida, Pune

10. **Markets served by the Company - Local / State / National / International:** All

Section B: Financial Details of the Company as on March 31, 2016

Sr. No.	Particulars	FY 15-16 Standalone Rs. (Crores)	FY 15-16 Consolidated Rs. (Crores)
1	**Paid up capital (INR)**	**254.82**	**254.82**
2	**Total turnover (net of excise) (INR)**	**10,649.91**	**17,708.14**
3	**Total profit after taxes, share of loss of associate and minority interest (INR)**	**594.58**	**780.16**
4	**Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)**	**Overall CSR Spend** Rs. 28.64 Crores : 4.8 % of Standalone PAT **CSR spend as per Section 135 read with Schedule VII to the Companies Act, 2013** Rs. 13.97 Crores 2.51 % of average profit for last 3 years.	

5. **List of activities in which expenditure in 4 above has been incurred: As per Schedule VII of the Companies Act, 2013.**

(I) Total Social & Community Development

- Eradicating hunger, poverty and malnutrition
- Promoting health care including preventive healthcare
- Sanitation and making available clean drinking water
- Promoting education including special education especially amongst children, women, elderly, and the differently abled
- Employment enhancing vocation skills especially amongst children, women, elderly, and the differently abled
- Livelihood enhancement projects
- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans
- Measures for reducing inequalities faced by socially and economically backward groups
- Protection of natural heritage, art and culture;
- Promotion and development of traditional arts and handicrafts
- Training to promote rural sports
- Contribution to the Prime Minister's Relief Fund and any other fund set up by the Central Government for socio-economic development and relief and welfare of the Scheduled Castes, Scheduled Tribes, other backward castes, minorities and women
- Contributions of funds provided to technology incubators located within academic institutions which are approved by the Central Government
- Rural development projects
- Office Salary, miscellaneous expenses, general expenses

(II) Environmental & Conservation of Natural Resource projects

- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water

(III) Donations exempt under IT section 80G, 35AC in areas other than the above

- Donation to other institutions including for disaster relief work and other activities.

Section C: Other Details

1. **Does the Company have any Subsidiary company / companies?**
   Yes. The number of subsidiary companies of Tata Chemicals Limited as on March 31, 2016: 40

2. **Do the Subsidiary company / companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)**
   Yes. Tata Chemicals Limited encourages its subsidiary companies to participate in its group wide Business Responsibility (BR) initiatives on a wide range of topics. All subsidiaries are aligned to the activities under the aegis of Tata Group.

3. **Do any other entity / entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity / entities? [Less than 30%, 30-60%, More than 60%]**
   We do not mandate that our suppliers and partners participate in the Company's BR initiatives; however, they are encouraged to do so. Less than 30%

Section D: BR Information

1. Details of Director / Directors responsible for BR:

a) Details of the Director / Directors responsible for implementation of the BR policy / policies:

- DIN Number: 00778253
- Name: Mr. R. Mukundan
- Designation: Managing Director

b) Details of the BR head:

Sr. No.	Particulars	Details
1	DIN Number (if applicable)	NA
2	Name	Ms. Alka Talwar
3	Designation	Chief CSR and Sustainability Officer
4	Telephone Number	022-66437430
5	E-mail id	sustainability@tatachemicals.com; atalwar@tatachemicals.com

2. Principle-wise (as per NVGs) BR Policy / policies (Reply in Y / N):

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly areas under:

P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.
P3	Businesses should promote the well-being of all employees.
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect, and make efforts to restore the environment.
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.
P8	Businesses should support inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Principle-wise (as per NVGs) BR Policy / policies (Reply in Y / N):

Sr. No.	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy / policies for	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy been formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national / international standards? If Yes, Specify (50 words)*	Y (UN Global Compact -GRI)	Y (RC/ISO 14001)	Y (OHSAS – 18001)	Y (UN Global Compact , GRI)	Y (SA-8000)	Y (ISO-14001)	Y (Tata Code of Conduct conforms to NVG)	Y (UN Global Compact -GRI)	Y (Responsible Care)
4	Has the policy been approved by the Board?	Y	Y	-	-	Y	-	Y	-	Y
	If yes, has it been signed by MD / Owner / CEO / appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the company have a specified committee of the Board/Director / Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	http://www.tatachemicals.com/Sustainability/sustainability_report.htm								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the company have in-house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the company have a grievance Redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent audit /evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

***** *Note – Our Policies are linked to the following National / International Standards:- International Organization for Standardization (ISO-9001, ISO-14001), Occupation Health and Safety Assessment Series (OHSAS – 18001), Responsible Care (RC-14001), Social Accountability (SA-8000), Global Reporting Initiative (GRI-G4) and United Nations Global Compact (UNGC).*

2a. If answer to Sr. No. 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

Sr. No.	Question	Business Ethics P1	Product Responsibility P2	Wellbeing of Employees P3	Stakeholder Engagement &CSR P4	Human Rights P5	Environment P6	Public Policy P7	CSR P8	Customer Relations P9
1.	The Company has not understood the Principles	NA								
2.	The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles									
3.	The Company does not have financial or manpower resources available for the task									
4.	It is planned to be done within next six months									
5.	It is planned to be done within next one year									
6.	Any other reason (please specify)									

3. Governance related to BR:

- **Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assesses the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year:**
  Within 3 months

- **Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?**
  Yes, The Company annually publishes Sustainability Report based on Global Reporting Initiative (GRI-G4) guidelines. The Company also produces United Nations Global Compact Communication on Progress (UNGC – CoP) and Investor Carbon Disclosure Project (CDP) reports.

