

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



Tata Elxsi, one of the leading providers of ER&D services, is focused on creating new opportunities to impact the customer experience and drive growth. The Company commenced its operations in 1989 with the mission to foster innovation in the fast-emerging IT market and accelerate the adoption of leading-edge technologies.

Today, Tata Elxsi is one of the leading design, technology, and innovation partners for businesses, working right from advanced R&D in new technology and system architecture exploration to actual development, validation, and deployment. Additionally, with our digital design approach, we help customers reimagine their products and services by providing underlying technologies with a human-centred, design-led perspective.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	>	Corporate identity number (CIN) of the listed entity:	>	L85110KA1989PLC009968
2.	>	Name of the listed entity:	>	Tata Elxsi Limited
3.	>	Year of incorporation:	>	1989
4.	>	Registered office address:	>	ITPB Road, Whitefield, Bengaluru - 560 048, India
5.	>	Corporate address:	>	ITPB Road, Whitefield, Bengaluru - 560 048, India
6.	>	E-mail:	>	investors@tataelxsi.com
7.	>	Telephone:	>	080 2297 9123
8.	>	Website:	>	www.tataelxsi.com
9.	>	Financial year for which reporting is being done:	>	April 01, 2023 to March 31, 2024
10.	>	Name of the Stock Exchange(s) where shares are listed:	>	BSE Ltd. National Stock Exchange of India Ltd.
11.	>	Paid-up capital:	>	₹ 6,227.64 lakhs comprising 622.76 lakhs equity shares of ₹ 10 each
12.	>	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	>	Name: Dr. Sajiv Madhavan Designation: Chief Risk & Sustainability Officer Telephone: 080 2297 9302 Fax: 080 2841 1474 E-mail: investors@tataelxsi.com
13.	>	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):	>	The disclosures in this report are presented on a standalone basis.
14.	>	Name of assurance provider:	>	ISOQAR
15.	>	Type of assurance obtained:	>	Reasonable assurance from third-party

II. Products/Services

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

Tata Elxsi offers design and technology services to various industries, including transportation, healthcare and life sciences, media & communication. The Company's services are categorised into 'Software Development & Services' and 'Systems Integration & Support'.

S. no.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Software Development and Services	Software Design, Development and Testing	97.2%
2.	Systems Integration and Support	Systems Integration	2.8%

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

S. no.	Product/service	NIC code	% of turnover of the entity
1.	Software Development and Services	62013	97.2%
2.	Systems Integration and Support	62020	2.8%

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	NA	8	8
International	NA	15	15

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of states)	5 States and 1 UT
International (No. of countries)	24

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

More than 80% of our total revenue comes from exports.

c. A brief on types of customers

Tata Elxsi's clientele spans industries like transportation, healthcare, media & communication worldwide. Moreover, this includes OEMs, service providers, and Tier 1, and Tier 2 suppliers.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

S. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	12,969	8,299	64%	4,670	36%
2.	Other than permanent (E)	182	144	79%	38	21%
3.	Total employees (D + E)	13,151	8,443	64%	4,708	36%
WORKERS						
4.	Permanent (F)	0	-	-	-	-
5.	Other than permanent (G)	405	307	76%	98	24%
6.	Total workers (F + G)	405	307	76%	98	24%

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)	9	6	67%	3	33%
2.	Other than permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	9	6	67%	3	33%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	-	-	-	-
5.	Other than permanent (G)	0	-	-	-	-
6.	Total differently abled workers (F + G)	0	-	-	-	-

Tata Elxsi presently does not have any workers with disabilities. However, we maintain a non-discriminatory approach towards them and applies the same policies to all our employees and workers, including during recruitment.

21. Participation/inclusion/representation of women

	Total (A)	No. of percentage of females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	3	1	33.33%

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

	2023-24 (Turnover rate in current FY)			2022-23 (Turnover rate in previous FY)			2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	12.6%	12.1%	12.4%	17.5%	17.1%	17.3%	21.5%	19.6%	20.8%
Permanent workers	-	-	-	-	-	-	-	-	-

V. Holding, subsidiary and associate companies (including joint ventures)**23. (a) Names of holding/subsidiary/associate companies/joint ventures**

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)
Tata Sons Private Limited	Holding	42.22%	Yes

VI. CSR details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes****(ii) Turnover (in ₹):** 3,55,214.57 lakhs**(iii) Net Worth (in ₹):** 2,50,565.00 lakhs

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 (Yes/No)	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	(If yes, then provide the weblink for the grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	–	–	–	–	–	–
Investors (other than shareholders)	Yes	–	–	–	–	–	–
Shareholders	Yes	94	7	–	63	3	–
Employees and workers	Yes	1	0	–	3	0	–
Customers	Yes	21	0	–	–	–	–
Value chain partners	Yes	–	–	–	–	–	–
Other (please specify)	-	–	–	–	–	–	–

- The policies governing Tata Elxsi's conduct, including the grievance redressal mechanism, are available on the Company's website at: <https://www.tataelxsi.com/investors/policies-and-disclosures>
- The Company provides a mechanism to address the grievances of its shareholders. TSR Consultants Private Limited has been appointed as the Share Transfer Registrars/Agents and is responsible for addressing shareholders' inquiries, requests, and complaints. The Share Transfer Registrars/Agents operate within the guidelines established by SEBI and respond to such grievances through a designated email address.
- The Company's Whistle Blower Policy is available to all employees and workers. Additionally, Tata Elxsi offers various communication channels, including an email address, and written complaints, to address any grievances through the Whistle Blower mechanism.
- Customers have multiple communication channels to address their grievances, including project reviews, periodic meetings at various levels and a portal to raise issues/complaints.
- Value chain partners can avail the grievance redressal mechanism through various channels, including an email address, a shared service helpdesk, and the Global Whistle Blower Policy.

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 format

S. no.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Employee well-being, health, and safety	Risk	Employees of the Company are paramount to Tata Elxsi, and its vision includes 'to be a preferred employer of choice; towards which health and well-being is essential.	Offering awareness and training programmes, 24*7 support for physical and psychological issues, a doctor on-campus, and mandatory medical check-ups.	Negative
2.	Talent management	Risk	Requiring constant upgradation of high-end skills and research capabilities, the Company's ER&D remains at the forefront	Enhancing investment in L&D tools, systems, and content towards capability development.	Negative
		Opportunity	Improving Tata Elxsi's ability to work with advanced technology and achieve its mission of being the preferred partner for its customers.	-	Positive
3.	Data privacy and security	Risk	Safeguarding the enterprise data and fulfilling the contractual responsibility to customers. Additionally, the increasing landscape of data privacy laws across the globe poses a risk of penalties for non-compliances and reputational loss.	Improved cybersecurity measures like robust processes, policies, awareness, and sensitisation programmes.	Negative
		Opportunity	As devices become smart and connected, they also become vulnerable to attacks. This presents a good opportunity to secure equipment and create a safe environment for the Company's operations.	Developing capability and demonstrators to address potential commercial opportunity.	Positive
4.	Corporate governance and conduct	Risk	Corporate governance is critical for the success of Tata Elxsi, and any risks can result in reputation loss, damage to stakeholder trust, and business disruption.	Periodical internal reviews, audits and presentations on changes introduced by regulators.	Negative

