

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
1.	a. Whether the 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. Weblink of the policies, if available	https://www.tatacommunications.com/investors/governance/								
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 the entity's value chain partners?	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, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by the entity and mapped to each principle.	https://www.tatacommunications.com/investors/results/						NA	NA	NA
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	https://www.tatacommunications.com/investors/results/								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons, in case the same are not met.	Kindly refer to the Human Capital and Natural Capital sections of this Integrated Annual Report.								
Governance, leadership and oversight										
7.	Statement by Director, responsible for the Business Responsibility & Sustainability Report, highlighting ESG related challenges, targets and achievements. Kindly refer to the 'Message from the Managing Director & CEO' which forms part of this Integrated Annual Report.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Aadesh Goyal Chief Human Resource Officer Tata Communications Limited Email: EOHS@tatacommunications.com								
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 Corporate Social Responsibility, Safety and Sustainability Committee ('CSRSSC') of the Board of Directors is responsible for decision making on sustainability related issues. For more details on the CSRSSC, kindly refer to the Corporate Governance Report which forms part of this Integrated Annual Report.								

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
10. Details of review of NGRBCs by the Company:									
Subject for review	Indicate whether review provided below taken 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
Performance against above policies and follow up action				Yes				Half-Yearly	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	A Compliance Certificate on applicable laws is provided by the Managing Director & CEO to the Board of Directors.								
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, Tata Communications implements these principles as part of its Sustainable Development Report assurance which is conducted on annual basis by an external agency. For FY 2022-23, independent assurance is conducted externally by DNV Business Assurance India Private Limited ('DNV').								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes / No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
The entity does not have the financial or / human and technical resources available for the task (Yes / No)									
It is planned to be done in the next financial year (Yes / No)									
Any other reason (please specify)	Not Applicable								