



ADVERSITY REWIRES.
ASPIRATIONS ACCELERATE.
OUTCOMES SOAR

ANNUAL CSR REPORT
2020-21





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Adversity Rewires

The current year and Covid-19 brought unprecedented and unforeseen challenges in all aspects of human life, globally. In navigating the challenges the TML team, its partners and most importantly the community not only demonstrated resilience but also unexpected creativity and spontaneity, relinquishing well-worn paths to embrace a gratifying level of empowerment, which not only led to projects staying well on track but also the dramatic scaling up of some initiatives.

Aspirations Accelerate

Partnerships, sustainability, scalability and technology have been the bedrock of TML's CSR programmes. In the early days of the lockdown, it became evident that TML's core tenet of building sustainability into its programmes and emphasis on greater community ownership had sufficiently prepared communities to shoulder greater responsibility with handholding from the CSR team. A rewired process of working allowed a range of initiatives to take on new dimensions and scale.

Outcomes Soar

Rather than be constrained by the challenges of Covid, the ability to leverage technology, harness resources and work with partners propelled outcomes in multiple programmes and initiatives to levels higher than anticipated during pre-Covid times.



Foreword

Dear Stakeholders,

I hope this letter finds you well and in good health.

It is my privilege to present the seventh edition of our annual Corporate Social Responsibility (CSR) report. It highlights our efforts to support the communities within which we operate and our progress in becoming a more responsible corporate citizen by driving inclusive growth, social equity and sustainable development.

Financial Year 2020-21 was perhaps the most challenging till date with COVID-19 causing suffering of unprecedented proportions. The severe impact of the pandemic overwhelmed health systems and devastated both lives as well as livelihoods. Survival and wellbeing rightfully became the foremost priority for all – individuals, institutions, and communities at large.

Despite seemingly insurmountable challenges, we remained steadfast in our commitment to nation-building and towards fulfilling our CSR responsibilities. Our pledge to make the impact of CSR self-sustaining gained momentum with beneficiary communities increasingly owning the programmes. Relinquishing well-worn paths to embrace higher levels of empowerment ensured that while all our projects remained on track, some of them witnessed significant scaling up of some initiatives.

Our expanded CSR footprint, now covers all 28 states and 8 union territories across the country. We supported Covid-19 relief efforts by providing assistance to over 1.5 lakh people including migrants, daily wage earners, those who lost livelihood, and those who were left stranded or forced to seek shelter in transit camps. Food, masks and sanitizers along with information kits on precautions to be taken for safety, health and hygiene, were arranged for thousands of truck drivers, the unsung frontline heroes who played a stellar role in ensuring that the wheels of nation kept running with seamless transportation of supplies, even



Message from
Mr Guenter Butschek,
CEO & MD, Tata Motors



as the entire nation was in lockdown.

We served more than 3.4 lakh cooked meals to 30,000 people, made available over 100 tonnes of dry ration to 20,000 families, and 30,000 units of safe drinking water was provided to 24 police chowkis. More than 1 lakh certified masks and 1,000 litres of hand sanitizer were also disseminated amongst the community. We also helped improve health infrastructure by giving 10 ventilators and 40 oxygen cylinders to government hospitals and specially set-up COVID-19 treatment centres.

In parallel, our flagship programmes to address some of India's most pressing developmental challenges in the areas of Health (Aarogya), Education (Vidyadhanam), Employability (Kaushalya) and Environment (Vasudhara), positively impact over 7.5 lakh lives. It is indeed most gratifying that our programmes are benefitting the most deserving sections of the population, including more than 45% of SC/ST.

Over 3.8 lakh people availed benefits of our health programmes. 60% overall and 100% at certain locations of undernourished children we worked with are now healthy. More importantly, there is a self-realised, positive enhancement in the knowledge, attitude and behaviour of the community towards health.

On the education front, our innovative partnership with Government schools- Jawahar Navodaya Vidyalaya (JNVs) -JEE & NEET aspirants showed impressive results - 57% of students qualified for JEE Mains, and 63% of those who qualified JEE Advanced and 70% of those cleared Advanced got into IITs of those successfully enrolled in leading institutions of engineering.

We trained ~20,000 youth and farmers in our employment programmes and 68% of them are now gainfully employed with each adding a Rs. 1 lakh increase to their respective household income annually. As part of our environmental stewardship, we planted 1.1 lakh saplings of indigenous varieties resulting in an 80% survival rate and transforming some areas into micro-habitats for varied species of flora and fauna. In addition, through our environmental awareness programme, we were able to sensitise ~1 lakh children about the benefits of a clean and green environment and steps they could take for its preservation. Further, our efforts providing potable water to communities without easy access to this basic needs directly are benefitting over 8,000 people on a sustained basis.

I am grateful to our in-house teams, developmental sector partners and most importantly, our communities, for their trust, resolve, resilience, creativity, spontaneity and contributions that enabled such accelerated progress in these trying times. We are accelerating the shift from being just a resource provider to catalysing positive change and I look forward to your continuing support and encouragement to fulfil our objective of improving the quality of life in the communities we serve.



About the Company

Tata Motors Limited, a USD 44 billion organisation, is a leading global automobile manufacturer of cars, utility vehicles, pick-ups, trucks and buses. Part of the USD 110 billion Tata Group, Tata Motors is India's largest and the only OEM to offer an extensive range of integrated, smart and e-mobility solutions. Its strong global network of 134 subsidiaries, associate companies and joint ventures, including Jaguar Land Rover in the UK and Tata Daewoo in South Korea have operations spanning India, the UK, South Korea, Thailand, South Africa and Indonesia.

Tata Motors' focus on engineering and tech-enabled automotive solutions to cater to the future of mobility has made it India's market leader in

commercial vehicles and one of top four in the passenger vehicles market. From its brand promise of '**Connecting Aspirations**' arise the Company's innovation efforts that aim at developing pioneering technologies, which are sustainable as well as suited to the evolving aspirations of markets and customers.

