



June 07, 2023

DGM – Corporate Relations  
Bombay Stock Exchange Ltd.  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai – 400 001

The Listing Department  
National Stock Exchange  
Exchange Plaza  
Plot No. C-1, Block G  
Bandra – Kurla Complex  
Bandra (East)  
Mumbai – 400 051

Dear Sir / Madam,

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

Pursuant to Regulation 34 of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for the financial year ended March 31, 2023.

This is for your information and records.

Best Regards,

**For Tata Elxsi Limited**

**Cauveri Sriram**  
**Company Secretary & Compliance Officer**

engineering creativity

**TATA ELXSI**

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India  
Tel +91 80 2297 9123 Fax +91 80 2841 1474  
[www.tataelxsi.com](http://www.tataelxsi.com)

# Business Responsibility & Sustainability Report

## Section A: General Disclosure

### I. Details of the Listed Entity

1. > Corporate Identity Number (CIN) of the listed entity:	L85110KA1989PLC009968
2. > Name of the listed entity:	Tata Elxsi Limited
3. > Year of incorporation:	1989
4. > Registered office address:	ITPB Road, Whitefield, Bengaluru 560048, India
5. > Corporate address:	ITPB Road, Whitefield, Bengaluru 560048, India
6. > E-mail:	<a href="mailto:investors@tataelxsi.com">investors@tataelxsi.com</a>
7. > Telephone:	080 2297 9123
8. > Website:	<a href="http://www.tataelxsi.com">www.tataelxsi.com</a>
9. > Financial year for which reporting is being done:	April 1, 2022, to March 31, 2023
10. > Name of the Stock Exchange(s) where shares are listed:	BSE Limited National Stock Exchange of India Limited
11. > Paid-up capital:	₹ 6,227.64 lakhs comprising of 622.76 lakh equity shares of ₹ 10/- each
12. > Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	<b>Name:</b> Dr. Sajiv Madhavan <b>Designation:</b> Chief Risk and Sustainability officer <b>Telephone No:</b> 080 2297 9302 <b>Fax:</b> 080 2841 1474 <b>E-mail ID:</b> <a href="mailto:investors@tataelxsi.com">investors@tataelxsi.com</a>
13. > Reporting boundaries are the disclosures under this Report made on a standalone basis (i.e., only for the Company) or on a consolidated basis (i.e., for the Company and all the entities which form a part of its consolidated financial statements, taken together):	The disclosures under this report are made on a standalone basis



## II. Products/Services

### 14. DETAILS OF BUSINESS ACTIVITIES (Accounting for 90% of the Turnover):

Tata Elxsi provides design and technology services across industries, including Transportation, Healthcare, Media & Communication. The Company's services are broadly categorised into 'Software Development & Services' and 'Systems Integration & Support'.

Sr. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Software Development and Services	Software Design, Development and Testing	<b>87%</b>
2.	Systems Integration and Support	Systems Integration and Design Services	<b>13%</b>

### 15. PRODUCTS/SERVICES SOLD BY THE ENTITY (Accounting for 90% of the Entity's Turnover):

Sr. No.	Description of main activity	NIC Code	% of total turnover contributed
1.	Software Development and Services	62013	<b>87%</b>
2.	Systems Integration and Support	62020	<b>13%</b>

## III. Operations

### 16. NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

Location	Offices
National	<b>16</b>
International	<b>15</b>

### 17. MARKETS SERVED BY THE ENTITY:

The primary markets for Tata Elxsi are Americas, Europe, Japan, and APAC.

#### a. Number of locations

Location	Number
National (no. of states)	<b>5 States and 1 UT</b>
International (no. of countries)	<b>16</b>

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

Export revenue constitute more than 80% of the total revenue.



#### c. A brief on types of customer

The Company's customers are from industries like Transportation, Healthcare, Media & Communication across the globe. This includes OEM's and service providers, Tier 1 and Tier 2 suppliers.



## IV. Employees

### 18. DETAILS AS AT THE END OF FINANCIAL YEAR:

a. Employees and workers (including differently abled):

No.		Particulars	Total (A)	Male		Female	
				No. (B)	% (B/A)	No. (C)	% (C/A)
1.	 <b>EMPLOYEES</b>	Permanent (D)	11,254	7,151	64%	4,103	36%
2.		Other than permanent (E)	610	458	75%	152	25%
3.		Total employees (D + E)	11,864	7,609	64%	4,255	36%
4.	 <b>WORKERS</b>	Permanent (F)	385	294	76%	91	24%
5.		Other than permanent (G)	NA	NA	NA	NA	NA
6.		Total workers (F + G)	385	294	76%	91	24%

b. Differently abled employees and workers:

Sr. No.		Particulars	Total (A)	Male		Female	
				No. (B)	% (B/A)	No. (C)	% (C/A)
1.	 <b>DIFFERENTLY ABLED EMPLOYEES</b>	Permanent (D)	8	6	75%	2	25%
2.		Other than permanent (E)	-	-	-	-	-
3.		Total differently abled employees (D + E)	8	6	75%	2	25%
4.	 <b>DIFFERENTLY ABLED WORKERS</b>	Permanent (F)	-	-	-	-	-
5.		Other than permanent (G)	-	-	-	-	-
6.		Total differently abled workers (F + G)	-	-	-	-	-

At present, Tata Elxsi Limited does not have any workers with disabilities. However, the Company maintains a non-discriminatory approach towards them and applies the same policies to all employees and workers, including during the recruitment process.