S. no.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Climate change	Risk	Climate change is a threat to the Company's infrastructure that may disrupt operations and potentially impact the safety and well-being of employees. Also, as Tata Elxsi delivers to customers across various geographies, it expects global compliance on climate change to impact its customers' strategies. Thus resulting in disruptions in their operations, causing an impact on the Company's revenues.	Business continuity policies and emergency response plans are in place.	Negative
6.	Supply chain sustainability	Risk	Tata Elxsi's focus on sustainable suppliers may impact cost, time, and availability.	Planning and supporting existing suppliers to embrace sustainability.	Negative
		Opportunity	The Company prioritises sustainability to further ESG compliance.	-	Positive
7.	Diversity, equity and inclusion	Opportunity	In line with the Company's Code of Conduct and stakeholder expectations.	-	Positive
8.	CSR	Opportunity	As a part of the Company's commitment to society, comprehensive interventions are undertaken in education, healthcare, and the environment.	-	Positive
9.	Product and service stewardship	Opportunity	To contribute towards a sustainable ecosystem.	-	Positive
10.	Waste	Risk	Aligning with the principle of reducing resource use.	Reduction of waste through awareness and responsible disposal leads to recycling.	Negative
11.	Water	Risk	Supporting UN SDG goals of better water management.	Water treatment facilities are established to ensure water treatment, recycling, and recharge.	Negative
12.	Biodiversity	Risk	Objective of contributing to the preservation of the environment.	Afforestation and reinstating biodiversity.	Negative

For more details, please refer to the Stakeholder Engagement and Materiality Assessment section in the Integrated Report.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Through adherence to international standards and certifications, a transparent policy framework, and robust governance structures, Tata Elxsi aligns its processes with the NGRBC principles for sustainability. This emphasises the Company's commitment to establishing a culture of integrity, transparency, ethical conduct, and compliance.

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 processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web link of the policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
	P1: to P9: Tata Code of Conduct (TCoC) P1: Whistle Blower Policy P2: Sustainable Supply Chain Policy P3: and P5: Employee-Related Policies P4: and P8: CSR Policy P6: HSE Policy and ESG Policy https://www.tataelxsi.com/investors/policies-and-disclosures									
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001: 2015 - Quality Management System ISO 27001: 2013 - Information Security Management System ISO 45001: 2018 - Occupational Health and Safety Management System ISO 14001: 2015 - Environmental Management System ISO 13485: 2016 - Medical Device Certification ISO 31000: 2018 - Enterprise Risk Management CMMi V2.0 Level 3 - Digital Applications for Medical Domain Auto SPICE - Automotive Projects TISAX - Information Security Certification for Automotive Projects								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	Y*	N	N	N
6.	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	NA	NA	NA	NA	NA	Y**	NA	NA	NA
*50% Reduction in Scope 1 + Scope 2 emissions by 2025 (vs the base year 2021), Carbon Neutral by 2030 **Renewable energy use at 40.19%										

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure) Sustainability is integrated into all aspects of Tata Elxsi's business. The Company's sustainability framework aims to reduce its carbon footprint, implement responsible business practices that benefit society and maintain transparent governance practices. With the aim of decreasing our carbon emissions to 50% of the benchmarked value by 2025 and achieving carbon neutrality by 2030, the Company has initiated the following initiatives: - Increasing the use of renewable energy by implementing rooftop solar power plants and procuring green power - Using energy efficient infrastructure Moreover, we address material issues (materiality), identify KPIs, goals, and monitor performance. Additionally, the Company refines its reporting mechanisms to achieve greater collaboration and contribution.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Manoj Raghavan Designation: CEO & Managing Director DIN: 08458315								
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.	Yes, the Stakeholders' Relationship Committee								

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	H	Q	Q	Q	H	H	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	A statutory compliance certificate on applicable laws is placed before the Board of Directors every quarter.																	

Tata Elxsi's Integrated Quality Management System integrates the TE-chosen industries' requirements, best practices, frameworks, and standards. This includes ISO 9001:2015, ISO 27001:2022, ISO 31000:2018, TISAX, Health, Safety, and Environment Standards ISO 14001 and ISO 45001, as well as industry-domain-specific standards such as Automotive SPICE Level 5 and ISO 13485 (Medical Devices). The Company complies with international laws, principles, and norms, including those in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Y	Y	Y	Y	Y	Y	Y	Y	Y

Tata Elxsi holds ISO 14001:2015 and ISO 45001:2018 certifications.

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)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

PRINCIPLE 2

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

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees.

PRINCIPLE 4

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

PRINCIPLE 5

Businesses should respect and promote human rights.

PRINCIPLE 6

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

PRINCIPLE 7

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

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

PRINCIPLE 9

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

Principle 1

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

A clean record with no fines and penalties, a robust anti-bribery policy, processes to manage conflict of interest and comprehensive training of the entire workforce, including the management and KMPs, to cover essential topics like business ethics, sustainability, and compliance to solidify Tata Elxsi's dedication in being a purpose-led, people-centric, and performance-driven organisation. These ongoing efforts have earned the Company a reputation synonymous with outstanding governance practices.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	100%	Business responsibility and sustainability	100%
Key Managerial Personnel	100%	The KMP participated in sessions on the Tata Code of Conduct, business ethics, risk, strategy, ESG matters, workplace conduct, and law and compliance. Additionally, these topics are covered in salient detail on the principles.	100%
Employees other than BoD and KMPs	8465	P1, P3, P5, P6, P8, P9	100%
Workers	386	P1, P3, P5, P6, P8, P9	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format.

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	NA	Nil	Nil	NA	NA
Settlement	NA	Nil	Nil	NA	NA
Compounding fee	NA	Nil	Nil	NA	NA

Non-monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	Nil	NA	NA
Punishment	NA	Nil	NA	NA

There were no fines, punishments, awards, compounding fees, or settlement amounts paid by us to the regulators, law enforcement agencies, or judicial institutions during the financial year.

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

The Company did not incur any fines, punishments, awards, compounding fees, or settlement amounts paid in proceedings with regulators, law enforcement agencies, or judicial institutions in the financial year. Therefore, there have been no appeals or revisions filed in such cases.

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

Yes, Tata Elxsi has developed an anti-bribery policy to ensure that the Company has adequate procedures in place to prevent any involvement in bribery, facilitation payments, or corruption, even if unintentional. The policy can be reviewed at <https://www.tataelxsi.com/investors/policies-and-disclosures>.