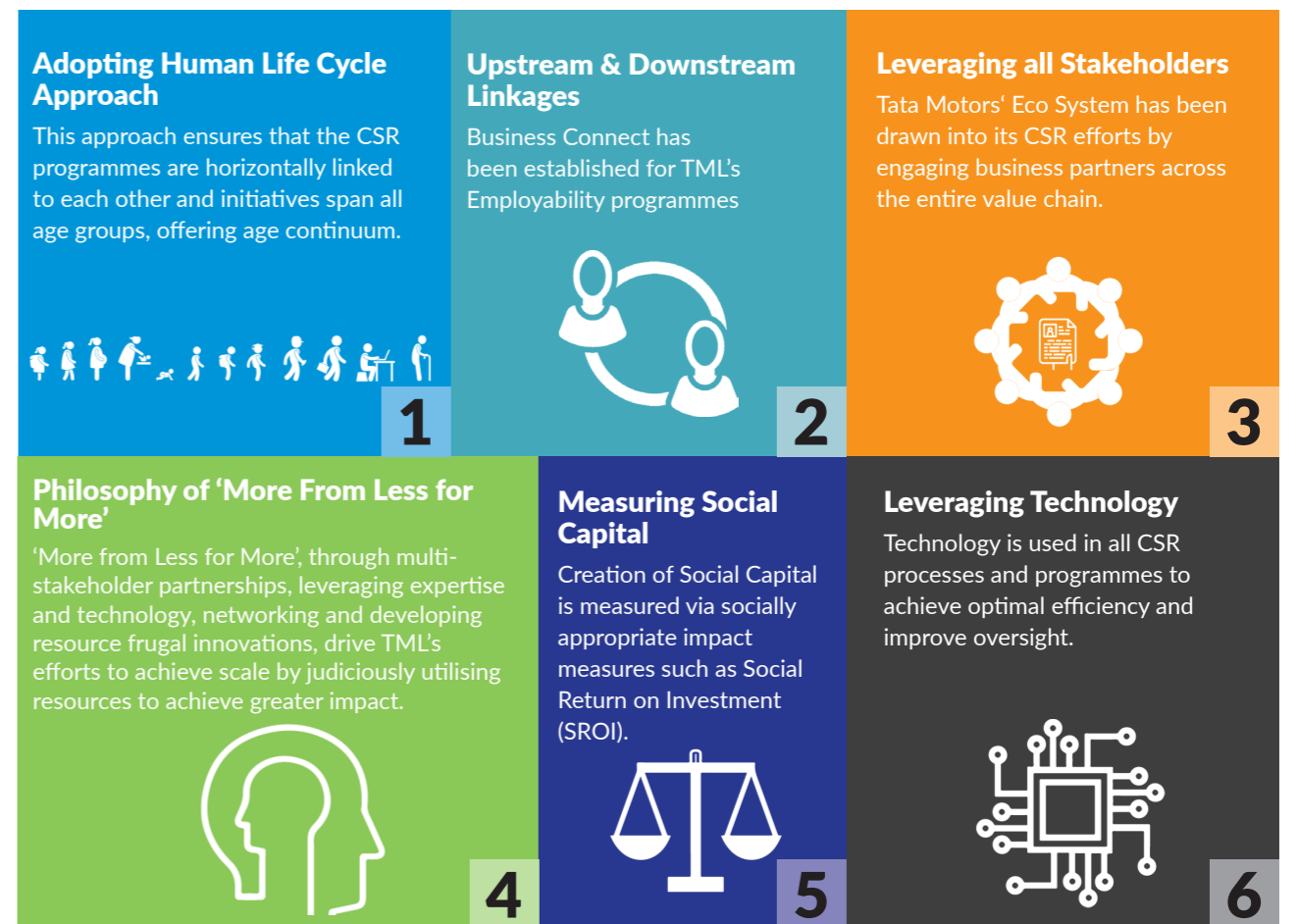
State-of-the-art design and R&D centres located in India, UK, US, Italy and South Korea drive the Company's capability to bring new products to the market that fire the imagination of GenNext customers. Internationally, Tata commercial and passenger vehicles are marketed in countries, spread across Africa, the Middle East, South Asia, South East Asia, South America, Australia, CIS, and Russia.

CSR Strategy

Tata Motors' CSR Mission is:

To be a responsible corporate citizen by driving inclusive growth with social equity, strengthening sustainable development and an active participant in nation building process

In the last year, the Company successfully demonstrated the ability to remain steadfast on this promise, despite challenging circumstances. This promise flows into practice via its CSR strategy based on six tenets.

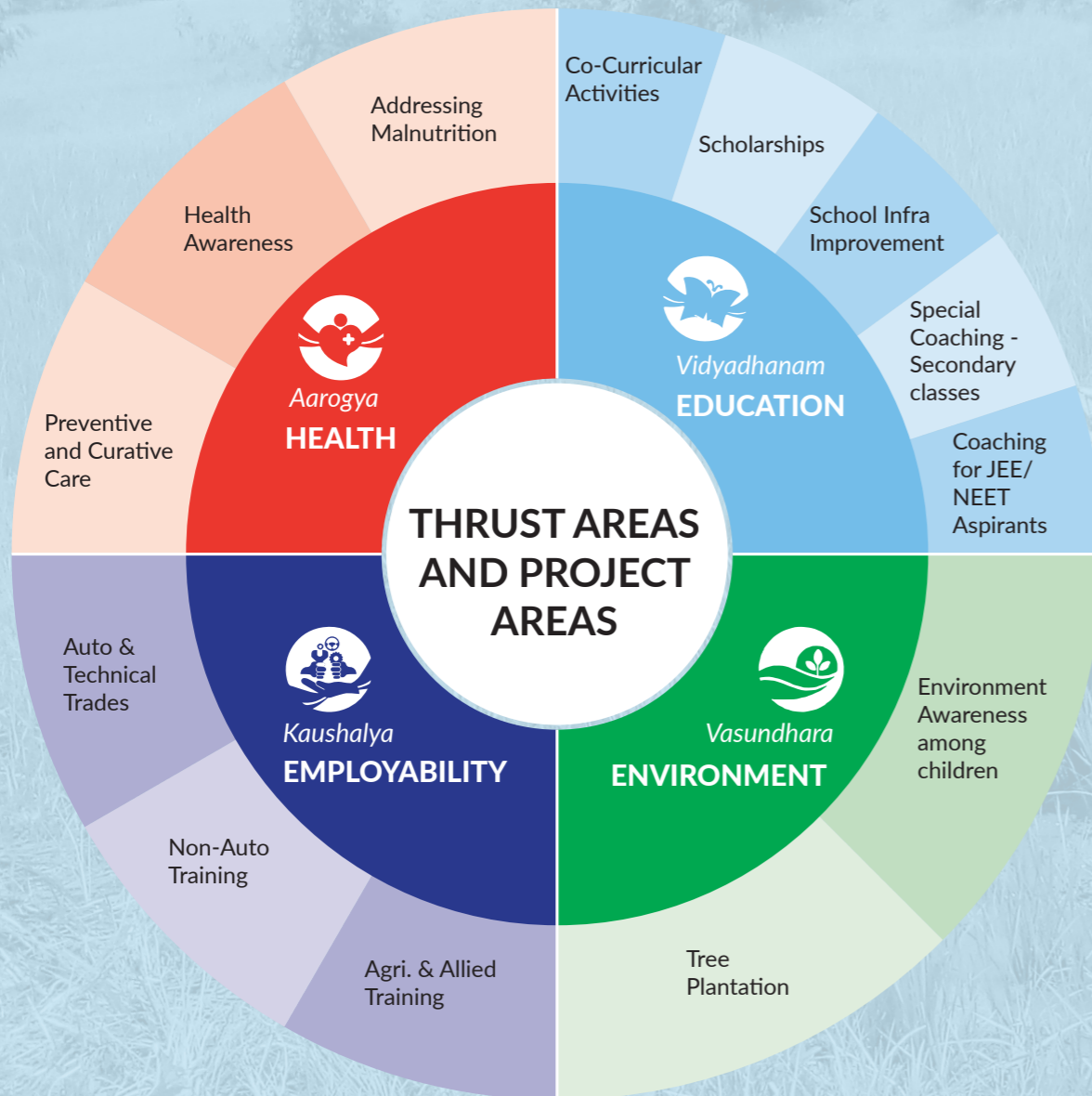




From strategy to practice

All CSR initiatives are harmonised pan-India through a Common Minimum Programme across locations, while at the same time the Company has built agility and flexibility into its CSR initiatives via Location-specific Projects.