### 19. PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

	Total (A)	No. of percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.66%
Key Managerial Personnel	3	1	33.34%



## 20. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

	2022-23 (Turnover rate in current FY)			2021-22 (Turnover rate in previous FY)			2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>PERMANENT EMPLOYEES</b>	17.5%	17.1%	17.3%	21.5%	19.6%	20.8%	6.5%	6.7%	6.6%
<b>PERMANENT WORKERS</b>	-	-	-	-	-	-	-	-	-

## V. Holding, Subsidiary and Associate Entities (including Joint Ventures)

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
1.	Tata Sons Private Limited	Holding	42.22%	Yes

## VI. CSR DETAILS

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

Data as on March 31, 2022

₹ 2,47,079.92 lakhs

Turnover

₹ 1,60,090.29 lakhs

Net Worth

## VII. Transparency and Disclosures Compliances

### 23. COMPLAINTS/GRIEVANCES ON ANY OF THE PRINCIPLES (PRINCIPLES 1 TO 9) UNDER THE NATIONAL GUIDELINES ON RESPONSIBLE BUSINESS CONDUCT:

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No)	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	(If yes, then provide the weblink for the grievance redress policy) <sup>#</sup>	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
COMMUNITIES	Yes	-	-	-	-	-	-
INVESTORS (other than shareholders)	Yes	-	-	-	-	-	-
SHAREHOLDERS	Yes*	63	3	-	37	-	-
EMPLOYEES AND WORKERS	Yes**	3	-	-	3	-	-
CUSTOMERS	Yes <sup>@</sup>	-	-	-	-	-	-
VALUE CHAIN PARTNERS	Yes <sup>1</sup>	-	-	-	-	-	-
OTHER (please specify)	-	-	-	-	-	-	-

<sup>#</sup> The policies guiding the Company's conduct, including the grievance redressal mechanism, are available on the Company's website at <https://www.tataelxsi.com/investors/policies-and-disclosures>

<sup>\*</sup> The Company provides a mechanism to address grievances of its shareholders. TSR Consultants Private Limited has been appointed as the Share Transfer Registrars/Agents and is responsible for addressing shareholders' inquiries, requests, and complaints. The Share Transfer Registrars/Agents operate within the guidelines established by SEBI and respond to such grievances through a designated email address.

<sup>\*\*</sup> The Company's Whistle Blower Policy is available to all employees and workers. The Company offers various communication channels, including an email address, and written complaints, to address any grievances through the Whistle Blower mechanism.

<sup>@</sup> Customers have multiple communication channels to address their grievances, including project reviews, periodic meetings at various levels and portal to raise issues/complaints

<sup>1</sup> Value chain partners can avail the grievance redressal mechanism through various channels, including an email address, a shared service helpdesk, and the Global Whistle Blower Policy



## 24. OVERVIEW OF THE ENTITY'S MATERIAL RESPONSIBLE BUSINESS CONDUCT ISSUES

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	<b>EMPLOYEE WELL-BEING, HEALTH AND SAFETY</b>	Risk	The Company's people are paramount to it, and its vision includes 'to be a preferred employer of choice,' towards which health and well-being is essential.	Awareness and training programmes, 24*7 support for physical and psychological issues, doctor in campus and mandatory medical checkups.	Negative
2	<b>TALENT MANAGEMENT</b>	Risk	The Company's ER&D requires constant upgradation of high-end skills and research capabilities.	Enhanced investment in L&D tools, system and content towards capability development.	Negative
		Opportunity	Enhances the Company's ability to work with cutting-edge technology and achieve its mission of being the preferred partner for its customers.	-	Positive
3	<b>DATA PRIVACY AND SECURITY</b>	Risk	It is important to safeguard the enterprise data and also to fulfil the contractual responsibility to customers. The increasing landscape of data privacy laws across the globe also possess a risk of penalties on non-compliances and reputational loss.	Enhanced cyber security measures like robust processes, policies, awareness and sensitisation programmes.	Negative
		Opportunity	As devices become smart and connected, they also become vulnerable to attacks. This presents a good opportunity to secure equipment and create a safe environment for our operations.	Developing capability and demonstrator to address potential commercial opportunity.	Positive
4	<b>CORPORATE GOVERNANCE AND CONDUCT</b>	Risk	Corporate governance is critical for the success of Tata Elxsi and any risks can result in reputation loss and damage to stakeholder trust and business disruption.	Periodical internal reviews, audit and presentations on changes introduced by regulators.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
5	CLIMATE CHANGE	Risk	Climate change is a threat to the Company's infrastructure that may disrupt operations and potentially impact the safety and well-being of employees. Also, as Tata Elxsi delivers to customers across various geographies, the Company expects global compliance on climate change to impact its customer's strategy. Thus resulting in disruptions in their operations causing an impact on the Company's revenues.	Business continuity policy and emergency response plans are in place.	Negative
6	SUPPLY CHAIN SUSTAINABILITY	Risk	The Company's emphasis on sustainable supplier may impact cost, time and availability.	Planning and supporting existing suppliers to embrace sustainability.	Negative
		Opportunity	The Company emphasis on sustainability for furthering ESG compliance.	-	Positive
7	DIVERSITY, EQUITY AND INCLUSION	Opportunity	In line with the Company's Code of Conduct and stakeholder expectations.	-	Positive
8	CSR	Opportunity	As a part of the Company's commitment to society, comprehensive interventions are undertaken in education, healthcare, and the environment.	-	Positive
9	PRODUCT AND SERVICE STEWARDSHIP	Opportunity	To contribute towards a sustainable ecosystem.	-	Positive
10	WASTE	Risk	Aligning with the principle of reducing resource use.	Reduction of waste by awareness and responsible disposal leading to recycling.	Negative
11	WATER	Risk	Supporting UN SDG goals of better water management.	Water treatment facilities are established to ensure water treatment, recycling and recharge.	Negative
12	BIODIVERSITY	Risk	Objective of contributing to the preservation of the environment.	Afforestation and reinstating biodiversity.	Negative