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	2023-24 (Current financial year)		2022-23 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of conflict of interest of the KMPs	Nil	NA	Nil	NA

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

Tata Elxsi has not experienced any instances of fines/penalties/actions taken by regulators/law enforcement agencies/judicial institutions in cases of corruption or conflict of interest in the financial year.

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Number of days of accounts payables	8	53

9. Openness of business

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

Parameter	Metrics	2023-24 (Current financial year)	2022-23 (Previous financial year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of sales	a. Sales to dealers/distributors as % of total sales	-	-
	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 in	a. Purchases (purchases with related parties/total purchases)	20%	16%
	b. Sales (sales to related parties/total sales)	23%	17%
	c. Loans & advances (loans & advances given to related parties/total loans & advances)	0	-
	d. Investments (investments in related parties/total Investments made)	0	-

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
100%	Vendor meet, feedback, ethics survey were conducted and topics covered under this training were TCOC, Speak Up: Ethics Line, Supply Chain Sustainability Policy, Supplier Code of Conduct, POSH, Safety, Vendor Rating, TEL Expectations, and Vendor Expectations	13%

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

Yes, Tata Elxsi has processes in place to ensure that Board members avoid conflict of interest with the Company in accordance with the Tata Code of Conduct. Potential conflicts are identified prior, and the Board of Directors makes necessary declarations during Annual General Body meetings.

Principle 2

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

Tata Elxsi, as one of the pioneers in the engineering R&D industry, acknowledges its obligation to adopt sustainable approaches, enhance energy efficiency for clients, and support community well-being. We prioritise delivering value by integrating sustainability principles, investing in technologies to improve environmental and social outcomes, embracing sustainable sourcing practices, and implementing responsible waste management strategies. Additionally, the Company emphasises collaboration with ethically driven suppliers to ensure a sustainable supply chain.

Essential Indicators

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)	Details of improvements in environmental and social impacts
R&D	1.8%	1.6%	Tata Elxsi invests in technology IP development, especially in automotive, broadcast, and healthcare domains.
Capex	NA	NA	NA

- Does the entity have procedures in place for sustainable sourcing?** Yes

- If yes, what percentage of inputs were sourced sustainably?** 27%

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

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

- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.**

Being an engineering research and development organisation, Tata Elxsi emphasises sustainability and safety in providing design and development services. Serving global customer segments and not manufacturing products, the Company has established processes for reusing, recycling, and safely disposing of used items. The Company's e-waste recycling process takes care of obsolete computers, monitors, computer accessories and other electronic office equipment. It has employed specialised agencies to carry out the e-waste disposal. The Company encourages reduced use of paper. Hazardous waste like UPS batteries is responsibly given to licensed agencies for recycling.

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

No, extended producer responsibility does not apply to the Company's activities.

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?**

No, Tata Elxsi, focussing on ER&D, does not conduct Life Cycle Assessments for any of its services.

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.**

No Life Cycle Assessment was conducted by the Company for the financial year, and there are no concerns or risks related to environmental or social issues.

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).**

Tata Elxsi, an ER&D company, does not recycle or reuse any of its products or services.

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:**

	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	Nil	Nil	0.40	-	-	0.27
E-waste	Nil	Nil	20.68	-	-	Nil
Hazardous waste	Nil	Nil	0.07	-	-	Nil
Other waste	Nil	Nil	17.67	-	-	8.38

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

Packaging materials are not part of Tata Elxsi's operations.

Principle 3

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

At Tata Elxsi, the majority of the workforce consists of engineers, and the Company ensures that they have extensive knowledge of the technologies they use. Our primary goal is to provide employees with a deep understanding of technology applications. Through the Company's strong Employee Value Proposition, Tata Elxsi prioritises learning opportunities, career advancement, employee well-being programmes, and fostering diversity and inclusion in the workplace.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	8,299	8,299	100%	8,299	100%	NA	NA	8,299	100%	887	11%
Female	4,670	4,670	100%	4,670	100%	4,670	100%	NA	NA	369	8%
Total	12,969	12,969	100%	12,969	100%	4,670	100%	8,299	100%	1,256	10%
Other than permanent employees											
Male	All benefits extended to the contract workforce adhere to statutory provisions. As a principal employer, the Company is committed to ensuring compliance.										
Female											
Total											

Daycare facilities are not available onsite. The Company has arrangements with third-party daycare centres in different locations for employees to avail themselves of.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	-	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
Total	0	-	-	-	-	-	-	-	-	-	-

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than permanent workers											
Male	307	307	100%	307	100%	-	-	-	-	-	-
Female	98	98	100%	98	100%	98	100%	-	-	-	-
Total	405	405	100%	405	100%	98	100%	-	-	-	-

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

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.06%	0.08%

2. Details of retirement benefits, for current FY and previous FY.

Benefits	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	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/NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.28%	100%	Yes	-	100%	Yes
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

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

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

Yes, Tata Elxsi provides equal rights to its employees and does not discriminate on any grounds, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by applicable law. Additionally, the Company recruits, develops, and promotes Elxians solely based on performance, merit, competence, and potential.

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. Moreover, we are committed to ensuring compliance by means of frequent audits of contractors.	
Female	100%	100%		
Total	100%	100%		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company has implemented an open-door approach for every employee, regardless of their position. The Company offers various platforms to its employees for sharing their grievances and concerns, including Ethics Speak Up, HR Helpdesk and e-mails to their supervisors. Further, the Company follows the 'Tata Code of Conduct' (TCOC), encouraging employees to raise concerns about bribery and corruption, harassment and human rights issues, and insider trading, among others.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total employee/ workers in the respective category	No. of employees/ workers in the respective categories, who are part of association(s) or union	%	Total employee/ workers in the respective category	No. of employees/ workers in the respective categories, who are part of association(s) or union	%
Total permanent employees	Tata Elxsi acknowledges and respects the rights of its employees to peacefully associate and engage in collective bargaining. Additionally, the Company actively promotes employee participation through purpose-driven groups to enhance engagement and address concerns.					
- Male						
- Female						
Total permanent workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	2023-24 (Current financial year)					2022-23 (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	8,299	8,299	100%	8,299	100%	7,272	7,272	100%	6,540	90%
Female	4,670	4,670	100%	4,670	100%	4,144	4,144	100%	3,730	90%
Total	12,969	12,969	100%	12,969	100%	11,416	11,416	100%	10,270	90%
Workers										
Male	307	307	100%	-	-	NA	NA	NA	NA	NA
Female	98	98	100%	-	-	NA	NA	NA	NA	NA
Total	405	405	100%	-	-	NA	NA	NA	NA	NA

Training is integral to safety awareness, with health and safety training included in the employee induction module at the time of joining to ensure minimum mandatory awareness of health and safety (H&S). Regular reinforcement sessions are also conducted through webinars, training, posters, e-mails, and floor meetings.

