

Compliance Audit: Tata Motors Ltd

Period: FY 2024-25

OVERALL RISK: MEDIUM

1. Forensic Business Intelligence

LABOUR CODE FINANCIAL IMPACT (December 31, 2025):

482 Crores

The incremental impact consisting of gratuity of '482 crores and long-term compensated absences of "92 crores primarily arises due to change in wage definition.

KEY PRODUCTS	MAJOR CUSTOMERS
Not extracted	Not extracted

2. Executive Summary

Overview: Tata Motors demonstrates a commitment to employee well-being and safety, with comprehensive health and safety measures and a grievance redressal mechanism. However, there are areas for improvement, particularly in ensuring equal pay and addressing potential risks in the supply chain.

■ **Key Insight:** While Tata Motors has robust systems for employee well-being and safety, there's a notable gender pay gap and a need for enhanced due diligence in the supply chain to ensure human rights are respected.

3. Supply Chain & Vendor Intelligence

Key Vendors Identified (Related Parties):

- TVS
- Hinduja Tech
- Switch Mobility

Principal Employer Liability Analysis: The document does not provide a clear analysis of liability risks regarding contract labor. Further investigation is needed to determine the extent of principal employer liability.

4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
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■458,138.00 Cr (API)	■65,355.00 Cr (API)	■22,340.00 Cr (API)	N/A (API)
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5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	COMPLIANT	All TML entities fully comply with the applicable environmental laws, regulations, and guidelines set forth by regulatory authorities.
Equal Pay	RISK IDENTIFIED	Median remuneration / salary / wages of respective category (in lacs INR) Male: 17.07, Female: 12.48
Profit Sharing	NOT DISCLOSED	No evidence of profit sharing found in the provided documents.

5B. OSH & Safety

Area	Status	Evidence Snippet
Safety Systems	COMPLIANT	Safety is a core value at Tata Motors, driven by a zero-harm culture through an ISO 45001:2018-aligned OHSMS and Board-level oversight by the SHS Committee.
Accident Records	COMPLIANT	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Employees 0.12**
Audit Scores	COMPLIANT	All Tata Motors sites underwent BIS 14489:1998 audits during the fiscal year 2024-25, demonstrating our commitment to upholding high standards of health, safety, and well-being across our organization.

5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	COMPLIANT	Total Permanent Workers 12203 No. of employees/workers in respective category, who are part of association(s) or Union 12,122 % (B / A) 99
Collective Bargaining	COMPLIANT	Tata Motors has a three-stage dedicated grievance redressal forum operating at various levels.
Disputes Strikes	COMPLIANT	The Company has a well-defined process to address concerns through the Ethics Committee, which oversees due investigations.

5D. Social Security

Area	Status	Evidence Snippet
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Leave Policy	COMPLIANT	The Company has a well-defined process to address concerns through the Ethics Committee, which oversees due investigations.
Retirement Benefits	COMPLIANT	PF, Gratuity, Employee State Insurance (ESI)* 100
Healthcare Welfare	COMPLIANT	Tata Motors is committed to a safe, healthy, and sustainable workplace through a robust safety management system, risk mitigation strategies, and continuous improvement.

6. Workforce Profile

Category	Total	Male	Female	Turnover
Permanent Employees	12,591	11,411	1,180	7.6
Other than Permanent employees	365	265	100	N/A
Permanent Workers	15,585	15,244	341	0.9
Other than Permanent Workers	29,901	25,036	4,865	N/A

7. Strategic Recommendations

1. Conduct a comprehensive equal pay audit to identify and address gender pay gaps.
2. Enhance due diligence processes in the supply chain to ensure human rights are respected and forced labor is prevented.
3. Implement a robust system for tracking and reporting all types of workplace incidents, including near misses, to proactively address safety concerns.
4. Increase transparency by disclosing more detailed information on labor practices and supply chain compliance in public reports.