



HQ/CS/CL.24B/17746

June 25, 2024

National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Mumbai – 400 051
SYMBOL: TATACOMM

BSE Limited
P.J. Towers, Dalal Street,
Mumbai – 400 001
Scrip Code: 500483

Dear Sir / Madam,

**Sub: Business Responsibility and Sustainability Report - Integrated Annual report
FY 2023-24 of Tata Communications Limited.**

Pursuant to Regulations 34(2)(f) of the SEBI (Listing Regulations and Disclosure Requirements) Regulations 2015 ('Listing Regulations'), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2023-24 along with Independent Assurance Opinion Statement provided by M/s. BSI Group India Private Limited.

Kindly take the same on your records.

Thanking you,

Yours faithfully,
For Tata Communications Limited

Zubin Adil Patel
Company Secretary and Compliance Officer
Encl: as above

TATA COMMUNICATIONS

Tata Communications Limited

Plot No. C21 & C 36 'G' Block Bandra Kurla Complex Bandra (East) Mumbai 400098 India
Regd. Office: VSB Mahatma Gandhi Road Fort Mumbai 400 001 India
Tel: + 91 22 6659 1968 email: investor.relations@tatacommunications.com
CIN: L64200MH1986PLC039266 website: www.tatacommunications.com

Business Responsibility & Sustainability Report ('BRSR')

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity¹

1.	Corporate Identity Number (CIN) of the Listed Entity	: L64200MH1986PLC039266
2.	Name of the Listed Entity:	: Tata Communications Limited
3.	Year of incorporation	: 1986
4.	Registered office address	: VSB, Mahatma Gandhi Road, Fort, Mumbai - 400001
5.	Corporate address	: Tata Communications Limited, Tower C, Plot No. C-21 & C-36, G Block, Bandra Kurla Complex, Mumbai - 400 098
6.	E-mail	: investor.relations@tatacommunications.com
7.	Telephone	: +91 22 6659 1968
8.	Website	: www.tatacommunications.com
9.	Financial year for which reporting is being done	: 2023- 24
10.	Name of the Stock Exchange(s) where shares are listed	: BSE Limited ('BSE') and National Stock Exchange of India Limited ('NSE')
11.	Paid-up Capital	: ₹ 2,85,00,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Mr. Mukul Kumar, Vice President Email Id: eohs@tatacommunications.com
13.	Reporting boundary ² - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	: The reporting boundary is summarized as follows:

Category	Indicators	Reporting Boundary
Environmental:		
Environment	Energy, Water, Waste, Emissions and Environmental Compliances	Standalone Basis: Global operations of Tata Communications Ltd unless specified separately
Social:		
Human Resources	Employee Headcount, Learning and Development, trainings Career Progression Reviews, Minimum Wages, Diversity, Health and Safety, Grievance Redressal	Consolidated Basis: Global headcount of Tata Communications Ltd including its wholly owned subsidiaries unless specified separately
	Employee Well-being, Benefits Provided, Remunerations, Job creations	Standalone Basis: The disclosures are made with respect to India operations of Tata Communications Ltd only as other global regions have different regulations pertaining to the indicators mentioned

¹GRI 2-1, GRI 2-3

²GRI 2-2

Category	Indicators	Reporting Boundary
Corporate Social Responsibility	Social Impact Projects, Beneficiaries, Project Locations	Standalone basis: The disclosures are specific to India location of Tata Communications Ltd.
Value Chain Partners	Assessments, Awareness Sessions	Standalone basis: Global operations of Tata Communications Ltd
	Spend on MSME	Standalone basis: The disclosures are specific to India location only of Tata Communications Limited
Governance:		
Corporate Governance	Board Details, Compliances, Committees, Goals and Targets Risks and Material Topics	Standalone basis: Global operations of Tata Communications Ltd
Financial	Revenue, Sales, Turnover, Paid up Capital, Net Worth	Consolidated Basis: Global metrics of Tata Communications Ltd including its wholly owned subsidiaries, Standalone numbers are also included wherever applicable.

14.	Name of assurance provider	: M/s BSI Group India Private Limited
15.	Type of assurance obtained	: We have obtained a Reasonable Assurance for the core indicators disclosed under this report. The assurance certificate is annexed to this report.

II. Products/services⁴

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
	Telecommunications services	Telecommunications services	97.1%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Telecommunications	a. Activities of providing internet access by the operator of the wired infrastructure. NIC Code - 61104 b. Other satellite telecommunications activities. NIC Code - 61309 c. Other telecommunications activities. NIC Code - 61900	97.1%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	Not Applicable	59	59
International		17	17

Note: Number of offices refers to the location where Tata Communications' has a presence.

³GRI 2-4

⁴GRI 2-6

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 states and 8 Union territories
International (No. of Countries)	Tata Communications has presence in 190+ countries and territories around the world.

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

The contribution of exports is 8.1% of the total turnover of the entity

c. A brief on types of customers:

Tata Communications works with Service Providers and Mid-Large Enterprises around the world in B2B (business to business) model, including several leading Fortune 500 companies.

IV. Employees

20. Details as at the end of Financial Year, i.e. March 31, 2024:

a. Employees and workers (including differently abled):⁵

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	14,038	10,873	77%	3162	23%
2.	Other than Permanent (E)	5,249	4,440	85%	809	15%
3.	Total employees (D + E)	19,287	15,313	79.40%	3,971	20.5
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)					Not Applicable- Please refer notes below
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)					
2.	Other than Permanent (E)					Not Applicable- Please refer notes below
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)					Not Applicable- Please refer notes below
6.	Total differently abled workers (F + G)					

Note:

- Tata Communications' global headcount includes employees of its wholly owned subsidiaries across its global locations.
- Tata Communications categorises its entire workforce as 'Employees'. Employees consist of Permanent Employees across its global locations. (i.e., those who are on the Company's, its subsidiaries' payroll and the Non-Executives who transitioned into Tata Communications' payroll from VSNL) and Other than Permanent Employees (i.e., contractual employees who are on an external party's payroll). There are no categories identified as 'workers' in Tata Communications., Hence, no details relating to sub-categorisation for workers is provided in this report
- Tata Communications is an equal opportunity employer. We do not unfairly discriminate on any grounds, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, including disability or any other category protected by applicable law. Currently, the Company does not track statistics with respect to differently abled employees.
- 3 employees who have not declared their gender identity in current FY, are included in Permanent (D) Total

⁵GRI 2-7, GRI 2-8, GRI 405-1

21. Participation/Inclusion/Representation of women⁶

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	3	0	0%

Note: At Tata Communications, Key Managerial Personnel includes MD & CEO, CFO and Company Secretary

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)⁷

	FY2023-24			FY2022-23			FY2021-22		
	Male	Female	Total	Male*	Female*	Total	Male	Female	Total
Permanent Employees	11.2	13	11.6	20.3	28.6	22.1	21.9	31.8	24.1

Note: *Turnover rate is disclosed as per the voluntary resignation of the permanent employees of Tata Communications Ltd.

V. Holding, subsidiary and associate companies (including joint ventures)⁸

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tata Sons Private Limited	Promoter	14.07	Yes, need-based
2	Panatone Finvest Limited	Promoter	44.80	Yes, need-based
3	Tata Communications (Australia) PTY Limited	Indirect subsidiary	100	The initiatives are driven by Tata Communications Limited and all the subsidiaries contribute towards such initiatives as and when required.
4	Tata Communications (America) Inc.	Indirect subsidiary	100	
5	TCPOP Communication GMBH	Indirect subsidiary	100	
6	Tata Communications (Belgium) SRL	Indirect subsidiary	100	
7	TC Networks Switzerland SA (formerly known as Tata Communications (Bermuda) Ltd)	Indirect subsidiary	100	
8	Tata Communications SVCS PTE Ltd (prior to re-domiciliation to Singapore, name of entity was TATA Communications services (Bermuda) limited)	Indirect subsidiary	100	
9	Tata Communications (Beijing) Technology Limited	Indirect subsidiary	100	
10	Tata Communications (Canada) Ltd.	Indirect subsidiary	100	
11	Tata Communications (France) SAS	Indirect subsidiary	100	
12	Tata Communications Deutschland GMBH	Indirect subsidiary	100	
13	Tata Communications (Guam) L.L.C.	Indirect subsidiary	100	
14	Tata Communications (Hong Kong) Limited	Indirect subsidiary	100	
15	Tata Communications (Magyarország) Korlatolt Felelősségű Társaság	Indirect subsidiary	100	
16	Tata Communications (Ireland) D.A.C.	Indirect subsidiary	100	

⁶ GRI 405-1

⁷ GRI 401-1

⁸ GRI 2-2

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)
17	Tata Communications (Italy) S.R.L	Indirect subsidiary	100	
18	Tata Communications (Japan) K.K.	Indirect subsidiary	100	
19	ITXC IP Holdings S.A.R.L.	Indirect subsidiary	100	
20	Tata Communications (Malaysia) SDN. BHD.	Indirect subsidiary	100	
21	Tata Communications (Netherlands) B.V.	Indirect subsidiary	100	
22	Tata Communications (New Zealand) Limited	Indirect subsidiary	100	
23	Tata Communications (Nordic) AS	Indirect subsidiary	100	
24	Tata Communications (Poland) SP. Z O. O.	Indirect subsidiary	100	
25	Tata Communications (Portugal) Instalação e Manutenção De Redes, Lda	Indirect subsidiary	100	
26	Tata Communications (Portugal), Unipessoal Lda	Indirect subsidiary	100	
27	Tata Communications (Russia) LLC.	Indirect subsidiary	99.90	
28	Tata Communications International PTE. Ltd.	Direct subsidiary	100	
29	VSNL SNO SPV PTE. Ltd.	Indirect subsidiary	100	
30	Tata Communications Services (International) PTE. Ltd.	Indirect subsidiary	100	
31	Tata Communications (Spain), S.L.	Indirect subsidiary	100	
32	Tata Communications (Sweden) AB	Indirect subsidiary	100	
33	Tata Communications (Switzerland) GMBH	Indirect subsidiary	100	
34	Tata Communications (Taiwan) Ltd	Indirect subsidiary	100	
35	Tata Communications (Thailand) Limited	Indirect subsidiary	100	
36	Tata Communications (Middle East) FZ-LLC	Indirect subsidiary	100	
37	Tata Communications (UK) Limited	Indirect subsidiary	100	
38	Tata Communications Transformation Services Limited	Direct subsidiary	100	
39	Tata Communications Payment Solutions Limited	Direct subsidiary	100	
40	Tata Communications Collaboration Services Private Limited	Direct subsidiary	100	
41	SEPCO Communications (PTY) Limited	Indirect subsidiary	73.17	
42	Tata Communications Lanka Limited	Direct subsidiary	90	
43	Tata Communications South Korea Limited	Indirect subsidiary	100	
44	Tata Communications Transformation Services PTE Limited	Indirect subsidiary	100	
45	Tata Communications Transformation Services (Hungary) KFT.	Indirect subsidiary	100	
46	Tata Communications (Brazil) Participacoes Limitada	Indirect subsidiary	100	
47	Tata Communications Transformation Services (US) INC	Indirect subsidiary	100	
48	Tata Communications Transformation Services South Africa (PTY) Ltd.	Indirect subsidiary	100	
49	Tata Communications Comunicações E Multimídia (Brazil) Limitada	Indirect subsidiary	100	

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)
50	Tata Communications MOVE B.V.	Indirect subsidiary	100	
51	Tata Communications MOVE Nederland B.V.	Indirect subsidiary	100	
52	MuCoso B.V.	Indirect subsidiary	100	
53	NETFOUNDRY INC.	Indirect subsidiary	100	
54	TCTS Senegal Limited	Indirect subsidiary	100	
55	OASIS Smart Sim Europe Sas	Indirect subsidiary	100	
56	OASIS Smart E-sim PTE. Ltd	Indirect subsidiary	100	
57	The Switch Enterprises, LLC	Indirect subsidiary	100	
58	Tata Communications Middle East Technology Services L.L.C, name changed w.e.f. 16th June 2023 (formerly known as TC Middle East Technology Services L.L.C)	Indirect subsidiary	100	
59	KALEYRA, INC.	Direct subsidiary	100	
60	KALEYRA S.P.A.	Indirect subsidiary	100	
61	Solutions Infini Technologies (India) Private Limited	Indirect subsidiary	100	
62	Solutions Infini FZ-LLC.	Indirect subsidiary	100	
63	BUC Mobile, INC.	Indirect subsidiary	100	
64	CAMPAIGN Registry, INC. (CANADA)	Indirect subsidiary	100	
65	CAMPAIGN Registry, INC.	Indirect subsidiary	100	
66	KALEYRA Africa Ltd	Indirect subsidiary	100	
67	KALEYRA US INC.	Indirect subsidiary	100	
68	KALEYRA Dominicana, S.R.L.	Indirect subsidiary	100	
69	KALEYRA UK Ltd.	Indirect subsidiary	100	
70	MGAGE Athens PC	Indirect subsidiary	100	
71	MGAGE, S.A. DE C.V.	Indirect subsidiary	100	
72	NOVAMESH Limited	Indirect subsidiary	100	
73	STT Global data Centres India Private Ltd	Associate	26	
74	UNITED Telecom Limited	Associate	26.66	No
75	SMART ICT Services Private Limited	Associate	24	

VI. CSR Details

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

Yes, Corporate Social Responsibility is applicable to Tata Communications Ltd.

(ii) Turnover

Standalone: ₹7,991.68 Crores

(iii) Net worth

Standalone: ₹9,890.14 Crores

VII. Transparency and disclosures compliances

25. Complaints/grievances on any of the principles (principles 1 to 9) under the national guidelines on responsible business conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place ⁹ (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	Tata Communications is a service provider having negligible detrimental effect on communities. Our CSR projects support communities in need and do not generally receive any grievances in this regard. The Company, through its projects, actively participates in communities as a conscientious corporate citizen with the help of its local impact partners and strives to resolve all the queries at the community site, if any.	0	0	
Investors (other than shareholders)	Yes. The process to register grievances is listed on the website.	0	0	None	0	0	0
Shareholders	Yes. The process to register grievances is listed on the website.	6	0	All complaints received were resolved to the satisfaction of shareholders.	3	0	0
Employees and workers	Yes, grievance redressal mechanism is available for all the employees. Using the channels available internally, the employees can register the grievance under Dignity and Workplace ('DWP') and Prevention of Sexual Harassment ('POSH')	Total 38 DWP cases: 34 Posh cases: 4	Total 17 DWP case: 16 Posh: 1	The cases mentioned here in are complaints registered by the permanent and other than permanent employees, which are resolved within a stipulated timeframe as per the Company's internal policies and guidelines.	Total 37 DWP cases: 33 Posh: 4	0	0

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place ⁹ (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, customers can report any grievances through Customer support channels available on our website.	0	0	There were no instances of customer complaints. Routine service related grievances are resolved on an on-going basis and are not considered for this reporting.	Not reported		
Value Chain Partners	Yes, the supply chain management team handles the grievances raised by the suppliers internally and resolves it within stipulated timeframe.	0	0	A streamlined system for monitoring the grievances of value chain partners is being set up.	Not reported		
Others (please specify)				Not Applicable			

26. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format¹⁰

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	Data Privacy and IP infringement	Risk	With the growing use of Information and Communications Technology (‘ICT’) across the globe, Tata Communications depends on networks to process data and information for its solutions such as cloud, IoT, mobility, collaboration, security and network services. Thus, maintaining data integrity and preventing breaches will not only protect from potential financial implications but also improve our brand value and reputation among our stakeholders. Hence, this material issue is a risk for the Company and requires to be mitigated efficiently.	Kindly refer to the Risk Management section of the Integrated Annual Report	Negative

⁹GRI 2-16, GRI 2-25, GRI 2-26

¹⁰GRI 3-2, GRI 3-3, GRI 201-2

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Customer Experience, Loyalty and Privacy	Risk and Opportunity	It is essential to safeguard customers' information and personal data in today's internet-driven world. Responsible / efficient management of data leads to increase in customer trust and building of meaningful long-lasting relationships. This material issue simultaneously provides opportunity to set up responsible processes and practices for customers in order to enhance customer experience, loyalty and privacy measures. Customer satisfaction is an indicator of customer loyalty and retention, thereby contributing to increasing revenues. Tata Communications helps its customers stay ahead of the competition by embracing digital transformation and adopting cutting-edge technology.	Kindly refer to the Risk Management section of the Integrated Annual Report	Negative
3	Corporate Governance, Ethics and Transparency	Risk	Strong corporate governance is at the core of achieving our mission and any such risk associated with Corporate Governance, Ethics or Transparency can undermine stakeholder trust, damage reputation and disrupt business.	Kindly refer to the Risk Management section and Governance section of the Integrated Annual Report	Negative
4	Human Capital Development	Risk and Opportunity	Strengthening human capital is a key priority for Tata Communications. Our investment in our workforce in the form of robust recruitment strategy, trainings, incentives and benefits, plays a key role in retention of talented employees and is vital to the organisation's growth and productivity. Risk of failure in any of the elements of talent management can impact our ability to fulfil demand and grow revenues.	Kindly refer to the Risk Management section and Human Capital section of this Integrated Annual Report	Positive

