

GRI STANDARD Disclosures		
UNIVERSAL STANDARDS		
GRI 102: General Disclosures 2016	ORGANIZATIONAL PROFILE	Coverage in <IR>
	102-1 Name of the Organization	Company Profile, Page 4
	102-2 Activities, Brands, Products, and Services	Company Profile, Page 4 to 7, New Launches, Page 12 to 15
	102-3 Location of Headquarters	Last page
	102-4 Location of Operations	Company Profile, Page 6 & 7
	102-5 Ownership and Legal Form	Company Profile, Page 4
	102-6 Markets Served	Company Profile, Page 6 & 7
	102-7 Scale of the Organization	Company Profile, Page 4 to 7
	102-8 Information on Employees and Other Workers	Business Model, Page 20
	102-9 Supply Chain	Social Responsibility, Value Chain, Page 58 & 59
	102-10 Significant Changes to the Organization and It's Supply Chain	Company Profile, Page 4 & 5
	102-11 Precautionary Principle or Approach	Risks and Opportunities, Page 28 to 31
	102-12 External Initiatives	BRR-Principle 7, Page 170 & 171
	102-13 Membership of Associations	BRR - Principle 7, Page 170 & 171
	STRATEGY	
	102-14 Statement from Senior Decision-maker	Message from MD, Page 10
	102-15 Key Impacts, Risks, and Opportunities	Risks and Opportunities, Page 28 to 31
	ETHICS & STRATEGY	
	102-16 Values, Principles, Standards, and Norms of Behaviour	BRR - Principle 1, Page 166 & 167
	102-17 Mechanisms for Advice and Concerns About Ethics	BRR - Principle 1, Page 166 & 167
	GOVERNANCE	
	102-18 Governance Structure	Corporate Governance, Page 66 & 67
	102-19 Delegating Authority	Corporate Governance, Page 66 & 67
	102-20 Executive-Level Responsibility for Economic, Environmental, and Social Topics	Corporate Governance, Page 66 & 67
	102-21 Consulting Stakeholders on Economic, Environmental, and Social Topics	Stakeholder Engagement and Materiality, Page 32 & 33
	102-22 Composition of the Highest Governance Body and It's Committees	Corporate Governance, Page 66 & 67
	102-23 Chair of the Highest Governance Body	Corporate Governance, Page 66 & 67

	102-24 Nominating and Selecting the Highest Governance Body	Corporate Governance, Page 66 & 67
	102-25 Conflicts of Interest	BRR Principle 1, Page 166 & 167
	102-26 Role of Highest Governance Body in Setting Purpose, Values and Strategy	Corporate Governance, Page 66 & 67
	102-27 Collective Knowledge of Highest Governance Body	Corporate Governance, Page 66 & 67
	102-28 Evaluating the Highest Governance Body's Performance	Board Evaluation, Page 73
	102-29 Identifying and Managing Economic, Environmental, and Social Impacts	Risks and Opportunities, Page 28 to 31
	102-30 Effectiveness of Risk Management Processes	Risks and Opportunities, Page 28 to 31
	102-31 Review of Economic, Environmental and Social Topics	Corporate Governance, Page 66 & 67
	102-32 Highest Governance Body's Role in Sustainability Reporting	
	102-33 Communicating Critical Concerns	BRR Principle 1 and 5, Page 166, 167 & 169
	102-34 Nature and Total Number of Critical Concerns	
	102-35 Remuneration Policies	Corporate Governance, Page 66 & 67
	102-36 Process for Determining Remuneration	
	102-37 Stakeholders Involvement in Remuneration	Remuneration Policy, Page 148 & 149 Stakeholders' Relationship Committee, Page 149 & 150
	102-38 Annual Total Compensation Ratio	Employee Benefits Expense, Page 313 Compensation of key management personnel, Page 239
	102-39 Percentage Increase in Annual Total Compensation Ratio	
	STAKEHOLDER ENGAGEMENT	
	102-40 List of Stakeholder Groups	Stakeholder Engagement and Materiality, Page 32 & 33
	102-41 Collective Bargaining Agreements	
	102-42 Identifying and Selecting Stakeholders	
	102-43 Approach to Stakeholder Engagement	
	102-44 Key Topics and Concerns Raised	
	REPORTING PRACTICE	
	102-45 Entities Included in the Consolidated Financial Statements	About the report, Page 1
	102-46 Defining Report Content and Topic Boundaries	
	102-47 List of Material Topics	Stakeholder Engagement and Materiality, Page 33
	102-48 Restatements of Information	Not Restatement of Information
	102-49 Changes in Reporting	About the report, Page 1
	102-50 Reporting Period	
	102-51 Date of Most Recent Report	

	102-52 Reporting Cycle	About the report, Page 1
	102-53 Contact Point for Questions Regarding the Report	Back cover
	102-54 Claims of Reporting in Accordance with the GRI Standards	About the report, Page 1
	102-55 GRI Content Index	On website
	102-56 External Assurance	About the report, Page 1
GRI STANDARD	Disclosure	Coverage in <IR>
TOPIC SPECIFIC STANDARDS		
ECONOMIC		
ECONOMIC PERFORMANCE		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Performance review, Page 18 to 19
	103-2 The management approach and its components	Risks and Opportunities, Page 28 to 31
	103-3 Evaluation of the management approach	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	
	201-2 Financial implications and other risks and opportunities due to climate change	
	201-3 Defined benefit plan obligations and retirement plans	
	201-4 Financial Assistance received from the government	
PROCUREMENT PRACTICES		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Social Responsibility, Value Chain, Page 58 & 59
	103-2 The management approach and its components	BRR principle 2, Page 167 & 168
	103-3 Evaluation of the management approach	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	
ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	BRR principle 1, Page 166 & 167
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	