*For more details please refer to Identifying Material Priorities to Design Strategies section of 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 NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
<b>1.</b> a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
<p><b>P1 to P9:</b> Tata Code of Conduct (TCoC)</p> <p><b>P1:</b> Whistle Blower Policy</p> <p><b>P2:</b> Sustainable Supply Chain Policy</p> <p><b>P3 and P5:</b> Employee-related Policies</p> <p><b>P4 and P8:</b> CSR Policy</p> <p><b>P6:</b> HSE Policy and ESG Policy</p> <p><a href="https://www.tataelxsi.com/investors/policies-and-disclosures">https://www.tataelxsi.com/investors/policies-and-disclosures</a></p>									
<b>2.</b> Whether the entity has translated the policy into procedures? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>3.</b> Do the enlisted policies extend to your Value Chain Partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>4.</b> 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.	ISO 9001: 2015 – For Quality Management System ISO 27001: 2013 – For Information Security Management System ISO 45001: 2018 – For Occupational Health and Safety Management System ISO 14001: 2015 – For Environmental Management System ISO 13485: 2016 – For Medical Device Certification CMMi V2.0 Level 3 – For Digital applications for Medical Domain Auto SPICE – For Automotive Projects TISAX – Information Security Certification for German Automotive Projects								
<b>5.</b> Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	Y*	N	N	N
<b>6.</b> Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	NA	NA	NA	NA	NA	Y**	NA	NA	NA
<p>*50% Reduction in absolute Scope 1 + Scope 2 emissions by 2025 (vs the base year 2021), Carbon Neutral by 2030</p> <p>**62% Reduction in carbon emissions (intensity) in the last 2 years and renewable energy use at 38.5%</p>									

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Governance, leadership and oversight</b>									
<p><b>7. Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has a flexibility regarding the placement of this disclosure)</b></p> <p>Tata Elxsi has integrated sustainability into all aspects of business. Company's sustainability framework aims to reduce carbon footprint, conduct responsible business practices that benefit society and transparent governance practices.</p> <p>The Company aims to reduce its carbon emission by 50% by 2025 and become carbon neutral by 2030. To achieve these targets following initiatives have been taken by Tata Elxsi:</p> <ul style="list-style-type: none"> <li>• Increasing the use of renewable energy by implementing rooftop solar power plant and procurement of green power</li> <li>• Use of energy-efficient infrastructure</li> </ul> <p>We are working on our material issues (Materiality), identifying KPI's, goals and monitoring performance. We are also constantly refining our reporting mechanisms in order to achieve greater collaboration and contribution.</p>									
<p><b>8.</b> Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</p>	<p><b>Name:</b> Manoj Raghavan  <b>Designation:</b> CEO &amp; Managing Director  <b>DIN:</b> 08458315</p>								
<p><b>9.</b> Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.</p>	<p>Yes, the Stakeholders' Relationship Committee constituted by the Board.</p>								

**10.** Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ any other Committee									Frequency (annually/ half-yearly/ quarterly/ any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	H	Q	Q	Q	H	H	Q	Q
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Statutory Compliance Certificate on applicable laws is placed before the Board of Directors every quarter.																	

Tata Elxsi's Integrated Quality Management System integrates the TE-chosen industries' requirements, best practices, frameworks, and standards. This includes ISO 9001:2015, ISO 27001:2013, TISAX; Health Safety and Environment Standards ISO 14001, ISO 45001, as well as industry domain specific standards such as Automotive SPICE level 5 and ISO 13485 (Medical Devices). The Company complies with international laws, principles, and norms, including those in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and United Nations Guiding Principles on Business and Human Rights.



	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>11.</b> Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	Y	Y	Y	Y	Y	Y	Y	Y	Y

Tata Elxsi is certified ISO 14001:2015 and ISO 45001:2018.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## Section C: Principle-Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised 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:

Business should conduct and govern itself with ethics, transparency and accountability.

### PRINCIPLE 2:

Business should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

### PRINCIPLE 3:

Business should respect promote the well-being of all employees.

### PRINCIPLE 4:

Business should respect the interests of, and be responsive towards, all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

### PRINCIPLE 5:

Business should respect and promote human rights.

### PRINCIPLE 6:

Business should respect, protect and make efforts to restore environment.

### PRINCIPLE 7:

Business, when engaged in influencing public and regulatory policy/policies, should do so in a responsible and transparent manner.

### PRINCIPLE 8:

Business should promote inclusive growth and equitable development.

### PRINCIPLE 9:

Business should engage with and provide value to their customers and consumers in a responsible manner.



**PRINCIPLE 1**

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

Tata Elxsi is a global design and technology services company offering innovative solutions in product engineering, design and visualisation and artificial intelligence. The Company has established its code of conduct that encompasses employees, customers, shareholders, suppliers, partner and have the necessary systems to monitor and improve.

**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	% of persons in respective category covered by the awareness programmes
BOARD OF DIRECTORS	100%	Business Responsibility and Sustainability.	100
KEY MANAGERIAL PERSONNEL (KMP)	100%	The KMP participated in sessions on the Tata Code of Conduct, business ethics, risk, strategy, ESG matters, workplace conduct, and law and compliance. These topics are covered in salient detail on the principles.	100
EMPLOYEES OTHER THAN BOD AND KMPs	7,345	P1, P3, P5, P6, P8, P9	100
WORKERS			

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 the case	Has an appeal been preferred (Yes/No)
Penalty/fine	NA	NIL	NIL	NA	NA
Settlement	NA	NIL	NIL	NA	NA
Compounding fee	NA	NIL	NIL	NA	NA

Non-monetary			
NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred
Imprisonment	NIL	NA	
Punishment			

Tata Elxsi has no instance of fines/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.





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, judicial institutions
	NA

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

Yes, the Company has formulated anti-bribery policy to ensure that appropriate and adequate procedures are in place to prevent the Company's involvement in any activity involving bribery, facilitation payments, or corruption, even where the involvement may be unintentional. The policy is available at <https://www.tataelxsi.com/investors/policies-and-disclosures>.

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

	2022-23 (Current financial year)	2021-22 (Previous financial year)
 DIRECTORS	NIL	NIL
 KMPs	NIL	NIL
 EMPLOYEES	NIL	NIL
 WORKERS	NIL	NIL

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

	2022-23 (Current financial year)		2021-22 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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: NA



**PRINCIPLE 2**

Businesses should provide goods and services in a manner that is sustainable and safe.