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 and Opportunity	<p>Extreme weather events due to climate change pose a physical risk of disruption to Tata Communications' operations, as well as to the safety and well-being of our employees. Additionally, the transitional risks due to climate change can cause disruptions to our operations which can impact our growth and profitability. Climate change also presents opportunities to Tata Communications to become a more conscious and resource efficient organisation. Tata Communications implements several initiatives and projects to ensure resource optimisation which enables reduction of carbon emissions through cutting-edge technologies and innovations.</p>	<p>Kindly refer to the Risk Management section and Natural Capital section of the Integrated Annual Report as well as the Carbon Disclosure Project Report separately published by Tata Communications</p>	Negative
6	Economic Performance	Opportunity	<p>Achieving financial targets will result in increased revenue and profit margins for Tata Communications. It will help in enhancing the business while adding value for our customers and other stakeholders.</p>	NA	Positive
7	Resource Management and Environmental Conservation	Risk and Opportunity	<p>Sustainable management of resources is vital for continuing smooth operations at Tata Communications and to add value to our stakeholders and communities. Unless efficiently utilized, resources may result in a risk for the Company and disrupt its operations. This material issue also poses an opportunity for us to enhance our systems to efficiently utilize our resources and augment environmental conservation. We are working towards minimising the use of energy and other resources, including practising recycling and reusing of resources. Further, we also strive to enhance our ESG performance as per the expectations of our investors and stakeholders.</p>	<p>Kindly refer to the Risk Management section and Natural Capital section of the Integrated Annual Report as well as the Carbon Disclosure Project Report separately published by Tata Communications</p>	Positive

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)
8	Health, Safety and Well-being	Risk	Employees are of prime importance at Tata Communications. The well-being of employees and good working conditions play an integral role in our value creation process as any kind of health and safety issue can cause harm to the employees. We aim to foster a safety culture and ensure safe and secure working conditions for all. Any issue which threatens the health and safety of employees poses a threat on the Company as well.	Kindly refer to the Risk Management section and Human Capital section of this Integrated Annual Report.	Negative
9	Community Development	Opportunity	Tata Communications believes in bringing a positive change in the society and communities, in which it operates. Community development presents an opportunity to build stronger relationships to foster equitable growth and sustainable development.	NA	Positive
10	Human Rights and Labour Compliance	Risk	With the increasing thrust on stakeholder capitalism, stakeholders are concerned about how Tata Communications is integrating the ethos of human rights into its operations. As a responsible corporate, this poses a risk for our operations as it is vital to respect the rights of all stakeholders and ensure that there are no instances of human rights violations, in any form. Through its operations and value chain partners, Tata Communications ensures that no instances of misconduct occur at workplaces and that human rights principles are held intact.	Kindly refer to the Risk Management section and Governance section of the Integrated Annual Report.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes¹¹										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) Please check our policies along with their links written below. The relevant NGRBC principles covered by the policies have been highlighted:									
	Acceptable Use									✓
	Terms of Use									✓
	Global Partner Programme – Terms of Use									✓
	Tata Code of Conduct	✓	✓	✓	✓	✓			✓	✓
	Whistleblower Policy	✓		✓	✓			✓		✓
	Privacy									✓
	Anti-corruption Policy	✓						✓		
	Anti-Human Trafficking and Modern-day Slavery statement			✓		✓				
	Business and Human Rights Policy			✓	✓	✓				
	Occupational Health and Safety Policy			✓						
	Environment Policy						✓			
	USA Network Management Policy									✓
	Global Network Management Policy									✓
	Customer Service Chatbot Terms of Service				✓					✓
	Notice for Fraudulent Job Offers									✓
	Network Shutdown Policy	✓		✓		✓				
	Sustainable Supply Chain Policy	✓	✓	✓		✓	✓		✓	✓
	Supplier Code of Conduct	✓	✓	✓		✓	✓		✓	✓
	Tata Communications RPT Policy	✓								
	Material Subsidiary Policy	✓			✓					
	CSR Policy				✓				✓	
	Material Events Policy				✓					
	Board Diversity Policy			✓						
	Dividend Distribution Policy	✓			✓					
	b. Has the policy been approved by the Board? (Yes/No)	Yes, Under the Company's Delegation of Powers ('DoP') Policy, power to approve internal corporate policies has been sub-delegated by the Board to respective Business / Functional Heads. Accordingly, all internal corporate policies in the afore-mentioned listing have been approved under such sub-delegated powers. All policies requiring specific approval of the Board under applicable laws, are approved by the Board.								
	c. Web Link of the Policies, if available	The link to the policies is embedded under each row above.								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								

¹¹GRI 2-23, GRI 2-24, GRI 3-3

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Tata Communications adopts and complies with a variety of national and international standards on ESG and Sustainability, as applicable. Some important certifications are listed below:</p> <ol style="list-style-type: none"> 10 major facilities in India are certified under ISO 14001 (compliance to environmental management system). 16 major facilities globally are certified under ISO 45001/OHSAS 18001 (Occupational Health & Safety Management Systems). Adopted and is certified for ISO 27001 and ISO 9001 for IT and Quality systems. SBTi validated Net Zero near term targets. Signatory to the United Nations Global Compact (UNGC) Great Place to Work Certified in India, USA, Canada, Singapore, Hong Kong, Australia, UK and Sri Lanka 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>Environmental Goals:</p> <ol style="list-style-type: none"> Climate Change: Carbon Neutral by FY 2030, and Net Zero by 2035, Customer Emission GHG reduction potential of 20x by FY 2027 Water: 20% Water Consumption Reduction by FY 2030 Waste: Zero Waste to Landfill by FY 2027 <p>Social Goals:</p> <ol style="list-style-type: none"> Diversity and Inclusion: Enhance diversity to 27.5% by FY 2026 Health and Safety: Zero fatalities Supply Chain: ESG assessment of our Top 50 Suppliers by 2026, Doubling of TAAP suppliers base by 2027 Community: Impact 5 million beneficiaries by 2026 <p>Governance Goals:</p> <ol style="list-style-type: none"> Data Protection and Privacy: Zero Data breach across Tata Communications by FY 2026 Reporting: Ensuring transparent, balanced and timely disclosures for investors and other stakeholders (Y-o-Y) 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The performance of the above-mentioned goals are disclosed in details in our Integrated Annual Report, Website. [Check website here]</p>								
Governance, leadership and oversight¹²									
7. Statement by director responsible for the business responsibility report, highlighting ESG- related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Kindly refer to the 'Message from the Managing Director & CEO' which forms part of the Integrated Annual Report FY2023-24</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) ¹³	<p>Mr. A. S. Lakshminarayanan Managing Director & CEO Tata Communications Limited Email: EOHS@tatacommunications.com</p>								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. ¹⁴	<p>Yes, The Corporate Social Responsibility, Safety and Sustainability Committee ('CSRSSC') of the Board is responsible for decision making on sustainability related issues. For more details on the CSRSSC, kindly refer to the Corporate Governance Report which forms part of this Integrated Annual Report.</p>								

¹²GRI 2-22

¹³GRI 2-13

¹⁴GRI 2-9

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Management of the Company regularly reviews the performance of the Company against various policies. Key aspects of such reviews are also updated to the Board and its Committees by the Management from time to time. The Company has various committees like CRSSC, Sustainability Committee, Global Safety Council, which periodically review the performance on all the identified material aspects as per NGRBC Principles.									On a periodic basis upon requirement								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with the relevant regulations as applicable and a Compliance Certificate on applicable laws is provided by the Managing Director & CEO to the Board of Directors.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. ¹⁵	Yes, the policy and implementation of BRSR core principles is reviewed and assured by a third party for FY2023-24 (M/s BSI Group India Private Limited) In addition, we are assessed by the Tata Group TBEM assessors on the Tata Business Excellence Model ('TBEM') framework, which is based on the Malcolm Baldrige National Quality Award Model from the USA. During the assessment, qualified external assessors analyse all essential business processes and policies and their effectiveness, which is evaluated as per the industry best practices and standards at Tata Group level. Tata Communications also obtained certification under various national and international standards, including ISO 14001, ISO 45001, ISO 27001, etc. These certifications also include assessment of the policies of the Company by independent external assessor.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

¹⁵GRI 2-5

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE

1

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



Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	P1, P3, P5 and P9 Refer note (a)	100%
Key Managerial Personnel	8	P1, P3, P5 and P9 Refer note (b)	100%
Permanent employees other than BoD and KMPs	8	P1, P3, P5 and P9 Refer note (c)	100%
Other than permanent employees (workers)*	1	P3	100%

Notes: This table represents the mandatory trainings for permanent Employees, BOD and KMPs, the topics of which are listed below. Apart from mandatory trainings, other awareness and knowledge sessions which includes, but not limited to, topics such as Environment and Sustainability, Supply Chain, Human Rights, Employee wellbeing, Health and Safety, Human Resource processes, policies and protocols are conducted in each business unit throughout the year for the relevant employees.

- (a) Sessions for the Board of Directors were on topics including organisation strategy, governance, risk, litigation, sustainability etc.
- (b) Sessions for the Key Managerial Personnel were on topics including organisation strategy, governance, risk, Tata Business Excellence Model, litigation, sexual harassment at workplace, Tata Code of Conduct, cyber security, CSR, and sustainability etc,
- (c) All employees are required to undergo training and awareness sessions on domain related subjects. Every employee is required to undergo mandatory training on Tata Code of Conduct, Delegation of Powers, Sexual Harassment at Workplace, Cyber Security and Data Privacy, H&S Training, etc.
- (d) *Other than permanent employees (workers) refer to the contractual workers hired via a third party for daily or time bound operational work at the major facilities. These personnels are provided training related to HR policies, health and safety and environmental aspects.

¹⁶GRI 2-17

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			NIL		
Compounding fee					

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

Note: In FY 2023-24 there have been no instances of fines/penalties/punishment, etc. from an anti-corruption perspective.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable as per disclosures above.	

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.¹⁸

Yes, Tata Communications’ Anti-Corruption policy is designed to reflect the Company’s commitment in countering corruption and money laundering, ensuring all employees and third-party representatives comprehend the scope and application of the applicable anti-corruption laws. The Policy describes the definition of corruption and money laundering, its impact on business, and preventive measures which ensures such instances do not arise. The policies translate into practical processes and procedures, providing guidance for its effective compliance by various stakeholders. The policy document is made available on the Company’s [website](#)

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:¹⁹

	FY2023-24	FY2022-23
Directors		
KMPs		
Employees		NIL
Workers		

¹⁸GRI 2-23, GRI 205-2

¹⁹GRI 205-3

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

	FY2023-24		FY2022-23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				NIL

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

Not Applicable as per the above disclosures.

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

	FY2023-24	FY2022-23
Number of days of accounts payables	40	41

Note: Trade payable are excluding accrued expenses

9. Openness of business

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

Parameter	Metrics	FY2023-24	FY2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	12%	14%
	b. Number of trading houses where purchases are made from	58	59
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	83%	89%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	As an internet service-oriented company, we engage with enterprises in a B2B model without the intervention of dealers and distributors. Hence this indicator is not applicable for reporting	
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs	a. Purchases (Purchases with related parties / Total Purchases) ¹	5%	5%
	b. Sales (Sales to related parties / Total Sales) ²	9%	10%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances) ³	23%	8%
	d. Investments (Investments in related parties / Total Investments made)	82%	52%

Notes:

- 1: Includes Network and Transmission, services received and Brand Equity and Brand Promotion ('BEBP') expense as per Related party transaction disclosure in the financial statements.
- 2: Sales includes Revenue from operations
- 3: Advance to contractors and vendors who are Related parties

Leadership Indicators

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

Tata Communications has a Sustainable Supply Chain framework that is implemented across the Company. The framework facilitates embedment of sustainability across the Company's value chain and incorporates the 5 principles of Supplier Code of Conduct. The awareness initiatives for value chain partners can be broadly categorised into the principles that form our Supplier Code of Conduct. Majorly these awareness initiatives can be broadly categorised into 5 categories viz., Ethics and Transparency, Environment Health and Safety, Anti-Corruption and Anti Bribery, Human Rights and Data Privacy.

The programs and sessions conducted for the suppliers are a part of this framework and are conducted for our suppliers globally. Entities and all vendors are familiarized with these standards and are informed about its mandatory nature. Tata Communications ensures that all important and strategic suppliers are informed about this framework and that they actively participate in such program in order to enhance its E, S and G performance. 3 sessions were conducted across the global region in which more than 83 suppliers attended from various time zones.

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	<ul style="list-style-type: none"> - Sustainable Supply Chain Framework - Supplier Code of Conduct - Ethics and Transparency - Whistleblower - Supplier Diversity - Climate change and Sustainability <p>The topics mentioned above covers the following NGRBC principles: (P1, P2, P3, P4, P5, P6, P8, P9)</p>	<p>100% strategic and preferred value chain partners are covered under this awareness session wherein invite is sent to all.</p> <p>These sessions were attended by 80% of the strategic and preferred value chain partners</p>

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

In addition to the Company's Global Conflict of Interest policy, the Company has a separate Code of Conduct for Directors and Senior Management which contains conflict of interest related provisions, to which the Directors and Senior Management conform on an annual basis.

PRINCIPLE

2

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



Essential indicators

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

Values in ₹	FY2023-24	FY2022-23	Details of improvements in environmental and social impacts
R&D	15,24,321	47,68,000	The operational expenditures at Company level to improve the environmental performance has been considered under the R&D investments. The operational expenditure has been incurred for research and studies relating to advance water resource management at corporate level, improving energy efficiency and enhancing renewable energy footprint. These activities help the Company in achieving its sustainability targets and reduce environmental impacts
Capex	11,46,63,044	11,40,20,507	The capital expenditure has been incurred for implementing the activities identified through the R&D activities mentioned above. The capex investment includes installation of rainwater harvesting structures, pipelines, Sewage Treatment Plant ('STP'), organic waste compost units, water aerators, renewable energy projects and energy efficiency projects.

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

Yes. Tata Communications has implemented a Sustainable Supply Chain Framework ('SSCF') that integrates sustainability into our procurement decisions, vendor selection, supplier engagement and vendor performance management. This holistic framework helps us in identifying, assessing, and reporting potential sustainability risks in the supply chain. As part of the SSCF, Tata Communications has developed a Sustainable Supply Chain Policy & Supplier Code of Conduct.

Note: Please refer to Sustainable Supply Chain Framework. [here](#)

- If yes, what percentage of inputs were sourced sustainably?²⁰

The strategic suppliers identified using our Sustainable Supply Chain Framework contribute to ~40% of overall procurement spent.

- 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.²¹

Not Applicable. Tata Communications is a digital solutions provider and does not manufacture any tangible products which require reusing, recycling and disposing at the end of life.

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

Yes. Extended Producer Responsibility ('EPR') is applicable to the Company as per the details mentioned below:

Extended Producer Responsibility- CPCB Guidelines	
a. E waste Management Rules 2023	Not Applicable as per the latest regulations
b. Plastic Waste Management Rules 2024	Not Applicable as per the latest regulations
c. Battery Waste Management Rules 2024	In compliance with the regulations

²⁰GRI 308-1

²¹GRI 306-2

Leadership indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? ²²**

Not Applicable. Tata Communications is a digital solutions provider and does not manufacture any tangible products hence the life-cycle approach is not applicable to the Company's offerings.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Tata Communications is a digital solutions provider, this indicator is not reported as no social or environmental concerns are associated with the use of the Company's offerings.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY2023-24	FY2022-23
Tata Communications is a digital solutions provider, this indicator is not reported since no major material input is associated with its offerings.		

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

	FY2023-24			FY2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Tata Communications is a digital solutions provider, this indicator is not reported as the Company does not have any tangible products as part of its offerings.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Tata Communications is a digital solutions provider, this indicator is not reported as the Company does not have any tangible products as part of its offerings.	

²²GRI 306-2

PRINCIPLE

3

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



Essential indicators

1. a. Details of measures for the well-being of employees:²³

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	9,622	9,622	100%	9,622	100%	NA	NA	9,502	99%	9,622	100%
Female	2,807	2,807	100%	2,807	100%	2,807	100%	NA	NA	2,807	100%
Total	12,429	12,429	100%	12,429	100%	2,807	23%	9,502	76%	12,429	100%

Note: The above details of benefits and well-being measures are provided to Tata Communications' on roll employees (permanent employees) for India region only. For other than permanent employees, their benefits are covered by their employers.

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	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Not Applicable. However, the Company monitors and tracks compliance regarding statutory benefits and other state-wise labour rules pertaining to individuals (other than permanent employees) on third party payroll, working on the company premises.											

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

	FY2023-24	FY2022-23
Cost incurred on well- being measures as a % of total revenue of the company	1%	1%

Note: Well- being measures disclosed above are the benefits provided to the employees including employee insurance

²³GRI 401-2

2. Details of retirement benefits, for current financial year and previous financial year.²⁴

Benefits	FY2023-24			FY2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not Applicable	Y	100%	Not Applicable	Y
Gratuity	100%	Not Applicable	Y	100%	Not Applicable	Y
ESI	As applicable	Not Applicable	Y	As applicable	Not Applicable	Y

Note: The above disclosure pertains to Tata Communications' on roll employees (Permanent Employees) for India region only

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, all Tata Communications' facilities have easy accessibility for differently abled employees as per the requirements of the India's Rights of Persons with Disability Act 2016.

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

Yes, Tata Communications is an equal opportunity employer and abides by the Tata Code of Conduct ('TCoC'). We provide equal opportunities to all our employees and to all eligible applicants for employment in our Company and do not unfairly 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.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.²⁵

Gender	Permanent employees	
	Return to work rate*	Retention rate
Male	106%	82%
Female	102%	23%
Total	102%	75%

Note: There are no categories identified as 'workers' in Tata Communications, hence no details are provided.

