



“Be a person of integrity and always do what is right, even when it is difficult”

Ratan Naval Tata(1937–2024)

Responsible Business Conduct- Approach & Deployment

ETHICS & COMPLIANCE

Tata AutoComp follows the **Tata Code of Conduct** , ensuring integrity, transparency, and ethical decision-making across all levels.

DIVERSITY & INCLUSION

Promoting **equal opportunities for all**, supporting gender diversity, inclusive hiring, and development of underrepresented groups.

CSR & AFFIRMATIVE ACTION

Commitment to **CSR**; investments in development, healthcare, and environmental sustainability initiatives in local communities.



HUMAN RIGHTS

Tata AutoComp's Human Rights Due Diligence Framework is driven by international standards, rating agencies, customer expectations, and investor influence.

WELLBEING & EXPERIENCE

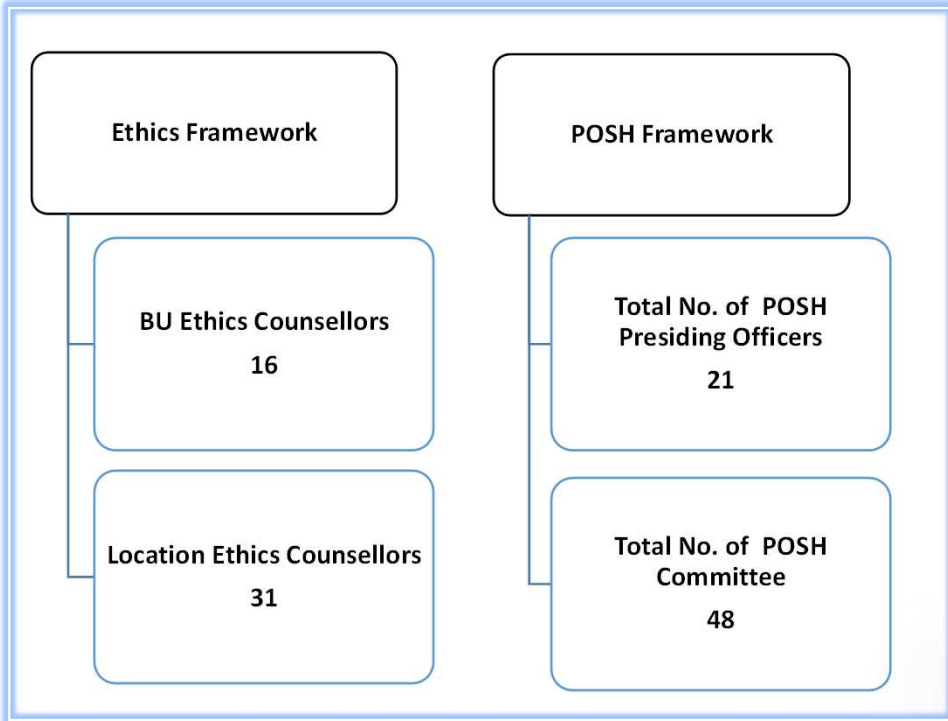
Healthy work environment through **wellness programs, recognition programs, town halls, and team-building activities.**

GOVERNANCE, ESG & SAFETY

Alignment with **Tata Group's ESG and Safety Goals**, ensuring sustainable manufacturing, carbon footprint reduction, and responsible sourcing.

Tata AutoComp's Ethical Commitment

Ethics Framework



Tata AutoComp adheres to the TATA CODE OF CONDUCT (TCOC) guidelines of Tata Group

TATA AutoComp INITIATIVES

Building an Ethical Culture

- Ethics Masterclass for Ethics counsellors,
- Ethics Training for employees Conducted twice yearly at all locations.

Engaging Employees in Ethics

Engaging employees in the forums: Quarterly Ethics Meet, Internal Competitions, Ethics Surveys, Recognizing Star Ethics Counselors.