GRI 206: Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	
ENVIRONMENTAL		
ENERGY		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Business Model, Page 20 & 21 Environmental Responsibility, Page 52 to 57
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	
	302-2 Energy consumption outside of the organization	
	302-3 Energy intensity	
	302-4 Reduction of energy consumption	
	302-5 Reduction in energy requirements of products and service	
EMISSIONS		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Business Model, Page 20 & 21 Environmental Responsibility, Page 52 to 57
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
ENVIRONMENTAL COMPLIANCE		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	BRR Principle 6, Page 169 & 170
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
GRI 307: Environmental Compliance 2016	307-1 Noncompliance with environmental laws and regulations	









SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Social Responsibility – Value Chain, Page 58 & 59	
	103-2 The management approach and its components		
	103-2 Evaluation of the management approach		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		
	308-2 Negative environmental impacts in the supply chain and actions taken		
SOCIAL			
EMPLOYMENT			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Social Responsibility – Employees -Workforce Diversity, Page 63	
	103-2 The management approach and its components		
	103-2 Evaluation of the management approach		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		
OCCUPATIONAL HEALTH & SAFETY			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Social Responsibility – Employees - Health and Safety, Page 60 & 61	
	103-2 The management approach and its components		
	103-2 Evaluation of the management approach		
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities		
TRAINING & EDUCATION			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	Social Responsibility – Employees - Employee Learning and Growth Opportunities, Page 62	
	103-2 The management approach and its components		
	103-2 Evaluation of the management approach		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		


	404-2 Programs for upgrading employee skills and transition assistance Programs	
CHILD LABOR		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	BRR principle 5, Page 169
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
	408-1 Operations and suppliers at significant risk for incidents of child labor	
FORCED AND COMPULSARY LABOR (for Supply Chain)		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	BRR principle 5, Page 169 Social Responsibility – Value Chain, Page 58 & 59
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
CUSTOMER HEALTH & SAFETY		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries	BRR Principle 9, Page 172 & 173
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
	103-2 The management approach and its components	
	103-2 Evaluation of the management approach	

Mapping against the 10 principles of UNGC

Principle No	Principles	Coverage in <IR>
1	Businesses should support and respect the protection of internationally proclaimed human rights	BRR Principle 3 & 5, Page 168 & 169
2	Make sure that they are not complicit in human rights abuses	BRR Principle 5, Page 169
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	BRR Principle 3, Page 168
4	The elimination of all forms of forced and compulsory labour	BRR Principle 5, Page 169
5	The effective abolition of child labour	BRR Principle 5, Page 169
6	The elimination of discrimination in respect of employment and occupation.	Social Responsibility – Employees, Page 60 to 63 BRR Principle 3, Page 168
7	Businesses should support a precautionary approach to environmental challenges	Environmental Responsibility, Page 52 to 57 BRR Principle 6, Page 169
8	Undertake initiatives to promote greater environmental responsibility	Environmental Responsibility, Page 52 to 57 BRR Principle 6, Page 169
9	Encourage the development and diffusion of environmentally friendly technologies.	Operating Environment, Page 24 Environmental Responsibility, Page 52 to 57 BRR Principle 6, Page 169
10	Businesses should work against corruption in all its forms, including extortion and bribery	Corporate Governance, Page 66 & 67 BRR principle 1, Page 166 & 167

Mapping of Sustainable Development Goals (SDGs)			
Sustainable Development Goals		Coverage in <IR>	Coverage in CSR
	No Poverty	Page 64 & 65	Page 57, 58, 65, 66, 69, 70
	Zero Hunger	Page 64 & 65	Page 65, 66, 69, 70
	Good Health and Well-Being	Page 64 & 65	Page 65 & 66
	Quality Education	Page 64 & 65	Page 57, 58, 67, 68
	Gender Equality	Page 63, 64 & 65	Page 57, 58, 65 to 70
	Clean Water and Sanitation	Page 50, 59 & 64	Page 65 & 66
	Affordable and Clean Energy	Page 53	Page 71 & 72

 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Decent Work and Economic Growth	Page 60	Page 57, 58, 69, 70
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Industry, Innovation and Infrastructure	Page 36 to 45	Not covered
 <p>10 REDUCED INEQUALITIES</p>	Reduced Inequalities	Page 63	Page 57, 58, 65 to 70
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	Sustainable Cities and Communities	Page 37 to 39, 64, 65	Page 53, 54, 71, 72
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Responsible Consumption and Production	Page 53 to 57	Page 71 & 72
 <p>13 CLIMATE ACTION</p>	Climate Action	Page 53 to 57	Page 65, 66, 71, 72
 <p>15 LIFE ON LAND</p>	Life On Land	Page 53 to 57	Page 71 & 72
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	Peace, Justice and Strong Institutions	Page 74 & 75	Page 57 & 58

	Partnerships for the Goals	Page 64 & 65	Page 57, 58, 67,68
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For more information please refer Tata Motors Annual CSR Report 2019-20

<https://www.tatamotors.com/wp-content/uploads/2020/06/17104550/annual-csr-report-2019-20.pdf>