*Return to work rate also includes employees who took parental leave in previous FY 2022-23 and returned to work in FY2023-24, hence the above-mentioned numbers represent the cumulative return to work rate

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.²⁶

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees Other than Permanent Employees	Yes, Tata Communications' grievance redressal mechanism for all employees is incorporated in its Whistleblower Policy and Global Dignity in the Workplace Policy ('DWP'). Any employee can report their grievance directly to their Manager, Business Head of Department ('HOD') or Business Unit Human Resource ('BU HR') or to any higher authority in accordance with the procedures set out under the above-mentioned policies. The Whistleblower policy is available on the website of the Company whereas DWP policy is an internal policy available to the all the employees onto the Company's internal portal. Additionally, grievances related to environment, occupational health and safety can be directed to EOHS@tatacommunications.com

²⁴GRI 201-3

²⁵GRI 401-3

²⁶GRI 2-16, GRI 2-25, GRI 2-26

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:²⁷

Benefits	FY Current Financial Year			FY Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers* in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	12,462	166	1.3%	12,353	183	1.48%
Male	9,625	118	1.2%	9,622	133	1.38%
Female	2,837	48	1.6%	2,731	50	1.83%

Note: This data is specific to Tata Communications' on roll employees (Permanent Employees) of India region only. The number of workers referred to in column B pertains to the non-executive employees at Tata Communications who transitioned from VSNL to Tata Communications Limited. Tata Communications does not employ workers on its payroll.

8. Details of training given to employees and workers:²⁸

Category	FY Current Financial Year					FY 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)
Employees										
Male	10,873	-	-	10,849	99.7%	10,503	Not reported in previous year	10,503	100%	
Female	3,165	-	-	3,138	99.2%	2,923		2,923	100%	
Total	14,038	767*	5.5%	13,987	99.6%	13,426		13,426	100%	
Workers**										
Male	8,353	44,728	100%	refer notes below		8,938	53,883	100%	refer notes below	
Female***	746	4013	100%	-	-	0	0	100%	-	
Total	9,099	48,741	100%	-	-	8,938	53,883	100%	-	

Note:

*We are not capturing the gender wise data with respect to number of employees trained in health and safety and hence only the total number has been provided. Additionally, the health and safety training is provided only to those employees who fall under the risk of health and occupational hazards.

**The workers reported under this category comprise of the contractual workers/ manual labours hired on a daily or monthly basis for site level internal work. Each hired labour or worker is trained in health and safety, and the grievance redressal mechanism. The above-mentioned data reflects number of training courses imparted to the workers, which is not exclusive (i.e. one worker has attended more than one number of training/ session). For the contractual workers, trainings specific to skill upgradations are conducted by their respective employers.

***For Female workers: Tata Communications started categorising the number of female workers from FY2023-24 onwards. For current year, we have used the same diversity ratio as a basis to differentiate male and female.

²⁷GRI 2-30

²⁸GRI 403-5, GRI 404-1, GRI 404-2

9. Details of performance and career development reviews of employees and worker:²⁹

Category	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	10,873	10,873	100%	10,503	10,503	100%
Female	3,162	3,162	100%	2,922	2,922	100%
Other	3	3	100%	1	1	100%
Total	14,038	14,038	100%	13,426	13,426	100%

Note: The performance and career development reviews are conducted as part of annual appraisals and quarterly coaching conversation for the permanent employees across its global locations..

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?³⁰

Yes. Tata Communications has implemented ISO 45001 Management system at its 15 major facilities across the globe which includes 10 facilities in India and 6 key international facilities (2 are situated in Canada, 2 in Singapore and 1 in Australia).

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

As a part of our Occupational Health and Safety Management System, all routine and non-routine activities are conducted with proper risk assessment of work-related hazards. The hazards are identified with suitable controls alongwith initial and final risk assessment being recorded in the Hazard Identification and Risk Assessment ('HIRA') register.

c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)³¹

Yes, all employees including contract workforce can report work-related hazards (including but not limited to near-misses, unsafe conditions and unsafe acts) through an online portal. The platform supports incident investigation and corrective action with the intent of eliminating hazards and preventing incidents. The awareness on incident reporting is created during induction, web-based training ('WBT') and communication through mailers during monthly theme on incident reporting. The employees are also sensitised on the importance of taking corrective action within stated timelines with the intent of eliminating hazards and ensuring implementation of mitigation plan.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)³²

Yes, employees have access to non-occupational medical and healthcare services. Non-occupational medical (ergonomics and mental health) and healthcare services are the critical aspects of employee well-being, especially in our fast-paced industry.

On Ergonomics, the Company provides periodic training and awareness to its employees through multiple digital and gamification tools. The Company has upgraded the necessary infrastructure viz., chairs, table, adjustable stands and screens as well as provides a conducive work environment through proper illumination, low noise levels, good ventilation systems and hygienic food and water.

The Company also provides access to well-being and mental health resources, such as counselling services and employee assistance programs. Our employee friendly work life policies like Part time, flexible work policy and hybrid way of working support employees who could have challenges as per standard work arrangement/working hours of the Company. The Company also promotes a supportive work culture that emphasises work-life balance, stress management and open dialogue about mental health issues.

³⁰GRI 403-1

³¹GRI 403-2

³²GRI 403-6

11. Details of safety related incidents, in the following format: ³³

Safety Incident/Number	Category	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.07	0
	Workers	0.2	0.4
Total recordable work-related injuries	Employees	5	0
	Workers	8	20
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: The workers reported under this category comprises of the contractual workers/ manual labours hired on a daily or monthly basis for site level internal work.

12. Describe the measures taken by the entity to ensure a safe and healthy work place .³⁴
1) Design, Construction and Operational Control

At Tata Communications, the EOHS and Sustainability team is responsible for governance, enablement, and enforcement of EOHS guidelines. The implementation and maintenance of H&S aspects rests with individual Business Functions respectively. Mandatory Safety Standards (MSS 4.0) guidelines are issued to all vendors to comply with, which contains safety parameters to be adhered to on-site. Individual BUs also maintain their own SOPs related to activities and H&S aspects are covered under individual Business Unit SOPs. The Company has a standardized and streamlined online portal to report and track OHS KPIs.

2) People, Competency and Behaviours

The requirement of providing health and safety training is identified basis risk profiling. At Tata Communications, the contract workforce is under the greatest risk since they engage in key risky jobs such as, working at height, electrical works, working on roadsides, working inside trenches, façade cleaning and building repair work and hot work. As part of our approach to adopt 'zero harm' including creating a safety culture in the organisation, various types/forms of safety training (both for employees and vendor workforce) were adopted.

On-Roll Employees: H&S induction is conducted as part of the induction module for all new joinees pan India.

3) E-Safety Passport Portal

At Tata Communications, we have E-Safety Passport portal which is a repository of all the supervisors and contract personnel who are trained by the partners, approved by Tata Communications, and the said training is valid for a period of 2 years post which the worker is required to undergo refresher training from the approved partners. Only the personnel having valid E-Safety passport are allowed to work at Tata Communications sites.

13. Number of Complaints on the following made by employees and workers: ³⁵

	FY2023-24			FY2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions						
Health and Safety		NIL			NIL	

³³GRI 403-9, GRI 403-10

³⁴GRI 403-6, GRI 403-2, GRI 3-3, GRI 403-9, GRI 403-10

³⁵GRI 2-16, GRI 2-25, GRI 2-26

14. Assessments for the year:³⁶

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the major facilities
Working Conditions	

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.³⁷

Necessary corrective actions have been implemented based on the type of incidents which occurred during the current FY. The corrective actions include providing continuous training and awareness sessions, periodical audits and monitoring activities which ensures non-recurrence of such incidents.

Leadership Indicators

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

Yes, the Company has adopted a Group Term Life Insurance policy, which is a life insurance policy covering the risk of death of an insured employee during his / her employment. The policy covers death due to any cause with an aim to provide financial assistance to the deceased’s family in case of loss of earning capacity.

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

The Company monitors and tracks the compliance of its value chain partners. The administration teams, every month, at each centre upload the applicable, verified compliance documents onto the Company’s compliance tracking system for central monitoring. The Company’s Supply Chain Management team ensures monthly statutory dues are remitted to respective PF / ESI etc. authority by the contractors and proof of the same is produced on a periodic basis.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023-24	FY2022-23	FY2023-24	FY2022-23
Employees	NIL		NIL	

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

Yes, the Company offers transition assistance program in case of termination on account of redundancy. In such cases, the Company offers a platform which guides such employees to understand their potential job’s functions which enables smooth transition and acquiring of new skills. The platform recommends job function, skills associated with it as well as learning recommendations for acquiring new skills.

5. Details on assessment of value chain partners.³⁸

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	53% of strategic and preferred value chain partners have been assessed.
Working Conditions	Apart from the above-mentioned highlighted strategic partners, the Company has also assessed 100% of its contract partners on the applicable Mandatory Safety Standards (‘MSS’)

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

The corrective actions highlight strengthening of contractor’s capability building and training of applicable MSS. The defaulting contractors work on the identified gaps and share their corrective actions for its timely closure.

³⁷GRI 403-10

³⁸GRI 414-2

PRINCIPLE

4

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



Essential indicators

1. Describe the processes for identifying key stakeholder groups of the entity. ³⁹

Stakeholders are considered as persons, groups, or organisations who may affect us or may be affected by the Company's operations, products or services and its performance. Our key stakeholders include Customers, Employees, Investors and Shareholders, Suppliers, Regulators and Industry Bodies, Communities and NGOs, Media and Analysts, among others. Stakeholder identification, mapping and prioritization is performed on periodic basis as part of materiality assessment. The process assists in mapping and understanding material issues as well as stakeholders' perspective orientations, impacts and expectations which helps in prioritizing and designing appropriate responses alongwith preparation of corresponding communication strategies.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group. ⁴⁰

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Targeted customer interaction, feedback sessions, CXO connect, the bid review process, sales and account manager feedback, Gartner peer insights, mailers website, social media platforms etc.	Continuous: Website, Social Media Annual: Customer Satisfaction Survey, Customer Connect	<ul style="list-style-type: none"> Understanding customers' data privacy and security requirements Deciding on investments and capabilities in digital technologies to meet customers' requirements Ethical behaviour Customer growth and transformation opportunities Fair business practices and ethical behaviour ESG practice
Employees	No	Town halls, webcasts / webinars, project or operations reviews, video conferences, audio conference calls, ethics week, newsletters, events and quarterly coaching reviews	Weekly: Internal News Digest Quarterly: Coaching reviews Annual: Employee Satisfaction Survey Continuous: Website, intranet, internal communication platforms etc.	<ul style="list-style-type: none"> Training and skill development Capacity building Building a safe work culture and environment Improving Diversity and Inclusion Employee-friendly practices

³⁹GRI 2-29

⁴⁰GRI 2-29

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and shareholders	No	Press releases and press conferences, e-mail advisories, in-person meetings, investor conferences, non-deal roadshows, conference calls, notices, advertisements, exchange notifications	Quarterly: Financial statements, earnings call, exchange notifications Annual: Annual General Meeting and Annual Report Continuous: Website	<ul style="list-style-type: none"> • Educating investors about Tata Communications' business operations, governance practices, strategy, growth plans and environmental and social risk • Addressing investor concerns on various matters
Regulators	No	Statutory compliances, filings and meetings, new engagements, conferences, seminars, consultations, surveys, representations on statutory provisions and amendments, participation in public consultation process	As needed	<ul style="list-style-type: none"> • Compliance with corporate law • Good governance • Ethical practices • Society / CSR expenditure • Transparent reporting • National and international agenda
Communities	No	CSR team and partner meets, volunteering, engagement exercises like DRIVE Week, baseline and benchmark studies	Continuous / As needed	<ul style="list-style-type: none"> • Job creation • Skill development • Volunteering • SDG implementation – health, school, poverty
Media and Analysts	No	Press releases and press conferences, media interviews, e-mail advisories, exchange notifications, media or analyst events, analyst briefings, relationship building meetings, website and social media posts and updates	Quarterly / Annual / As needed	<ul style="list-style-type: none"> • Company news and updates • Business strategy, milestones, industry recognition • Regulatory and governance issues • Public disclosures and transparent reporting • Future strategy, growth and new products / service launches
Suppliers	No	RFIs / RFPs, empanelment process, Transactional meetings, periodic reviews, surveys	Continuous: Transactional meetings, periodic reviews, surveys	<ul style="list-style-type: none"> • Job creation • Ethical practices • Payments • Human rights • Competitive pricing

Leadership indicators

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

Based on the different types of stakeholders the Company engages with, Tata Communications has established systems to gather feedback from each of the identified groups and inform the Board and Committees during their meetings. As per the nature, frequency and mode of communication with the set of stakeholders, the Company collects and consolidates the feedback received from the various stakeholder groups. These feedback are collated by the senior management team who provide periodic updates to the Board and its Committees on relevant matters. The feedback and updates including the E,S and G topics are presented at the Board / Committee meetings.

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

Yes, the Company values stakeholders' input. It conducts Materiality Exercise, to identify essential policies and initiatives on environmental and social issues. The Company set targets in the areas identified during the materiality assessment. The above-mentioned inputs along with the sustainability objectives and targets are derived basis stakeholder feedback collected over a period of time. Details of the goals, targets and performance against the same can be viewed on our website, Integrated report and ESG addendum [Link](#). In addition, the Company has also formulated its sustainability strategy basis megatrends driving ICT sector and the stakeholders' input.

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

Kindly refer to the Social Capital section and the CSR report forming part of this Integrated Annual Report.

PRINCIPLE

5

Businesses should respect and promote human rights



Essential indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:⁴¹

Category	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Total (A)	No. of employee workers covered (B)	% (B / A)	Total (C)	No. of employees workers covered (D)	% (D / C)
Employees						
Permanent	14,038	12,944	92.2%	13,426	12,929	96%
Other than permanent	5,249	40	0.7%	5,482	0	0
Total Employees	19,287	12,984	67%	18,908	12,929	68.3%

Note: This is global headcount of Tata Communications and its subsidiaries since the training is imparted to all employees globally.

- Details of minimum wages paid to employees and workers, in the following format:⁴²

Category	FY Current Financial Year					FY 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)
Employees										
Permanent	14,038	0	0%	14,038	100%	All employees are paid salary above statutory minimum wages				
Male	10,873	0	0%	10,873	100%					
Female	3,162	0	0%	3,162	100%					
Other than Permanent	5,249	286	5%	5,090	95%	All other than permanent employees are paid more than minimum wage				
Male	4,440	272	6%	4,273	94%					
Female	809	14	2%	817	98%					

- Details of remuneration/salary/wages⁴³

a. Median remuneration / wages :

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	Not Applicable	1	Not Applicable
Key Managerial Personnel	3	1,482,389.5	0	Not Applicable
Employees other than BoD and KMP	5,876	16,06,467	1,637	11,00,000

Note : MD & CEO, CFO and CS are considered as the Key Management Personnel. Non-executive directors on the Board are paid remuneration only in the form of sitting fees for attending meetings of the Board or its committees, and commission basis profits of the Company. Hence, this metric is not comparable.

⁴¹GRI 2-24

⁴²GRI 405-2

⁴³GRI 2-19, GRI 2-21

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	16%	15%

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)⁴⁴

Yes. The Corporate Social Responsibility, Safety and Sustainability Committee of the Company oversees the Human Rights aspects for the Company. Issues and complaints with respect to Human Rights can be addressed to EOHS@tatacommunications.com

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.⁴⁵

Tata Communications does not tolerate any malpractice, impropriety, non-compliance, or wrongdoing with respect to Human Rights and its salient elements. To that end, Tata Communications has adopted an exhaustive grievance redressal and remedial framework consisting of its Whistleblower Policy. The Whistleblower Policy provides and addresses concerns or complaints regarding any reportable matters defined in the policy, including but not limited to infringement of human rights, including privacy rights and freedom of expression, disclosure matters, anticorruption, or any other company matters involving fraud, employee misconduct, illegality or health and safety and environmental issues which cannot be resolved through normal management channels. The Whistleblower Policy intends to encourage and enable employees and any person other than employees to proactively raise concerns regarding any such instances without fear of reprisal, discrimination, or adverse employment consequences. This can be done through Tata Communications' "Ethics Helpline", managed by an independent third party which enables a whistleblower to report a potential wrongdoing through various channels such as phone, email, web portal, or post box.

6. Number of Complaints on the following made by employees and workers:⁴⁶

	FY2023-24 Current Financial Year			FY2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	4	0	One complaint which was pending at the end of last financial year was resolved during the current financial year.	3	1	NIL
Discrimination at workplace	34	16		29	4	NIL
Child Labour			NIL			
Forced Labour/Involuntary Labour			NIL			
Wages	The employees in the Company are paid wages above minimum statutory wages					
Other human rights related issues			NIL			

Note: Discrimination at workplace includes the complaints received under 'Dignity at Workplace ('DWP') which includes complaints not limited to discrimination, but also issues that compromises dignity at workplace for employees

⁴⁴GRI 2-13

⁴⁵GRI 2-16, GRI 2-25, GRI 2-26

⁴⁶GRI 406-1

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

	FY2023-24 Current Financial Year	FY2022-23 Previous Financial Year	Remarks
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	3	One complaint which was pending at the end of last financial year was resolved during the current financial year.
Complaints on POSH as a % of female employees / workers	0.14%	0.1%	None
Complaints on POSH upheld	4	3	None

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.⁴⁷

Tata Communications does not tolerate any malpractice, impropriety, non-compliance or wrongdoing with reference to discrimination and harassment. All such complaints and concerns are dealt with / resolved in accordance with applicable internal policies and charters, in a confidential manner. Tata Communications does not tolerate any form of retaliation against anyone reporting concerns in good faith. Anyone involved in targeting a person raising such complaints would be subject to disciplinary action, if found guilty. To prevent such cases, a mandatory training and awareness generation session is conducted periodically for all the employees throughout the year.