  The link to view this report is: http://www.tatachemicals.com/Sustainability/sustainability_report.htm

Section E: Principle-wise Performance

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

1. **Does the policy relating to ethics, bribery and corruption cover only the Company?** No

2. **Does it extend to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?**
   - Yes, Tata Code of conduct defines the commitment on ethical behavior by the Company. Tata Chemicals has an elaborate system and processes on the 'management of business ethics' and all employees sign the Tata Code of Conduct. The Company has a Chief Ethics Counselor located at corporate office. Each site has an Ethics Counselor. Tata Code of conduct provides an opportunity to all employees / stakeholders to communicate any unethical act of any employee or any unethical practice to the ethics counselors.

   - The Tata Code of Conduct is sent to all suppliers with the contract, for their perusal in respect of relevant clauses. Awareness programmes are conducted on Tata Code of Conduct for all employees across the locations and corporate and marketing offices.

3. **How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so**.
   18 complaints were received from various stakeholders in FY 2015-16. Of these, 78% (14 nos) have been resolved satisfactorily. Others are under investigation and will be closed shortly.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

1. **List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and / or opportunities.**



(i) Customized Fertiliser – **"Paras Farmoola":** An innovative offering "Paras Farmoola" — Ek Mein Sab — customized fertilizer is an Research & Development based offering, area (soil) and crop-specific nutrient which enhances crop productivity, promotes balanced application of nutrients and improves soil health.



(ii) Water Purifier – **Tata Swach:** Safe drinking water is a basic of human needs and its non-availability has been a major concern worldwide. The vision for Tata Swach is to reduce the incidence of water borne diseases by making safe drinking water accessible to all. Tata Swach is an offline household water purification system which purifies water without electricity or running water. Since launch, Tata Swach has been the recipient of many prestigious awards across the world.

(iii) Agri-Solutions Services – **Tata Kisan Sansar & Tata Kisan Parivar:** Tata Kisan Sansar (TKS) is one stop agri input shop to a 'one-stop farmer's solution shop' offering a range of agri products and services and played important role in empowering farmer community. The Tata Kisan Parivar Membership Program is a unique relationship Initiative aimed at the most important stakeholder in the value chain – the end consumer, farmer. This is a bond with selective membership, which attracts the progressive farmer with a positive attitude. TKS provides a range of innovative and unique services to farmers through a dedicated team of Krishi Preraks and Agronomists on the field, giving them that extra edge over traditional farming practices thus empowering farmer community. TKS promotes value added activities like organizing farmer meets, repository of agriculture knowledge, soil, water and plant testing laboratory, demonstration farms etc. thus help improve agriculture yield. Enhance in farm produce positively contribute in national food security, farmer

टाटा किसान संसार
कृषि आय के सभी उपाय

socio-economic improvement and enhance CO_2 capture. Through our 957 Tata Kisan Sansar we cover around 26,000 villages and reach out to approx. 2.6 million farmers.



(iv) Tata Salt Plus: India has a high incidence of Iron Deficiency Anaemia (IDA). To address the same, we launched Tata Salt Plus, a double fortified salt which contains iron and iodine. It provides up to 50% of the body's daily requirement of iron. Since salt is used across all sections of the society throughout the year, this is an effective way to deliver iron to the populace and thus tackle the problem of IDA.



(v) Spices: We have launched high quality spices using international markers like Curcumin content for Turmeric and Capsaicin for Chilli powder. In blends, unspent spices (spices from which oils are not extracted) are used by us. This ensures that the nourishing quality of our spices is retained. Spices are known for their anti carcinogenic, anti oxidant and digestive properties. Spices have been launched under the Tata Sampann brand and are available in North India and parts of East.

(vi) Fructo Oligo Saccharide (FOS): Nutra plant produces Fructo Oligo Saccharide (FOS) through biotechnology route, no chemical synthesis step is involved in the entire manufacturing process. FOS is a prebiotic dietary fibre available naturally in fruits and vegetables. Intake of FOS promotes growth of helpful bacteria in colon , in addition FOS being a very low calorie sweetener, is an ideal alternative for sugar.

2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc) per unit of product (optional):

i. Reduction during sourcing / production / distribution achieved since the previous year throughout the value chain

- At Mithapur, we achieved 3.7% reduction in Specific Water consumption and 4.82% reduction in Specific Energy consumption during 2015-16 from previous year.

ii. Reduction during usage by consumers (energy, water) has been achieved since the previous year?

With our laser levelling initiative with local farmers, total 400.73 acres of land was levelled upto 2015-16. An estimated 20-30% decrease in labour and fuel cost for irrigation of land and 15-20% decrease in irrigation water usage was achieved. Apart from the above an estimated 20-25% farms yield increase has also been achieved.

3. Does the Company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

Yes, The Company has developed supplier sustainability code and has established process for vendor selection. This includes various principles & guidelines; like Tata Code of Conduct, Global Reporting Initiative, United Nations Global Compact, Social Accountability-8000, ISO certification, etc.
For sustainable transportation the following interventions have been taken up: efficient fleet access, full load based transportation, reuse of packaging material, Bulker movements – deployment of German designed patented Lupa Bulkers to help reduce carbon footprint.
Bulker helps in continuing journey towards pollution prevention, minimization of waste, eliminating the efforts of packaging, loading and unloading. It has an approximate capacity of 25 tonnes and can replace 3 million plastic bags each year.

4. Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve the capacity and capability of local and small vendors?

Yes, The Company has a vendor development program. Over the years The Company has promoted local contractors and service providers and provides them opportunities. Additionally, the Company has also promoted skills and livelihood development in the neighboring community through various training

and community development programs. The Company has also established an apprentice training center to improve capacity and skills of more than 100 apprentices every year. The Company provides support to people from socially backward community background.
The Company also keeps exploring development of suppliers from socially and economically backward communities. The Company's Consumer Products Business has a mission to increase Schedule Caste/Schedule Tribes (SC/ST) community participation in its third party workforce over a period of 3-5 years. The Company initiated a sponsored Professional Training program for developing Functional skills and competencies of SC/ST and other economically backward candidates to make them employable in sales & marketing field as front line sales force.

5. **Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste? (Separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.**

   The Company focuses on effective integration with the basic philosophy of resource optimization, use of alternative sources and maximization of "recycle and reuse" by innovation.

   Our cement plant at Mithapur is unique waste to wealth initiative. In 2015-16 we have replaced 76.45% of virgin limestone with recycled material like limestone fines, fly ash, effluent solids etc. Our soda ash filtration system is the first of its kind in the world and solids are filtered out of the wastewater using Larox filters. Filtered solids i.e., Effluent Solids Filter (ESF) cake is utilized to make cement.

   100% of phospho-gypsum generated during manufacturing of phosphoric acid is sold as by-product. The Sulphur sludge generated in Sulphuric acid manufacturing is used as filler in Single Super Phosphate. It reduces virgin material consumption, silver sand as well as provides additional nutrient to plants as elemental Sulphur. Utilization of molten Sulphur, a neighboring refinery by-product is sourced through specially designed steam jacketed tankers directly. Utilization of molten Sulphur reduces equivalent quantity of imported Sulphur from Middle East countries. Most of our hazardous waste is recyclable and sent to Ministry of Environment and Forests (MoEF) approved recyclers.

   100% of swept urea generated in product packaging plant (collected from floor and equipment cleaning, etc.) is recycled back in process for urea manufacturing. 100% of urea dust is recovered from wet de-dusting units installed in conveyor systems and product packaging plant is recycled back in urea manufacturing. 100% recycling of all waste generated in the plant by mixing back in feed. Most of our hazardous waste (spent catalysts & used/waste oil) is recyclable and sent to Ministry of Environment and Forests (MoEF) approved recyclers. In collaboration with our chemical suppliers (Urefix-Urea toughening agent, cooling tower chemicals) we have taken up an initiative to re-use empty plastic drums.

   Percentage of materials used that are recycled input materials:

Parameter	2015-16
Lime stone replaced (Mithapur)	76.45%
Sulphur Sludge (Haldia)	0.44%

Principle 3: Businesses should promote the well-being of all employees

1. **Please indicate the Total number of employees:**
   3,102 Employees in Tata Chemicals India operations as on March 31, 2016

2. **Please indicate the Total number of employees hired on temporary / contractual / casual basis:**
   5,075 as on March 31, 2016

3. **Please indicate the number of permanent women employees:**
   165 as on March 31, 2016

4. **Please indicate the number of permanent employees with disabilities:**
   12 as on March 31, 2016

5. **Do you have an employee association that is recognized by management?:** Yes

6. **What percentage of your permanent employees are members of this recognized employee association?:** 34%

7. **Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.**

Sr.	Category	No. of complaints filed during the financial year	No. of complaints pending as on end of the financial year
1	Child labour / forced labour /involuntary labour	NIL	NIL
2	Sexual harassment	NIL	NIL
3	Discriminatory employment	NIL	NIL

8. **What percentage of your under mentioned employees were given safety and skill up-gradation training in the last year?**
   - 78% of permanent employees undergone for functional training
   - It is mandatory for all employees to go through the safety training at sites. Refresher on safety is also conducted on regular basis. At Non-sites we conduct safety committee meetings & Drills for all employees. Last year, we conducted programs on road safety for employees in offices. Drivers were also covered in this program

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

1. **Has the Company mapped its internal and external stakeholders? Yes / No**
   Yes. The Company has mapped its stakeholders as a part of its stakeholder engagement strategy development process.

2. **Out of the above, has the Company identified the disadvantaged, vulnerable and marginalized stakeholders?**

   Yes. We have a defined process for identifying key communities, their need and prioritizing interventions. Our key community consists of areas in and around our manufacturing sites. Criteria for selection of key community are based on our Mission, Vision and Values (MVV), neighborhood of the area where we operate, impact on society and benefit to underprivileged people. The needs are identified through various listening and learning methods, participatory rural appraisal, need assessment etc. The needs are prioritized based on parameters that help balance both the needs of the community and our long term strategic growth.