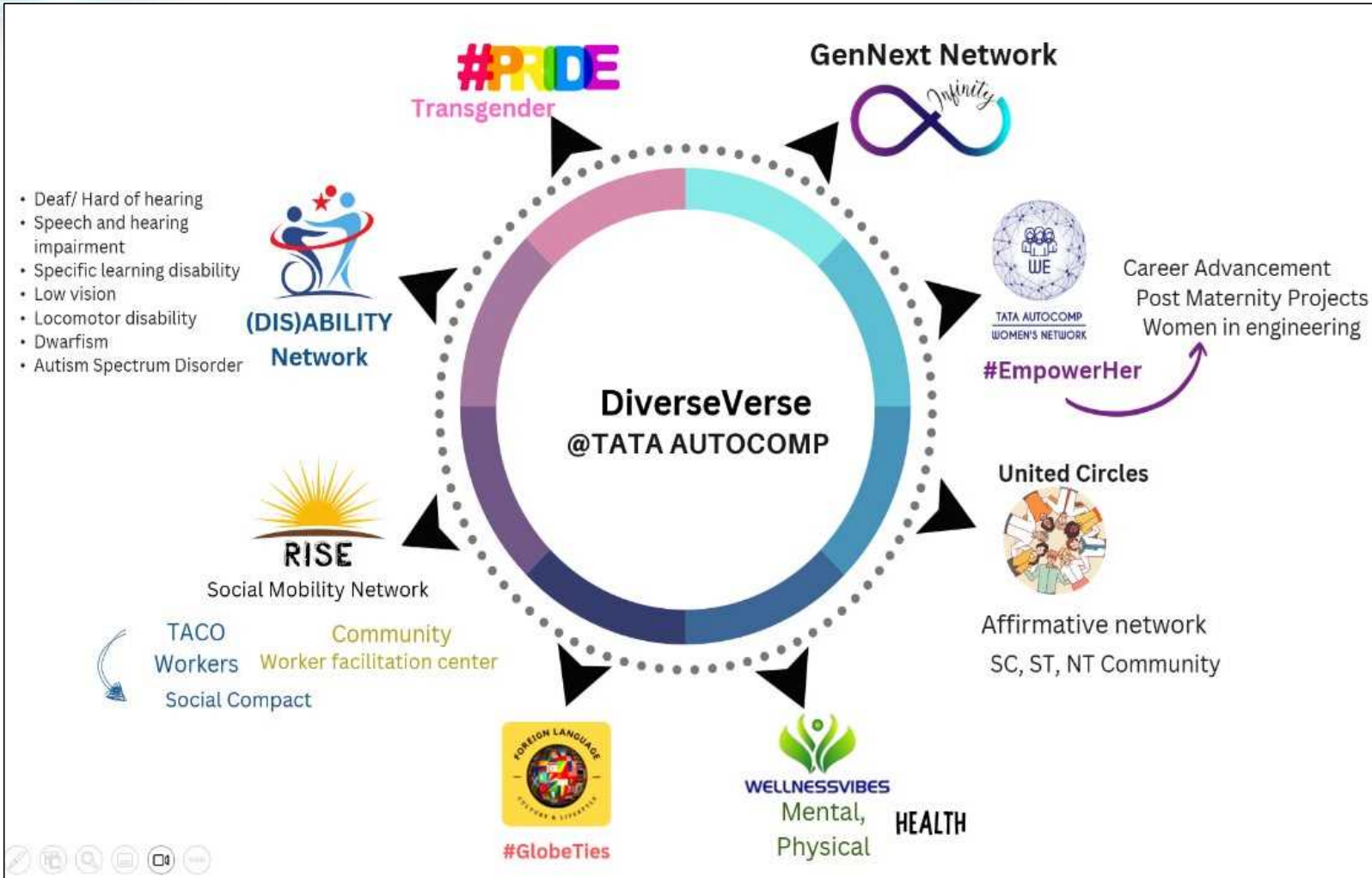
Impact Assessment

LBE Framework Assessment to analyze- Leadership, Compliance Structure, Communication & Training, Effectiveness Measurement.