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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	8,299	8,299	100%	7,151	7,151	100%
Female	4,670	4,670	100%	4,103	4,103	100%
Total	12,969	12,969	100%	11,254	11,254	100%
Workers						
Male	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. Moreover, Tata Elxsi is committed to ensuring compliance by means of frequent audits of contractors. Furthermore, the Company provides constructive feedback on their performance (if any).					
Female						
Total						

10. Health and safety management system:

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

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

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

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

- Hazard Identification and Risk Analysis (HIRA) Process: Uses a structured approach to identify and evaluate potential hazards in its operations.
- Incident Reporting by Employees and Workers: Encourages employees and workers to report any incidents, accidents, or near-misses that occur in the workplace.
- Safety Walkthroughs by the Leadership and Senior Management: Conducts regular safety walkthroughs of its facilities to identify potential hazards and assess their risk.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

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

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?

Yes, the Company provides on-campus medical services and has corporate tie-ups with nearby multi-specialty hospitals for emergencies.

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

Safety incident/number	Category	2023-24 (Current financial year)	2022-23 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
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

*Including in the contract workforce

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

Tata Elxsi undertook various measures to ensure a safe and healthy workplace, which include:

- Implementing health & safety system in line with the ISO 45001:2018 standard
- Providing training through awareness programmes on physical and mental well-being
- Mandating medical check-ups for high-risk categories
- Facilitating doctors on-campus
- Offering a 24/7 telemedicine facility and a one-on-one counselling helpline

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

	2023-24 (Current financial year)			2022-23 (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
Working conditions	11	0	-	-	-	-
Health & safety	11	0	-	6	0	-

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Since there were no such safety-related incidents from assessments of health & safety practices and working conditions, no corrective actions were taken by Tata Elxsi in this financial year. However, we have processes to address such issues.

For more details, please refer to the Making Talent Future-Ready (Human Capital) section of the Integrated Report.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees - Yes

(B) Workers - Yes

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

- Respective team member ownership for filing and depositing dues as per calendared activity on a monthly, quarterly, and yearly basis.
- Consultant eco-system to keep the Company informed and support existing rules/regulations, upcoming dates for data/return preparation, as well as dues/taxes to be submitted. Also, they inform Tata Elxsi of any new rules, regulations, and statutory compliances/benefits as applicable to the Company getting introduced to be adhered to.
- A global compliance tool and compliance content library, supported by PWC, the Company's partner/advisor for global compliances, a calendar for upcoming dates, any due dates, and overdues in case any are not filed. It also mentions monetary fines/penalties that can be imposed for any such non-compliance and not paying dues on time. It provides a dashboard that flags all such applicable compliances and escalates to the next level too. Compliance leaders also require reviewing, approving, and taking necessary actions.

- 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	
	2023-24 (Current financial year)	2022-23 (Previous financial year)	2023-24 (Current financial year)	2022-23 (Previous financial year)
Employees	0	0	0	0
Workers	0	0	0	0

- 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

Yes

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working conditions	100%

- 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.**

No safety-related incidents have been identified from assessments of health & safety practices and working conditions for value chain partners. Therefore, no corrective actions were taken in this financial year, but there are processes at Tata Elxsi to address such issues if any concerns arise.

Principle 4

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

With its focus on responsible and sustainable business practices, we value the crucial role of stakeholder involvement. This engagement is essential for understanding interconnected risks and opportunities within the social, environmental, and economic landscape. Through active engagement with various stakeholders, the Company fosters trust and aligns strategic priorities with diverse stakeholder interests.

Essential Indicators

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

Tata Elxsi recognises any individual, group, or institution that contributes value to its business chain or is affected by its actions as a key stakeholder.

The Company has identified the following key stakeholders:

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

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

Stakeholder group	Whether identified as vulnerable & marginalised Group (Yes/No)	Channels of communication (E-mail, 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
Shareholders	No	Annual reports, earnings calls, newspaper advertisement/notices, the Company's website, annual general meetings, and press releases.	Quarterly/yearly	Providing information and update on the Company's performance
Employees	No	Code of Conduct, trainings, workshops, employee touch base and grievance mechanisms	Need-based, quarterly	Rewards, training and development, wellness and safety measures
Customers	No	Tech days at the customer premises, events, conferences, trade shows, leadership meetings, programme reviews and satisfaction surveys	Need-based, half-yearly	Product/service information, customer feedback

Stakeholder group	Whether identified as vulnerable & marginalised Group (Yes/No)	Channels of communication (E-mail, 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
Academic institutions	No	MoUs, technology meetings, conferences, and seminars	Ongoing basis	Capability development and research
Suppliers, Vendors and Partners	No	Supplier code of conduct, contracts, training & awareness, and appraisals	Ongoing and need-based	Supplier sustainability
Communities	No	CSR policy, volunteering programmes, Shiksha, Niramay, Paryavaran initiatives	Quarterly and annually	Community development
Regulatory bodies	No	Statutes and regulations	Need-based	Statutory and regulatory compliances

Leadership Indicators

- 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.**

Tata Elxsi has processes aligned with economic, environmental, and social topics, which are discussed during the Annual General Board meeting, and necessary actions are taken among stakeholders.

- 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 the policies and activities of the entity.**

Tata Elxsi's operations do not include stakeholder consultation on environmental and social topics.

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

No concerns were raised during engagement with specified groups. Any specific instances of such concerns will be addressed accordingly.

Principle 5

Businesses should respect and promote human rights.

Tata Elxsi places importance on human rights through employee training and fair remuneration. With designated personnel overseeing human rights issues and accessible grievance redressal mechanisms, the Company ensures transparency and accountability. Proactive measures, like anonymous reporting systems, additionally contribute to the promotion of human rights.

Essential Indicators

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

Category	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	12,969	12,969	100%	11,254	11,254	100%
Other than permanent	182	182	100%	610	610	100%
Total employees	13,151	13,151	100%	11,864	11,864	100%
Workers						
Permanent	All workers (contract workers) are required to undergo mandatory Tata Code of Conduct orientation, which includes essential training on human rights issues.					
Other than permanent						
Total workers						

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

Category	2023-24 (Current financial year)					2022-23 (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	12,969	-	-	12,969	100%	11,254	-	-	11,254	100%
Male	8,299	-	-	8,299	100%	7,151	-	-	7,151	100%
Female	4,670	-	-	4,670	100%	4,103	-	-	4,103	100%
Other than permanent	182	-	-	182	100%	610	-	-	610	100%
Male	144	-	-	144	100%	458	-	-	458	100%
Female	38	-	-	38	100%	152	-	-	152	100%

Category	2023-24 (Current financial year)					2022-23 (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)
Workers										
Permanent	0	-	-	-	-	385	-	-	385	100%
Male	0	-	-	-	-	294	-	-	294	100%
Female	0	-	-	-	-	91	-	-	91	100%
Other than permanent	405	-	-	405	100%	-	-	-	-	-
Male	307	-	-	307	100%	-	-	-	-	-
Female	98	-	-	98	100%	-	-	-	-	-

At Tata Elxsi, all employees or workers are provided with more than minimum wages. Benefits for the contract workforce are in line with statutory provisions and provided by the respective contractor. As a principal employer, the Company conducts frequent audits of contractors to ensure compliance.