3. **Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so.**

   - Yes. The Company follows an integrated development approach, which specifically targets the disadvantaged, vulnerable and marginalized stakeholders.
   - At Tata Chemicals, it has been our constant endeavor to focus on inclusive and collaborative growth. We began our journey a few years back by focusing on Affirmative Action i.e. disadvantaged communities and while we continue to progress on this road-map, we expanded our focus on diversity to additionally cover gender diversity, disadvantaged regions and the differently abled – all of which we believe are important segments that can help us create a more sustainable organization for the future. Towards this objective, we have reconstituted our current Affirmative Action Council into a Diversity Council. The organization has instituted Diversity Council (DC) led by Managing Director & senior leaders to focus on these four areas. The Company's leadership drives the Affirmative Action agenda across the organization with passion and commitment.
   - The Company's inter-related development interventions are named as BEACoN (Blossom – Enhance – Aspire – Conserve – Nurture)
   - All social initiatives are being conducted under these five verticals, around Company's three areas of operation. It follows an integrated development approach to improve the quality of life, especially

in their neighborhoods and for the farmers. As per the need assessment, the SC/ST community across the three regions aspires for better education, health care, agriculture/animal husbandry extension, better livelihood skills and employment.

- The Company's entry level recruitments like Diploma Engineer Trainees, Graduate Engineer Trainees, and Management Trainees focuses on colleges with areas dominant in SC/ST like the North East. Our internal job posting initiative 'SHINE' is further enhanced to include referrals for candidates from the economically and socially backward communities. Indirect employment is also being provided at Mithapur & Babrala through our rural Business Process Outsourcing (BPO) – Uday Foundation and Chem Connect, which enables the business to outsource some of its non-core activities. In the last year Seamlessly Harnessing Internal Expertise+ (SHINE+) was launched as a corporate initiative, which has more reward for recruitment consultants for shortlisting of candidates that helps improve the company's employee diversity especially for gender diversity, social and economically backward regions & communities, and for differently challenged candidates.

Principle 5: Businesses should respect and promote human rights

1. **Does the policy of the Company on human rights cover only the company or extend to the Group / Joint Ventures /Suppliers / Contractors / NGOs / others?**
   The Company follows Principles of the International Declaration of Human Rights. Its policies support, respect and protect the Human rights of its direct as well as indirect employees. The sustainability Policy addresses these aspects.

2. **How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the Management?**
   None with respect to Human rights violation.

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

1. **Does the policy related to Principle 6 cover only the company or extends to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others?**
   - The Company has made Supplier Sustainability Guidelines to extend the reach for capturing the sustainability aspect data from its suppliers. The Company also works with Government, Non-Governmental Organizations on different projects for environmental protection.
   - The Company's policies - Safety Health & Environment (SHE), Corporate Sustainability, Community Development; extend support to all stakeholders influencing the entire value chain. This also helps in sustaining environmental impacts beyond the prescribed limits and address social responsibility.

2. **Does the Company have strategies / initiatives to address global environmental issues such as climate change, global warming, etc? Y / N. If yes, please give hyperlink for webpage etc**.
   - Yes. Tata Chemicals has adopted Tata Group's Climate Change Policy which is an integral part of The Company's strategy to help the organization's growth in a Carbon conscious manner.
   - The Company has strategy, which includes: identifying opportunities for carbon abatement, investing in low carbon growth and tapping into opportunities presented by the emerging low carbon technologies. It has identified abatement levers, low carbon growth opportunities and carbon offset opportunities towards that end. The carbon abatement measures are chosen on the basis of the techno-commercial feasibility of implementation, maturity and availability of technologies and the magnitude of emissions reduction. Moreover, The Company is in process to adopt carbon pricing as an additional indicator to address environmental issues.

Biodiversity

- We conduct Environment Impact Assessment studies to assess the impacts of its operation on nearby biodiversity and surrounding environment periodically.
- While operating in harsh ecological conditions/semi-arid conditions at Mithapur site, highly alkaline soil conditions at Babrala site, The Company has restored the ecological balance in the surrounding habitats by converting waste lands into greenbelt.
- Our commitment towards continual improvement is triggering programs such as Mangrove conservation and regeneration at West coast near Mithapur and at East Coast for Aila affected region of Sundarban near Haldia.

- For preserving biodiversity of Okhamandal we conducted biodiversity reserve plantation project, implemented with the support of employee volunteers, seeks to preserve indigenous vegetation. Under the project, a total of 150 acres have been afforested with 133 native species of vegetation.
- We have initiated the process for Bio-diversity mapping and improving the same at Babrala township area. We continue to support species conservation efforts through the Dharti Ko Arpan programs detailed in the community support section.
- Our salt works provide a safe habitat for a number of migratory aquatic birds, who use this space to roost and breed. We continue to be good hosts to them.
- The Organization had conducted Natural Capital & Biodiversity baseline study for CNAB business and had identified improvement areas to work upon. These projects are in progress such as to sensitize the supply chain through supplier sustainability program.
- The Organization has also adopted Tata Group initiative on valuation of natural capital program for Chemicals business to pilot the protocol developed by Natural Capital Coalition.
- Greening of Salt pan is another initiative which The Organization has taken up to support the biodiversity around its chemicals business.