Tata Elxsi has established its sustainability policies with an aim of improving its ESG performance. The Company has in place quality, information security, environmental and health and safety management systems.

**Essential indicators**

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

	2022-23 (Current financial year)	2021-22 (Previous financial year)	Details of improvements in environmental and social impacts
<p>R&amp;D</p>	1.65%	1.45%	The intent is to continue investing in technology IP development, especially in automotive, broadcast and healthcare domains.
<p>CAPEX</p>	NA	NIL	NA

- Does the entity have procedures in place for sustainable sourcing? (Yes/No): Yes
  - If yes, what percentage of inputs were sourced sustainably?

Tata Elxsi engages with multiple local and international suppliers with a preference for local vendors. All of the Company's suppliers have adopted the supplier code of conduct to achieve a responsible supply chain.

<https://www.tataelxsi.com/investors/policies-and-disclosures>

- 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:

Tata Elxsi is an engineering research and development organisation serving design and development services to

its global customer segments and does not manufacture any products. The Company has defined processes for reuse, recycling and safe end-of-life disposal for the products used in its operations.

The Company's e-waste recycling process takes care of obsolete computers, monitors, computer accessories and other electronic office equipment. It has employed specialised agencies to carry out the e-waste disposal. The Company encourages reduced use of paper. Hazardous waste like UPS batteries is responsibly given to licensed agencies for recycling.

- 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: NA

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

Tata Elxsi recognises that its employee's well-being is critical to its vision and values. The Company has also developed systems to enable labour and human rights in its value chain.

### Essential indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	7,151	7,151	100%	7,151	100%	NA	NA	7,151	100%	NA	NA
Female	4,103	4,103	100%	4,103	100%	4,103	100%	NA	NA	NA	NA
<b>Total</b>	<b>11,254</b>	<b>11,254</b>	<b>100%</b>	<b>11,254</b>	<b>100%</b>	<b>4,103</b>	<b>100%</b>	<b>7,151</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
<b>Other than permanent employees</b>											
Male	All benefits extended to the contract workforce (workers) are in line with statutory provisions. As a principal employer Tata Elxsi is committed to ensuring compliance.										
Female											
<b>Total</b>											

There are no daycare facilities on the premises. Tata Elxsi has location-wise tie-ups with third-party-run daycare centers which employees avail.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	294	294	100%	294	100%	NA	NA	NA	NA	NA	NA
Female	91	91	100%	91	100%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>385</b>	<b>385</b>	<b>100%</b>	<b>385</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than permanent employees</b>											
Male	NA										
Female											
<b>Total</b>											

All benefits extended to the contract workforce (workers) are in line with statutory provisions. As a principal employer Tata Elxsi is committed to ensuring compliance.





2. Details of retirement benefits for the Current FY and Previous FY

Benefits	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	-	100%	Yes	-	100%	Yes
Others	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes. Tata Elxsi facilities are accessible to differently abled employees with lifts, ramps, and wheelchair provision.

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

Yes, the Company provides equal rights to its employees and doesn't discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law. The Company also recruits, develops and promotes its employees solely on performance, merit, competence and potential.

<https://www.tataelxsi.com/investors/policies-and-disclosures>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	88%	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tata Elxsi is committed to ensuring compliance by means of frequent audits on contractors.	
Female	100%	89%		
<b>Total</b>	<b>100%</b>	<b>88%</b>		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company has implemented an open-door approach for every employee, regardless of their position.
Other than permanent workers	
Permanent workers	It offers various platforms to its employees for sharing their grievances and concerns, including Ethics Speak up, HR Helpdesk and emails to their supervisors.  Further the company follows the 'Tata Code of Conduct' (TCoC) encouraging employees to raise concerns about Bribery and corruption, harassment and Human rights issues, Insider trading and many more.
Other than permanent workers	

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective categories, who are part of association(s) or union(B)	% (B/A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective categories, who are part of association(s) or union(D)	% (D/C)
<b>Total Permanent Employees</b>	Tata Elxsi acknowledges and upholds the rights of its employees to peacefully associate and engage in collective bargaining. Tata Elxsi actively promotes employee participation through purpose driven groups to enhance engagement and voice concerns.					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

8. Details of training given to employees and workers:

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees (permanent + direct consultants)</b>										
Male	7,272	7,272	100%	6,540	90%	5,712	5,712	100%	5,160	90%
Female	4,144	4,144	100%	3,730	90%	3,076	3,076	100%	2,750	90%
<b>Total</b>	<b>11,416</b>	<b>11,416</b>	<b>100%</b>	<b>10,270</b>	<b>90%</b>	<b>8,788</b>	<b>8,788</b>	<b>100%</b>	<b>7,910</b>	<b>90%</b>
<b>Workers</b>										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

Training is an element for safety awareness. Health and safety training is imparted to employees as a part of the induction module at the time of joining to achieve minimum mandatory awareness related to health and safety (H&S). Constant reinforcement sessions are conducted through webinars, trainings, posters, emails and floor meetings.



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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	7,151	7,151	100%	5,712	5,712	100%
Female	4,103	4,103	100%	3,076	3,076	100%
<b>Total</b>	<b>11,254</b>	<b>11,254</b>	<b>100%</b>	<b>8,788</b>	<b>8,788</b>	<b>100%</b>
<b>Workers</b>						
Male	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tata Elxsi is committed to ensuring compliance by means of frequent audits on contractors. Tata Elxsi provides constructive feedback towards their performance (if any).					
Female						
<b>Total</b>						

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 of such system?

Yes, Tata Elxsi has implemented health and safety management system in line with ISO 45001:2018 and is assessed for ISO 45001:2018 and ISO 14001:2015 (for Environmental Management System).