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in ₹ lakhs)	Number	Median remuneration/salary/wages of respective category (in ₹ lakhs)
Board of Directors (BoD)	5	1,209.31	1	230.80
Key Managerial Personnel	2	137.77	1	39.18
Employees other than BoD and KMP	8,297	9	4,669	7
Workers	307	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a Principal employer, Tata Elxsi is committed to ensuring compliance by means of frequent audits of contractors.	98	All benefits extended to the contract workforce (workers) are in line with statutory provisions and are extended by the respective contractor. As a Principal employer, Tata Elxsi is committed to ensuring compliance by means of frequent audits of contractors.

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Gross wages paid to females as % of total wages	29%	29%

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, the Company has designated the Head of the Human Resources department to address human rights issues or impacts.

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

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

- Open-door Policy: Offers an open-door policy that allows employees to raise any human rights concerns with their managers or supervisors.
- Grievance Redressal Mechanism: Provides a grievance redressal mechanism that allows employees to report any human rights violations or concerns anonymously.
- Code of Conduct: Implements a code of conduct that sets out Tata Elxsi's commitment to human rights and ethical business practices.
- Ethics Helpline: Incorporates an ethics helpline that employees and workers can use to report any concerns related to human rights violations, ethical misconduct, or other issues.
- HR Helpdesk: Facilitates a HR helpdesk that helps employees approach or raise any concerns related to human rights or other issues.
- Employee Touch Base: Offers an employee touch base system that allows employees to provide feedback and suggestions on various aspects of the Company's operations, including human rights. Moreover, the system is designed to promote transparency and communication between employees and management.

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

Category	2023-24 (Current financial year)			2022-23 (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	1	NA	3	0	-
Discrimination at workplace	0	NA	NA	-	-	-
Child labour	0	NA	NA	-	-	-
Forced Labour/Involuntary labour	0	NA	NA	-	-	-
Wages	0	NA	NA	-	-	-
Other human rights related issues	0	NA	NA	-	-	-

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	3
Complaints on POSH as a % of female employees/workers	0.08%	0.07%
Complaints on POSH upheld	4	3

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

Multiple mechanisms have been established by us to prevent adverse consequences for the complainant, including POSH, a grievance redressal mechanism, and an ethics helpline for protected disclosures.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	100%

*Note: Tata Elxsi's design and development facilities are evaluated as follows:

ISO 9001: 2015 – Quality Management System

ISO 27001: 2022 – Information Security Management System

ISO 45001: 2018 – Occupational Health and Safety Management System

ISO 14001: 2015 – Environmental Management System

ISO 13485: 2016 – Medical Device Certification

ISO 31000: 2018 – Enterprise Risk Management

CMMi V2.0 Level 3 – Digital applications for Medical Domain

Auto SPICE – Automotive Projects

TISAX – Information Security certification for Automotive projects

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

No significant risks or concerns have been identified from assessments of child labour, involuntary labour, sexual harassment, discrimination or wage problems. Therefore, no corrective actions were taken this financial year, and the Company has mechanisms in place to address these issues.

For more details, please refer to the Making Talent Future-Ready (Human Capital) section of the Integrated Report.

Leadership Indicators

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

While Tata Elxsi has not received any complaints or grievances related to human rights, it consistently introduces processes and systems to ensure better awareness and reporting. The Company has launched a BHR learning module and has an anonymous complaint reporting system (Speak Up), which is managed by a third party.

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

While formal due diligence on human rights has not been conducted, Tata Elxsi's employee satisfaction survey (VoTE) and group LBE survey include numerous human rights-related parameters.

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

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	100%
Forced/Involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	100%

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

NA

Principle 6

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

Tata Elxsi strives to be a responsible corporate citizen through the implementation of energy efficiency, water management, waste reduction, and environmental compliance strategies. Through innovative solutions, the adoption of renewable energy, and proactive disaster management protocols, the Company not only reduces its environmental impact but also places sustainability at the forefront of its operations.

Essential indicators

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	53,36,989	38,25,579
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	53,36,989	38,25,579
From non-renewable sources		
Total electricity consumption (D)	79,42,448	61,03,396
Total fuel consumption (E)	1,02,446	1,03,113
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	80,44,894	62,06,509
Total energy consumed (A+B+C+D+E+F)	1,33,81,883	1,00,32,088
Energy intensity per rupee of turnover (total energy consumption/turnover in rupees)	0.38 * 10 ⁻³	0.32 * 10 ⁻³
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total energy consumed/revenue from operations adjusted for PPP)	8,589.37	7,219.28
Energy intensity in terms of physical output	-	-
Energy intensity (per employee) – the relevant metric may be selected by the entity	1,017.55	845.59

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, ISOQAR

Note: The PPP Value is recorded as 22.8 for 2023-24 and 22.63 for 2022-23, as per data obtained from the website.

<https://data.worldbank.org/indicator/PA.NUS.PPP?end=2022&locations=IN&start=2019>

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

No, Tata Elxsi does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India.

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	13,806	15,864
(iii) Third party water	53,573	31,258
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	67,379	47,122
Total volume of water consumption (in kilolitres)	67,379	47,122
Water intensity per rupee of turnover (water consumed/turnover)	0.19 * 10 ⁻⁵	0.15 * 10 ⁻⁵
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total water consumption/revenue from operations adjusted for PPP)	43.25	33.90
Water intensity in terms of physical output	-	-
Water intensity (Employee) – the relevant metric may be selected by the entity	5.12	3.97

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, ISOQAR

Note: The PPP Value is recorded as 22.8 for 2023-24 and 22.63 for 2022-23, as per data obtained from the website. (<https://data.worldbank.org/indicator/PA.NUS.PPP?end=2022&locations=IN&start=2019>)

4. Provide the following details related to water discharged:

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	65,949	46,278.16

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
(ii) To groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	65,949	46,278.16

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, ISOQAR

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

Yes, the Company has placed judicious use of water on its high priority requisites with regards to its environmental commitments. The organisation is into software development, owing to which, water treatment is limited to sewage water treatment, and the installation of an ETP (Effluent Treatment Plant) is not required. Efforts are being made by the Company to implement initiatives to have Zero Liquid Discharge.

The Tata Elxsi owned facilities, namely Hoody Campus Bangalore and RN Development centre at Trivandrum have sewage treatment plants that are continuously monitored with standard operating procedures, treated water samples are tested and the plant is manned 24/7. The treated water is fully consumed for gardening purposes. The leased facilities also have Sewage Treatment Plants (STPs) wherein water is treated and reused for flushing purposes.

