



GRI Content Index

Statement of use	Tata Chemicals Ltd. has reported the information cited in this GRI content index for the period April 01, 2024 to March 31, 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	56
	2-2 Entities included in the organization's sustainability reporting	56
	2-3 Reporting period, frequency and contact point	56
	2-4 Restatements of information	56
	2-5 External assurance	101 to 109
	2-6 Activities, value chain and other business relationships	24
	2-7 Employees	57
	2-8 Workers who are not employees	57
	2-9 Governance structure and composition	4, 52
	2-10 Nomination and selection of the highest governance body	4
	2-11 Chair of the highest governance body	4
	2-12 Role of the highest governance body in overseeing the management of impacts	4
	2-13 Delegation of responsibility for managing impacts	4
	2-14 Role of the highest governance body in sustainability reporting	64
	2-15 Conflicts of interest	68
	2-16 Communication of critical concerns	59 to 60
	2-17 Collective knowledge of the highest governance body	151
	2-18 Evaluation of the performance of the highest governance body	118
	2-19 Remuneration policies	119
	2-20 Process to determine remuneration	119
	2-21 Annual total compensation ratio	119
	2-22 Statement on sustainable development strategy	64
	2-23 Policy commitments	172
	2-24 Embedding policy commitments	172
	2-25 Processes to remediate negative impacts	59 to 60
	2-26 Mechanisms for seeking advice and raising concerns	59 to 60
	2-27 Compliance with laws and regulations	52
	2-28 Membership associations	95
	2-29 Approach to stakeholder engagement	79 to 80
	2-30 Collective bargaining agreements	74
GRI 3: Material Topics 2021	3-1 Process to determine material topics	34
	3-2 List of material topics	35
	3-3 Management of material topics	35 to 37
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	91
	304-2 Significant impacts of activities, products and services on biodiversity	93
	304-3 Habitats protected or restored	93
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	93

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	24 to 25
	201-2 Financial implications and other risks and opportunities due to climate change	26 to 27
	201-3 Defined benefit plan obligations and other retirement plans	73
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	82
GRI 203: Indirect Economic Impacts 2016	203-1 Significant indirect economic impacts	69, 97
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	97
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	68
	205-2 Communication and training about anti-corruption policies and procedures	65
	205-3 Confirmed incidents of corruption and actions taken	68
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	52 to 53
GRI 207: Tax 2019	207-1 Approach to tax	264 to 265
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	43
	301-2 Recycled input materials used	71
	301-3 Reclaimed products and their packaging materials	72
GRI 302: Energy 2016	302-1 Energy consumption within the organization	85
	302-3 Energy intensity	85
	302-4 Reduction of energy consumption	85
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	87
	303-2 Management of water discharge-related impacts	87
	303-3 Water withdrawal	86
	303-4 Water discharge	87
	303-5 Water consumption	86
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	88
	305-2 Energy indirect (Scope 2) GHG emissions	88
	305-3 Other indirect (Scope 3) GHG emissions	93
	305-4 GHG emissions intensity	88
	305-5 Reduction of GHG emissions	88
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	88
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	90
	306-2 Management of significant waste-related impacts	90
	306-3 Waste generated	90
	306-4 Waste diverted from disposal	90
	306-5 Waste directed to disposal	90
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	95
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	58
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	72
	401-3 Parental leave	72



GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	75
	403-2 Hazard identification, risk assessment, and incident investigation	75
	403-3 Occupational health services	75
	403-4 Worker participation, consultation, and communication on occupational health and safety	75
	403-5 Worker training on occupational health and safety	74
	403-6 Promotion of worker health	76 to 77
	403-8 Workers covered by an occupational health and safety management system	76 to 77
	403-9 Work-related injuries	76
	403-10 Work-related ill health	76
	404-1 Average hours of training per year per employee	74
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	74
	404-3 Percentage of employees receiving regular performance and career development reviews	75
	405-1 Diversity of governance bodies and employees	57 to 58
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	83
	406-1 Incidents of discrimination and corrective actions taken	83
GRI 406: Non-discrimination 2016		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	84
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	82
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	83 to 84
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	98
	413-2 Operations with significant actual and potential negative impacts on local communities	97
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	78
	414-2 Negative social impacts in the supply chain and actions taken	78
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	100
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	100
	417-2 Incidents of non-compliance concerning product and service information and labeling	99
	417-3 Incidents of non-compliance concerning marketing communications	99
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	100

Notes

[illegible]