- 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 Elxsi has several processes in place to identify work-related hazards and assess risks on a routine and non-routine basis, including:

Hazard Identification and Risk Analysis (HIRA) process: Tata Elxsi uses a structured approach to identify and evaluate potential hazards in its operations.

Incident reporting by employees and workers: Tata Elxsi encourages its employees and workers to report any incidents, accidents, or near-misses that occur in the workplace.

Safety walkthroughs by the leadership and senior management: Tata Elxsi conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk.

- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. The Company's workers have multiple channels to report incidents and accidents through the incident reporting system, emails, verbal reporting to supervisors and ethics helpline.

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

Yes, Tata Elxsi has a doctor-in-campus facility and corporate tie-ups with the nearest multi-specialty hospitals for any emergencies.



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

Safety Incident/Number	Category	2022-23 (Current financial year)	2021-22 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

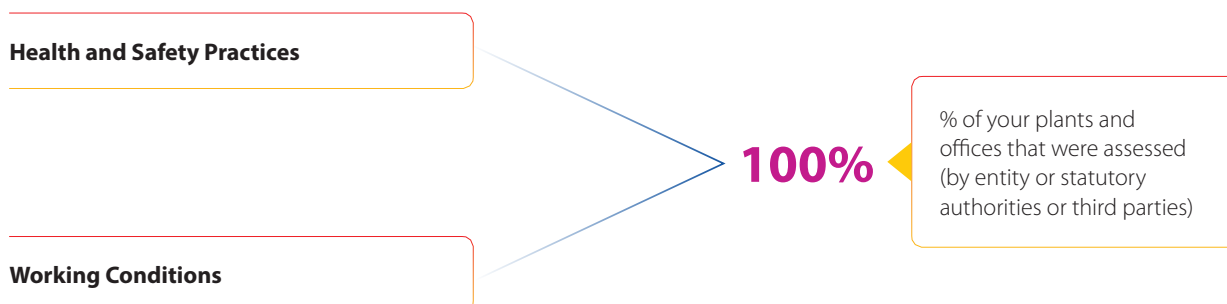
The Company undertook various measures to ensure a safe and healthy workplace which include:

- ▶ Implementing Organisation Health and Safety System in line with ISO 45001:2018 standard
- ▶ Providing training through awareness programs on physical and mental well-being
- ▶ Mandating medical check-ups for high-risk categories
- ▶ Facilitating doctor on campus
- ▶ Counselling helpline one-to-one and 24\*7 telemedicine facility

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

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	-	-	-	13	-	-
Health & safety	6	-	-	10	-	-

14. Assessments for the year:



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: NA

*For more details please refer to [Fostering a Culture Designed to Nurture \(Human Capital\) section of the Integrated Report](#)*



**PRINCIPLE 4**

Businesses should respect the interests of and be responsive to all its stakeholders.

Tata Elxsi has developed its sustainability strategy and identified materiality factors in the interest of its stakeholder.

**Essential indicators**

1. Describe the processes for identifying key stakeholder groups of the entity-stakeholder analysis and the key stakeholders include shareholders, customers, employees and Government.

The Company identifies any individual, group, or institution that contributes value to its business chain or is affected by its actions as a key stakeholder.

Following are the key stakeholders identified by the Company:

- ▶ Shareholders
- ▶ Employees
- ▶ Customers
- ▶ Academic Institutions
- ▶ Suppliers, Vendors and Partners
- ▶ Communities



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

Stakeholder	Whether identified as vulnerable & marginalised	Channels of communication	Frequency of engagement (annually/ half-yearly/ quarterly)	Group purpose and scope of engagement, including key topics and group concerns raised during such engagement
 <p><b>SHAREHOLDERS</b></p>	No	Annual reports, earnings calls, newspaper advertisement/ notices, the Company's website, annual general meetings and press releases.	Quarterly/yearly	To provide information and update on the companies performance.
 <p><b>EMPLOYEES</b></p>	No	Code of conduct, trainings, workshops, employee touch base and grievance mechanisms	Need-based, quarterly	Rewards, training and development, wellness and safety measures.
 <p><b>CUSTOMERS</b></p>	No	Tech days at customer premise, events, conferences, trade shows, leadership meetings, programme reviews and satisfaction surveys	Need-based, half-yearly	Product/service information, customer feedback
 <p><b>ACADEMIC INSTITUTIONS</b></p>	No	MoU's, technology meetings, conferences and seminars	Ongoing basis	Capability development and research
 <p><b>SUPPLIERS, VENDORS AND PARTNERS</b></p>	No	Supplier code of conduct, contracts, training & awareness and appraisals	Ongoing and need-based	Supplier sustainability
 <p><b>COMMUNITIES</b></p>	Yes	CSR Policy, volunteering programs, Shiksha, Niramay, Paryavaran initiatives.	Quarterly and annually	Community development
 <p><b>REGULATORY BODIES</b></p>	No	Statutes and regulations	Need-based	Statutory and regulatory compliances

*For more details please refer to Empowering Engagement to Build Trust section of the Integrated Report*



**PRINCIPLE 5**

Businesses should respect and promote human rights.

Tata Elxsi has established its code of conduct and sustainability policy to ensure human rights. Systems have been developed to promote awareness and ensure compliance.

**Essential indicators**

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

Category	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. employees of/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	11,254	11,254	100%	8,788	8,788	100%
Other than permanent	610	610	100%	587	587	100%
<b>Total employees</b>	<b>11,864</b>	<b>11,864</b>	<b>100%</b>	<b>9,375</b>	<b>9,375</b>	<b>100%</b>
<b>Workers</b>						
Permanent workers	All workers (contract workers) undergo mandatory Tata Code of Conduct orientation, which covers key trainings on human rights issues.					
Other than permanent workers						
<b>Total workers</b>						

\* For all employees (permanent, DC and TPC's), mandatory induction programme includes Tata Code of Conduct which covers key trainings on human rights issue and related policies.

