

ANNEXURE to BRSR 2023 Section B

Ques 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.

BRSR Principle	Name of Policy & Certifications	Links of Policies
P1	TATA Code of Conduct	https://www.tatacommunications.com/wp-content/uploads/2017/07/CORP-TataCodeofConduct-20170516.pdf
P2	Sustainable Supply Chain Policy, Supplier Code of Conduct	https://www.tatacommunications.com/about/sustainability/ Under Resources Section
P3	Occupational Health and Safety (OHS) ISO 45001:2018	https://gamma.tatacommunications.com/assets/wp-content/uploads/2023/06/iso-45001-2018-occupational-health-and-safety-management-system-certificate.pdf
P4	NA	
P5	Business and Human Rights Policy and Modern Slavery Statement Anti-Human Trafficking and Modern Slavery Statemen	https://gamma.tatacommunications.com/assets/wp-content/uploads/2023/02/business-and-human-rights-policy.pdf https://gamma.tatacommunications.com/assets/wp-content/uploads/2022/10/anti-human-trafficking-and-modern-day-slavery-statement-fy2021-22.pdf
P6	Environmental Management System (EMS) ISO 14001:2015	https://gamma.tatacommunications.com/assets/wp-content/uploads/2023/06/iso-14001-2015-environmental-management-system-certificate.pdf
P7	NA	
P8	NA	
P9	NA	

Ques 5) Specific commitments, goals and targets set by the entity with defined timelines, if any.

Environmental (Principle 6)	Social (Principle 2,3,5,8)	Governance (Principle 1,4,7,9)
<u>Climate Change</u> <ul style="list-style-type: none"> a) Net Zero by FY 2035 and Carbon Neutral by FY 2030 b) Increase RE% consumption from 18% (FY 23) to 35% (by FY 24) and to 49% by FY25. c) 7% Y-o-Y Energy saving. d) To achieve "A" band in Carbon Disclosure Project (CDP) 2024. 	<u>Supply Chain</u> <ul style="list-style-type: none"> a) ESG assessment of our Top 25 Suppliers (~40% spend) in FY 24 and Top 50 (~55% spend) by FY 27. b) Doubling the TAAP Supplier base of SCM Managed Services from the current 16 (FY'23) to 24 (FY 25) and to 32 (FY'27). c) Influence 200+ AA community members' lives through programs involving Tier-I and Tier-II suppliers. 	<u>Corporate Governance</u> <ul style="list-style-type: none"> a) Ensuring transparent, balanced and timely disclosures for investors and other stakeholders (Y-o-Y) b) Agile, simplified, automated and well monitored governance processes and compliance mechanisms. (Y-o-Y) c) Continued risk assessment and scenario planning of risks with appropriate mitigation strategies. (Y-o-Y)
<u>Customer GHG Savings</u> <ul style="list-style-type: none"> a) Enabling customers to reduce their Greenhouse Gas emissions from 6x to 15x (FY 25) and 20x by FY 27 	<u>Diversity</u> <ul style="list-style-type: none"> a) Enhance Winning Mix to 27.5% by FY26 	<u>Data Privacy & Information Management</u> <ul style="list-style-type: none"> a) Adopting leading data security standards across all global operation by FY 26 b) Ensuring Enterprise level Data security for all application by FY 26. c) Zero Data breach across Tata Communications by FY 26
<u>Water</u> <ul style="list-style-type: none"> a) 20% Water reduction by FY 2030 (w.r.t to FY 2020). b) 17 % Water reduction by FY 2026 (w.r.t. FY 2019-20) c) Augmentation of Rainwater Harvesting Capacity - 5% Rainwater consumption in FY 25 	<u>L&D, Capacity Building</u> <ul style="list-style-type: none"> a) Maintaining Learning-days/Employee: 8 (YoY) b) 1000 employees to be role-ready for identified future roles (YoY) 	
<u>Waste</u> <ul style="list-style-type: none"> a) Zero waste to landfill by FY 2027 b) 100% recycling of biodegradable and recyclable waste by FY 24. 	<u>Occupational Health and Safety</u> <ul style="list-style-type: none"> a) Zero fatalities 	