Water management, Water Footprinting, Carbon Footprinting

- Life Cycle Assessment (LCA) Study for key products, Carbon Footprint (CFP) and Water Footprint (WFP) assessment for all sites were taken up. Based on these assessments we derived targets and strategy for climate change and water management. Our Mission Jal program is the strategy for addressing water footprint outcomes through the value chain.
- CDP's carbon action initiative believes the companies to implement cost-effective greenhouse gas emissions reductions initiatives in line with emerging best practice. It is becoming increasingly important that they are able to evaluate exposure of a specific company to the material risks and opportunities presented by climate change, both in its direct operations and in its value chain. The Company uses the power of measurement and information disclosure to improve the management of environmental risk. The Company is responding to CDP since FY 2008-09 and is consistently maintaining its position under the Carbon Disclosure Leadership Index (CDLI) since FY 2010-11. The Company has also started CDP water reporting in FY 2012-13. CDP's supply chain program enables organizations to implement successful supplier engagement strategies, reduce upstream emissions, control water impact and manage risk in a changing climate. The Organization has also taken a call to use Carbon price as another tool to assess projects before implementing them.
- For more info visit - http://www.tatachemicals.com/Sustainability/sustainability_report.htm

3. **Does the Company identify and assess potential environmental risks? Y / N**
   Yes. We have formal process for Enterprise Risk Management. Through enterprise risk management process and SWOT (Strength Weakness Opportunity Threat) analysis potential environmental risks are identified at business level. The identified risks are assessed. Relevant action plans are prepared for the mitigation of risks and it is periodically reviewed. The organization has also adopted ISO 140001 and is a signatory to Responsible care which guides the organization as and when required. Aspect-Impact analysis with rating system is in place for assessing operational environmental impacts at site. Impact register is periodically reviewed for keeping it updated and for improving environmental performance. Environmental Management Plan (EMP) is in place for mitigating the environmental impacts thus reducing operational environmental risks. The organization has also initiated Life Cycle Assessment for its major products to estimate environmental impact over its life cycle.

4. **Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**
   Yes. Clean Development Mechanism (CDM) is an integral part of The Company's strategy for carbon conscious growth of the organization. Tata Chemicals got registered 2 CDM projects in 2004 and 1 CDM projects in 2005. As on date, we do not have CDM projects but now it has become an unsaid practice to assess CDM potential in each & every project and to address the same in the feasibility report of the project. Currently we are exploring the opportunities of CDM in a Corporate Social Responsibility Project - Carbon Neutral Village Project.

5. **Has the Company undertaken any other initiatives on - clean technology, energy efficiency, renewable energy etc? Y / N. If yes, please give hyperlink to web page etc.**
   Yes. As per Tata Chemicals' strategy of Carbon conscious growth, taken various initiatives to address clean technology, renewable energy and energy efficiency etc. Abatement levers have been identified during carbon footprint base line study which is an integral part of the Long Term Sustainability

Planning (LTSP) to identify key projects in the journey of green operations. Some of the initiatives taken by the organizations are as follows:

- Renewable Source of Energy
  - Solar energy to produce solar salt and in turn soda ash at Mithapur
  - Solar light and Solar water geyser at Babrala Residential Complex
  - Hot Air Generator (HAG) (Fuel shift from Furnace Oil to Biomass and Coal) at Haldia
  - Biomass based power plant (under evaluation)
  - 150 KW Solar PV installed at Babrala
- Natural Capital Accounting & Biodiversity Ecosystem
  - Natural Capital Accounting profile has been completed for Fertiliser business under CII-IBBI (Confederation of Indian Industry - Indian Business and Biodiversity Initiative) initiatives
  - The organization has also adopted Tata Group initiative on valuation of natural capital program for Chemicals business to pilot the protocol developed by Natural Capital Coalition.
  - Greening of Salt pans is another initiative which the Organization has taken up to support the biodiversity around its chemicals business.
- Waste Management
  - Well integrated mechanism to maximize the waste utilization within the operations
  - Emphasizing to develop value added product out of waste such as developed Green Bricks out of Sulphur rich Fly ash
  - Unique set-up of Cement plant to absorb waste generated out of other plants within the Mithapur operations
- Green Packaging application
  - Reusing secondary packaging in most products to reduce Carbon Footprint
- Organic Produce
  - Promoting Bio-fertilizer to support Organic produce
  - Neem coated Urea to promote pesticides free Agri-produce as well as to mitigate Green House Gas (GHG) emissions
- Green Supply Chain
  - Maximizing Rail transportation
  - Full load basis transportation and preference to bulker movements

Besides this, Tata Chemicals also endeavor to reduce indirect energy consumptions. Some of the initiatives are as follows:

- Preventive & reliability centered maintenance etc. to reduce downtime and smooth operations
- On–Off Timer system has been implanted in all road streets light. Changed florescent bulb instead of mercury light.
- Low voltage Variable Frequency Drives for throttled & recirculation applications.
- Premium efficiency motors to replace rewound motors
- Thermograph audits & actions for steam distribution network

6. **Are the Emissions / Waste generated by the company within the permissible limits given by CPCB / SPCB for the financial year being reported?**
   Our emissions/waste generated reports are regularly submitted to CPCB/SPCB and no major non-conformances have been observed for FY 2015-16.

7. **Number of show cause / legal notices received from CPCB / SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.**
   There is no pending or unresolved show cause/legal notices received from CPCB/SPCB as on end of FY 2015-16.

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

1. **Is your Company a member of any trade and chambers or association? If Yes, name only those major ones that your business deals with.**
   Yes. The Company has a stewardship role in the chemical and fertilizer industries. It is represented in Confederation of Indian Industry (CII), Indian Chemical Council (ICC), Fertilizer Association of India (FAI), Council of European Union Chambers of Commerce, in India (EUCCI), Bombay Chamber of Commerce and Industry (BCCI), Associated Chambers of Commerce and Industry (ASSOCHAM), All India Management Association (AIMA), etc., and also member of International Fertilizer Association

(IFA), American Institute of Chemical Engineers - Center for Chemical Process Safety (AIChE-CCPS), etc.