9. Do human rights requirements form part of your business agreements and contracts?⁴⁸ (Yes/No)

Yes, Human rights requirements forms part of our Supplier Code of Conduct which is an integral part of our business agreements and contracts. [Link](#)

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% All of Tata Communications offices including subsidiaries.
Forced/involuntary labour	The Company periodically reviews and monitors the internal compliances for all the identified Human Rights Salient aspects at all of its offices and subsidiaries' offices. In the previous financial year, the Company undertook a deep dive assessment of the human rights issues potentially present within its value chain and stakeholders through a detailed human rights salience assessment.
Sexual harassment	
Discrimination at workplace	
Wages	
Others (Specify)	

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

There were no significant risks identified with respect to human rights assessment conducted. Hence, no substantial corrective action has been implemented. However, the Company continuously implements processes to improve its performance across various aspects including Human Rights. As part of the continuous improvement and awareness generation, we have formulated a comprehensive Business & Human Rights Policy ('BHR') and Supplier Code of Conduct which provides Human Rights guidelines for value chain partners.

Leadership indicators

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

There are no substantial modifications introduced as a result of human rights grievances / complaints. However, the Company strives to continuously and promptly improve its systems and processes to ensure a safe, healthy and inclusive workplace for its stakeholders.

⁴⁷GRI 2-16, GRI 2-25, GRI 2-26

⁴⁸GRI 2-23, GRI 2-24

Few of such instances which were introduced in this FY are as follows:

- In pursuit of providing seamless connectivity for its stakeholders including communities, the Company released its Network Shutdown Policy to promote and adhere to the principles of internationally recognized human rights, while complying with local business-related laws and regulations.
- The Board led CSRSS Committee overseeing the Human Rights related aspects of the company.
- The Company is reporting its performance w.r.t Business Human Rights and its Principles in an enhanced manner in its Sustainability Disclosures.
- The Company publicly committed and became signatory to UN Global Compact 10 Principles and will report the COP - Communication of Progress on Annual Basis from FY 25 onwards.
- Human Rights is included as an element in the Supplier Code of Conduct.
- Suppliers are assessed basis ESG including Human Rights aspects.

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

In FY 2022-23, the Company undertook a deep dive assessment of the human rights issues potentially present within its value chain and stakeholders through a detailed human rights salience assessment. The scope of the gap (salience) assessment mainly included review of Company’s existing practices and protocols policies, SOP’s and performance, mapping of existing policies against global policies and guidelines, understanding and identifying key rightsholder concerns and challenges concerning human rights risks.

The assessment was conducted to understand the actual and potential human rights relevant to the Company’s business activity and its relationships against the UNGP salience criteria, as well as the Ranking Digital Rights (‘RDR’) Corporate Accountability Index Research Indicators and the Tata Group Business Human Rights standard. The assessment was carried out in a consultative and participatory approach, while engaging with relevant stakeholders. Based on the discussions with the stakeholders, peer analysis, compliance with the international and national level commitment to human rights, the assessment confirmed no significant human rights gaps but identified the requirement of a comprehensive Business Human Rights policy, continuous awareness and capacity building and more disclosures on the Business Human Rights practices.

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

Yes. All our premises and offices have easy accessibility for differently abled visitors as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	53% of strategic and preferred value chain partners have been assessed on Human Rights issues. Based on the assessment, the recommended corrective action plans will be communicated to the value chain partners.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Based on the assessment results, the Company engages with the suppliers to seek recommendations regarding improvement in the areas of business and human rights.

PRINCIPLE

6

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



Essential indicators

1. Details of total energy consumption (in GigaJoules) and energy intensity, in the following format:⁴⁹

	FY2023-24	FY2022-23
From renewable sources		
Total Electricity consumption (A)	1,73,532	1,10,096
Total Fuel consumption (B)	0.0	0.0
Energy consumption through other sources (C)	0.0	0.0
Total Energy consumption (A+B+C)	1,73,532	1,10,096
From non-renewable sources		
Total electricity consumption (D)	4,51,769	4,89,492
Total fuel consumption (E)	24,166	22,038
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	4,75,935	5,11,530
Total energy consumed (A+B+C+D+E+F)	6,49,467	6,21,626
Energy intensity per rupee of turnover (GJ per crores ₹ in revenue)	36.4	37.9
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ per crores ₹ in revenue adjusted for PPP)	131.57	
Energy intensity in terms of physical output	Not Applicable	Not reported
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by M/s. BSI Group India Private Limited

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

Not applicable, since Tata Communications does not have any such sites.

3. Provide details of the following disclosures related to water, in the following format:⁵⁰

Parameter	FY2023-24	FY2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface Water	-	-
(ii) Ground Water	1,705	1,289
(iii) Third party water	2,20,100	208,071
(iv) Seawater/ Desalinated water	-	-
(v) Others	4,039	203
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	2,25,844	2,09,563
Total Volume of water consumption (in kilolitres)	2,25,844	2,09,563

⁴⁹GRI 302-1, GRI 302-3

⁵⁰GRI 303-3, GRI 303-5

Parameter	FY2023-24	FY2022-23
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	12.65	12.78
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	45.75	Not reported
Water intensity in terms of physical output	-	
Water intensity (optional) - the relevant metric may be selected by the entity	Not Applicable	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by BSI Group India Private Limited

Note: Previous years data on water withdrawal has been restated here.

For this indicator, 15 major Indian facilities are considered significant since these facilities comprise of majority of our operations and employee count. These facilities include VSB Kolkata, GK-1 New Delhi, VSB Delhi, Ambattur Chennai, KIADB Bangalore, Jayant Tech Park, Chennai, VSB Chennai, VSB Hyderabad, VSB Kochi, VSB Sanjay Nagar, BKC Mumbai, Dighi Pune, EQUINOX Mumbai, LVSB Mumbai and VSB Mumbai.

4. Provide the following details related to water discharged:⁵¹

Parameter	FY2023-24	FY2022-23
Water discharge by destination and level of treatment (in kilolitres)		
i) To Surface water	0	Not reported
No treatment		
With treatment - please specify level of treatment		
(ii) To Groundwater	0	
No treatment		
With treatment - please specify level of treatment		
(iii) To Seawater	0	
No treatment		
With treatment - please specify level of treatment		
(iv) Sent to third-parties		
No treatment	33,266	
With treatment - please specify level of treatment		
(v) Others	0	
No treatment		
With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	33,266	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by M/s. BSI Group India Private Limited

Note: For this indicator, 15 major Indian facilities are considered significant since these facilities comprise of majority of our operations and employee count. These facilities include VSB Kolkata, GK-1 New Delhi, VSB Delhi, Ambattur Chennai, KIADB Bangalore, Jayant Tech Park, Chennai, VSB Chennai, VSB Hyderabad, VSB Kochi, VSB Sanjay Nagar, BKC Mumbai, Dighi Pune, Equinox Mumbai, LVSB Mumbai and VSB Mumbai.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.⁵²

Zero Liquid Discharge has been implemented at all major facilities of Tata Communications in India. Currently, five major facilities namely, GK-1 New Delhi, KIADB Bengaluru, Ambattur, BKC Mumbai and Dighi Pune, have in-house Sewage Treatment Plants for recycling the wastewater generated within facilities. The treated water from these facilities is reused for domestic utilities such as flushing, landscaping and cooling tower water. In other facilities, due to space constraints, the wastewater is sent to municipal drains after appropriate approvals. We are also planning to explore alternate recycling technology for such facilities.

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

Parameter	Please specify unit	FY2023-24	FY2022-23
NOx	mg/Nm ³	43	38
SOx	kg/day	1	30
Particulate Matter (PM)	PPM	68.5	65
Persistent Organic Pollutants (POP)	Kg	Not monitored	
Volatile organic Compounds (VOC)	Kg		
Hazardous air pollutants (HAP)	Kg		
Others- please specify	Kg		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by M/s. BSI Group India Private Limited

Note: The above-mentioned data is reported only for one major facility at Dighi, Pune, where Tata Communications has complete ownership of DG sets. In FY23, all the emissions were reported in mg/Nm³.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:⁵³

Parameter	Unit	FY2023-24	FY2022-23
Total Scope 1 emissions (break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ ,NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,519	5,341.00
Total Scope 2 emissions (break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ ,NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	82,195	77,735.05
Total scope 1 and scope 2 emissions per rupee of turnover (total scope 1 and scope 2 ghg emissions / revenue from operations)	Metric tonnes of CO ₂ equivalent per crores ₹ in revenue	4.86	5.06
Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		17.57	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	Not reported
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by M/s. BSI Group India Private Limited

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.⁵⁴

Yes. With a robust climate change strategy in place, we have emerged as industry leaders in mitigating the risks of energy transitions as well as capitalising on the opportunities that they offer. We strive to achieve Net Zero emissions, thereby minimising our environmental footprint and contributing to global climate action.

Following are some projects at Tata Communications related to GHG emission reduction:

- Enhancing energy efficiency:** Tata Communications prioritises energy efficiency by streamlining operations, exploring IoT usage and switching to LED lighting. The Company aims to enhance HVAC, SMPS, and UPS effectiveness, while reducing costs and energy consumption. Till date, the Company has accomplished 7,662,144 kwh of energy savings leading to GHG reduction of 6,306 tonnes of CO₂. [\[Link\]](#)
- Making a switch to renewable energy:** A significant portion of our global electricity requirement is derived from renewable energy sources. This is in line with our commitment to reducing carbon emissions and promoting sustainable practices. In future, we shall continue to focus on exploring new avenues in order to increase the share of renewable energy in our energy mix. [\[Link\]](#)
- Decarbonization of operations:** We understand the potential consequences of climate change caused by GHG emissions. Our operational carbon footprint is closely linked to energy consumption and the source of energy. We

⁵¹GRI 303-1, GRI 303-2, GRI 303-4

⁵²GRI 303-1, GRI 303-2

are continuously striving towards reducing our carbon footprint at the operational level, and have significantly improved our GHG intensity to 40.20 (metric tonnes of CO₂ per million US\$ revenue), a 11% improvement from FY 2022. [\[Link\]](#)

4. **Developing green solutions:** We emphasise on developing innovative, low-carbon products and solutions that connect our business, environment and society seamlessly. As we offer green solutions to our clients, they gain an advantage by becoming more competitive and sustainable in their supply chains. Our low-carbon products and solutions have the potential to significantly reduce GHG emissions. [\[Link\]](#)
5. **Community carbon offset programmes:** We remain steadfast in our commitment to mitigating the risks of climate change and kindling a positive change within the communities in which we operate. We have undertaken an extensive baseline and community needs assessment to identify viable carbon offset projects. Through this approach, we have identified projects that have been evaluated on financial and operational levels and are aimed at improving cook stoves and plantations. Our unwavering focus on these initiatives underscores our role as a socially conscious corporate citizen. [\[Link\]](#)

9. Provide details related to waste management by the entity, in the following format:⁵⁵

Parameter	FY2023-24	FY2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	4	2
E-waste (B)	78	97
Bio-medical waste (C)	Not applicable	Not applicable
Construction and demolition waste (D)	Not applicable	Not applicable
Battery waste (E)	139	108
Radioactive waste (F)	Not applicable	Not applicable
Other hazardous waste. Please specify if any (G)	49	14
Other Non-Hazardous waste generated (H). Please specify, if any. (breakup by composition i.e. by materials relevant to the sector)	146	147
Total (A+B+C+D+E+F+G+H)	417	368
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.02	Not reported
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.08	Not reported
Waste intensity in terms of physical output	Not relevant	Not reported
Waste intensity (optional) - the relevant metric may be selected by the entity	Not Applicable	Finance data awaited
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	384	319
(ii) Re-used	0	0.00
(iii) Other recovery operations	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	33	49
(iii) Other disposal operations	0	0
Total	33	49

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by M/s. BSI Group India Private Limited

Note: For non hazardous waste, 15 major Indian facilities are considered significant since these facilities comprise of majority of our operations and employee count. These facilities include VSB Kolkata, GK-1 New Delhi, VSB Delhi, Ambattur Chennai, KIADB Bangalore, Jayant Tech Park, Chennai, VSB Chennai, VSB Hyderabad, VSB Kochi, VSB Sanjay Nagar, BKC Mumbai, Dighi Pune, Equinox Mumbai, LVSB Mumbai and VSB Mumbai.

For hazardous waste, all Indian operations have been considered.

⁵³GRI 305-1; GRI 305-2, GRI 305-4

⁵⁴GRI 305-5

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.⁵⁶

Being a service-oriented organisation, Tata Communications does not typically generate waste as a by-product of its processes. The waste generated can be divided into two categories: non-hazardous waste generated by domestic activities such as housekeeping and cafeteria operations, and hazardous waste generated by equipment which provide services to customers. Such equipment is purchased based on business requirements, and Tata Communications relies on its suppliers for delivery of such products and services. Tata Communications aims to reduce the environmental impact of waste by focusing on the efficient and sustainable disposal of all types of waste. Non-hazardous garbage is collected by municipalities and authorized third party agencies to ensure safe disposal. Hazardous waste is appropriately disposed off through authorized recyclers. Tata Communications ensures adequate storage with secondary containments during collection and handling of such hazardous waste and ensures proper training of the waste handlers. The scrap waste is recycled and disposed through external agencies while ensuring that all regulatory criteria of waste management rules of relevant regions or nations are complied with.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests)⁵⁷

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of our sites are in ecologically sensitive areas, coastal regulation zones etc. where environmental approvals / clearances are required.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:⁵⁸

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
Tata Communications has not undertaken any EIA related activities in FY 2023-24					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:⁵⁹

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
None of our locations/ sites fall under the CRZs of India				

Leadership indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)⁶⁰

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

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

Parameter	FY2023-24	FY2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,705	1,289
(iii) Third party water	2,20,100	2,08,071

⁵⁵GRI 306-3, GRI 306-4, GRI 306-5

⁵⁶GRI 306-2; GRI 3-3

Parameter	FY2023-24	FY2022-23
(iv) Seawater / desalinated water	0	0
(v) Others	4,039	203
Total volume of water withdrawal (in kilolitres)	2,25,844	2,09,563
Total volume of water consumption (in kilolitres)	2,25,844	2,09,563
Water intensity per rupee of turnover (Water consumed / turnover)	12.65	Not reported
Water intensity (optional) - the relevant metric may be selected by the entity	Not Applicable	Not reported
Water discharge by destination and level of treatment (in kilolitres)-		
(i) Into Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater		
- No treatment	Not Applicable	Not Applicable
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment - please specify level of treatment	33,266	-
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	Not Applicable	Not Applicable
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	33,266	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by BSI Group India Private Limited

Note: For this indicator, 15 major Indian facilities are considered significant since these facilities comprise of majority of our operations and employee count. These facilities include VSB Kolkata, GK-1 New Delhi, VSB Delhi, Ambattur Chennai, KIADB Bangalore, Jayant Tech Park, Chennai, VSB Chennai, VSB Hyderabad, VSB Kochi, VSB Sanjay Nagar, BKC Mumbai, Dighi Pune, EQUINOX Mumbai, LVSB Mumbai and VSB Mumbai.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:⁶¹

Parameter	Unit	FY2023-24 (Current FY)	FY2022-23 (Previous FY)
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,63,721	Not reported
Total Scope 3 Emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	9.17	
Total scope 3 emission intensity (Optional)- the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	Not Applicable	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, independent assurance is conducted externally by BSI Group India Private Limited

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.⁶²

Not applicable since none of our locations are situated in ecologically sensitive areas and hence no impact is observed with respect to Company's operation.

⁵⁷GRI GRI 304-1

⁵⁸GRI 413-1, GRI 303-1

⁵⁹GRI 2-27

⁶⁰GRI 303-3, GRI 303-4, GRI 303-1, GRI 303-2, GRI 303-5

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Developing Green Solutions	<p>Emphasises on developing innovative, low-carbon products and solutions that connect our business, environment and society seamlessly. As we offer green solutions to our clients, they gain an advantage by becoming more competitive and sustainable in their supply chains. Our low-carbon products and solutions have the potential to significantly reduce GHG emissions.</p> <p>To assist our clients save energy and lower their GHG emissions, we offer a variety of low-carbon products and services, including our network, the Internet of Things ('IoT'), Media and Entertainment Services (MES), Unified communications, Cloud and Security systems etc. In FY 2023, the potential GHG emission avoidance through the Company's low carbon products and solutions was ~33,54,004 metric tonnes of CO₂e which quantifies in an estimated carbon savings of 16 times the emissions produced by the operations of Tata Communications in FY 2022-2023.</p>	<p>3,354,004 MtCO₂e emissions avoided at Customer end through the Low Carbon Products of Tata Communications in FY 2023</p>
2.	Energy efficiency initiatives and Renewable energy projects.	<p>In FY 2023-24, 192 energy-saving opportunities were identified including projects on Heating, Ventilation and Air Conditioning ('HVAC'), Switched-Mode Power Supply ('SMPS') and Uninterruptible Power Supply ('UPS') efficiency enhancement / Optimisation and Consolidation, Smart Lighting (conversion of conventional lighting into LED), and PUE enhancement. 190 out of 192 projects were completed, resulting in energy savings of 7.7 million kWh (cumulative) and energy cost savings of ₹ 7.4 crores.</p> <p>We have consumed 180 million kWh of energy during FY 2023-24, procured from the national grid. Almost 48 million units (~27%) out of 180 million units consumed were produced from solar and wind energy. This year, we have added 23.14 million units (MU) of Renewable Energy (RE) capacity globally. In India, new RE projects were added with varied RE models, such as green tariff scheme leading to addition of 9.52 MU, Group captive model led to 4.91 MU of RE addition and Capex based Solar roof top led to 0.21 MU of RE addition.</p> <p>On the international front, we signed a contract to purchase renewable energy certificates for our Wall facility, totaling around 6.6 million units. In Seixal, Portugal, we have become 100% RE operated with Guarantee of Origin and On site solar plant leading to addition of 1.9 million units of RE.</p>	

⁶³GRI 308-2

⁶⁴GRI 308-1, GRI 308-2

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

Yes, Tata Communications has a Business Continuity Management plan which is focused on addressing any on-site emergencies that could disrupt the usual business operations. This plan is available for all the sites of Tata Communications with clear guidelines, incident response systems, roles and responsibilities.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.⁶³

No significant adverse impact to environment has been identified in the value chain partners. The assessment has been conducted by a third-party assessor using key performance indicators for environmental impacts.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.⁶⁴

53% of the strategic and preferred value chain partners have been assessed for environmental impacts.