In the Hoody campus, ten water harvesting pits have been constructed to collect rooftop rainwater which is used to maintain the groundwater levels. Further, surface rainwater runoff is diverted to the harvesting pits to maximise water percolation.

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

Tata Elxsi, as an ER&D service company, has minimal air emissions. The Company utilises a DG set during power outages. We ensure compliance with regulations concerning stack emission parameters like nitrous oxide, non-methane hydrocarbons, carbon monoxide, and particulate matter, among others. Furthermore, monitoring of stack emissions is conducted according to the frequency required by the PCB Consent to Operate (CTO).

Parameter	Please specify unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
NOx	µg/m ³ (microgram/metre cube)	18.5	17.6
SOx	µg/m ³ (microgram/metre cube)	NA	7.4
Particulate matter (PM)	µg/m ³ (microgram/metre cube)	51.2	59.6
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – Non methyl hydrocarbon		7.2	-

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, ISOQAR

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

Parameter	Unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
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	107.4	108.4
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	6,433.38	5,005
Total Scope 1 and Scope 2 emissions per rupee of turnover		1.8* 10 ⁻⁷	1.63 * 10 ⁻⁷
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)		4.20	4.70
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (employee) – the relevant metric may be selected by the entity		0.49	0.43

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, ISOQAR

Note: The PPP Value is recorded as 22.8 for 2023-24 and 22.63 for 2022-23, as per data obtained from the website. (<https://data.worldbank.org/indicator/PA.NUS.PPP?end=2022&locations=IN&start=2019>)

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

We have committed to reducing our carbon footprint to 50% of the benchmarked carbon footprint by 2025. This goal is taken up earnestly and targeted by opting to use green energy in many of the locations. Listed below are some of the major steps taken to achieve the objective.

- All the newly leased facilities are selected based on the criteria that the facility has provisions to supply green power.
- In the RN Development Centre, the Company has implemented measures to purchase green power directly from utility service providers by enacting an agreement.
- Invested in a rooftop solar project at the SBH facility in Pune to implement 120 kW of rooftop solar. This entails an overall capacity of 320 kW of rooftop solar, which is a 60% increase from the existing capacity.

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

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	0.40	0.27
E-waste (B)	20.68	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	1.10	2.74
Radioactive waste (F)	Nil	Nil
Other hazardous waste. Please specify, if any. (G)	Nil	Nil
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	17.67	8.38
Total (A + B + C + D + E + F + G + H)	39.85	11.39
Waste intensity per rupee of turnover (total waste generated/revenue from operations)	$11 * 10^{-7}$	$3.6 * 10^{-7}$
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total waste generated/revenue from operations adjusted for PPP)	$25.578 * 10^{-3}$	$28.677 * 10^{-3}$
Waste intensity in terms of physical output	-	-
Waste intensity (employee) – the relevant metric may be selected by the entity	0.003	0.001
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	1.10 (battery waste)	2.74 (battery waste or lead)
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	1.10	2.74

Parameter	2023-24 (Current financial year)	2022-23 (Previous financial year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	Nil	Nil

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, ISOQAR

Note: The PPP Value is recorded as 22.8 for 2023-24 and 22.63 for 2022-23, as per data obtained from the website. (<https://data.worldbank.org/indicator/PA.NUS.PPP?end=2022&locations=IN&start=2019>)

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.

All solid waste is sent to authorised municipal waste collection agencies for recycling and responsible disposal. Hazardous waste and solid waste are managed by agencies appointed by the statutory authority, i.e., PCB, in their respective locations. Additionally, Tata Elxsi recycles solid garden waste on its premises and all of its premises are ISO 14001 certified by Bureau Veritas.

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

Tata Elxsi's offices are not located in or near ecologically sensitive areas.

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

Tata Elxsi, an ER&D organisation, has not undergone any environmental impact assessments of projects for the current financial year.

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:

Yes, Tata Elxsi ensures compliance with environmental laws/regulations/guidelines.

Leadership Indicators

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

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

There are no offices of Tata Elxsi located in water-stressed areas for the current financial year.

- (i) Name of the area - NA
- (ii) Nature of operations - NA

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, ISOQAR

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

Parameter	Unit	2023-24 (Current financial year)	2022-23 (Previous financial year)
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	2,037.5	2,856
Total Scope 3 emissions per rupee of turnover	Kilogram of CO ₂ equivalent	0.57 * 10 ⁻²	0.91 * 10 ⁻²
Total Scope 3 emission intensity (employee) – the relevant metric may be selected by the entity	–	0.15	0.24

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.

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

There are no Tata Elxsi offices operating in or near ecologically sensitive areas, resulting in no significant direct or indirect impact on biodiversity in these regions. Therefore, no prevention or remediation activities are required.

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:

All Tata Elxsi facilities are ISO 14000:2015 certified and are compliant with the highest global standards.

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

Tata Elxsi has an approved process for 'Business Continuity and Disaster Recovery Management' in place. This document captures stakeholder information and identifies points of contact during a BCP situation. Additionally, it outlines various BCO scenarios considered during BCP drills. Periodic BCP test drills are conducted in coordination with respective teams according to a defined schedule, and the test results are documented and shared with the IT team. Furthermore, the BCP Test report includes all relevant information like the project selected for the drill, start date and time, and points of contact from the BCP team, project team, and other relevant teams.

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.

Tata Elxsi, being an ER&D organisation, has no adverse impact on the environment.

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

All value chain partners undergo environmental impact assessments as part of the vendor evaluation and creation process.

Principle 7

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

The Company adheres to all relevant regulatory policies and maintains robust systems for continuous monitoring and enhancing compliance measures. By consistently following and improving these standards, Tata Elxsi ensures that its operations meet regulatory requirements and align with ethical business practices.

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/associations.**

Nil

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

NA

Leadership Indicators

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

Nil

Principle 8

Businesses should promote inclusive growth and equitable development.

Tata Elxsi's extensive Corporate Social Responsibility (CSR) projects have a positive impact on various communities, especially vulnerable and marginalised groups. These initiatives encompass education, healthcare, livelihood development, and environmental conservation, fostering the holistic development of society. Additionally, with a focus on social welfare and community empowerment, the Company exemplifies its dedication to building a more inclusive and equitable future for all.

Essential Indicators

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

New facilities of Tata Elxsi are located in multi-tenanted technology parks. As a result of this, no social impact assessment projects are undertaken by the Company.

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

Tata Elxsi's facilities are situated in multi-tenanted technology parks owing, to which the Company does not undertake any Rehabilitation and Resettlement projects.

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

Tata Elxsi adheres to the Tata Code of Conduct, and all agreements made among stakeholders include provisions for addressing grievances, disputes, and related issues. Moreover, stakeholders are informed about an ethics helpline for reporting concerns.