2. **Have you advocated / lobbied through above associations for the advancement or improvement of public good? Yes / No**
   Yes

If yes, specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Polices, Energy Security, Water, Food Security, Sustainable Business Principles, Others)
The Company has participated in industry body consultations in the following areas:

- Governance and administration
- Inclusive development and affirmative action
- Principles for Sustainable business
- Economic / sector reform
- Skill Development and skill building

Tata Code of conduct is the guide that the Company uses for advocacy.

Principle 8: Businesses should support inclusive growth and equitable development

1. **Does the Company have specified programmes / initiatives / projects in pursuit of the policy related to Principle 8? If yes, details thereof.**
   Yes, the organisation follows an integrated approach towards development programs and follows the policy of Sustainable Development, participatory approach and transparency.

   The Company's overall community development interventions have been named as BEACoN (Blossom – Enhance – Aspire – Conserve – Nurture):

   Blossom - Capacity building and empowerment of local communities through sustainable and replicable handicraft development model
   a. Promotion and development of traditional handicrafts – Okhai
   b. Clusters Development

   Enhance - Enhance income of community
   a. Agriculture Development Program
   b. Animal Husbandry
   c. Uday Foundation – Rural BPO
   d. Infrastructure Development Support

   Aspire - Facilitate and empower local communities to seek functional education and skills to enable sustainable socio-economic development
   a. Education (Entry level, Primary, Secondary and Higher Secondary) – for Children, Adults, migrating communities.
   b. Vocational Skill Development

   Conserve - Maintain ecological balance and conserve natural resources through participatory approach for environmental sustainability
   a. Nature Conservation - Whale Shark conservation, Coral Reef restoration, Mangrove plantation, Biodiversity reserve plantation, Marine Turtle monitoring, Community conserved wetland, Monitoring of birdlife, Eco Clubs
   b. Climate Change mitigation - Climate Neutral Village, Solar powered electric fencing, Energy efficient cooking stoves, Bio Gas plants, Solar Street Lights
   c. Land development and Water management and conservation

   Nurture - improve the health status of community through preventive and curative measures
   a. Health Care - Health Care camps, Eye camps, Awareness & Training programs
   b. Nutrition - Immunization and counseling drives, Malnourishment, Homestead Herbal and kitchen
   c. Sanitation - Swachh Bharat Mission cleanliness drives, Construction of toilets and sanitation units
   d. Safe Drinking Water - Roof Rain Water Harvesting Structures, Repair of hand pumps

Relief Programs
Tata Chemicals continues its support to any disaster, which hits our country.

For further information on projects and achievement please visit www.tcsrd.org; www.okhai.org

2. **Are the programmes / projects undertaken through in-house team / own foundation / external NGO / government structures / any other organization?**

The Company's CSR (Corporate Social Responsibility) projects are implemented through the Tata Chemicals Society for Rural Development (TCSRD) which was set up in 1980 to protect and nurture rural populations. Since then the Company has set up other focused organizations such as the Golden Jubilee Foundation, Uday foundation and Okhai- Centre for empowerment. We work with partners who respect and agree to our organizations' core CSR values. TCSRD has always worked in partnership with government agencies, voluntary bodies and local authorities in implementing CSR initiatives The Company has partnered with various government and non-government organisation such as, Sir Ratan Tata Trust, Sir Dorabji Tata Trust, WASMO (Water and Sanitation Management Organisation), NABARD (National Bank for Agriculture and Rural Development) and GRIMCO (Gujarat Rural Industries Marketing Corporation Ltd.).

3. **Have you done any impact assessment of your initiative?**
Yes. Impact of activities is measured on a regular basis by doing impact assessment, social audit by third party and by assessment as per Tata Sustainability Framework Analysis. A community satisfaction survey is carried out yearly to understand the perception of the community, reach of programs and the satisfaction level of the community.

4. **What is the Company's direct contribution to community development projects - Amount in INR and the details of the projects undertaken?**
For the financial year 2015-16 amount spent for community development projects: Rs. 30.37 Crores.

The Company's inter-related development interventions are named as BEACoN (Blossom – Enhance – Aspire – Conserve – Nurture):

Blossom - Capacity building and empowerment of local communities through sustainable and replicable handicraft development model

Promotion and development of traditional handicrafts – Okhai
Tata Chemicals Society for Rural Development (TCSRD) is promoting handicraft products under the brand OKHAI in all the locations with the objective of keeping alive the traditional skills and at the same time provide sustainable livelihood to the artisans. TCSRD initiated this with the Saurashtra handicrafts of Okhamandal, Karjobi of Babrala and Jute craft of Haldia. TCSRD at present is working with 500 artisans across sites through the cluster development program and has been able generate business turnover of Rs. 1.51 crores. The major focus of OKHAI during the year was on product Innovation, online sales & exports.

Clusters Development
Cluster Development program strives to develop entrepreneurship qualities in rural women and guide them adeptly engage in productive enterprises. TCSRD organised training on entrepreneurship development for all the women members of SHG clusters, so that they are equipped with entrepreneur skills and can establish their respective production unit.