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



Essential indicators

- 1. a. Number of affiliations with trade and industry chambers/ associations.⁶⁵
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Internet Service Providers Association of India ('ISPAI')	National
2	ITU-APT Foundation of India	National - Tata Communications is having EC membership in IAFI.
3	CII	National- Principal partner for CII Tata Communications Centre for Digital Transformation
4	FICCI	National - Tata Communications is a member of the AI and Digital Transformation Committee which has now been merged with Technology committee.
5	TSDSI (Telecommunications Standards Development Society, India)	National - Tata Communications is a member of the Governing Council TSDSI
6	Bombay Chamber of Commerce and Industry	State
7	Cloud Security Alliance ('CSA')	Global Membership
8	GSMA	Global Membership
9	International Telecommunication Union ('ITU')	Global Membership
10	LoRA alliance	Global Membership
11	Mobile ecosystem forum	Global Membership
12	UK India Business Council	Member
13	CII UK India Business Forum	Member
14	Indian Danish Chamber of Commerce ('IDCC')	Member

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

⁶⁵GRI 2-28

Leadership indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
1	Replacement Spectrum and related issues	Industry meetings with relevant authorities and associations and responses to consultation papers.	No	Quarterly	-
2	Private Networks (Captive Non-Public Network)	Industry meetings with relevant authorities and associations, submission of responses to TRAI Consultation Paper, representation in Open House Discussions.	Yes	NA	-
3	The Telecommunications Act 2023	<p>The Government has notified new telecom act "The Telecommunications Act 2023" on 24 December 2023 which amends and consolidates the laws relating to development, expansion and operation of telecommunication services and telecommunication networks; assignment of spectrum; and for matters connected therewith or incidental thereto.</p> <p>During the draft stage of the Act, Tata Communications had actively participated in the consultation process and submitted its detailed response/ comments on the draft Bill. From ISPAI platform, a detailed presentation was made to the Minister of Communications on this subject.</p>	Yes	NA	www.DoT.gov.in
4	AGR related Interpretation of terms of Licenses for computation of License-fee dues payable by Tata Communications	Industry meetings with relevant authorities and associations	No	NA	-
5	M2M Services - (a) Usage of Embedded SIM for M2M Services (b) Removal of 4 IPs restriction in M2M Services	Representations before the authorities	Yes	NA	www.DoT.gov.in

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
6	UL-VNO license terms w.r.t two separate NSOs in same LSA for Wireless and Wireline Access Service, enhancement of scope of service to resell 5G services of NSO	Industry meetings with relevant authorities and associations, responses to consultation papers, participation in Open House Discussion.	Yes	NA	www.trai.gov.in
7	DLC Regulation and no regulation for VPN services	Representation before the authorities	Yes	NA	-
8	Critical M2M Services on unlicensed spectrum	Industry meetings with relevant authorities and associations and representation before the authorities.	Yes	NA	-
9	New Telecom Licenses / additional service Authorisation	Industry meetings with relevant authorities and associations and representation before the authorities.	Yes	NA	www.DoT.gov.in

PRINCIPLE

8

Businesses should promote inclusive growth and equitable development



Essential indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.⁶⁶

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
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Tata Communications has not conducted any activities related to SIA

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
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Tata Communications has not conducted any activity related to rehabilitation and resettlement

3. Describe the mechanisms to receive and redress grievances of the community.⁶⁷

As an organisation, Tata Communications has identified relevant BU functions to periodically interact and correspond with their relevant stakeholder groups. We have also established a formal grievance redressal and reporting mechanism in the form of a Whistleblower Policy, EOHS mailbox, Ethics Helpline, Customer Service Helpline and Investor Relations mailbox, through which internal and external stakeholders can report their grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:⁶⁸

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	6.59%	14.4%
Directly from within India	35%	36%

Note: Previous years' data has been restated here.

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

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural		
Semi-urban		
Urban		
Metropolitan	99.5%	99.5%

Note: The numbers reported are for Indian Metropolitan cities only as per the location of the majority of the offices.

Place are categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan

⁶⁶GRI 413-1

⁶⁷GRI 2-16, GRI 2-25, GRI 2-26, GRI 413-1

⁶⁸GRI 204-1

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

State	Aspirational District	Amount spent (In ₹)
Jharkhand	Pakur	17,967,400
Jharkhand	West Singhbhum	
Odisha	Balangir	
Jharkhand	Dumka	16,535,150
Odisha	Rayagada	
Odisha	Kandhamal	
Maharashtra	Nandurbar	30,037,684
Haryana	Nuh	23,845,159

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

Yes, Sustainable supply chain policy, Supplier Code of Conduct and the Sustainable Supply chain framework guide the Company regarding preferential procurement from marginalized groups.

- (b) From which marginalised /vulnerable groups do you procure.

As per the sustainable supply chain policy, there are targets undertaken by the Company to increase supplier diversity by increasing the supplier base and procurement from marginalized groups (Dalits and Tribals). The marginalized groups are identified basis the definitions provided in Tata Affirmative Action Project ('TAAP').

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

0.11%

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

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

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
ANEW "A New Education Worldview"	31,864	19%
Climate Sustainability Through Horticulture	514	100%
Climate-resilient village program	17,590	100%
Karuna Fellowship Programme	4,315	42%
Lakhpatri Kisan - Smart Villages 2.0 Scaling in Maharashtra	24,517	69%
MPowered Plus Pilot Cluster	2,278	79%
MPowered Plus Scale Up Cluster	5,621	98%
Nanneer	4,093	75%
Samarth	65	20%
Schools in Action for the Planet	1,922	40%
Skilling the underserved Youth - A Tata STRIVE PROJECT	2,577	22%
Udaya	2,084	55%
Umang	2,022	48%
Construction of School building	243	37%
Unsung Heroes	28	100%

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



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.⁶⁹

Tata Communications has a dedicated customer service team which engages with customers for addressing their queries through various channels, including over calls or emails. Additionally, the customers can also register their complaints using link on our website.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Tata Communications is a digital solutions provider, this indicator is not reported as it is not majorly associated with the Company's offerings.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY (Current Financial Year)		Remarks	FY (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	1	0	Technology implemented to track privacy related data			
Advertising	0	0	NIL			NIL
Cyber-security	0	0				
Delivery of essential services	0	0				
Restrictive Trade Practices	0	0				
Unfair Trade Practices	0	0				
Other	0	0				

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.⁷⁰

Tata Communications has a comprehensive Privacy Policy which outlines our commitment to ensure compliance with applicable privacy laws and describes how we collect, use, disclose and protect personal data. The Privacy Policy is available here at: [Link](#)

⁶⁹GRI 2-16, GRI 2-25, GRI 2-26

⁷⁰GRI 2-23

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

No such cases have been reported in FY2023-24

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

No such cases have been reported in FY2023-24 for Tata Communications Limited.

Leadership Indicators-

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

The details pertaining to the Company's offerings is updated on the website of the Company on periodic basis, as and when required. Check website [here](#)

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

The details pertaining to the Company's offerings, including its usage, is updated on the [website](#) of the Company.

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

The Company has in place dedicated team(s) who is responsible for interacting with the customers on an ongoing basis. Any disruptions or discontinuation of services due to unforeseen circumstances is informed well in advance by such team(s) to their respective customers alongwith a specific timeline for resolution.

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

Yes, as a service provider, the information pertaining to our offerings is communicated to our customers by customer engagement teams. In addition, the Company also conducts surveys to assess customer satisfaction with respect to its offerings.



INDEPENDENT ASSURANCE OPINION STATEMENT

To Mr. A. S. Lakshminarayanan, Managing Director & CEO of Tata Communications Limited.

Holds Statement No.: **SRA 804546-1**

The British Standards Institution (**BSI**) has conducted a reasonable assurance engagement on the ESG information (described in the "Scope") in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for FY 2023-2024 of **Tata Communications Limited**.

Scope

The scope of engagement agreed upon with Tata Communications Limited includes the following:

The assurance covers the information of the following subject matters only in the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the FY 2023-2024.

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

The selected information's are reported in accordance with Business Responsibility and Sustainability Report (BRSR Core KPI's). However, GHG emissions from LPG consumption used to make food from kitchen, owned by TATA COMMUNICATIONS LIMITED has been excluded in Scope 1 due to unavailability of activity data.

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

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The British Standards Institution
 Incorporated by Royal Charter
 Registered in India: CIN U74899DL1999PTC101381





Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) assurance standard and ISO 14064-3:2019 for GHG statement following the principles of Integrity, Objectivity, Professional competence and due care, Confidentiality and Professional behaviour. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

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

Responsibility

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

Independence, Quality Control and Competence

BSI is independent to Tata Communications Limited (TATA COMMUNICATIONS LIMITED) and has no financial interest in the operation of Tata Communications Limited (TATA COMMUNICATIONS LIMITED) other than for the assurance of the ESG statements contained in the Business Responsibility and Sustainability Report.

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

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 Plot 1-2, Ishwar Nagar bsgroup.com/en-IN
 Mathura Road, New Delhi-110065
 India

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

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

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

Opinion Statement

BSI conducted a reasonable assurance engagement on the ESG information described in the BRSR report of year 2023-2024 covering disclosures on Green-house gas footprint, Water footprint, Energy footprint, embracing circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business for the indicators stated in the scope above.

In our professional opinion, the accompanying ESG information is fairly presented in all material respects, including that they exhibit the characteristics of Relevance, Completeness, Reliability, Neutrality, and Understandability in the BRSR report of Tata Communication Limited for the year 2023-2024 and is in accordance with the SEBI-BRSR framework (Core option).

Issue Date: 22-06-2024

For and on behalf of BSI:

S Krishnaraj, Lead Assurer

Theuns Kotze, Managing Director – IMETA Assurance

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Appendix A: [Data of subject matters within the scope].

- Total Scope 1 emissions. (GHG emissions from LPG consumption used to make food from kitchen, owned by TATA COMMUNICATIONS LIMITED has been excluded in Scope 1 due to unavailability of activity data).
- Total Scope 2 emissions.
- GHG Emission Intensity (Scope 1 +2).
- Total water consumption.
- Water consumption intensity.
- Water Discharge by destination and levels of Treatment.
- Total energy consumed (Ren + non-Ren) & % of energy consumed from Renewable sources.
- Energy intensity.
- Total waste generated (Haz + non-Haz).
- Waste intensity.
- Waste diverted from disposal.
- Waste directed to disposal.
- Spending on measures towards well-being of employees and workers.
- Details of safety related incidents for employees and workers.
- Gross wages paid to females as % of wages paid.
- Complaints on POSH.
- Input material directly sourced from MSMEs/small producers and from within India.
- Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events.
- Number of days of accounts payable.
- Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties.

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Appendix B: List of locations from the boundaries of "Green-house gas (GHG) footprint, Water footprint, Energy footprint, embracing circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, open-ness of business".

S:N	Facility Name	Facility Address
1	DLF Plaza	Qutab Plaza Tower(basement-2), DLF City Phase-I, Faridabad Road, Gurgaon (Haryana-122002).
2	DLF Square	DLF Square,DLF City Phase-II, Jakranda Marg,Gurgaon(Haryana) 122002.
3	DLF Corporate Park	DLF Corporate Tower,DLF City Phase-III, near Nathupur red Light, MG Road ,Gurgaon(Haryana)-122002.
4	DLF Gateway	DLF Gateway Tower,DLF City Phase-III,NH 8,Gurgaon- 122002.
5	Tidel Park pop no 1	Tidel Park Ltd, 4 rajiv gandhi salai, taramani, chennai 600113.
6	VSNL Oshiwara	VSNL residential Apts. Building No.- 30, 31, 32, Besides Mira Apartment, Near Oshiwara Police Station, Adarsh Nagar, Andheri(W), Mumbai-400102.
7	Solitaire Park	811, Solitaire Corporate Park, Andheri-Ghatkopar Link Road, Chakala, Andheri(E), Mumbai-400 093.
8	Mahape Nelco Major Pop	Nelco Ltd, El 6, TTL, Industrial Area, MIDC Electronic Zone, Mahape, Navi-Mumbai 400701.
9	Nirlon	B1 basement, Nirlon Compound, off western exp highway, Goregaon (E).
10	Kamala Mill	OASIS REALTY PRIVATE LIMITED, OASIS COMPLEX, PANDURANG BUDHKAR MARG, LOWER PAREL-40013.
11	Winchester	Tata communications Ltd. Winchester Building, Ground Floor, Powai. -400076.
12	Belapur	HILTON CENTRE, ROOM NO.106, BELAPUR, NAVI MUMBAI-400614.
13	Malad New	Shoop No.1, neet Chowk, Vishal Nagar, Marve Road, Malad West-400064.
14	Vikhroli	Dheeraj Kawal Bldg, Vikhroli (W).
15	Salsette-Sharad 2	Salsette R/S,Lake road, Bhandup, Mumbai 400078.
16	Mindspace Airoli 1	building no 14 mindspace business park PVT plot no 3 kalwa ttc industrial area airoli east navi mumbai pin400708.
17	Mahalaxmi TPC Major Pop	Senapati Bapat Marg,Lower parel,Mumbai 400013.
18	Borivali Tpc Major Pop	Tata Power house Road,near magathane Depo,Borivli R/s,Borivli (E), Mumbai-66.
19	Versova Major Pop	3rd floor,Link Road,Next BMC Pumping house,Versova S/S, Andheri(W), Mumbai-53.
20	Marve Malad New TPC	Tata Power Corporation substation, Malad Marve road, Vishal nagar, Malad (E).
21	Saki Major Pop	Saki Sub Station ,42, Saki Vihar Road,Andheri(East), Mumbai 400057.
22	Backbay TPC Major Pop	Backbay R/S, Backbay Reclamation,Cuf-Parade, Mumbai 400001, Landmark - Near to Budhwar Park.
23	Dharavi Tpc Major Pop	Dharavi R/S,Nr. Matunga Labour Camp, Mumbai 400019.
24	Parel TPC	Tata power receiveing station, Parel Tank Road, Near kalachowki.
25	Sector 16A	Plot No. 15-16, Sect-16A, Noida- 201301.
26	Unitech Business	Unitech Business Park,Sec 29,Gurgaon- 122001.
27	Voltas House /Jamshedpur	VSNL, 5th Floor Voltas House, Bistupur Jamshedpur-1.
28	Sector 9	Tata Communications Ltd., 2nd floor, B-42 Sector- 9 Noida UP.Pincode- 201301.
29	ASCENDAS IT Park (Chennai)	Ground Floor, Phase 1 (Pinnacle), International Tech Park, #01 - 7 & 8, Taramani Road, Chennai - 600 113.
30	Vikhroli TPC	TATA power substation, off eastern express highway, Vikhroli east, Mumbai.
31	KHIVRAJ TECHPARK Pop 1(Olympia)	1, SIDCO Industrial Estate, Guindy, Chennai - 600 032.
32	Shastri Park (DMRC)	L&T Infocity Limited,Delhi IT Park, Shashtri Park, New Delhi-110001.
33	KLK	UG FLOOR, KHAN LATEEF KHAN ESTATE, FATEH MAIDAN ROAD, Opp L B STADIUM, HYDERABAD - 500001 Tel-04066984473.