Recognizing Ethical Excellence

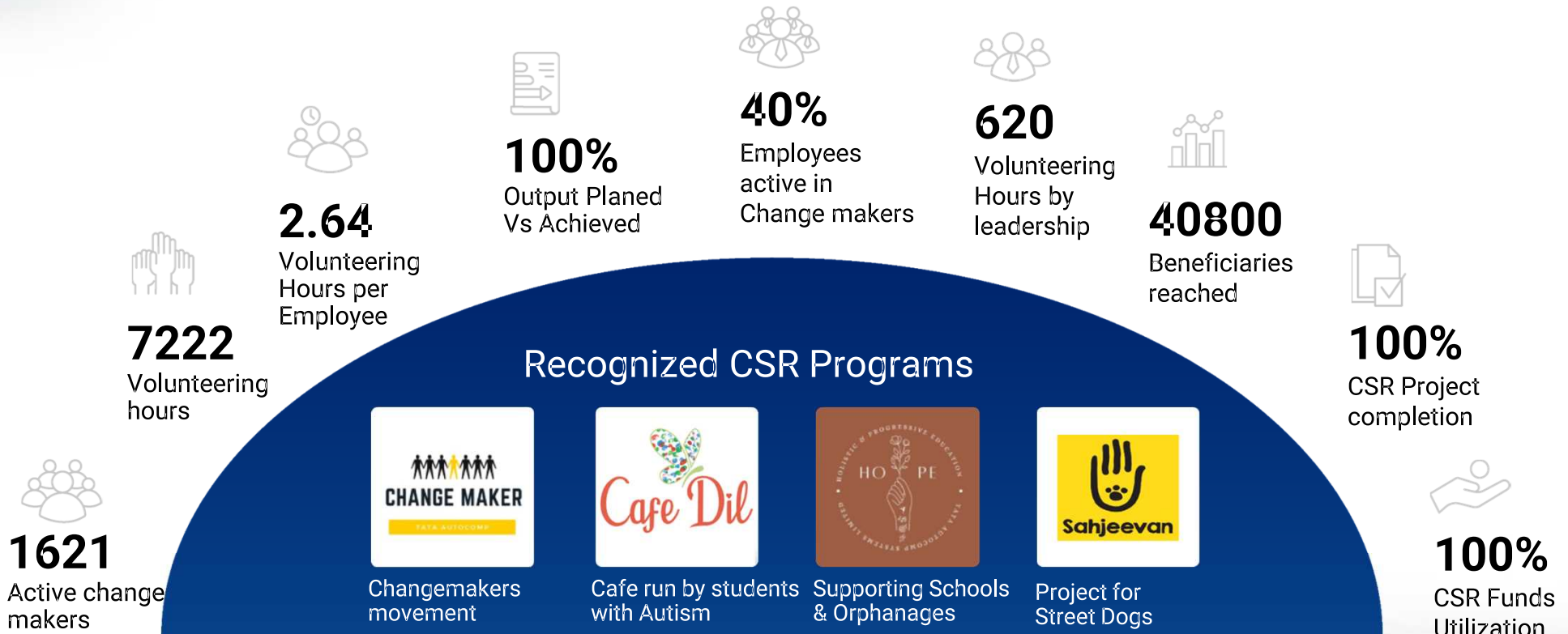
- Tata AutoComp won 2nd place in Tata Sons "Ethics in Action" case study competition.
- Ethics Torch Bearers: Recognized for outstanding ethical leadership.