At Mithapur, six clusters / group enterprise have been formed. They are Bandhani, Rexene & Leather, Bead work, Jute, Block print and Coconut Fibre products, which are also linked to Okhai for providing a marketing platform for the same.
The products being promoted in Babrala are Karzobi, Incense, mobile Charger, Solar table lamps, paper envelop and paper carry bags. TCSRD in Babrala also supported "Sevarthi Seva Samiti" a SHG federation for setting up its Jute product training cum production centre in Babrala.

Enhance - Enhance income of community

Agriculture Development Program



TCL launched the Phase III of OSGP program in Mithapur with the aim of improving socio-economic status of farmers of 40 villages affected by salinity in agriculture land. The program targets to benefit 11,000 households through Natural Resource Management, drinking water & sanitation.In Mithapur & Sriperumbudur TCL is also promoting the use of organic fertilizer for agriculture production. During the year 97 farmers were trained and supported for organic farming. The land reclamation program is being carried out in Babrala. This year 42.20 acres of land were reclaimed and 400.73 acres of land have been completely leveled which has benefited 292 farmers of Gunnour tehsil. In Haldia, TCL is promoting the SRI method of paddy cultivation & mushroom cultivation among the farmers. During the year, 3213 farmers were provided training & exposure for adopting improved methods of agriculture practices.



Animal Husbandry

Promotion of dairy farming: Activities in this project include OPD, FMD Vaccination, HS Vaccination, Deworming Camps, and Animal Health Camps at different locations. In the financial year 2015-16, 4120 animals were examined & treated at OPDs which benefited 3670 households from 42 villages. During the year, 31371 cattle were vaccinated for FMD & HS in Babrala. In Mithapur 63000 cattle were vaccinated and in Haldia 5218 cattle were vaccinated. This year TCL supported cattle owners for Artificial Insemination; 16286 Cows & Buffaloes inseminated with high milk yielding genetic materials in Babrala. In Haldia 598 cows were artificially inseminated.

Agri Allied Activities: In Haldia, TCL supported 100 families for fish culture and 57 households for poultry farming.

Uday Foundation

246 youth are employed by Uday at Mithapur and Babrala. Uday Foundation continues to provide customer support to Tata Sky, Tata Chemicals (Chem Connect) and Ministry of External Affairs (Passport helpline). Babrala has tied up with Rural Shores organization to deliver services to organizations such as Ministry of Corporate Affairs, National Skill Development Corporation & Ernst & Young etc.



Infrastructure Development Support

Infrastructure development program is the key to rural development as it helps improves rural economy and quality of life. TCSRD since its inception has given importance to this program as it is essential for the overall development of community.

Projects like Construction of brick pavement track, Individual toilets and School boundary wall were undertaken at Babrala. 190 meter of track was constructed, adding to a total of 30245 meter laid so far.

At Mithapur, 6 cattle trough and 5 cattle shed were constructed. 200 running meter of drainage channel was also constructed.

Infrastructure support was also provided to 1 Primary school, 2 High schools and 4 ICDS centres.

Aspire - Facilitate and empower local communities to seek functional education and skills to enable sustainable socio-economic development

Education

Education programs at all locations have been taken based on the need of the area with a target of zero drop-out of students at all levels of education starting from pre-primary education. The focus has been to improve quality of education in schools, provide scholarship support to meritorious students,

provide basic infrastructure support to schools imparting bridge courses and provide required coaching support to youth for their academic and professional growth.



During the reporting year, Education programs like E- Library, Learning Enhancement Program (LEP), Teacher training, Scholarships, Child learning and Improvement, SNDT (Shreemati Nathibai Damodar Thackersey Women's University) center, IGNOU (Indira Gandhi National Open University) and National Open University, Career resource center, Shala Pravesh Utsav, Adult Literacy classes, Residential Summer Camp on Spoken English and Personality Development were implemented, benefiting more than 7000 children across the three sites.

A separate initiative "Learning And Migration Program (LAMP)" is being carried out in seven districts of Gujarat for the migratory population. The program is run in partnership with American India Foundation which with the help of implementing NGOs is working closely with community and government schools to strengthen school governance system and quality of education. During the year the program has reached out to more than 15000 children and has been able to strengthen the local governance system at block and village level.

Vocational Skills



TCSRD is running the skill development program in Mithapur, Babrala, Haldia and Sriperumbudur to train unemployed youth and facilitate in their employment or entrepreneurship development.

The vocational skill training includes mobile repairing, computer repairing, electrical fittings, AC/Refrigerator repairing etc. There are specially designed training for women like tailoring, beautician course and nursing. TCSRD has also tied up with CSTI (L&T) for providing industrial trainings like bar bending, masonry, electrical fittings & carpentry. The training also included component of soft skills for overall personality development and entrepreneurship development for developing entrepreneurship skills among youth.

During the year 1929 youth were trained on different vocational skills which would help them get employment or start their own enterprises.

Conserve - Maintain ecological balance and conserve natural resources through participatory approach for environmental sustainability

Nature Conservation projects like Whale Shark conservation, Coral Reef restoration, Mangrove plantation, Biodiversity reserve plantation, Marine Turtle monitoring, Community conserved wetland, Monitoring of birdlife, Eco Clubs Program and Organic Waste Converter continued in Mithapur. In Babrala & Haldia, TCSRD is also working with the Eco Clubs in schools.



The whale shark project at Mithapur is currently in its third phase which focuses on habitat study, and research on migratory pattern and breeding biology of this fish. During the year, 101 Whale Sharks caught incidentally in the fishing nets along the Saurashtra coast were rescued and released taking the total rescue figure since the inception of the campaign to 591.In Babrala, solar products have been introduced both for domestic uses and external for public use like street lights etc.