The Company's CSR initiatives focus on four thrust areas.



The Adversity

Even as the business sector in India, particularly the auto sector, was recovering from the slowdown of previous years, the gravest adversity of our times, in the form of pandemic, disrupted the very way we lived. It disrupted the Education, Skilling, Health and Employment sectors all over the world. Schools were shut, students were confined to their home and there was no certainty of continuity in sight. Skilling institutes were closed, threatening the vast potential of youth to go untapped, forcing 'practical training' that involves "work with hands" and "learning by doing" to take a backseat. The focus of the entire health sector shrunk to battling Covid.

What we did differently in 2020-21

Adversity Rewires

Without letting our engagement levels falter in many projects we went from physical to virtual, we used our philosophy of "More from Less for More" to enhance the capability of our communities to take on a larger role.

Aspirations Accelerate

We accelerated our sustainability aspirations and our digital interventions across our projects, which in turn made our project partners and communities dream bigger. The disruption was seismic, hence the nature of each activity had to be transformed.

Outcomes Soar

Once the strengths of local capabilities and digital interventions grew with the possibility of enhancing reach, we reset our objectives, focusing on expanding the impact and outcomes of our projects.



Innovating new models of engagement and programme delivery mechanisms.

- Capability building of our stakeholders for digital literacy and digital integration of communities.
- Frugality in monitoring and evaluation as remote reviews reduced admin/ overhead costs.
- Adopting of digitization and steering digitalization.

Health

With all the activities halted, the Company adopted a conscious change in approach, moving to the Phygital mode of implementation of health programmes, including telemedicine, which strengthened its reach and expanded its ability to reach out to malnourished children and their parents.

Education

Collaborations played an important role in shifting schooling to virtual modes of learning with app based support classes and cyber-classes reaching students in remote locations. The greatest challenge was to create the capability in teachers to adapt to a digital mode of teaching and reach out to children who had migrated, to join online classes, using the limited digital modes available to them.

Employability

Once it was no longer possible for trainees to attend physical classes, trainers were equipped to reach out to youths, enrol them for online training and address absenteeism in online theory classes. Practical training was a significant challenge, which the trainers overcame with “Dekho Seekho Parkho”, a different and innovative mechanism to provide online training and when feasible travelling to meet their trainees.

Environment

Adoption of the digital approach helped the Company once again expand the reach of its environment awareness projects to take them pan-India, via a series of sessions on a range of topics and online competitions.



Covid Response

Total Spend
Rs 3.34 cr

Total Reach (Nos.)
136800

Key Action Areas

- Extending support to those in need
- Equipping ground-zero heroes
- Educating masses for containment and protection



Adapting to a new normal

Collaboration, innovation and resource mobilisation were the new mantras in 2020-21 in the wake of the pandemic of the century. A commonly held belief is that communities are entirely dependent on support systems, government departments, corporate citizens or development sector agencies, and can do very little for themselves. In adversity, TML's communities turned this notion completely on its head, enabling initiatives under each thrust area to be successfully rewired to the new normal.

The unprecedented digital adeptness of programme participants proved extremely advantageous in allowing the team to not only sustain projects but also, through numerous adaptations, innovations and efficiencies, achieve improved outcomes.

Adversity Rewires

Growing organisations in any field must constantly evolve, accept or even seek new ideas, new visions, and new enthusiasms.

- JRD Tata in his speech on the completion of 25 years as Chairman, Tata Group

The first wave of Covid-19 and the ensuing national lockdown had compelled the Tata Motors CSR team to discontinue site visits, enforcing a physical distance between team members and the communities, as Covid prevention protocol demanded social distancing, isolation and restricted travel.

As a team, TML worked aggressively to devise new ways to reach out to beneficiaries as effectively as possible. It accelerated the on-going digitisation of its programmes to leverage technology and subsequently expand their boundaries beyond its seven locations, even achieving a pan-India level in some.

Looking back on how we Rewired Processes.



The Tata Motors Hospital, Jamshedpur, was at the forefront of the process of rewiring processes by adapting its facilities to augmenting capacity and to reorient to Covid care.



Village women were encouraged to use the pandemic to break stereotypes and become entrepreneurs.



In the area of Education TML enabled a quantum jump by students and teachers to, via convergence and innovative learning methods, help senior school students maintain a steady pace with their syllabus and work to improve the quality of education.



The Company also played a stellar role by reorienting its CSR activities to respond to the stranded communities, support institutions and volunteer to reach out with awareness, relief material and essential supplies to our everyday ambassadors.



The Environment was set complete free with virtual modes of information sharing and awareness building connecting the entire country.

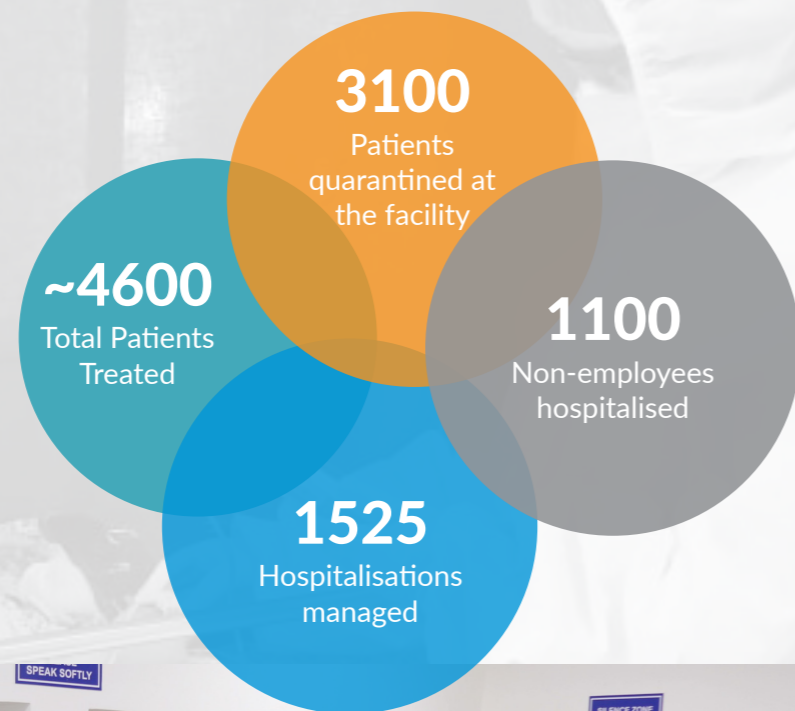


Battle with the invisible

Tata Motors Hospital at Jamshedpur is well known for its quality of care. During the first wave of the Covid-19 pandemic the hospital provided yeoman's service setting up a **150-bed facility** in collaboration with Parivar Kalyan Sansthan (PKS), a social service organisation established by Tata Motors, to provide health services in proximate communities. This facility included two beds equipped with ventilator support.

Approach: The second wave not only put this facility under enormous stress due to the surge in the volume of cases but also demanded layered medical intervention as per ICMR guidelines. Immediately, the capabilities of this Tertiary Care Facility was enhanced five-fold under the supervision of Tata Motors Hospital to add essential medical equipment such as Bi-PAP machines, Ventilators, Oxygen Concentrators and an Oxygen Supply System, taking its capacity to 150 beds with as many as 30 beds equipped with ventilators.