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

Category	2022-23 (Current financial year)					2021-22 (Previous financial year)				
	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/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	11,254	-	-	11,254	100%	8,788	-	-	8,788	100%
Male	7,151	-	-	7,151	100%	5,712	-	-	5,712	100%
Female	4,103	-	-	4,103	100%	3,076	-	-	3,076	100%
Other than permanent	610	-	-	610	100%	587	-	-	587	100%
Male	458	-	-	458	100%	434	-	-	434	100%
Female	152	-	-	152	100%	153	-	-	153	100%
<b>Workers</b>										
Permanent	385	-	-	385	100%	274	-	-	274	100%
Male	294	-	-	294	100%	216	-	-	216	100%
Female	91	-	-	91	100%	58	-	-	58	100%
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category (₹ in lakhs)	Number	Median remuneration/ salary/wages of respective category (₹ in lakhs)
<b>BOARD OF DIRECTORS (BOD)*</b>	5	1,162.10	1	198.10
<b>KEY MANAGERIAL PERSONNEL^</b>	1	74.71	1	24.50
<b>EMPLOYEES OTHER THAN BOD AND KMP</b>	7,151	9.00	4,103	7.00
<b>WORKERS</b>	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a principal employer, Tata Elxsi is committed to ensuring compliance by means of frequent audits on contractors.			

\* Remuneration for BoD includes commission paid during the year and sitting fees paid to Non-Executive Directors.

^ excludes Executive 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, the Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department.

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

Tata Elxsi has several internal mechanisms in place to redress grievances related to human rights issues which includes:

**Open-door policy:**

The Company has an open-door policy that allows employees to raise any human rights concerns with their managers or supervisors.

**Grievance redressal mechanism:**

The Company has a grievance redressal mechanism in place that allows employees to report any human rights violations or concerns anonymously.

**Code of conduct:**

The Company has a code of conduct that sets out Tata Elxsi's commitment to human rights and ethical business practices.

**Ethics helpline:**

The Company has an ethics helpline that employees and workers can use to report any concerns related to human rights violations, ethical misconduct, or other issues.

**HR helpdesk:**

The Company's HR helpdesk helps employees to approach or raise any concerns related to human rights or other issues.

**Employee touchbase:**

The Company's employee touchbase system allows employees to provide feedback and suggestions on various aspects of the Company's operations, including human rights. The system is designed to promote transparency and communication between employees and management.

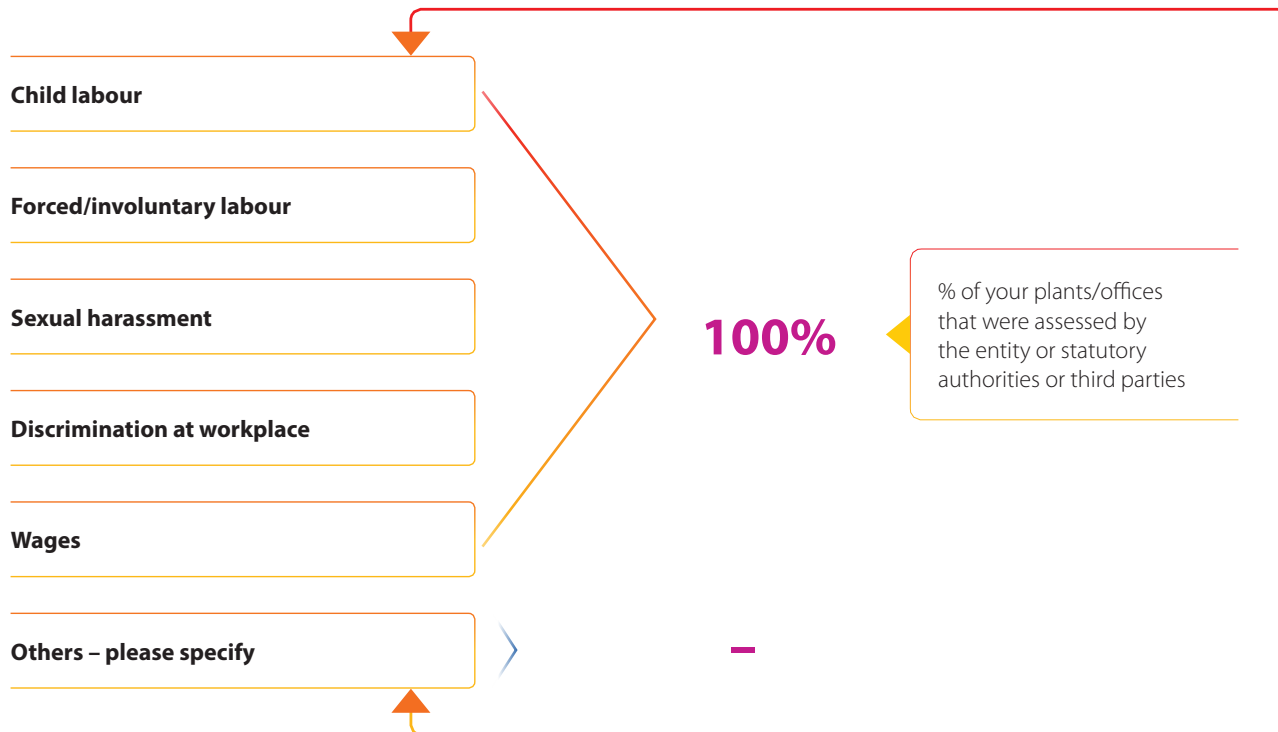
**6. Number of Complaints on the following made by employees and workers:**

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution as at the end of the year	Remarks
Sexual harassment	3	-	-	3	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced labour/involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

**7.** Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:  
 Tata Elxsi has established multiple mechanisms to prevent adverse consequence to the complainant. This includes POSH, Grievance Redressal mechanism and ethics helpline to promote protected disclosures.