Diversity Equity & Inclusion

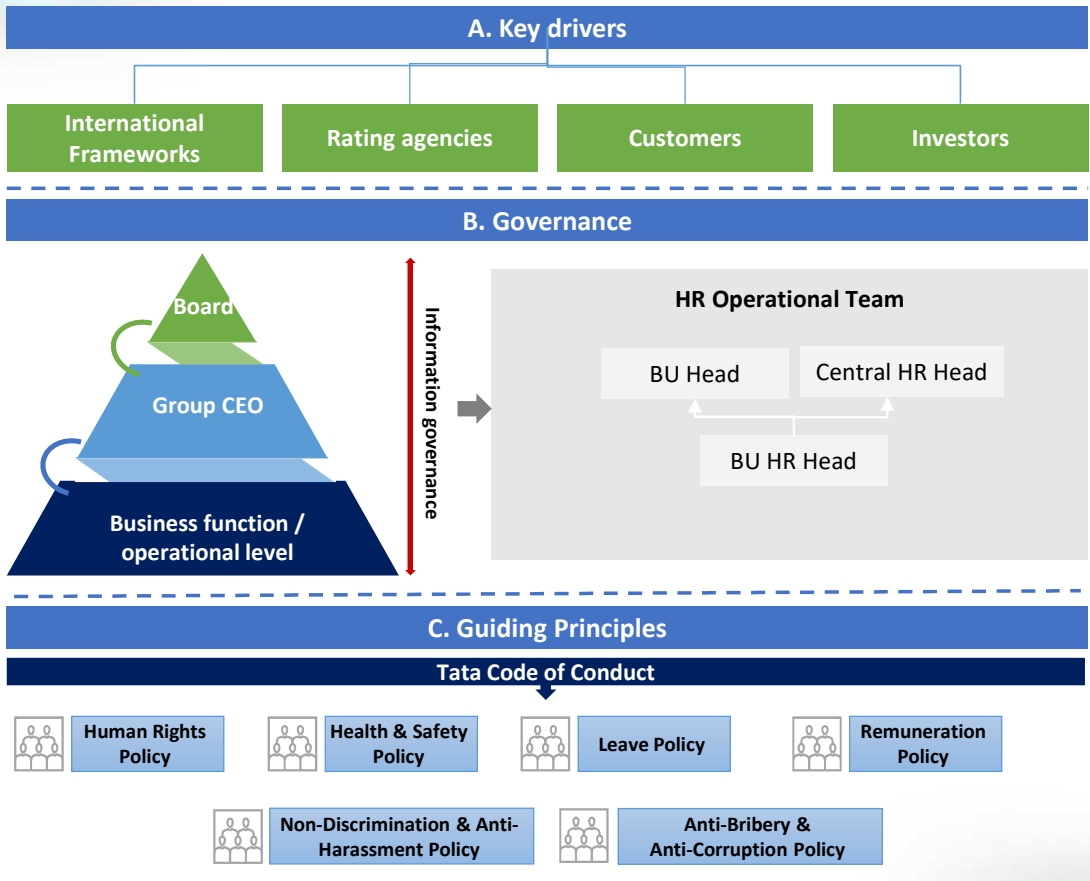


CSR Projects & Impact

Impact of CSR Projects



Tata AutoComp's Human Rights Framework



Tata AutoComp's Human Rights Due Diligence Framework is driven by international standards, rating agencies, customer expectations, and investor influence.

Tata AutoComp's governance structure for human rights includes oversight by the Board, strategic direction from the Group CEO, and implementation by business units and HR teams at operational levels.

Tata AutoComp's guiding principles encompass a comprehensive Code of Conduct, including Human Rights, Health & Safety, Leave, Remuneration, Non-Discrimination, Anti-Harassment, and Anti-Bribery & Anti-Corruption policies.

- 01 Workplace Facilities and Environment
- 02 Learning and Development
- 03 Workplace Health & Safety
- 04 Right to Privacy and Equal Remuneration
- 05 Freedom of Association and Collective Bargaining
- 06 Discrimination
- 07 Child Labor and Forced Labor
- 08 Remediation Actions

Key highlights



94%

say that their workplace promotes creativity and problem solving



96%

say that they are aware of their roles and responsibilities and are involved in their target/goal setting processes



87%

say that they have a clear understanding of the company's Health and Safety commitments and protocols



96%

say they have always received their salaries on time*.



87%

Of the workforce is aware of the Learning and Development opportunities available at Tata AutoComp.



91%

say that the company provides equal opportunity



92%

say that they are treated with fairness and respect at the workplace.



94%

Of the workforce feel comfortable in approaching their manager for work-related issues.