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34	DLF	Major Arterial Road, Newtown, Rajarhat, Kolkata - 700156.
35	PT Gera	PT Gera Center, Shop No. 11 Bund Garden Road Pune 411001.
36	Giga Space	Delta II Upper parking ,198/1B, Loah Gaon, Nagar Rd Pune.
37	Arihant	Shop no. 5 Arihant Complex,Opp.Ashtekar Jewelars,Near Garware Colladge,Karwe road.Pune 411004.
38	Mahindra World City	Unit No.2, Block-A, Grd Flr, Canopy Building, Mahindra world city, Natham Sub (PO), Chengalpet Taluk, Kanchipuram DT - 603 002.
39	PSPL	402, Bhagirath Chambers, Ganesh Khind , Senapati Bapat Road, Near Pyramids Mall , Pune 411016.
40	VERNA	TATA COMMUNICATIONS LIMITED, F-4-IDC utility complex,Near Finolex main gate,Verna industrail estate,Verna-Goa.-403722.
41	Raheja pop	ms/ Raheja tors owners association, 177 anna salai, chennai 600002.
42	Shivaji Nagar Kubera	Kubera chamber near kalaniketan shivaji nagar Pune.
43	DLF ASSETS	1/124 Shivaji Gardens, Moonlight stop, Nandambakkam post, Ramapuram, Chennai 600089.
44	Alexandria knowledge park	SP Biotech Park,S.Y No. 230 to 243,Wetlabs Genome Valley,Turkapally , Shamirpet,RR District - 500 078.
45	178-Udhyog Vihar	Plot no 178, Ph 4, Udyog Vihar, Gurgaon- 122015.
46	DLF Sect 62	Basement-2, DLF Building, A44-45, Sector-62, Noida- 201301.
47	Elcome	Elcome,sec 34, Infocity Elcome Gurgaon-122001.
48	Harola,Sect 5	1st Floor, Gulab Bhavan,Khasara No.952,Village-Harolla,sector-5,Noida-201301.
49	Tech Boulevard, Sect127	Basement-2, Techboulward Building,Tower A, PlotNo.6,Sector-127,Noida-201301.
50	City Gold Mall	2nd Floor, City Gold Mall, Shyamal Cross road, Satellite, Ahmedabad.
51	MIT	Maruthi Info Tech Centre, 11/1, &12/1, Maruthi Orchards Amarajyothi Layout, Ring Road, Domlur, Bangalore-560071.
52	Banerughatta Road	Uma Admirality No:1, Bannerughatta Road,Ward No:64,Dharmaram College Post Bangalore-560029.
53	Mindspace TPC	Malad Micro POP, TATA Power Receiving Station, Malad (W).
54	Tapasya	ground floor,Tapasya,infopark campus,kusumagiri-PO, Kakkandu pin 682030.
55	Carnac TPC	Sant tukaram road, Carnac Bunder, near masjid station.
56	Reservoir TPC	TATA power, reservoir, near seepz material gate, Andheri E, Bombay - 93.
57	MCIE	A-25, Block B1, Mohan Cooperative Estate, Badarpur, New Delhi-110 044.
58	Sanath Nagar	Kandukuri Residency, 7-1-644/A/1, Plot No-3, Sunder Nagar, Erragada, H'bad pin-500018.
59	Shobha Hinjwadi	Rajiv Gandhi IT Park Phase II, Near TATA Bluescope Ltd. Pune 411057.
60	Nisarg PCMC	4840, Pimpri Waghre , Bombay Pune Highway , Nxt to KSB Pump,Pune – 411018.
61	Uppal	Sesha Reddy Estate,Plot No B-8/3,Uppal IDA Uppal Mandal ,Rangareddy District ,Hyderabad - 500 039.
62	TECCI PARK	ECCI INFO PARK,457/2 TALUK NEELANGARAI, DISTRICT CHENNAI.
63	Commerce Zone old	K Raheja Corp Private Ltd.Commersezone,IT park,Yerewada,Pune-411007.
64	vik	ACE Urban Hitech City Limited, (Formerly Known as L&T Hitech City Limited), Survey No.52 & 53/1, Kesarapalli, Gannavaram (M), Krishna (DT), Andhra Pradesh, Pin:521102.
65	BKC TPC	Tata Power Corporation S/S, Near Asian hart institute,Bandra-kurla Complex, Bandra(E)
66	Shivshakti	Near Sasuma Thali Restaurant,5th floor, Shivshakti Complex,5th floor, Shivshakti Complex, Alkapuri.Vadodara-390005.
67	Tata Centre	Major PoP(376 Sq ft)1st flr, 46 J NEHRU ROAD ,KOLKATA-71.
68	Chakan	Taichi Punyai,Plot No.981,Dongar Vasti,Gat No.14/1/B,Nighoje Gaon,Khed-410501.
69	Karan	KARAN ARCADE, SAROJINIDEVI ROAD, SECUNDERABAD.
70	Korattur	India Land And Properties Private Limited, Ambattur Industrial Estate, No.14, 3rd Main Road,Thiruvallur Revenue District, CHENNAI-600058.
71	Rathinam Tech park	Rathinam Techzone campus,228 Pollachi main road,Rathinam Technopark,Coimbatore-641021.
72	Belverde Court	Belvede Court micro pop, inside central bombay infotech park,saat Rasta, Sane Guruji Marg, Mahalaxmi.

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73	MG Road	Mahatma Gandhi Road, 5th Floor, House No.16, PUNE-411001.
74	Marathalli-Croma	PR Business center, Sarjaoura outer Ring Road, Kadubisinhalli, Bangalore.
75	SP Infocity	Sr.No 209, Building IV, Block A Basement, Pune Saswad Rd, Phursungi Pune.
76	MG Road-Mittal Tower	Mittal Tower, MGRD, Bangalore.
77	Koramangala	No-11, 80ft road, Koramangala, Bangalore-560034.
78	Sector 63	KRISHAN KIRPA COMPUTER INDUSTRIES, GAUTAM BUDH NAGAR, A-154A, SECTOR - 63, NOIDA-201301
79	Okhla - III	Ground floor,Plot no. 52,okhla phase-3, New delhi-110020
80	Magarpatta S4	MAGARPATTA TOWNSHIP DEVELOPMENT AND CONSTRUCTION COMPANY LIMITED, SURVEY NO147-49, HADAPSAR, PUNE-411013.
81	Okhla - I	A - 238, OKHLA PHASE - I, New Delhi. -110020.
82	Manyata Tech Park	Dhathri Niwas, 4th floor terrace, Nagawara, Bangalore.
83	TRIL	TRIL INFOPARK LTD, RAJIV GANDHI SALAI, TARAMANI (OMR), RAMANUJAN IT CITY, COCHIN-600113
84	BCP new	IIIRD. Floor, Flat No-319, Somdutt Chambers, Bhikajee Cama Place, -110066.
85	Tidel Park pop no 2	TIDEL PARK LIMITED, TARAMANI,4, CANAL BANK ROAD, CHENNAI-600113.
86	Mira road S/S	Tata Power substation,Near Express Highway, Mira road(E)
87	Olway House	Tata Communications Ltd, 4th floor terrace, Survey No-86/87/98, S.P.44: F. P-245 Olway house, opp. Surya Complex, Nr.Navneet House, gurukul road, Ahemdabad-380052
88	Sohana Road	Tata Communications, Basement, Spaze Tower-B, Sec-49, Sohna Road,Gurgaon - 122 002, Haryana (India).
89	Global Village	104 BHEL Layout second stage, pattanagere north Global village, main road rajrajeswari nagar, Bagalore - 560098.
90	Pritech	Pritech Park SEZ, Marathalli-Sarjapur ring, bellanduru, Bangalore - 560103.
91	janak Puri new	TATA COMMUNICATIONS LIMITED, Second Floor, Room No. 206 Suneja Tower-1 Distt Center Janakpuri, New Delhi-110058.
92	City office,Cochin	P K Ramlal Prabhu, XL/8799, T.D.East Sannidhi Road,Cochin – 682 035,Ernakulam Village, Kannayannur Taluk, Ernakulam,Ph:9446053927.
93	Salsette-TPC	SHARAD CONSTRUCTION CO, SHARAD INDUSTRIAL ESTATE, TATA COM "B" BUILDING,140 LAKE ROAD, BHANDUP(WEST)-400078.
94	Blue ridge	IT-1, Lower Basement (-2), Neopro SEZ, Blue Ridge Township, Behind Congizant, Nr. Rajiv Gandhi Infotech Park - Phase 1, Hinjewadi, Pune - 411057.
95	Mayfair	2nd Floor, Uttam Group Building Near PT Gera POP, Pune, Dhole Patil Road, Pune - 411001.
96	SSPDL pop 2	Old Mahabalipuram road, Navallur village, Chengalpet Taluk, Kancheepuram District, 603103.
97	ASCENDAS IT Park (Chennai) New	Ground Floor, Phase 1 (Pinnacle), International Tech Park, #01 - 7 & 8, Taramani Road, Chennai - 600 113.
98	Sec-44 New	Plot No 89, Sec-44, Gurgaon-122001.
99	EON kharadi	EON POD E, WING 1, P3 (Backside of BMS room).
100	Commerce Zone New	building bearing no. 06, at Survey no. 144 & 145, situate at Samrat Ashoka Path, Yerwada, Pune – 411006
101	Kumar Cerebrum-Kalyani Nagar	upper basement parking level 1 of building no. B3 situate at Kumar Cerebrum, Kalyaninagar, Koregaon Park Pune.
102	SNS House	SNS House, Opp. Silicon shoppers, above south Indian Bank, Udhana-Navsari Main Road, Udhana, Surat- 394210.
103	NSEZ 3	C8G, SDF Block, NSEZ, Phase-2, Noida-201301.
104	Unitech-Candor	Brookfield India Office Parks, Plot No. 1, Block DH, Action Area- 1D, New Town Rajarhat, Kolkata 700156
105	Vasanthnagar Golden (New)	Basement, JP & Devi Jembukeshwar Arcade building:No: 69, Millers road, Municipal ward No: 78, Vasanth Nagar Bangalore.
106	City Gold Mall (New)	203,2nd floor, above Brand Factory, City Gold Mall, Shyamal Cross Road, Ahmedabad - 380009.

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107	Sanand	Tata Communications Ltd, ground floor,Ghar No. 633, Bhudev Vas, Bol Village, Sanand-2, 382170.
108	Shivaji Nagar Kubera (New)	Shop No 3, Kubera chambers, Jangli maharaj road, Shivajinagar, opp sancheti hospital, Pune 411005.
109	Nirman Vihar (Laxmi Nagar)	E-359, Nirman Vihar, New Delhi- 110092.
110	Okhla - III New	52 Okhla Industrial Estate, Phase-III, New Delhi- 110020.
111	LG-Greater Noida	Plot#B-4, Building Material Market, Udhog Vihar, Greater Noida- 201308 UP.
112	E-City (New)	Tata Communications Ltd.B,102.3block kssidc electronic city phs 1 Bangalore.
113	Q-city (New)	Block A, Upper Ground fl, No 109,110, 111/2, Nanakramguda village, Gachibowli,Hyderabad - 500 032
114	SECTOR 60	B1 second floor sec 60 NOIDA pin 201301.
115	DLF Sect 62 (New)	Basement-2, DLF Building, A44-45, Sector-62, Noida- 201301.
116	Silkboard	32/4, Roopena Agrahara, Bangalore-560068.
117	RMZ Millinium	32/4, Hosur Main Road, Roopena Agrahara Village, Begur Hobli, Bengaluru - 560068.
118	Bagmane Tech Park	Bagmane World Technology Center, 83, Laxmi Sagar Layout, 2, Goshala Rd, Garudachar Palya, Mahadevapura, Bengaluru-560048.
119	Kalyani Tech Park-KTP	Helios Business Park, Wing - D, Kadubeesanahalli, Kariyamma Agrahara Village, Varthur Hobli, Bangalore - 560103.
120	DLF POP	DLF, IT park, Kishangarh, Chandigarh- 160101.
121	Industry House	15, Old Palasia, A B Road,Indore.
122	Mohali	B-75, Industrial Area, Phase 7, Mohali- 160055.
123	Mahindra Park / Mahindra World city	MAHINDRA technology park,basement block A,Tower A1,JAIPUR-302037.
124	Hingna pop	Nikunj Vihar restaurant, X-40, Commercial Zone,Near state Bank of India,Hingna MIDC,Nagpur-440028.
125	Doon express	TATA Communications Ltd.IMSI India Pvt. Ltd.2201 Michigan Avenue,Doon Express Business Park,Opposite Transport Nagar,Saharanpur Road, Majra,Dehra Dun – 248002 (U.K)
126	Symbiosis	Symbiosis Technologies,2D, Balaji Mangalagiri Chambers, Siripuram, Vizag-530003.
127	Surana POP	TATA COMMUNICATIONS LIMITED, Surana building, Near Girnar Hotel, Adalat Road, Aurangabad Maharashtra. 431001
128	Gomathi Nagar	B2/133, Komti Nagar,Vishal Khand,Lucknow,UP 226010.
129	SP INFOCITY	Global Info City - Block C (SP InfoCity) in Perungudi, Chennai-96.
130	Tambaram	Brindavan Ave, Tambaram West, Tambaram, Chennai, Tamil Nadu 600045.
131	Ahmednagar	Tata Communications Limited, SURVEY NO 82/8B/1A, NITYA SEVA SQUARE PAWEDI, PLOT NO 1, AHMEDNAGAR-414001.
132	Ajmer	Tata communications ltd, K.C. Complex, 3rd floor, Near Lift Lobby, Opp. Daulat Baugh, Ajmer. -305001.
133	Allahabad	Tata Communications Limited, 2/4 A, PATRIKA MARG, CIVIL LINES, ALLAHABAD-211001.
134	Alleppey (Alappuzha)	Tata Communications Ltd, Anson Shopping Complex, CCSB Road, Near Iron Bridge, Alappuzha (Allepy), PIN-688011. Ph: 9349931775.
135	Ambala	Tata Communications Ltd.2nd Floor, Minerva Complex, Rai Market, Amabala– Haryana-133001.
136	Amritsar	Tata communications ltd, SCO-15, 1st floor, Distt. Shopping Complex, Rajneet Avenue, Amritsar-143001
137	Arakkonam	Tata communications ltd, No.1/132, Near Milestone 1/0, Mosur High Road, Haffieldpet, Arakkonam-631001.
138	Ariyalur	Tata Communications Limited,Optic Fiber commn Repeater Station, Ariyalur Rly Station-621704.
139	Aurangabad	TATA COMMUNICATIONS LIMITED, opposite. Universal high school, midc chikalthana, Auragabad 431003.
140	Aurangabad New	TATA COMMUNICATIONS LIMITED, opposite. Universal high school, midc chikalthana, Auragabad 431003.

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141	Balasure	TATA Teleservices Ltd, near Panchajan Hotel, Station Square, Bhaskarganj, OT Road, PO & Dist-Balasure, Odisha, Pin-756001.
142	Basavkalyan	Tata Communications Limited, KIBD Industrial area,Tq- Basavkalayan, Bidar State Karnataka 585327.
143	Bathinda	Tata Communications Limited, GT ROAD, VICKY MOTOR WORKS, NEAR JILLA PARISHAD, OPP DR. USHA MADAN, BHATINDA-150001.
144	Bhabhru	Tata communications limited, Near 190 K.M. milestone towards Delhi Near Patwari Office, Bhabru Village, Virat Nagar Tehsil, Dist. Jaipur.302 001.
145	Bharuch	Tata Communications Ltd, Adjacent to Fasel Tower,Behind Nanavati Ashok Leyland,Nr. Honda Service Station, NH-8, Bharuch, Gujarat-392001.
146	Bhilwara	Tata communications Ltd, Shop No 31 to 34 Ganesh Plaza opp. Roadways bus stand Bhilwara -311001
147	Bhopal New Site	4th Floor, D.B. MALL. PVT. LTD. OFFICE BLOCK 1A ,5TH FLOOR D.B. CITY CORPORATE PARK ARERA HILLS OPP.MP.NAGAR ZONE I. MP NAGAR BHOPAL 462011.
148	Bhosari	Tata communications limited, Sector-1, Plot No 375, Maharastra Colony, Indryaninagar, Bhosari, Pune-411039.
149	Bhubaneswar	Tata communications limited, IDCO Tower, 10 th floor, 1, Janpath, Bhubneshwar,Orissa - 751022.
150	Biaora	Tata Communications Ltd. Bhopal Bypass Chouraha Padoniya Road,Biaora Rajgarh (MP)-464674
151	Bijaynagar	Tata communications limited, 27th mile choraha , Bijai Nagar-305624
152	Bilaspur	Tata Communications Ltd. Bhatti-Airtel office, Sarjubagicha, Telepara Road, Bilaspur, CG-495001
153	Bongaon	TATA COMMUNICATIONS LIMITED, PO MOTIGUNGE BAGDA ROAD, VILL KHUTIBARI, BANGAON-743235.
154	BUDHIPADAR	Patel Building, c/o - Kishore Kumar Patel, H- Katapali Buddhipadar, Jharsuguda, Odisha pin--768202.
155	Patna-Budhmarg	Tata Communications Ltd. Deepsheela Complex,Aditya Compund, Ground Floor,Near Ashok Cinema,7,Patna – 800001.
156	Burhanpur	Tata Communications Ltd. Near HP Petrol pump, Mansingh sugar mill, Ziri, Burhanpur (MP)-450331.
157	Byadgi	TATA Communications LTD, Beside Airtel tower, Mallur road, Byadgi-581106. Contact Person: Farukh Razak - 9243593686
158	Chandigarh	Tata Communications Ltd, Transformation Services SCO-173/74, Sector-17C,1st floor, Chandigarah, Punjab-201005.
159	Chapwa	TATA COMMUNICATIONS LIMITED, VILL-PHULWARIA OJHA, PO. PHULWARIA, CHAPUWA CHOWK, PS. SUGAULI, EAST CHAMPARAN, BHIHAR-845456.
160	Chengalpet	TATA COMMUNICATIONS LIMITED,Chengalpet Railway OFC Repeater, Railway Junction, Chengalpet-603001
161	CHHATARPUR	Tata Communications Ltd. Shukla Complex, Near Panchvati Dhaba, New Panna Naka,Chattarpur (MP)-471001.
162	CHITTOOR	Tata communications ltd,Door No.15-2448, Johns Garden, Opp. Indian School of English, Palamaneru Road, Chittoor, Chittoor Dist. AP-517002.
163	CHOWTAPALLI SV 22	Gail India Ltd, Chowtapally, Near Pallepalli Kodanda rama nursery, Reerullapadu Road, AP 521323.
164	Coimbatore	TATA Communications Ltd 1st floor,Alveal tower,Puliyakulam Road.Coimbatore -Tamil Nadu.
165	Cuttack	Tata communications limited, 2nd floor, PRACHI HOUSE, AULCOMPOUND, BADAMBADI, CUTTACK, ODISHA, PIN-753009
166	Dewas	Tata Communications Ltd. 3rd floor,above vishal mega mart building, near sanskar hospital,AB road ,Dewas (MP)-455001.
167	Sidharwali-Dharuhera	Tata Communications Ltd. Front side plot, VPO Sidhrawali,Distt. Gurgaon,Mile Stone 64, Dharuhera, PIN -122 413.