The hospital is already gearing up for an anticipated third wave in the months to come.



Tapping new technologies

Innovative digital calendar keeps students on course

Unacquainted with developing study plans or to establish a pace to complete their syllabus independently, Covid-19 has forced students to schedule their own learning calendar while preparing for an examination. This causes excessive stress and anxiety among high school students, ultimately having the potential to impact their mental and physical health.

Approach: Tata Motors anticipated the steep rise in exam anxiety among students as the lockdown due to pandemic kept being extended and students were cut-off from the constant guidance of teachers as well as the nurturing environment of a school. The CSR team at Dharwad developed an innovative Math Calendar to help students keep pace with learning as well as prevent the fear of the subject from overwhelming them.

Impact: The calendar has become a valuable resource in ensuring that schools and students stay on course with their Mathematics syllabus.

Calculated approach to Math

The calendar has **12** pages, one for each month

Each month covers **15 to 20** important topics

Each page has **five to six QR codes** that open videos from the Samveda Classes uploaded by

Links are also shared on the WhatsApp groups of students and parents

Calendars are displayed on the **School Notice Board**





Synchronised dive into school development

VARTALAAP, literally meaning conversation, is a communication and dialogue platform developed by the CSR team at Lucknow to bring together schoolteachers, communities, School Management Committees, volunteers and gram panchayat to brainstorm or conduct in-depth conversations on standardising the quality of education and other aspects of development across all schools.

Approach: The objective of Vartalaap is to use a collaborative and participatory approach for the holistic development of schools. Samaj Vikash Kendra (SVK), a society promoted by Tata Motors at Lucknow, brings together the Gram Pradhan and School Management through this platform to facilitate the development of school infrastructure as well as to make the schools livelier and interesting for students and teachers.

Impact: Teachers and students voluntarily participated in tracking the students who drop out because they have to travel from the interiors to get to school.

Vartalaap conversations have

resulted in reducing school drop rates, retention of teachers, greater engagement and participation of gram panchayats, functional SMCs and an improvement in the performance of these schools during the year despite the challenges posed by Covid-19.



Breaking Stereotypes

Inducing cultural change via capability building

The constraints imposed by a patriarchal society seldom allow women to have the luxury of economic independence. The CSR team at Lucknow, in coordination with Samaj Vikash Kendra (SVK), leveraged Covid-19 to induce a cultural change in the villages of Murlipur, Alipur and Goila at the behest of the senior management of the Company.

Approach: The acute demand for facemasks in the wake of Covid-19 prompted the CSR team at Lucknow to encourage rural women to manufacture and supply facemasks within their communities to contribute to the fight against Covid-19 in their villages. It launched

a capacity building drive to train the women Self Help Groups (SHG) in these villages.

Under the supervision of an instructor from the partner organisation, to maintain social distancing and other safety precautions, a group of 45 rural women manufactured 20,000 single layer masks and 9,000 double layer masks, meeting the quality and delivery requirements set by their trainers.

Impact: Leaders from the community, Ms Pramila Pal and Ms Kiran Tiwari were instrumental in managing the logistics and timely delivery of the masks to key customers that included Tata Motors, Government offices, contractor employees and other vendors. In a period of six months, the revenue notched up by the SHG warriors was Rs 4.5 lakhs with a profit of Rs 1.25 lakhs.



>15 days of

Gainful employment per month for each member



Rs 50 to 100/-

Set aside as savings per member in their SHG Fund



~Rs 4500

Average earning of each member of the SHG up from Rs 2500/- earlier



Investing

In the digital education of their children

Pool of funds

Created to help their villages have supplies of masks and sanitisers



Connecting to the natural world

Nature awareness goes digital

For the past several years, Tata Motors and Bombay Natural History Society (BNHS) have worked together to use new and innovative methods to introduce **Nature Education to school students**, especially underprivileged students at schools run by Bombay Municipal Corporation in Mumbai, Thane and the Greater Mumbai area under the

Environmental Education, Vasundhara project.

The objective was to introduce these children to topics like an eco-friendly lifestyle, pollution, as well as to the birds and butterflies around us.

Approach: In 2020, the pandemic threatened to bring the environment awareness programme to a stop. As a response, the project was transferred to the online mode with interactive webinars being conducted on digital platforms. Now the reach of the programme has gone pan India with

webinars being conducted in Marathi, English and Hindi on student friendly online platforms.

Impact: The opportunity to interact with students outside their own schools has increased diversity and inclusivity among students and added to their knowledge levels. Access to the methods used by BNHS also allows students and teachers to improvise on their technical skills.

The most popular among the themes was eco-friendly lifestyles.

During the year, Tata Motors and BNHS also conducted a Drawing Competition, a "Be a Green Volunteer" initiative and honoured three students, Soumya Ranjan Das, who began growing over 100 plants in his kitchen garden after attending the online session on Kitchen gardening Sneha Kumari, who is fighting to beat plastic pollution and Tanaya Amit Athavle for her 'Clean India, Green India' effort.



Themes for the sessions

- Beat Plastic Pollution
- Kitchen Gardening
- Waste Management
- Swachcha Bharat Abhiyan
- Pollution
- Wise use of water
- Eco-friendly lifestyle
- Introduction to birds
- Introduction to butterflies

~20,000

Students participated in the e-learning programme across India as against less than half the number earlier.

297

Sessions were conducted increasing communication among schools fostering and relationship building.

694

Teachers attended the sessions were conducted increasing communication among schools fostering