For more details, please refer to the CSR Report in the Statutory section of the Integrated Report.

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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Directly sourced from MSMEs/small producers	27%	21%
Directly from within India	58%	-

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	2023-24 (Current financial year)	2022-23 (Previous financial year)
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	-

(Places to be categorised as per the RBI Classification System: rural, semi-urban, urban, or metropolitan)

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):

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 ₹)
Karnataka	Raichur	1,775,000.00

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

(b) From which marginalised/vulnerable groups do you procure? – Tata Elxsi does not procure from marginalised or vulnerable groups.

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

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:

Nil

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:

Nil

6. Details of beneficiaries of CSR Projects:

Please refer to the CSR Report in the Statutory section of the Integrated Report.

Principle 9

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

Tata Elxsi prioritises enhancing customer experiences through human-centred design principles and technological innovation in its digital design strategy. The Company has established structured mechanisms to receive and address consumer feedback, ensuring their needs are met.

Essential indicators

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

Tata Elxsi has a structured process and framework to capture, analyse and act on customer complaints and concerns. All project proposals also have a clearly defined escalation matrix to raise such complaints. This is further supplemented by regular weekly CEO meetings with BU heads and sales heads. The Company obtains instant feedback from its customers on perceived dissatisfaction. The Delivery Excellence organisation monitors every project executed by the Company. Individual quality team members track complaints/concerns and follow up with necessary stakeholders for resolution. Additionally, the complaint or concern is treated as closed only after confirmation from the customer. The quality team presents an aggregated analysis every quarter to the divisional and functional heads for appropriate improvement actions.

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	Tata Elxsi serves global customers. We ensure that all our deliverables are accompanied by necessary documentation and instructions, as applicable, based on the best-in-class development process.
Safe and responsible usage	
Usage recycling and/or safe disposal	

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

	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil

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

As an ER&D organisation in the Business-to-Business (B2B) segment, Tata Elxsi's services are governed by contracts with its global customers, which do not entail any voluntary or forced recalls.

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

Yes, information security policy.

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

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

Tata Elxsi has no reported issues with advertising, delivery of essential services, cybersecurity, customer data privacy, or product recalls. Therefore, no penalties or actions have been taken by regulatory authorities concerning the safety of our products/services.

7. Provide the following information relating to data breaches:

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

Leadership Indicators

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

<https://www.tataelxsi.com/>

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

Tata Elxsi is an ER&D organisation operating in the Business-to-business segment and is not involved in the education of consumers about safe and responsible product usage.

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

No disruption/discontinuation of essential services.

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)

Not applicable as Tata Elxsi is an ER&D organisation and does not manufacture any of the products.

CERTIFICATE OF REASONABLE ASSURANCE ON ESG DISCLOSURES

This is to certify that

Tata Elxsi Limited

has been assessed and assured for ESG KPIs

(details in Annexure)

as per the requirements of the SEBI Circular

No SEBI/HO/CFD/CFD-SEC2/P/CIR/2023/122 dated July 12, 2023, to support the Design, Development, Verification, Validation, and Maintenance of Software and Solutions for the customers of Tata Elxsi Limited with its Global Headquarters at ITPB Road, Whitefield, Bangalore 560048, Karnataka, India

The verification details are as follows:

Methodology: Onsite verification from **March 6 - 8, 2024** followed by remote validation on **April 16, 2024**. Online and in-person meetings with the concerned teams. Scope of validation includes Documents, policies, procedures, and KPI-related supporting data for the said period.

Validation By: Ajit Acharya, Lead Auditor, ISOQAR India Pvt Ltd

The BRSR consists of a set of Key Performance Indicators (KPIs)/metrics under 9 ESG attributes that are validated during the audit.

Area	KPI	Unit	2023-2024
Products/services	Turnover from Software Development and Services	Percentage	97.2%
	Turnover from Systems Integration and Support	Percentage	2.8%
Operations	Offices nationally	Numbers	8
	Offices internationally	Numbers	15
Markets served	Offices nationally by market served	Numbers	5 States and 1 UT
	Offices internationally by market served	Numbers	24
	Contribution of exports	Percentage	More than 80% of revenue
Employees	Permanent male employees	Numbers	8299
	Permanent female employees	Numbers	4670
	Other than Permanent male employees	Numbers	144
	Other than Permanent female employees	Numbers	38
	Differently abled Permanent male employees	Numbers	6
	Differently abled Permanent female employees	Numbers	3
Workers	Other than Permanent male workers	Numbers	307
	Other than Permanent female workers	Numbers	98

Area	KPI	Unit	2023-2024
Participation/ Inclusion/ Representation of Women	Female BOD	Numbers	1
	Female KMP	Numbers	1
	Total BOD	Numbers	6
	Total KMP	Numbers	3
Turnover rate	Turnover rate for male permanent employees	Percentage	12.6%
	Turnover rate for female permanent employees	Percentage	12.1%
Revenue	Net worth	In Lakhs	2,50,565.00
	Turnover	In Lakhs	3,55,214.57
Transparency and Disclosure Compliances	Complaints filed by shareholder	Numbers	103
	Complaints pending resolution by shareholder	Numbers	4
	Complaints filed by employees	Numbers	1
	Complaints pending resolution by employees	Numbers	0
	Complaints filed by customers	Numbers	21
	Complaints pending resolution by customers	Numbers	0
Principle 1- Ethical, Transparent and Accountable Business Conduct	Training and awareness program held for BOD & KMP	Percentage	100%
	Training and awareness programs held for employees & workers	Percentage	100%
	Fines/penalties/punishment made	Numbers	0
	Disciplinary action taken	Numbers	0
	Complaints regarding conflict of interest	Numbers	0
	Training and awareness program held for value chain partners	Percentage	13%
Principle 2- Business in a Safe and sustainable manner	R&D Expenditure	Percentage	1.81%
	Sustainably sourced inputs	Percentage	27%
	Safely disposed plastics	In metric Tons	0.403
	Safely disposed E-waste	In metric Tons	20.68
	Safely disposed hazardous waste	In metric Tons	0.0745
	Safely disposed other waste	In metric Tons	17.671
Principle 3- Business to respect and promote the well- being of employees and value chain partners	Male employees & workers provided with Health Insurance	Percentage	100%
	Female employees & workers provided with Health Insurance	Percentage	100%
	Male employees & workers provided with Accident Insurance	Percentage	100%
	Female employees & workers provided with Accident Insurance	Percentage	100%
	Female employees & workers provided with Maternity	Percentage	100%
	Male employees & workers provided with Paternity benefits	Percentage	100%
	Male employees & workers provided with Day Care facilities	Percentage	100%
	Female employees & workers provided with Day Care facilities	Percentage	100%
	Employees provided with PF	Percentage	100%
	Employees provided with Gratuity	Percentage	100%
	Employees provided with ESI	Number	0.28%
	Return to work and retention rate	Percentage	100%
	Training on health & Safety for employees and workers	Percentage	100%
	Training on skill upgradation for employees	Percentage	100%
	Career development reviews for employees	Percentage	100%
	LTIFR	Number	0
	No. of fatalities	Number	0
	Complaints on working conditions	Number	11
	Complaints on working conditions pending resolution	Number	0
	Complaints on Health & safety	Number	11
	Complaints on Health & safety pending resolution	Numbers	0
	Assessments on Health & Safety for employees and workers	Percentage	100%
	Assessments on Health & Safety for value chain partners	Percentage	100%
	Assessments on Health & Safety for employees and workers	Percentage	100%
	Assessments on Health & Safety for value chain partners	Percentage	100%