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

**9. Assessments for the year:**



\*Note: Tata Elxsi design and development facilities are assessed as below

- ▶ ISO 9001: 2015 – For Quality Management System
- ▶ ISO 27001: 2013 – For Information Security Management System
- ▶ ISO 45001: 2018 – For Occupational Health and Safety Management System
- ▶ ISO 14001: 2015 – For Environmental Management System
- ▶ ISO 13485: 2016 – For Medical Device Certification
- ▶ CMMi V2.0 Level 3 – For Digital applications for Medical Domain
- ▶ Auto SPICE – For Automotive Projects
- ▶ TISAX – Information Security certification for German Automotive projects

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

NA

*For more details please refer to [Fostering a Culture Designed to Nurture \(Human Capital\) section of the Integrated Report](#)*



**PRINCIPLE 6**

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

Tata Elxsi integrates sustainability into its 'Design Digital' approach. The Company advocates environmental sustainability, energy efficiency and waste reduction in its operations and products/services.

**Essential indicators**

1. Details of total energy consumption (in KWH) and energy intensity in the following format:

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
Total electricity consumption (A)	99,28,975	75,11,216
Total fuel consumption (B)	1,03,113	77,197
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>1,00,32,087</b>	<b>75,88,412</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00032	0.00030
Energy intensity (optional)/employee – the entity may select the relevant metric	845.59	809.34

Impact of Work from Home and Hybrid work model.

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No) If yes, the name of the external agency- Yes - ISOQAR

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? (Yes/No) 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.

NA

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

Parameter	2022-23 (Current financial Year)	2021-22 (Previous financial year)
(i) Surface water	-	-
(ii) Groundwater	15,864	8,969
(iii) Third-party water	31,258	10,216.58
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>47,122</b>	<b>19,185.58</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>47,122</b>	<b>19,185.58</b>
<b>Water intensity per rupee of turnover (water consumed/turnover)</b>	<b>0.00000150</b>	<b>0.00000078</b>
<b>Water intensity (optional)/employee – the entity may select the relevant metric (in kilolitres)</b>	<b>3.97</b>	<b>2.04</b>

The consumption of water increased in 2022-23 due to an increase in the total number of facilities. Additionally, Tata Elxsi expanded its presence to other cities, and with employees returning to the offices, further contributed to the increase in water consumption.

**Note:** Indicate if any independent assessment/evaluation/assurance was carried out by an external agency? (Yes/No) If yes, the name of the external agency: Yes - ISOQAR

4. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

The Company has implemented 10 additional rainwater harvesting pits in 2022-23 at hoody campus and is on the road to achieving zero liquid discharge for this facility.

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

Tata Elxsi is an ER&D service company and has minimal air emissions. We use a DG sets during power outages only. We ensure compliance with regulations related to stack emission parameters such as nitrous oxide, non-methane hydrocarbons, carbon monoxide, and particulate matter, among others. Monitoring of stack emissions is conducted at the frequency required by the PCB Consent To Operate (CTO).

Parameter	Please specify unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
NOx	µg /m3 (microgram/meter cube)	17.6	14.2
SOx	µg /m3 (microgram/meter cube)	7.4	8
Particulate matter (PM10)	µg /m3 (microgram/meter cube)	59.6	56.5
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Air quality checks has been done by NABL accredited service provider

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

Parameter	Unit	2022-23 (Current financial year)	2021-22 (Previous financial year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	108.4	81.1
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5005	5478
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>	Metric tonnes of CO2 equivalent/rupee turnover	0.000000163	0.000000225
<b>Total Scope 1 and Scope 2 emission intensity/employee</b> (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent/employee	0.43	0.59



The emissions in Scope 1 rose due to the rise in the usage of diesel generators and passenger vehicles following the lifting of lockdown restrictions. However, the Company is implementing several measures to reduce emissions, such as introducing rooftop solar power generation, replacing old fluorescent retrofitting with energy-efficient LED lights, and using reflective painting on the terrace. As a result, there has been a noticeable decrease in Scope 2 emissions during the year.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the name of the external agency. Yes Tata Elxsi is assessed ISO 45001:2018 – For Occupational Health and Safety Management System and ISO 14001: 2015 – For Environmental Management System by Bureau Veritas and Key KPI's are verified by ISOQAR.

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

*Tata Elxsi has taken up a target to reduce its absolute Scope 1 and Scope 2 carbon footprint by 50% by 2025 and become Carbon Neutral by 2030. To this end, Tata Elxsi has undertaken multiple initiatives, including migrating to green power and using energy-efficient equipment.*

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

Tata Elxsi is an ER&D Service Company, and its operations do not generate any significant waste. The e-waste recycling process takes care of obsolete computers, monitors, computer accessories and other electronic office equipment, and only PCB-authorized vendors are employed to carry out the e-waste disposal.

Parameter	2022-23 (Current financial year)	2021-22 (Previous financial year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.27	NA
E-waste (B)	NIL	NIL
Bio-medical waste (C)	NIL	NIL
Construction and demolition waste (D)	NIL	NIL
Battery waste (E)	2.74	16.82
Radioactive waste (F)	NIL	NIL
Other hazardous waste. Please specify, if any. (G)	NIL	NIL
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8.38	NA
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>11.39</b>	<b>16.82</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	2.74 (battery waste or lead)	16.82 (battery waste or lead)
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>2.74</b>	<b>16.82</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>

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

**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.

All solid waste is handed over to the respective authorised municipal waste collection agencies for recycling and responsible disposal. The hazardous waste and solid waste is handed over to agencies appointed by the statutory authority i.e. PCB in the respective locations. At Tata Elxsi, the solid garden waste is recycled on the premises. All premises are ISO 14001/EMS certified by Bureau Veritas.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
NA			

**11.** Details of environmental impact assessments of projects undertaken by the entity based on applicable law in the current financial year:- NA

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
NA					

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

Yes, Tata Elxsi has complied with applicable environmental law/regulations/guidelines in India.