Benefits of the Online Programme

'Saplings to trees' join green olympiad

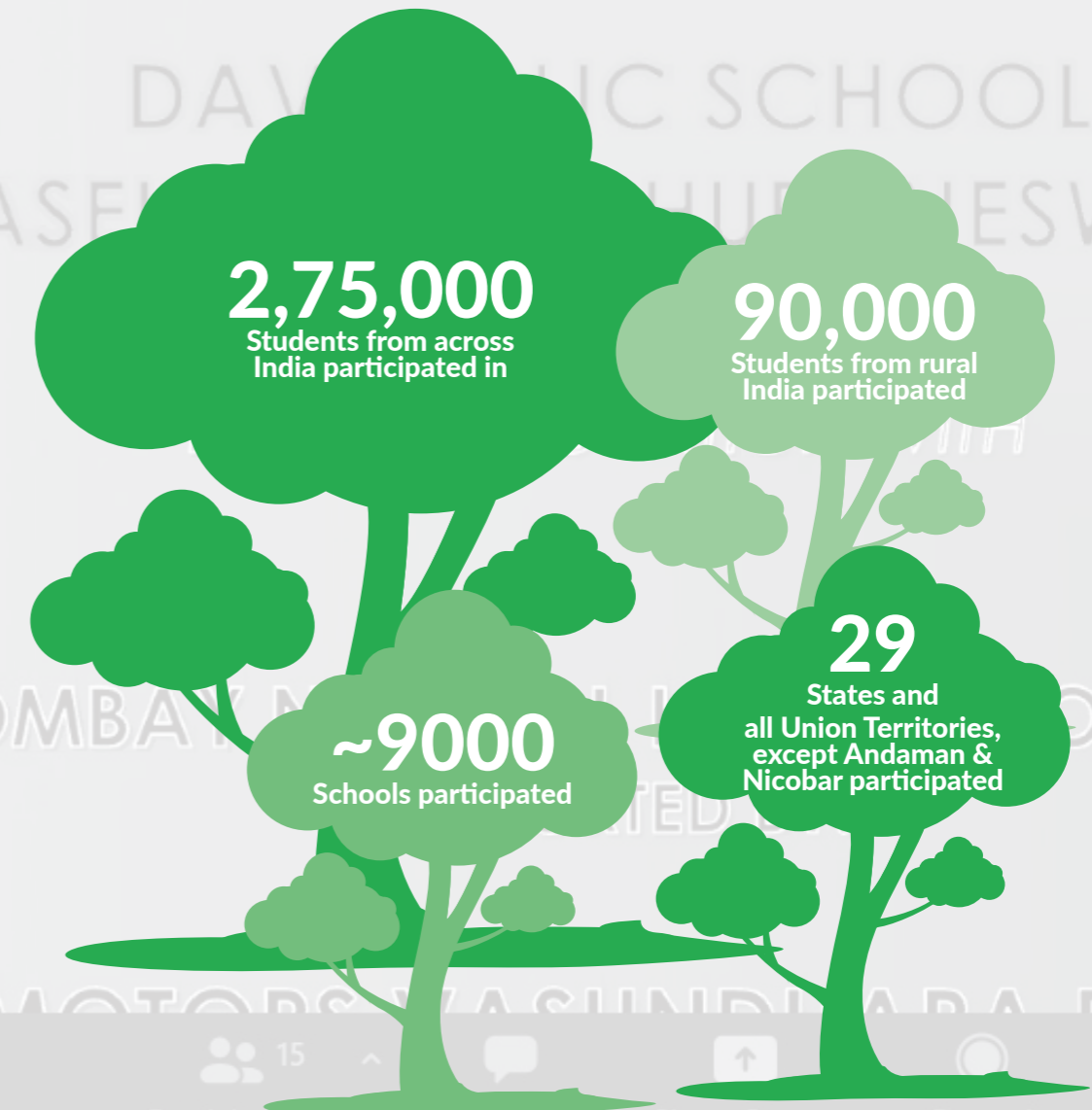
The national-level environmental awareness online quiz competition, TERRE Olympiad, was conducted by TERRE Policy Centre for the sixth year in succession in partnership with Tata Motors. This year registrations were opened in three categories, Sapling Category for students of Standards V to IX, Plant Category for students of Standards X to XII and Tree Category for Undergraduate students.

The online format of the quiz attracted an overwhelming response with a total of 2,75,000 students participating at the national level. Students received prizes for the Top 5, Top 10 and Top 100 from all over India.

Of the 2,75,000 students, 23 students were selected among the top 10 from each Sapling, Plant Category

and three students under the Tree Category. These students were awarded latest electronic gadgets like laptop, tablet, android mobile phone, fitness band, speakers and pen drives. Mount Litera Zee School, Jamshedpur received an award for 100 per cent participation.

Response to the Online Quiz





Shifting the goal post

The new normal has a different ring across the Tata Motors' CSR eco system. When the team proposed to the beneficiaries that a new landscape required different means to an end, the beneficiaries came back strongly to accept the charge of leading the effort on ground under the guidance of the experts. A surcharged team at Tata Motors, its implementation partners and the beneficiaries, all dug deep into each of their capabilities to, initially, sustain the programmes and then leverage the new normal to grow and expand them, simply shifting the goal posts.



Aspirations Accelerate

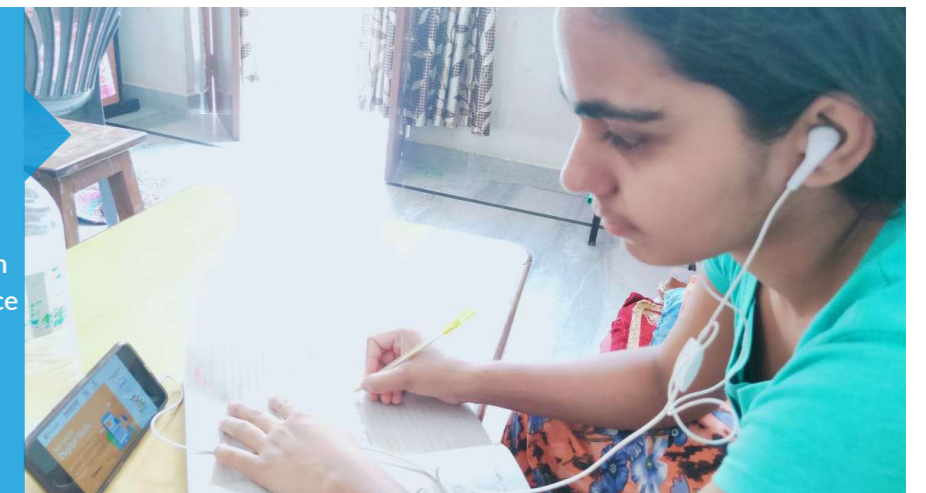
“When everything seems to be gone by the board, we tend to be more innovative and more creative to find solutions.”

- Ratan N Tata

To address the concern of a way forward in maintaining the sustainability of its CSR programmes, the team worked to motivate all field-based implementation partners and beneficiaries to shift gears and take charge of their own destiny, already an inbuilt component and eventual goal of TML's programmes. Inspired by its philosophy of 'More from Less for More', the team soon discovered that the strengths of its eco system, upstream & downstream linkages, and rapid ramp up of technology would allow each of its programmes to continue unabated and also for a great number of them, scale them up to expand them dramatically. With every passing month, the aspirations of the team and the beneficiaries accelerated as the projects went from strength to strength.

Looking back on how we Accelerated Aspirations.

Digital modes of learning yielded some exceptional outcomes. Students in remote locations, constrained by health issues or by a lack of confidence were given an online boost, which gave wings to their aspirations.



Spirited women took the opportunity to equal their male counterparts in all fields.



Determination drives success

The wind beneath her wings

The Tata Motors sponsored free residential coaching for the JEE IIT entrance exams enabled Beauty Raj, a Khawar tribal from Bhagalpur to enter IIT. She is one of many beneficiaries of the pan India effort by Tata Motors to give young IIT and medical aspirants, from socially and economically disadvantaged families, an enabling environment to realise their dreams. Beauty Raj is now an enduring inspiration for all the other girls in her community.

Approach: A student of the government-run Jawahar Navodaya Vidyalaya, Beauty, stood out because of her determination and hard work. When she lost two important months of preparatory coaching due to her health conditions, Beauty remained undeterred, burning the proverbial midnight oil to make up for this loss, under the guidance of the teachers deployed by the TML supported coaching institute, Ex Navodayan Foundation. The daughter of a LIC officer in a family of six, Beauty and her parents are grateful that the TML supported IIT coaching centre at JNV reduced the economic burden on family by supporting Beauty in pursuing her academic aspirations.

Impact: Now a student of Computer Science at IIT-Roorkee, Beauty is

intent on giving back to those who helped realise her dreams. "I thought my dream for IIT would end after a gap of two months, but persuasion by my mentors, teachers and the support of Tata Motors helped me sail through".