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168	Dungarwaha(Jashi)	Gail RR AND IP STATION, GAIL (India) Ltd., VILLAGE-DUNGARWAHA, NEAR RAKSA, TEHSIL-JHANSI, DISTRICT-JHANSI, U.P. 284419.
169	DUDU	Tata Communications Ltd., Near Power House, Opp-NH 8, Dudu,Jaipur (Rajasthan)- 303008.
170	GAIL IP-2 THULENDI, RAEBAREILI	IP STATION, GAIL (India) Ltd, THULENDI, NEAR BACHRAWAN, DIST: -RAEBARELI (UP) 229301.
171	GAIL IP-3 KHERI(JALAUN)	RR AND IP STATION, GAIL (India) Ltd., VILLAGE-KHERI, KONCH-KELIA ROAD, TEHSIL-KONCH, DISTRICT-JALAUN, U.P. 285205.
172	GAIL MAYAPUR	Gail RR AND SV STATION, GAIL (India) Ltd., VILLAGE-MAYAPUR, TEHSIL- PICHHORE, DISTRICT-SHIVPURI, M.P. 473995.
173	GAIL SV-02 PUR, KANPUR DEHAT	SV Station, GAIL (India) Ltd. Pur, Village - Tigain , Dist- Kanpur Dehat UP-209303.
174	GAIL SV-02G, RAJEPUR, AZAMGARH	GAIL (India) Ltd RAJEPUR, PRAGANA: DEVGAON, TEHSIL-LALGANJ, DIST-AZAMGARH, UP 276202.
175	GAIL SV-03PD, RASVADIYA	VILLAGE: RASVADIYA, PRAGANA: MARIYAHU, TEHSIL-MARIYAHU, DIST-JAUNPUR, UP-222161.
176	GAIL SV-05, ETAULI, UNNAO	SV Station GAIL (India) Ltd. Village - Etouli Distt- Unnao, (UP) – 209801.
177	GAIL SV-05G, TARUNA BASS GAON (AMBEDKAR NAGR	VILLAGE: TARAUNA BASGAON, PRAGANA: BIDHAR, TEHSIL-ALAPUR, DIST- AMBEDKARNAGAR, UP 224176
178	GAIL SV-11, RAHITIKAR, PRATAPGARH	SV Station GAIL (India) Ltd. Village - Rahatkar, Distt. - Pratapgarh , (UP) 230139.
179	GAIL SV-14, KHERA MUSTQIL(JALAUN)	SV Station GAIL (India) Ltd. Village - Kheda Mustakil , Distt. Jalaun , (UP) 285125.
180	GAIL SV-15, PRAYAGRAJ	SV Station GAIL (India) Ltd. Village - Mustafabad, Block - Phulpur , Distt. -Prayagraj , (UP) 212404.
181	Edilabad	Tata Communications Ltd,Near BSNL Exchange ,opp SM Javed petrol pump,Muktai nagar,425306.
182	Gaya	Tata Communications Limited, MANPUR-KHIZARASARAI ROAD, BEHIND VISHAL PETROL PUMP, BUNIADGUNJ, GAYA-823003.
183	Gorakhpur	Tata Communications Limited, LIO-475, SIDHARATH ENCLAVE, BHAGAT CHAURAHA, GORAKHAPUR-273005.
184	Gorakhpur NEW	Tata Communications Ltd Village- Barhua, Pargana - Bhavapara, Tehsil- Sahjanwa, District- Gorakhpur, Uttar Pradesh - 273016.
185	Guwahati NEW	Tata Communications Limited, 3rd flr, Basundhara Enclave, Dr. B.K.Kakati Road, Ulubari, Guwahati - 781007.
186	Gwalior	TATA COMMUNICATIONS LIMITED,ground floor,orient tower,near LIC office,Sachin tendulkar marg,city center gwalior -474011.
187	Hansi	Tata communications Ltd. 480\21 Sant Lal Ghakkar dairy Wala, near tiki a park, Barwala toad, Hansi-125033 Haryana.
188	Hassan	Tata communications ltd,behind suvarana regency,college building,Bangalore-Mangalore Road, Hassan, Karnataka-573201.
189	Hebbal	TATA Communications LTD RK Lake Tower Outer Ring Road Guddadahalli, Hebbal- 560024. Contact Person: Farukh Razak - 9243593686.
190	Himmatnagar	Ashoka Complex, 1st floor, Main Idar highway Road, Opp. Vyapar Bhawan, Himmatnagar- 383001.
191	Patna-Indra Bhavan	Tata Communications Limited,6th floor, Indra Bhawan, Ramchritra Singh Path, Opp - Bally Road -Patna-800001.
192	IP - 02 IMAMPET, SURYAPET	Gial India Ltd, Singareddy palem, Immamet, Suryapet town to Derajpalle Road, Near HPCL terminal, Telengana - 508213.
193	IP 01 Gokavaram	Gail India Ltd, IP 01, Ramalayam temple road, Near Government school, East Godawari dist, AP 533289.

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194	Indore	Tata Communications Ltd. MPSEDC, Optel Building, Electronic Complex Pardesipura, Indore (MP)-452010.
195	ITARSI	Tata Communications Ltd. Near Reliance Petrol Pump, Patel Dharma Kanta, Kheda Itarsi (MP)-461111
196	Jaipur New Build POP	Tata Communications Ltd, Ground floor and Basement , Dharma Heights, Motilal Atal Road, opp ganpati plaza, Jaipur-302 001
197	Jalkot	TATA COMMUNICATIONS LIMITED, On MS 298/800 NHAI-9 Solapur -HYD Road ,At -Jalkot , Taluka Tuljapur, Dist: Osmanabad, Maharashtra. 413602
198	Jejuri	TATA COMMUNICATIONS LIMITED, GNO 639 PLNO 9 LAVATHALE TAL PURANDAR DIST PUNE JEJURI 412303.
199	Junoni	Tata communications ltd, Krishna hospital building, at post Junoni, Taluka sangola, Dist solapur-413307
200	Kadodara (Umbhel)	G-74, ground floor, Chhatrala City Center, NH-8, Near McDonald's, At. & Post- Umbhel, Ta. Kamrej, Surat-394325
201	Kalyan	TATA COMMUNICATIONS LIMITED, Near Diamond Bar, Nasik Highway, Kalyan (W) 421301
202	Patna-Kankar baug	TATA COMMUNICATIONS LIMITED, Madhusudhan mishra CC-7, P.C.COLONY, 1ST FLOOR, kankarbag PATNA-800020
203	Kankroli	TATA Communications limited, Shop No.2&3, Pannadhya circle, Bandiya Nala, Bhihwara Road, Kankroli, Dist- Rajsamand, Rajasthan- 313324.
204	Kannur	Tata communications ltd, 2nd Floor, Highway Arcade, Thalassery Road Tanna, Kannur - 670002, Kerala. Owner: Mr Moosa Ph: 0497-2760116/2704428/9447070116
205	Karad	Tata Communications Ltd, 2nd floor, 436/1, Sahyadri Bhavan, Market yard, Shaniwar Pet, Karad – 415110
206	Karnal	Tata communications ltd, Goyal building, first floor, old janta grain market, near PP jewellers, Karnal-132001
207	Katra	Tata Communications Ltd. Gualabvati Sharma/Ram chand sharma, 733/6 Village & Post- Kalwari, Kalwari Turning, Katra (M.P)-486117
208	Kishangarh Baas	Tata communications limited, MOTHUKA ROAD, behind electric house, Kishangarh Bas, Dist- Alwar, Rajasthan 302 001
209	Kolar	TATA Communications LTD, No;207/208, Railway Station Road, near BSNL Telephone Exchange, Kolar-563101
210	Kolaras	Tata Communications Ltd. AB Road, Behind Wine Shop, Near Idea Tower, Kolaras (MP)-473770
211	Kollam (Quillon)	Tata communications ltd, SEEMAS Centre, Residency Road, Kadappakkada, Kollam, Kerala-691008.
212	Kottayam	Tata Communications Ltd, Excel Towers, Opp. KSEB Audit Officer, Star JN. MC Road, Kottayam-686001.
213	Kozhikode (Calicut)	Tata Communications Ltd. RBG Arcade, Cherooty Road, Opposite Gandhi Park. Calicut. Pin - 673032. Kerala. Phone: Unni Krishnan - 9037009224
214	Kulpa	Tata Communications Ltd. Near Airtel Site, Village-Kulpa, Post - Karanja, Tehsil - Lanjhi, Dist-Balaghat (MP)-481224, Near Airtel Site, Kulpa, Dist-Balaghat (MP)-481224
215	KR pet	Tata communications ltd, K.J. Borelinge Gowda Complex, 1240/1241/1242, 80 feet Road, Krishnaraj Pet, Mandya Dist., Karnataka - 571426
216	Lucknow (C.H)	TATA COMMUNICATIONS LIMITED, Chintel House, 5th Floor ,16 station Road, Lucknow (UP) PIN-226001
217	Ludhiana New	Tata Communications Ltd, M/s. Mayur Real Estates P.Ltd. Surya Towers, 5th floor, 108, The Mall Road, Ludhiana-141001
218	Ludhiana OLD	Tata communication Ltd., M/s. Shilpy goel, 5th floor Surya tower, 108 D mall Ludhiana- 141001
219	Madikeri	Cauvery Tower Building, SY No 23/A, 23 1A Block No11, Tal - Madikeri, Dist- Kodagu, Karnataka .571201
220	Mehasi	TATA COMMUNICATIONS LIMITED, NEAR HIGH SCHOOL, OPP. POLICE CAMP., ASHA DEVI, MEHSI-845426
221	Mangalore	1st floor Essel wilcon Bendorewell junction, Kankandy, Mangalore-575002

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222	Mangalvedha	Tata communications ltd, Post Mangalwedha, borale naka , back side of vijay automobile, Near Tyre Remoulding Works, 100 Mtrs. To noth of SH-03 and near 317.8 km milestone, Mangalwedha. 413305
223	Meerut	Tata Communications Ltd. 501, Pooja building,4th Floor,Mangal pande Nagar,university Road.Merrut- UP - 250001
224	MHS PUNE	TATA COMMUNICATIONS LIMITED THE GENRAL MANAGER V.S.N. L PUNE NR LADIES CLUB M.M. RD OLD BSNL GATE PUNE 411001
225	Morthan	TATA COMMUNICATIONS LIMITED,block no 52/P VILLAGE: MORTHAN Tal,olphad dist surat
226	Mogalturu	Tata Communications Ltd, R.S No. 496/1, Mogalturu Village, Mogalturu mandal, West Godavari District, Andhra Pradesh State, India
227	Mudalthitta	Tata Communications Limited C/O Balwant Balugade House no 1380/1, near rice mill, Mudalthitta, Tal- Kagal,Dist- Kolhapur-416000
228	Nagpur New	Tata communications Ltd,4th Floor,222, Vishnu vaibhav building,akashvani squre Palm Road Civil line-Nagpur - 440001
229	Nanded	Tata Communications Ltd., Rathod Sankol Shahu Nagar, Anandnagar raoad, Nanded-431602
230	Narsinghpur	Tata Communications Ltd. Opposite Anand Metal Industries, Chindwara Bypass Road, Narsinghpur (MP)-487001
231	Palakkad	Tata communications ltd, Century Complex, Mathakovil Street, CBE Road, Sultanpet, Palakkad-678001.
232	Palamangalam	Tata Communications Ltd, Pallamangalam south Village, Post Narayanavanam Mandalam, Distt. - Chittor (AP)-517581
233	Pankha	Tata Communications Ltd. Khasra no.- 316/29, Gram post. Pankha, Tahsil- Amla Dist. - Betul [M.P.]-460553
234	Pharinda	TATA COMMUNICATIONS LIMITED,Pathak w/o Mr.Ravindra Nath Pathak,,Ward No 3,Vikas Nagar Colony,Nagar,Panchayat-Ananad Nagar,Pharenda273155
235	Pondicherry	TATA Communications Ltd, NO.86 Mission Street, 2nd floor, Puducherry-605001
236	Raipur	Tata Communications Ltd. 3rd Floor,Chawla Complex, Devendra Nagar Road,Sai Nagar, Raipur (CG)-492001
237	Ranchi	Tata communications limited, Prasanti House, 3rd Floor, Lalji Heerji Road, Ranchi (834002)
238	Ranipet	Tata communications ltd, 5/1A, Bharati Nagar, Behind Weigh Bridge, Sipcot, Ranipet, Vellore District., Tamilnadu-632403. Mr Kaleem Subhan; Tel: 04172-273437
239	RT Cherlapally	Gail India Ltd, Chelapally, IDA Phase III Behind HPCL Bottling plant, Hyderabad, Telangana, 500051
240	ROURKELA	TATA Communications Limited,TAHASIL-PANAPOSH, MOUZE-BRAMHANI TARANG, NITIN KHAITAN, VEDVYAS, NEAR J.K. PETROLPAMP, SUNDAGARH, ROURKELA-769041
241	Salem	TATA Communications Ltd, 73, Blossom plaza,Four roads,Salem-636007
242	Sangli New	TATA Communications limited, Krishnashraya Bldg,Rockel line, Vakharbagh,Sangli -416416
243	Satna	Tata Communications Ltd. 2nd floor,Tiwari Tower,Rewa Road, Satna (MP)-485001
244	Satwar	Tata communications Limited, Pune Hyderabad National Highway, adjacent to substation plot, Zaheerabad 502220
245	Sehore	Tata Communications Ltd. Near Anand Hotel,Above Airtel BSC,Sehore (MP)-466001
246	Sector 12A Gurgaon	SCO 39 HUDDA market sector 12 a Gurgaon pin-122001
247	Shahjahanpur	Tata communications limited, Chobra Village, Tehsil Nimrana, Alwar District, on Khasra No.119 and near RTA Check Post, opposite to RICO Indl. Area, Behror Tehsil, Alwar District.301706
248	Shakti-Champa	Tata Communications Limited, C/o Samer Vijay Singh, Ward No.14, Baradwara Road, Shakti (CG)-495689
249	Shivapura	Tata Communications Ltd.Shivapura Village,Amrithapura-Hobali,Sy No..3/2 PL,Taluk-Tarikere, 577116,Manglore-Chikmanglore
250	Siliguri	Sevoke road,opp payal hall,Merchants square 1st floor,jaipauri,Siliguri-734001
251	Solapur	Tata Communications limited,111, Gulmohar Complex, Modi Khana, 7 Rasta, Near Yatiraj Hotel, Solapur-413001.