Tata Affirmative Action Programme



- Tata AutoComp Completed its External TAAP Assessment after a gap of 10 years.
- **One of the few companies in Tata Group to have crossed 550+ after a long Gap.**
- **Recognition for Crossing 550+ in the upcoming TAAP Convention**
- **SLT has a clear focus and thrust on AA and JV Partners are oriented**
- Assessment team acknowledged our efforts of CSR Projects DIL Café , Project HoPE

Employment

- The company has a **policy of equal opportunity, promotes diversity and opportunity for growth**
- Aspiration to reach 25% Gender Diversity by 2025 was appreciated

Employability

- Women Centric Programmes like – Skill to Employability
- Skill development in EV and Café DIL by Specially Abled Students were recognized and should be adopted as best practice

Entrepreneurship

- Procurement head is a member of AA Apex committee
- Efforts are on to identify AA vendors among the existing vendors**
- Women-led organizations Supported and strengthened to partner for CSR initiatives

Education

- Strong Program Like Project HoPe, CLC, Vidyadhanam**-Replication and Scaling to other locations
- Mentorship Programme for students through Volunteering
- Phone Sakhi Initiative was well appreciated

Essential Enablers

- Projects like WASH and MHM with Tata trusts were well appreciated.
- Workers facilitation center and Social Compact Initiative – Strong programmes
- Sahjeevan a Unique project to support street Dogs



Tata AutoComp Scored in the Band of 550- 575 in External TAAP Assessment

Focus on Attracting and Building Talent



TATA AUTOCOMP

CAPACITY PLANNING

- Major Capacity planning is needed in functions of **R&D, Program Management, Digitization, and NPD** in existing businesses
- **Target Industries:** Auto Components, OEMs, EV, Electronics, Software, Services, Railways
- **Geography:** India, International
- **Qualifications:** BTech, MTech, Ph.D in Mechanical, Power Electronics, Mechatronics, Software, Control Systems, Digitization & AI
- **Target companies:** Mainly competitors and suppliers, OEMs
- Some representative companies to source talent from



Enabling Mobility Solutions

CAPABILITY BUILDING

- Major Capability building will be in functions of **R&D, Quality, Program Management, ME, Purchase across all BU;s**
- **Future Skill sets to be developed-** NPD for new product, customer centricity, Localization (for cost optimization), VSM, EV & vehicle technology, AI, ML and Digitization

Capability Building through Learning Academies



- Tie ups with Technology & Management institutes like IIM Nagpur (MBA), VNIT (M.Tech), BITS (B.Tech)
- Future skill sets, NPD, R&D capability building through Technology & Product leadership academy
- **Career pathing of Cadre hires** to build a young leadership pipeline
- **Career Planning of identified top 5% talent** as successors of critical roles
- **Onsite training in collaboration with JV partners**