Beauty Raj

Tata Motors is his next destination

An interaction session with a Senior Leader of Tata Motors inspired Bhuwan to overcome any apprehension of being able to cope with life in the bustling metropolis of Mumbai and finding his feet in the elite academic environment of IIT, where students of diverse backgrounds join making the gap between the haves and have not's extremely daunting.

Approach: IIT was a distant dream for Bhuwan Gowda and his fellow students at Jawahar Navodaya Vidyalaya, Doddaballapur, all of who aimed only for a good rank in the state CET. But regular coaching by the TML supported coaching institute, Avanti Fellows, counseling, including by a member of the senior management at Tata Motors, peer learning, along with mentoring by IIT Madras Alumni, were impetus enough to let Bhuwan breeze through the difficult lockdown months to score 99.29 percentile in the JEE Mains 2020, and get an AIR of 3997 (JEE Advanced) securing his dream of pursuing Mechanical Engineering at IIT Mumbai.

Impact: Confident now about excelling at IIT, Bhuwan's next goal is to join Tata Motors after his engineering, course because of the support provided by TML at an opportune moment in his life.



Penny pincher to school topper

The lockdown could have forced Bhawana Goswami to forgo her dreams of excelling in her Standard X Board Exams. But instead she topped the school. **This bright student saved every extra penny she could from the scholarship Tata Motors gave her to recharge her father's phone and attend**

her virtual classes during the lockdown.

The daughter of daily wage earners, Bhawana is now a role model among children in her neighbourhood. She scored 91 per cent to top her school, Government Girls High School, Nagla, in the Standard X Board as well as to find a place in the merit list of Udham Singh Nagar district.

A beneficiary of the Tata Motors

scholarship project, Bhawana says that because of the financial assistance from the Company that helped her to buy books and fulfill other academic requirements, she was able to focus completely on her studies without worrying about her challenging economic conditions. Bhawana's dream is to become a district magistrate one day so that she can make quality education accessible to all children.





'Special' environment that fosters inclusion

The only need of Persons with Disabilities is an inclusive environment that allows them to discover their innate special talent. Asha Kiran School is once such school, an institution supported by Tata Motors Jamshedpur. The school focuses on educating children as well as teaching them life skills to prepare them to pursue an independent, unencumbered life.

Approach: When Asha Kiran School was established in 1978, it began with five students and the ambitious objective of making children with intellectual impairments (of all ability levels), including cerebral palsy and hearing impairments, become physically and, if possible, economically independent. The school is managed by All India Women's Conference (Golmuri Branch) and funded by Shiksha Prasar Kendra, Tata Motors Jamshedpur. Students with special abilities enrolled at Asha Kiran School learn basic life skills and other requirements to lead a normal life. It goes beyond academics to offer students an environment to explore their special skills and excel in fields like drawing or sports, empowering and encouraging them to aspire for national and international achievements. As they grow older, the school also teaches these young people a vocation to help them find sustainable employment, notwithstanding their needs.

Impact: The school has come a long way today to now have a student strength of 110, many of who have brought their families, their school, the city and the Company laurels, nationally and internationally.

Gurvir Kaur is one such student of Asha Kiran School, who won three gold medals in the Badminton

Championship at the World Summer Games organised by Special Olympics Bharat in Los Angeles, USA. She was one of five participants from



Asha Kiran School sponsored by Tata Motors who won medals at Special Olympics Bharat.



School curriculum

Number work, language, speech, general knowledge, independent living skills sensory motor training self / help care.

Extra curricular activities

Pre-vocational training, weekly physiotherapy classes and computer classes, nurturing their abilities in different fields, especially fine arts and sports up to the national and international levels.

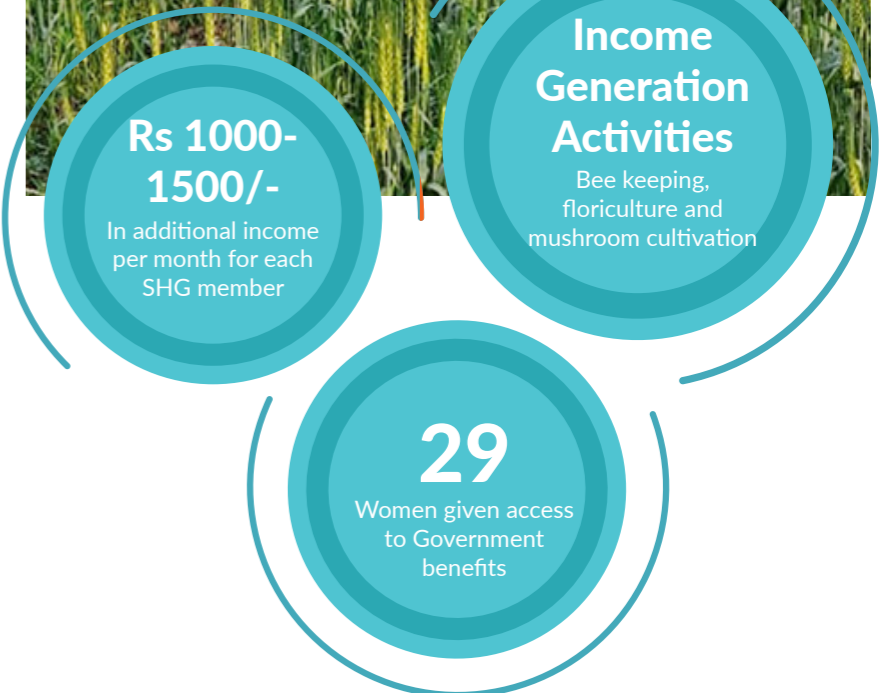
Spirited Empowerment

Village leader extraordinaire

Clearly a first among equals, Mamta Mahato, President of Bhumika Swayam Sahayata Samuh is determined to transform the lives of tribal women like her. Intent on a better life, Mamta ensured she earned a M. A. and B. Ed. Once she got married Mamta could have confined herself to the precincts of her home but instead she expanded her personal vision of a better life to work towards the uplift of the women in her community.

Approach: A natural entrepreneur, Mamta was one of 12 members of a women Self Help Group (SHG) created and trained by Gram Vikas Kendra (GVK), a NGO supported by Tata Motors. Her leadership skills and vision of a better life ensured that the SHG members undertook rigorous training in various income generation activities, such as bee keeping, floriculture and mushroom cultivation. Mamta also took a lead role in sensitising and created awareness on drinking water and Government welfare schemes, especially the National Old Age Pension Scheme and pension for Widows.

Impact: Her foresight has led to each member of her SHG contributing an additional Rs 1000/- to 1500/- to their monthly family income. Mamta's untiring efforts enabled 29 women to receive Government benefits,



and what is more she has assured economic challenged families of financial support during the marriage of their daughters. A fearless and

generous community worker, Mamta agreed to donate land immediately when Tata Motors suggested a water facility be set up for the community.



Self-employment ambition fulfilled

Early marriage is the bane of many adolescents across the country. Piyali Banerjee was one such young girl, married at an early age immediately after she completed her Higher Secondary examinations. Though burdened by the responsibilities of being the homemaker in a lower middle class family in Jamshedpur, Piyali always aspired and dreamt of achieving economic self-reliance.