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252	Sonipat	TATA Communication Ltd. 1st Floor, Virdhman Complex (Bittu Tikki Wala) Osram chowk, Opp. Civil Hospital Delhi Road, Sonipat, Haryana, Pin Code-131001
253	Srikakulam	TATA COMMUNICATIONS LIMITED, NEAR HEAD POST OFFICE, BESIDE NAGAVALLI HOTEL, RING ROAD JUNCTION, D.NO-8/15/52, SRIKAKULAM-532001
254	Sullia	TATA Communications LTD, Delma Comlex Sullia Madikeri main Road,Gandhinagar Sullia-574239
255	SV 10-vommangi	Gail India Ltd, Next to Peranthamma Temple, Vommangi to Uttarakanchi road, Kakinada AP -533430
256	SV 14-KOMATIGUNTA	Gail India Ltd, SV 14, Komati gunta Village, Gopalapuram PO, Near HP Gas station, West Godawari dist, AP 534316
257	SV 17 Gail JILAKARAGUDEM	Gail India Ltd, SV 17, Jeelakaragudem village, Near Govt school, West Godawari Dist, AP 534449
258	SV 26- BALUSUPADAU	Gial India Ltd, Near to HP Gas Station, Balusupadau post,Kirshna District, AP - 521175
259	SV 32- MUNUKUNTLA	Gail India Ltd, Near, Munukuntala, Katagur village, Nalgoda village, Telengana - 508205
260	SV 35 DHARMAREDDYPALLI	Gail India Ltd, near HPCL terminal, Mthyala amma Temple, Sallongudem village, Telengana - 508284
261	SV 8-CHERLOPALEM	Gail India Ltd, Cherlopalem Village, Lakshimpuram Road, Zillidepudi Village, AP - 531085
262	SV-20 RUDRAVARAM	Gail India Ltd, SV 20, Rudravarm village, Near Ammavari Temple, Rudarvam to cheemalapadu Road, AP 521215
263	SV-4 R. BHIMAVARAM	Gail India Ltd, R- Bhimavaram,towards Shivaramapuram road, AP- 531031
264	Talasari	Tata Communications Limited,Rajput Complex, Sutar Pada, At Post. Talasari, National Highway 8, Thane-401 606.
265	Trivandrum-Techno Park	TATA Communcations ltd B-1 parkcenter building, Technopark ca mpus, Karyiavattom, Trivandrum 695581 Unni Krishnan - 9037009224
266	Thrissur	Tata Communications Ltd, 2nd Floor, CJ Towers, Opp to Malayalamanorama, Ikkandawarrier Road, Thrissur, Kerala- 680001. Mob: 9249447465
267	Tindivanam	TATA COMMUNICATIONS LIMITED,Railway OFC Room, Railway Station Road, Tindivanam - 604001
268	Trichy Almas Plaza	Tata Communications Ltd, No:41,2nd floor, Almas Plaza, Promenade Road,Cantonment, Trichy-620001
269	Udaipur	Shop No.2&3, Pannadhya circle, Bandiya Nala,
270	Parsik Hill	Tata Communications Ltd, Shop no 10, Plot no29, Parsik hill sector-26, CBD Belapur, Navi Mumbai – 400614
271	Valsad	Tata Communications Ltd.Opposite Hotel Sarovar1km away from Gundlav Chaukdi towards Mumbai (NH-08) Village – DhamdachiDistrict – Valsad (Gujarat) – 396001
272	Varanasi	TATA COMMUNICATIONS LIMITED, D59/105A-64, Chandrika Colony, Varanasi-231010
273	Varanasi New pop	TATA COMMUNICATIONS LIMITED, D59/105A-64, Chandrika Colony, Varanasi-231010
274	Vijaynagar	TATA COMMUNICATIONS LIMITED, Behind House of Nathur Johita Lavar, Opposite to Theen Rasta, Opposite to Road to Kokra Border, Village Vijaynagar, Vijayanagar Taluk, District Sabrakantha, Gujrat.383460
275	Villupuram	TATA COMMUNICATIONS LIMITED,Railtel & OFC, Villupuram Junction, Villupuram - 605602
276	Waghodiya	TATA COMMUNICATIONS LIMITED,1162/14/1 NR KATARIA showroom Tal-waghodia Dist-vadodara pin391760
277	DLF Cyber city	DLF Infinity tower, Phase-3, Sector-25 Gurgaon-122002
278	Masterpiece	OCUS Facility Management Pvt. Ltd., Upper Basement, Technopolis, Golf Course Road, Sec-54, Gurgaon-122002
279	Olympia Tech Park (Old)	1, SIDCO Industrial Estate, Guindy, Chennai - 600 032.
280	Vikhroli	Dheeraj Kawal Bldg, Vikhroli (W)
281	BWTC POP	Bagmane World Technology Center, 83, Laxmi Sagar Layout, 2, Goshala Rd, Garudachar Palya, Mahadevapura, Bengaluru-560048.
282	ETL Infrastructure Services Ltd POP	IT Park, Pallavaram – Thoraipakkam 200 Feet Road, Thoraipakkam, Chennai-600097

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283	TIDEL PARK COIMBATORE	Tidel Park Ltd, 4 rajiv gandhi salai, taramani, chennai 600113
284	One BKC POP	Tata Power Corporation S/S, Near Asian hart institute, Bandra-kurla Complex, Bandra(E)
285	Reliable Tech Park POP	RELIABLE EXPORTS (India) Pvt.Ltd.HANUMAN SILK MILLS COMPOUND KANJURMARG WEST MUMBAI
286	KHOND ARCADE POP	Terrace, Khond Arcade, Parihar Chowk, Aundh Pune 411007
287	Eros Tower-DELHI	NEHRU PLACE HOTELS & REAL ESTATES PVT. LTD. Unit-ECT, ECT-8th Floor, Eros Corporate Tower, Nehru Place, New Delhi-110019
288	TPC NL Complex POP	TATA POWER, CORPORATION, S S N L COMPLEX, DAHISAR (E), MUMBAI, 400068
289	Nagpur New	Tata communications Ltd, 4th Floor, 222, Vishnu vaibhav building, akashvani square Palm Road Civil line-Nagpur - 440001
290	Nellore	TATA COMMUNICATIONS LIMITED, 16/646, Gandhinagar, Pogathota, Nellore, A P - 524001
291	Virudhachalam	Tata communications limited c /o railtel corporation Ltd virudhachalam railway station virudhachalam, Virudhachalam, Tamil Nadu 606001
292	Bashirhat	TATA COMMUNICATIONS LIMITED, Near Dhali parking, Nakuadaha, Itinda. Panitar, West Bengal 743292
293	Jogbani	Tata Communications Ltd. 4th floor, Salasar Complex, Jogbani Nearby Reliance Trends Showroom Pin:- 854328
294	Durgapur	5/22 Maxmuller Path, Noncompany Housing Estate, City Centre, Durgapur, West Bengal-713216
295	Sambhapur	Tata communications Ltd, Gat No.17, Sambhapur, Tal.Hatkalangale, Dist Kolhapur-416003
296	Thiruvalla	Tata communications ltd, Chandrima Bldg., Cross Junction, M.C. Road, Thiruvalla, Kerala-689110.
297	Nadiad (Anand)	Tata communication ltd. Adjacent to Idea tower, Behind Pleasant hotel, 1 Km away from Samarkha chowkadi toward Vasad, NH-8, Anand, Gujarat-388001
298	Mayfair	2nd Floor, Uttam Group Building Near PT Gera POP, Pune, Dhole Patil Road, Pune - 411001
299	Kodad	Tata communications ltd, Plot No. 10& 11, Lay out No. 520/94, Survey No. 760/2 & 765/6, Kodad Panchayat, Kodad Mahal, Nalgonda Dist; Andhra Pradesh 508206
300	Jhadol	Tata communications limited, Vardichand Purbian's house Near Sati Chowk, Jhadol, Rajasthan 313702
301	Bangalore-KIADB	Plot No. 18, 19 & 20, KIADB, EPIP Layout, Whitefield, 560066
302	Bangalore-VSB SanjayNagar	Videsh Sanchar Bhavan, # 2, KEB Layout, Geddalahalli, Sanjaynagar Main Road, Bengaluru - 560094
303	Bangalore_ITPL	Unit # 07, 5th Floor Creator Building, International Tech Park Bangalore, Bangalore 560066
304	Bangalore EGL	Tata communications Ltd, 3rd floor, Pine valley building, Embassy Golf Links Business Park, Signature block, Off Intermediate Ring Road, Domlur, Bangalore, Karnataka - 560071
305	STERLING PARK	STERLING PARK, LDC GODIHEHALY, BGL-560092
306	NGV PARK	VSNL, CAUVERY BHAVAN, (KRISHNA BLOCK), KORAMANGALA, BGL-560034
307	RAHEJA PARK	VSNL, NO.12, RAHEJA PARK, MAGADI RD, BGL-560010
308	VSB Hyderabad	C9RH+H4W, Hitech City Main Rd, Vittal Rao Nagar, HITEC City, Hyderabad, Telangana 500081
309	SLN Terminus	F937+244, Jayabheri Enclave, Gachibowli, Hyderabad, Telangana 500032
310	VSB Kolkata	1/18, VII-M CIT Scheme, Ultadanga, Kol-700054
311	SDF Kolkata	SDF Bldg., GP Block, Sec-V, Salt Lake City, Kolkata India 700091
312	LA Block	BLOCK-LA/3A, SEC-III, SALT LAKE, Kol - 700091
313	AF Block	Tata Communication Ltd Bankim Chandra Abasan AF Block, Kol - 700064
314	Halisahar	Tata Communication Ltd, Netaji Satellite Earth Station, Halisahar, PO- Kanchrapara, Pin-743145
315	Andheri - POP	Tata Communications Ltd, Tisl Building, Technopolis Knowledge Park, Nelco Complex, Andheri - East, Mumbai -400093
316	Bandra Colony	Videsh Sanchar Nigam Ltd, F No 501, Bandra-Kurla Complex Road, Bandra East
317	BKC Guest House	Tata Communications Limited, B-Wing Bandra Kurla Complex, Bandra East, Opp Income Tax Office, Mumbai, 400021

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318	BKC MUMBAI	Tata Communications Limited.Plots C21 And C36, Block G, Bandra Kurla Complex,Bandra East Mumbai 400098,India,Landmark-Behind Mtnl Building
319	Chembur Colony	Asst Engineer Estate, 153, Videsh Sanchar Nigam Ltd, Near New Railway Complex, Chembur
320	Equinox Tower-4	Suite#7, E Commerce Centre, Tower#3, Equinox Business Park, Lbs Marg, Kurla West, Mumbai, 400070
321	Ghatkopar Colony	Bldg No 230, Pant Nagar, Ghatkopar East
322	IDC-LVSB	Tata Communications Limited. Ground Floor, Lvsv - Prabhadevi, Kashinath Dhuru Marg,Mumbai - 400 028, India
323	MAHAPE MUMBAI	Tata Communications Limited, 2Nd Floor, Telecom Building, Midc -Sector-1 Millinium Business Park, Mahape, Navi Mumbai – 400 710.
324	Ops-Andheri Quarters	Rector Bb Staff Quarter, Sn Road, Andheri East
325	Oshiwara Colony	Bldg. H-14, Mhp-LI, Gr.Vii, Mhada, Oshiwara Opp Bldg No 30
326	VASHI MUMBAI	Tata Communications Limited, Vat-461, 6Th Floor, International Infotech Park, Tower Iv, 6Th Floor, Vashi Rly Stn Complex, Vashi, Navi Mumbai 400703
327	Videsh sanchar Niwas, New marine line,Mumbai.	53, Videsh Sanchar Niwas, Vitthaladas Thackarsey Marg, New Marine Lines, Churchgate, Mumbai-400020
328	Vikhroli Colony	Vsnl Staff Qtrs 250, Kannamwar Ngr 1, Vikhroli East
329	VSMB MUMBAI	Tata Communications Ltd, Videsh Sanchar Bhavan, Mahatma Gandhi Road, Fort, Mumbai
330	VSMB Cochin	Tata Communications Limited, Videsh Sanchar Bhawan, Near Civil station,Thirkakara, Kakkanad, Cochin Kerala, India PIN-682030
331	PANAMBILLY NAGAR(FLAT)	TATA COMMUNICATIONS LTD, MAIN AVENUE, OPP. KAIRALI APARTMENT, 682036, PANAMPILLY NAGAR, COCHIN, KERALA INDIA
332	PANAMBILLY NAGAR	TATA COMMUNICATIONS LTD, MAIN AVENUE, OPP. KAIRALI APARTMENT, 682036, PANAMPILLY NAGAR, COCHIN, KERALA INDIA
333	Pune Dighi	TATA COMMUNICATIONS LTD. ALANDI DIGHI ROAD, Pune -411015
334	Vishrantwadi	DIGHI WATER PUMP NR SATHE BISCUITS VISSHRANTWADI PUN, PUNE 411015
335	Arvi	VIKRAM STATELITE EARTH STN ARVI TAL JUNNAR DIST PUNE-412415
336	Ozar	AT POST OZAR TALUKA JUNNAR DIST POONA
337	Kadus	G-NO-980 KADUS TAL-KHED DIST-PUNE
338	Lonavala	ROW HOUSE NO 1 NEAR DARGA FRICHILY HILL LONAVLA LONAVALA 410401
339	Girwali	TATA COMMUNICATIONS LIMITED DISTRICT PUNE A/P -GIRWALI
340	Chikhali	TATA COMMUNICATIONS LIMITED, DISTRICT PUNE A/P -Chikhali
341	Gandhinagar	FLATED FACTORY, A/78-3-8, GIDC ELEC ZONE GANDHINAGAR
342	Panjim	House No-213 Merck House, 5th Floor Wing IVSNL Company Tri Star Patto, Panjim-403001
343	Bhopal	Tata Communications Ltd. -OB1/2 Office Block 1& 2, Fourth Floor D B City Mall, Arera Hills Zone-1 M P Nagar Bhopal
344	Surat	PL A/26/38/39 3RD FLR SNS UDHNA MAIN ROAD Surat (M Corp+OG) TAL: Surat City DISTRICT: Surat
345	Indore	Tata Communications LTD G floor S Block MPSEDC (STP)142-A Electronics Complex Pardeshpura Indore 452010
346	Ahmedabad	DIR.GALAXY REAL ESTATE DEV[GUJ]P. L 402- CIRCLE - P, OPP.PANCHAVATI AUTO, SARKHEJ-GANDHINAGAR-ROAD, 100-FOOT ROAD, SETTELITE, AHMEDABAD
347	GK1 DELHI	Tata Communications Ltd. Opposite Savitri Cinema, Greater Kailash Part 1, New Delhi,110048
348	VSMB DELHI	TATA communications ltd. Bangla sahib road Connaught place, New Delhi-110001
349	NEHARU NAGAR DEHRADUN	Internet office VSNL colony Nehru colony Dehradun, PIN- 248001
350	LACCHIWALA DEHRADUN	ASES Lachhiwala PO Doiwala Dehradun, PIN 248140
351	KANPUR	A-1/7 VSMB Lakhampur Kanpur (Near Rama Dental Collage) PIN - 208024
352	JALANDHAR	VSMB Tata communications Limited, JP Nager Jalandhar -144002
353	Roorkee Uttarakhand	Tata communications Ltd, Ram Nagar industrial area Opposite canteen, PIN-247667

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354	Todapur New Delhi	O. 1/2 PORTION GROUND, FLOOR DDA FLATS VILLAGE TODAPUR CITY DELHI, 110012 LANDMARK SATELITE EARTH STATION, SATEL DELHI 110012, FLOOR DDA FLATS VILLAGE TODAPUR LANDMARK
355	Scope Minar , Laxmi Nagar, New Delhi	Standing conference and public interprises, Scope Minar , Laxmi Nagar , Distric East Delhi-110092
356	EMERLARD PLAZA JAIPUR	Tata communications Ltd, 6TH FLOOR, EMERLARD PLAZA, 11, MOTILAL ATAL ROAD JAIPUR -302001, OPPOSITE GANPATI
357	GARRAGE	DIRECTOR OLS, CLY NEHRU NGR M, GARRAGE, DEHRADUN_CENTRAL
358	VSE STAIRCASE, GK-1DELHI	STAFF QTRS GREATER KAILASH I NEW DELHI 110048
359	GK1 - RASIDENTIAL COLONY (MINUS METER)	Tata Communications Ltd. Opposite Savitri Cinema, Greater Kailash Part 1, New Delhi, 110048
360	AMBATTUR CHENNAI	M/S. TATA COMMUNICATIONS LIMITED, IDC BUILDING PH-1, THIRUVALLUVAR STELLITE EARTH STATION, 7TH FLOOR, NO.226, RED HILLS ROAD, KALLIKUPPAM, AMBATTUR, CHENNAI-600053
361	VSB CHENNAI	TATA COMMUNICATIONS LTD. NO.2, SWAMI SIVANANDA SALAI, NAVALAR NAGAR, CHEPAUK, TRIPPLICANE, CHENNAI, TAMIL NADU 600005
362	JAYANT TECH PARK	TATA COMMUNICATIONS LTD, 1ST FLOOR-NORTH, JAYANT TECH PARK #41, MOUNT POONAMALLEE ROAD, NANDAMBAKKAM, CHENNAI-600089
363	IITM CHENNAI	TATA COMMUNICATIONS LTD, IIT MADRAS RESEARCH PARK, D-2 9TH FLOOR, KANAGAM ROAD, TARAMANI CHENNAI- 600113.
364	RMZ	RMZ One Paramount, Campus 30, 7thfloor, 110, Mount Poonamallee Road, Porur, Chennai-600116.
365	Hillsboro	21101 NW Evergreen Parkway, Hillsboro, OR 97124
366	Laurentide (LAU)	200 Chemin Larose, Montcalm, Quebec, J0T 2V0, Canada,
367	Montreal (MTT)	1441 Rue Carrie-Derick, Montreal, Quebec, H3C 4S9, Canada
368	Portland	1225 W Burnside Str., Portland, OR 97209
369	Santa Clara	1100 Space Park, Suite 200, Santa Clara, 95054
370	Toronto (TTT)	825 Milner Ave. Scarborough ON M1B 3C3 CANADA
371	Wall	1400 Wall Church Rd, Wall Township, NJ 07719
372	EMI (KV8)	114-9 Noda, EMI-Higashimakado, Kamogawa-shi, Chiba, Japan 299-2844
373	Piti Guam (PV4)	312 Route 2A Shell Farm Road Piti, Guam 96925
374	Toyohashi (AV3)	105 Takinoue Hosoya-cho, Toyohashi-shi, Aichi 441-3113 Japan
375	Derio	Parque Tecnológico, Edificio 605. Astondo Bidea, 48160, Derio, Spain
376	Highbridge	Lawrence Close, Isleport Business Park, Highbridge, Somerset, TA9 4JP, United Kingdom
377	Lisbon	Av. Severiano Falcão, Nº 14 - 1st Floor, 2685-378 Prior Velho, Portugal
378	Madrid	Avenida Valgrande 6, Alcobendas Madrid Spain 28018
379	Marseille	40, Avenue Roger SALENGRO Marseille, France 13003
380	Pottington	Riverside Road, Pottington Business Park, Barnstaple, EX31 1QN
381	Seixal	Av. Quinta de Valadares, nº251, Marisol, 2855-516 Corroios, Portugal
382	Stratford	78-102 The Broadway, Stratford, London, E15 1NG
383	Urduliz	Poligono Igeltzera 6 Urduliz Spain 48610

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