Strictly Confidential

TATA AUTOCOMP'S TOTAL REWARDS MODEL

WELLNESS REWARDS

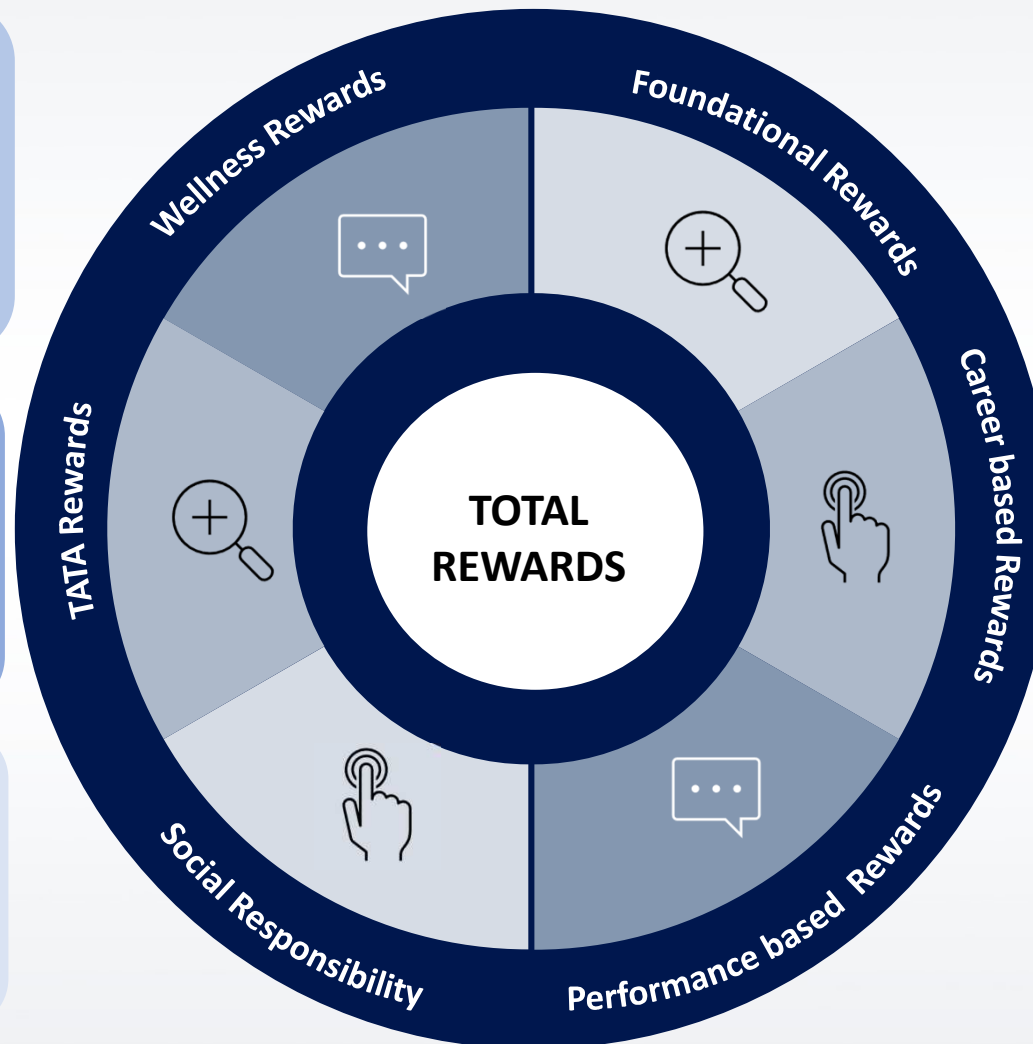
- Annual Health Checkups
- Medclaim coverage- Self, spouse, two kids & parents (Co pay for parents).
- **Tata 1mg** discounts on medical products
- Mental Wellbeing –'Tata Vitality'
- Health Ambassador Program.

TATA REWARDS (Some Examples)

- **TATA Neu** integration
- **Starbucks**_Reward Hampers
- **Air India**- Special Benefits
- **BigBasket** Tata Discount
- **Tata AIG Insurance**- Car, Bike , Health & Travel.
- **Croma**- Special tata discounts
- **Taj**- Vacation deals.

CONTRIBUTION TO SOCIAL RESPONSIBILITY

- Tata AutoComp's **Change Maker**- Recognitions for volunteers
- **Pro Engage**- Volunteering of Tata Grp: Tata Volunteering Week, Volunteering for Disaster management



FOUNDATIONAL REWARDS

- Base Pay
- Perquisites
- Allowances
- Retirement Benefits – Superannuation, Gratuity
- Personal Accident & Term Life Insurance
- Other welfare benefits
- Wellness initiatives
- Voluntary Benefits
- Leave and time off policies

CAREER BASED REWARDS

- Training & Development
- Mentoring & Coaching Programs- **Coachworks**
- Career management process
- Talent mobility programs
- Flexible work programs (WFH)
- Work/Life Balance

PERFORMANCE BASED REWARDS

- Increments
- Annual Performance incentives
- Retention Bonus
- Recognition – **Chairman's Award, Achievers Forum**



TATA AUTOCOMP

Enabling Mobility Solutions

CRAFTING THE FUTURE

Thank You

www.tataautocomp.com