Vocational Training courses in Pathology, organised by Vikas Samities, a NGO supported by TML Jamshedpur, served as the first step

in Piyali's journey of realising her dream. In 2019, Piyali completed the Assistant Pathology Lab Technician course and opted to start her own Pathology Laboratory, 'Safal Multi-Speciality Services' rather than scout for suitable employment. Her lab immediately began yielding an initial

income of Rs 7,000/- per month. **Piyali now earns between Rs 20,000 to 25,000/- a month.**

In about two years, Piyali has grown into an employer as well, employing five people and is a role model for the women of her community.



Battling the gender bias

It could not have been a cakewalk for 37-year-old, Neethu Beaustyle Nunez to train as an Automotive Service Technician and secure a job in the male-dominated auto sector.

Neethu, a Post Graduate in English Literature, wanted a career and economic independence. She enrolled for the Automotive Service Technician course under Tata Motors' Learn, Earn and Progress (LEAP) programme, run in partnership with Skills for Progress (SKIP) at Little Flower Engineering Institute in Kalamassery, Kochi. Her determination also got her a fee

concession offered to women trainees by Tata Motors and, later, on-the-job training with a stipend at a well-known Tata Motors' dealership. Now, Neethu is an Instructor (Trainer) at Industrial Training Institute, Kochi.



Diksha was desperate to find a way to feed and look after herself and her two children, the younger of which was severely malnourished. A worker from TML's NGO partner, Sneh Foundation, spotted her at an Aganwadi Center and enrolled her child in the nourishment programme. In the meanwhile, Diksha struggled to complete her higher secondary education to secure a job as an Asha Worker in the Aganwadi.

Outcomes Soar

Arise, awake and stop not until the goal is reached.

- Swami Vivekananda

Tata Motors has designed all its social programmes such that over a period of time they reach an inflection point when the community is adequately empowered to self-sustain and the Company can exit from one community to be able to take forward the programme for the benefit of another community. This ensures that all partners work to optimise the limited resources and time, without having the comfort of knowing that the Company will always stand in as a patron.



Beyond expectations

The goals for the year were never meant to be easy, but in light of the overwhelmingly daunting challenges contributed by Covid, any team would have been cautious on the outlook for the year in as uncertain an environment such as the last year. The health disaster did not have a definite end, unlike other natural disasters. Yet, outcomes and the impact across the CSR programmes of Tata Motors far exceeded the expectations of the team. In each programme, the team not only successfully sustained all initiatives but for a significant many it could scale them to a level that now these processes have the potential to grow across locations to well synchronised pan India projects.

Looking back on how we helped Outcomes Soar.



Digital access to families enabled TML to sustain its efforts to ensure that 100 per cent of once malnourished children in several geographies remained healthy.



In rural areas, tribals and women entrepreneurs organised themselves to battle the current challenges.



The determination of all was the driver behind the success of children 57 per cent of the students who attended online coaching classes made it to IITs, NIIT and Medical Colleges during the year, while an extraordinary thrust on digital access to support and online classes ensured that 95 per cent of Standard X students passed.



Nature taught us during the year that one can only soar if one breaks free of the constraints placed on us as all environment awareness classes went online.

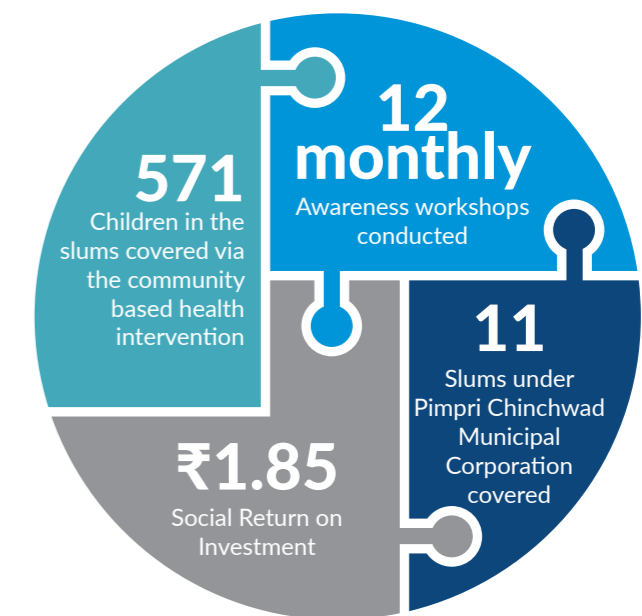
Convergence for better care

All children well nourished in targetted urban slums

The story emerging from any slum or unorganised urban settlement in India is that of the poor health status of its community. All too often malnutrition among the poverty stricken children of India makes headlines with the country accounting for the highest starvation deaths amongst children in the world. The year long pandemic may have exacerbated food security in these communities to unprecedented levels. But four slums under Pimpri Chinchwad Municipal Corporation (PCMC) have a different story to tell.

Impact: The community-based health intervention approach adopted by Tata Motors, in partnership with the health department of PCMC and its NGO partner, Sneh Foundation, ensured that despite the pandemic,

slum dwellers, especially children, led a healthy life. The four slums under the urban body have not reported a single case of undernourished children over the past 18 months.



Approach: Kalakhadak Indira Nagar, Ambedkar Nagar, Lal Topi Nagar reflect all the pernicious circumstances of urban slums except that 100 per cent of the children in these communities are healthy on a sustained basis (as per WHO protocol). The increased awareness of these communities on the causes of malnutrition and steps to mitigate it has been instrumental in creating qualitative positive behavioural changes and improving both attitudes and practices towards nutrition. In addition to inputs on behaviour change modules, undernourished children were administered with calorie dense therapeutic food and medicines. Their nutrition plan was devised after a baseline health status established the anthropometrical status of the children.





Healthy Nation.

Collaborations yield malnutrition free communities

To meet the growing demand for new generation passenger vehicles, Tata Motors set up a plant at Sanand in Gujarat, its youngest such operations. Along with ramping up production, Tata Motors also began rolling out its CSR initiatives in the villages around it. A baseline survey found that 48 villages in its proximity accounted for 180 undernourished children.

Approach: A unique partnership and convergence model was developed to address undernourishment, by improving health and nutrition, among children in these villages by focusing on their health and nutrition, and educating mothers on nutrition and hygiene.

The project was planned and executed by Tata Motors under the Integrated Child Development Services (ICDS) Scheme of the Government. Its implementing partner, Manav Seva Trust was given the primary responsibility of building a rapport with the mothers of malnourished children. Representatives made home visits during cooking hours when information was shared on healthy and nutritious food practices.

Impact: The focused approach of the intervention ensured that children attended aganwadis during the day where they were fed five nutritious meals a week, which brought about a quick recovery in their health status. Mothers now have better understanding of the components of a nutritious meal, besides having acquired new cooking skills and knowledge on hygiene.



Health Impact
~100%
Children are back in healthy zone

Economic impact
↓ Drop in hospitalization expenses and mothers can now tend to their farms regularly, enhancing family incomes

Families have also seen a drop in hospitalisations and the spend on medicines.