Area	KPI	Unit	2023-2024
Principle 5-Respecting and promoting human rights	Employees and workers provided with human rights training	Percentage	100%
	More than minimum wage provided to employees and workers	Percentage	100%
	Median remuneration for male BOD	Lakh per annum	1209.31
	Median remuneration for female BOD	Lakh per annum	230.80
	Median remuneration for male KMP	Lakh per annum	137.77
	Median remuneration for female KMP	Lakh per annum	39.18
	Median remuneration for male employees	Lakh per annum	9
	Median remuneration for female employees	Lakh per annum	7
	Complaints of Sexual Harassment	Numbers	4
	Complaints of Sexual Harassment pending resolution	Numbers	1
	Assessments made for employees and workers on child labor, sexual harassment, forced labor, discrimination at workplace, and wages	Percentage	100%
	Assessments made for value chain partners on child labor, sexual harassment, forced labor, discrimination at workplace, and wages	Percentage	100%
Principle 6- To protect and restore the environment	Energy consumption from renewable sources	In Joules or multiples	53,36,989
	Electricity consumption from non-renewable sources	In Joules or multiples	79,42,448
	Fuel consumption from non-renewable sources	In Joules or multiples	1,02,446
	Air emissions- NOx	µg/m3 (microgram/meter cube)	18.5
	Air emissions -Particulate matter	µg/m3 (microgram/meter cube)	51.2
	Air emissions – Non-methyl Hydrocarbon	µg/m3 (microgram/meter cube)	7.2
	Total Scope 3 emissions	Metric tons of CO2 equivalent	2037.5
	Total Scope 3 emissions per rupee of turnover	Metric tons of CO2 equivalent	0.0057
	Total Scope 3 emission intensity	Per employee	0.15
Principle 9- Value to consumers in a responsible manner	Consumer complaints on Data privacy & Cyber security	Numbers	0
	Consumer complaints on Advertising, delivery of essential services, Unfair & restrictive trade practices	Numbers	0
	Instances of data breach	Numbers	0
	Data breaches involving personally identifiable information of customers	Percentage	0
GHG footprint	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	107.4
	Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	6433.38
	GHG Emission Intensity (Scope 1 +2)	Metric tons of CO2 equivalent/ employee	0.50
	Total Scope 1 and Scope 2 emissions (MT)/Total Revenue from Operations adjusted for PPP.		4.20
	Total Scope 1 and Scope 2 emissions (MT)/Total Output of Revenue (INR Crores)		1.84
Water footprint	Total water consumption	Mn Lt or KL	67,379
	Water consumption intensity	Mn Lt or KL/Rupee adjusted for PPP	43.25
	Total water consumption/ Revenue from operations (INR Crores)		18.97
	Total water consumption/ employee e		5.12
	Water Discharge by destination and levels of Treatment	Mn Lt or KL	65,949

Area	KPI	Unit	2023-2024
Energy footprint	Total energy consumed	In Joules or multiples	1,33,81,883
	% of the energy consumed from renewable sources	In % terms	40.19%
	Enhancing Employee Wellbeing and Safety	Total energy consumed/Revenue from operations (INR Crores)	3767.27
		Total energy consumed/Revenue from operations adjusted for PPP	8589.37
		Total energy consumption/employee	1017.56
Embracing circularity - details related to waste management by the entity	Plastic waste (A)	Kg/MT	0.403
	E-waste (B)	Kg/MT	20.68
	Bio-medical waste (C)	Kg/MT	NIL
	Construction and demolition waste (D)	Kg/MT	NIL
	Battery waste (E)	Kg/MT	1.10
	Radioactive waste (F)	Kg/MT	NIL
	Other Hazardous waste. Please specify, if any. (G)	Kg/MT	NIL
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Kg/MT	17.671
	Total waste generated ((A+B + C + D + E + F + G + H)	Kg/MT	39.85
	Waste intensity	Total waste generated/Revenue from operations (INR Crores)	0.01121831
		Total waste generated/Revenue from operations adjusted for PPP	0.0255777
		Total waste generated/Full time employee	0.003
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Kg or MT)	Recycle	1.10 (battery waste)
		Reusing	NIL
		Other recovery operations	NIL
	For each category of waste generated, total waste disposed by nature of disposal method (Kg or MT)	Incineration	NIL
		Landfilling	NIL
		Other disposal operations	NIL
Enhancing Employee Wellbeing and Safety	Spending on measures towards the well-being of employees and workers – cost incurred as a % of the total revenue of the company	In % terms	0.06%
	Details of safety-related incidents for employees and workers (including contract workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	0
		Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	0
		No. of fatalities	0
	Gross wages paid to females as % of wages paid	In % terms	29%
Enabling Gender Diversity in Business	Complaints on POSH	Total Complaints of Sexual Harassment (POSH) reported	4
		Complaints on POSH as a % of female employees/workers	0.09%
		Complaints on POSH upheld	4
Enabling Inclusive Development	Input material sourced from the following sources as % of total purchases – Directly sourced from MSMEs/small producers and from within India	In % terms – As % of total purchases by value	MSME's-22% Within India- 56%
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost	In % terms – As % of total wage cost	100% (Metropolitan)

Area	KPI	Unit	2023-2024
Fairness in Engaging with Customers and Suppliers	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events	In % terms	0
	Number of days of accounts payable	(Accounts payable *365)/Cost of goods/services procured	8
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Purchases from trading houses as % of total purchases	NA
		Number of trading houses where purchases are made from	NA
		Purchases from top 10 trading houses as % of total purchases from trading houses	NA
		Sales to dealers/distributors as % of total sales	NA
		Number of dealers/distributors to whom sales are made	NA
		Sales to top 10 dealers/ distributors as % of total sales to dealers/distributors	NA
		Share of RPTs (as respective %age) in Purchases 2	20%
		Share of RPTs (as respective %age) in Sales 3	23%
		Share of RPTs (as respective %age) in Loans & advances 4	0
		Share of RPTs (as respective %age) in Investments 5	0

Note: PPP value is taken as 22.8 for FY 23-24 for the revenue from Operation adjusted for PPP calculations (source: data.worldbank.org)



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