Land development program and Water management and conservation like Mission Jal and drip irrigation were also carried out at Babrala, Mithapur and Haldia.
In Haldia, TCSRD continued promoting the energy efficient cook stoves and bio-gas plants.

Nurture - improve the health status of community through preventive and curative measures

Health Care
Improving health of rural community is an important part of TCSRD overall strategy.
This year, 37844 patients were examined and treated at heealth care camps and OPD centre at Babrala. The most prevalent health problems at the OPD (Out Patient Department) were skin problem, anemia, water borne diseases and cold & cough. Hemoglobin and nutrition check-up was done for 313 young girls during the camp.
Eye camps were organized at Babrala, Haldia and Mithapur to address the issue of vision problems. During the camps 2465 people got eye check-up and were supported with spectacles and 292 patients were supported for cataract operation.
Awareness & Training programs like Capacity building of ASHA (Accredited Social Health Activist) & Anganwadi workers, AIDS Awareness, No Tobacco Day, Health awareness camps, Thalassemia awareness camps continued across three sites.

Nutrition – Women & Child Health
TCSRD in Babrala, has been facilitating government run health program in the rural communities like Janani Suraksha Yojna especially targeting women and child health. Prime importance is given to vaccination of pregnant women, children (0-10) years and adolescent girls. To reduce Maternal & Infant Mortality Rate, Mobile Health services have been provided in 40 villages of Gunnour Tehsil. 12965 women and children got vaccination and 4399 patients were provided treatment at village level during the year.



In Mithapur, TCSRD identified mal-nourished children within 0-5 years by organising camps with the support of Mithapur Hospital. During the year screening of 451 children 28 children were sent to Rajkot and Ahmedabad for their treatment.
In Haldia, TCSRD has been able to establish linkage with district Nutritional Rehabilitation Centre and the health department for treatment of the severely mal-nourished children. During the last year 53 severely mal-nourished children were sent to NRC with the support of the ICDS and ASHA workers.

Sanitation
TCSRD has partnered with WASMO for undertaking drinking water & sanitaion acitivites under CADP project. The project aims to provide drinking water facilities to the rural households of Okhamandal with the help of village institutions. During the year, 176 units of RRWHS (Roof Rainwater Harvesting System) was facilitated with each household getting additional 10,000 liters of drinking water. 2775 households were provided pipeline connection of drinking water.
616 new sanitation units were facilitated in Mithapur and 7 villages were officially declared as Open Defecacy Free villages. In Babrala 46 and in Haldia 6 sanitation units were constructed.

Relief Programs
Tata Chemicals continues its support to any disaster, which hits our country. This year relief support was provided to Nepal during earthquake disaster and Chennai during cyclone distaster.

For further information on projects and achievement please visit www.tcsrd.org; www.okhai.org

5. **Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.**

Yes. Community is our key stakeholder and we believe that development of the community is only possible through engagement and partnership from all the stakeholders. The guiding principles for the engagement with the community are enshrined in the “Community development policy”. These principles are sustainability, participatory approach, transparency, networking and partnership, creating a resource centre and volunteering.

The process of engagement with the community starts with identification of the key community, their needs and prioritization. The needs are identified through various listening and learning methods, participatory rural appraisals, household survey and focused group discussion.

The participation of the stakeholders is vital to success of all programs and forms the basis of all program designs. The projects are continuously monitored and evaluated to measure impact. Stakeholder Engagement Surveys and Social impact audits are conducted to assess project outcomes. The company develops exit strategy for projects which have matured and withdraws after handing over the project to the community.

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

1. **What percentages of customer complaints / consumer cases are pending as on the end of financial year?**

   CNAB (Crop Nutrition & Agri Business) – Nil
   Chemicals - < 0.3%
   WAPU (Water Purifier) - < 0.5%
   CP (Salt) (Consumer Products – Salt) – 0.002%
   Nutraceuticals - Nil

2. **Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes / No / N.A. / Remarks (additional information)**

   Yes. Product information about the physical dimensions and/or chemical compositions, /nutritional information/ nutrient content is provided through our product labels/pack declaration and/or catalogues. Round the clock information of our products is available on Company's website and at the call centre. All packages retail / bulk contain product information including product manager's address / Customer Relationship Manager contact number to enable consumers to correspond. All of our information is voluntary with various branding elements, with no comment on competitors or regional bias statements. Where ever applicable specific certification requirements of regulatory authorities and some markets like ISI (Indian Standards Institute), FSSAI (Food Safety and Standards Authority of India), Halal, etc. are provided on the product labels and / or catalogues.

3. **Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and / or anti-competitive behaviour during the last five years and pending as on end of financial year? If so, provide details thereof, in about 50 words or so.**

   There is no anti-competitive, abuse of dominant position or unfair trade practices case pending against the Company.

4. **Did your Company carry out any consumer survey / consumer satisfaction trends?**

   Yes. Customer satisfaction survey is carried out by the Company every year.
   Overall customer satisfaction for FY15-16 is given below.

SBU	Consumer Satisfaction (%)
Chemicals	83
Water purifier	Consumer survey is carried out once in 2 years. It was not carried out in FY 15-16
Consumer Products (salt etc.)	71
CNA (Agri products)	77
Nutraceuticals	78