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties / action taken by regulatory agencies such as pollution controlboards or by courts	Corrective action taken, if any
NIL				

*For more details please refer to Protecting the Planet with Concerted Efforts (Natural Capital) section of the Integrated Report*



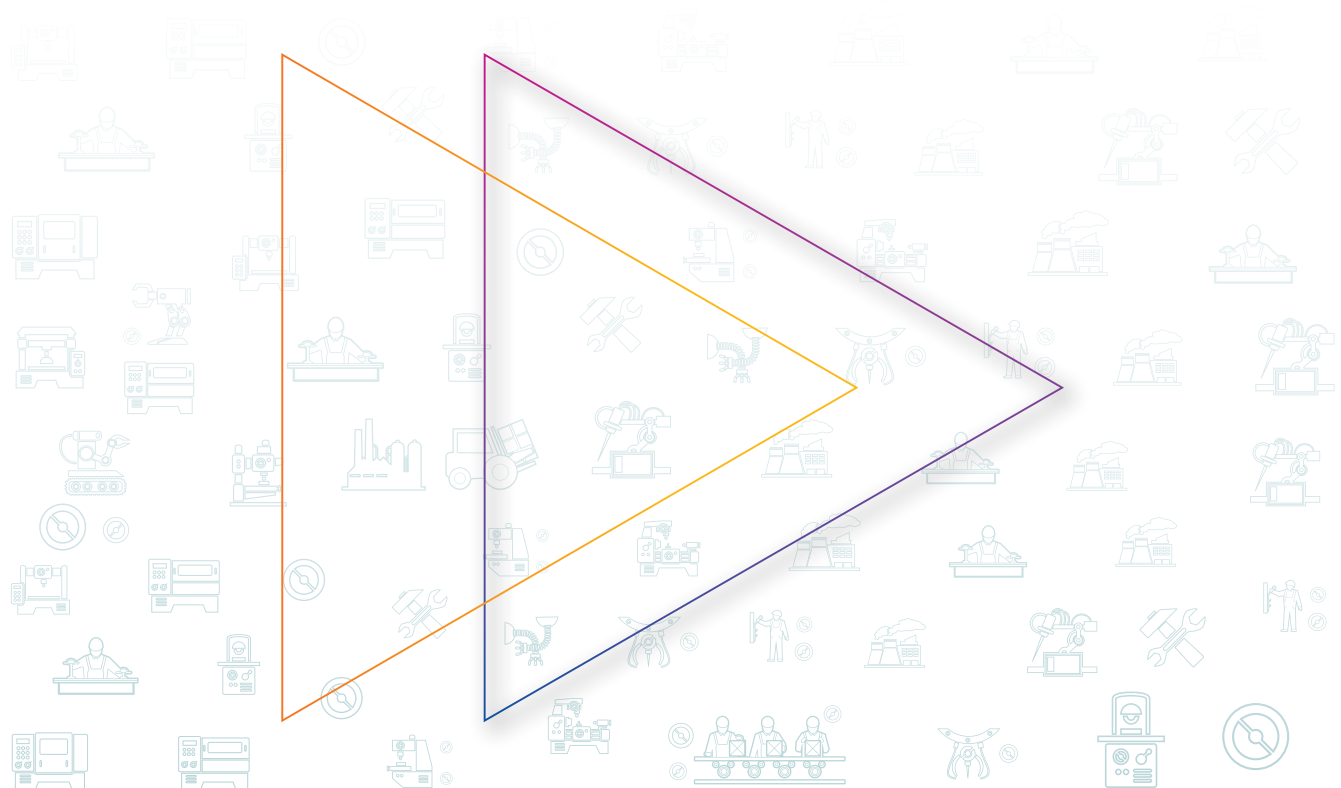
**PRINCIPLE 7**

Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible and transparent.

Tata Elxsi adheres to all applicable regulatory policies and has in place the necessary systems to monitor and improve compliance.

**Essential indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.  
Nil
- 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.  
NA
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:  
NA



**PRINCIPLE 8**

Businesses should promote inclusive growth and equitable development.

Tata Elxsi has established its sustainability policy, CSR policy and supplier sustainability policy that promotes inclusive growth and equitable development.

**Essential indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws in the current financial year: No SIA requirement.

Name and brief details of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain	Relevant weblink
NA					

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

S. no	Name of the project for which R&R is ongoing	State	District	No. of project-affected families (PAFs)	% PAFs covered	Amounts paid to PAFs
NA						

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

Tata Elxsi is governed by the Tata Code of Conduct and every agreement made among the stakeholders includes provisions for addressing grievances, disputes, and other related issues. Moreover, the stakeholders are informed about the ethics helpline that they can use to report any concerns.

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

	2022-23 (Current financial year)	2021-22 (Previous financial year)
Directly sourced from MSMEs/small producers	21%	-
Sourced directly from within the district and neighbouring districts	-	-





## PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

The Company's focus on human-centered design and user experience ensures that its digital solutions are engineered with the user in mind, and that they provide value and meet their needs.

### Essential indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback:

Tata Elxsi has a structured process and framework to capture, analyse and take action on customer complaints and concerns. All project proposals also have a clearly defined escalation matrix to raise such complaints. This is further supplemented by regular weekly CEO meetings with BU Heads and Sales Heads.

Tata Elxsi obtains instant feedback from its customers on perceived dissatisfaction. The Delivery Excellence organization monitors every project executed in the Company. Individual Quality team members track complaints/concerns and follow up with necessary stakeholders for resolution. The complaint or concern is treated as closed only after confirmation from the customer. The quality team presents an aggregated analysis, every quarter, to the divisional and functional heads for appropriate improvement actions.

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

NA

	As a percentage of total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Usage recycling and/or safe disposal	NA

- Number of consumer complaints in respect of the following:

	2022-23 (Current financial year)			2021-22 (Previous financial year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil

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

None

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No)

If available, provide the weblink to the policy: Yes, Information Security Policy

<https://www.tataelxsi.com/investors/policies-and-disclosures>

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 the safety of products/services:

NA