Bridging the digital learning divide

e-learning support at BMC schools

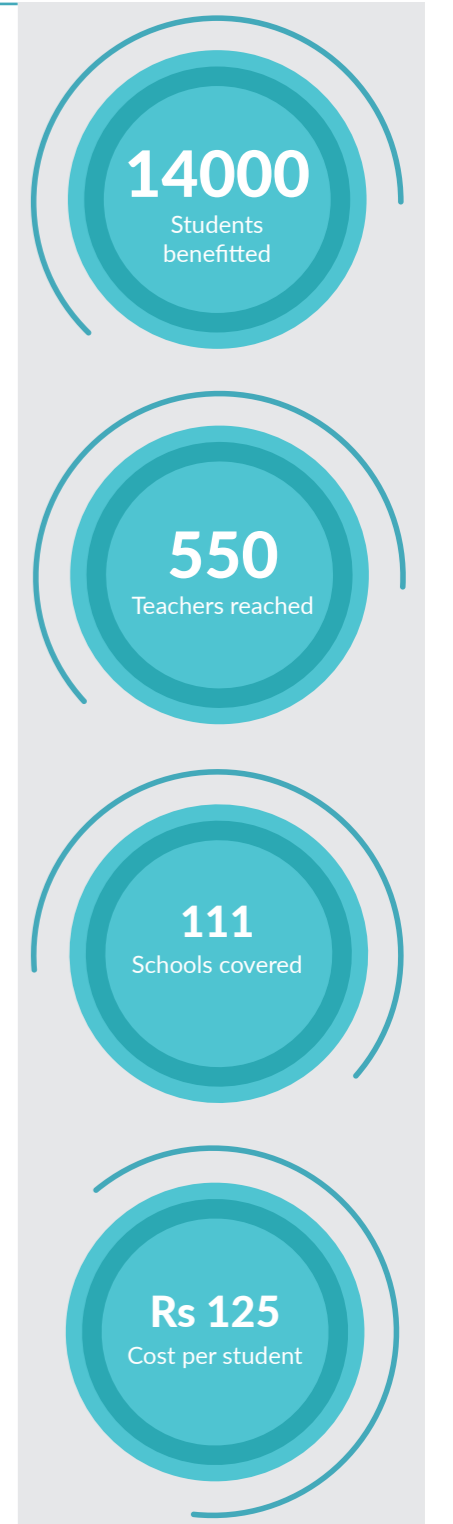
As a forward-thinking municipal corporation, the Bombay Municipal Corporation sought stakeholder support in addressing challenges that plagued its schools, a lack of teachers, inadequate infrastructure and poor quality of education. This prompted Tata Motors in 2014-15 to reach out to them with support classes. It had started then with 141 schools and today has been scaled up to cover 191 schools under a partnership based on its 'More from Less for More' approach. To start with, the Company, provided support classes to these schools and is now implementing an e-learning module across them to provide students with a more robust learning experience.

Approach: Tata Motors followed a three-step strategy for the support it provided. First, it systematically identified resource deprived municipal schools in Mumbai arriving at the 141 schools where four different mediums of instruction were used. Second, it augmented resources at these schools via teachers, programme managers

and technology based on lean resource utilisation to improve the pass percentage. At a one-time cost, Tata Motors installed the e-learning kit, comprising a projector, LED and Content. Third, improvements in the scholastic performance of students was targeted via daily inputs in key subjects and refresher classes to enable them to meet age-related learning milestones. This intervention, along with a PDCA emphasis on conceptual learning, which brought in improved pedagogy and better quality of teachers, ensured sustained improvement in the pass percentage of students.

An e-learning module was introduced in 2017-18, just before a revised curriculum and change in examination pattern led to a sudden drop in the performance levels. However, students of 14 schools that had migrated to the e-learning platform did fairly well.

Impact: The pandemic underscored the need to replicate this model across all schools with great urgency. Again, the Company leveraged a multi-stakeholder partnership, with BMC and Navneet Foundation to implement the e-learning module. The e learning app introduced by Tata Motors has allowed the students to use audio visuals along with 2D and 3D animation to learn on their own, conduct self assessments, while teachers can conveniently assign homework or tests and review student performance.





Tribals transform from forest gatherers to entrepreneurs

It was a simple berry that helped tribals in the Bhimashankar sub-belt of Maharashtra near Pune sustain themselves through the lockdown imposed due to Covid-19. The berry, a non-timber forest produce, though has great commercial value as an ingredient in Ayurvedic medicines such as Triphala and in the leather tannery business. The tribals who collected and sold the berries were at the brink of survival during

the lockdown. Tata Motors intervened to organise them into a Farmers Producers organisation, comprising 26 Self Help Groups, to not only sustain them through the lockdown but also take a first step towards financial resilience.

Approach: This non-timber forest produce, the Hirda berry grows in abundance in Bhimashankar, where 600 to 700 tonnes of berries is produced every year. Yet, the tribals are not allowed to sell this produce in bulk because of it being designated a common property resource. During

the non-farming season they labour to collect the berries to sustain themselves, and then may be forced to make distress sales to feed their families. This compulsion to sell Hirda at abysmally low prices became even more acute during the lockdown.

To prevent them from descending into abject poverty and to protect their incomes, Tata Motors encouraged them to create a formal social enterprise, collaborating with Shashwat, a NGO, to help the tribal communities form a Farmers Producer Organisation (FPO).

The initiatives were based on Felt Needs and the Support required.



This collective brought together 26 Self-Help Groups and 400 families within it, which was registered with the purpose of engaging in commercial transactions of Non Timber Forest Produce. The members of the FPO have been trained and also assisted in establishing a revolving fund for their working capital needs.

Impact: The FPO sold 25 tonnes of fruits worth Rs 50 lakhs from till March 2021, yielding an assured income of Rs 5000/- per quarter to each farmer and giving their families the ability to sustain themselves through the lockdown. The FPO created by the farmers has earned a revenue of Rs 4.4 lakhs in the FY 2020-21.

Based on its 'More from Less for More' approach, Tata Motors currently manages 66 per cent of the sales and the beneficiaries are responsible for 34 per cent. Over the next three years or by 2023-24, Tata Motors will taper down its contribution to a mere 7 per cent. In the same period, the project will be scaled up to benefit 600 families by next year and will touch 1000 families by FY 2023-24.



Holistic engagement for Village Development stems migration

A Standard X drop out, Dhavlu Deu Valvi of Ramkhind village, Pathardi Gram Panchayat at Palghar, once struggled to feed his family of six from a five acre holding, of which only three acres could be used for cultivation. When Tata Motors and its implementation partner BAIF introduced the Integrated Village Development Programme in his village, Dhavlu was one of the early adopters of its integrative farm techniques.

A member of a Scheduled Tribe, like many of his fellow farmers from the area, Dhavlu used traditional farming techniques they inherited to till his bare and rocky land, with little access to irrigation water. Caught in the vicious cycle of low yields and low incomes, these farmers barely earned a living during the farming season from growing seasonal, rain-fed crops. Consequently, once the agricultural season got over to augment family incomes, they were forced to leave behind their families to migrate to neighbouring towns and cities as labour. Dhavlu would work as a labourer, installing electrical towers in Thane, Mumbai and Nasik.

This is before Tata Motors and BAIF introduced the Integrated Village Development Programme or Pathardi project in 2018. Dhavlu was among the first who agreed to work with the team. Since 2018-19, each year a new initiative has been added with varying tenures for the return on investment.

Impact: Multi-cropping converted his barren land into a self-sustainable green farm. Dhavlu's entire family worked hard to make every initiative a success, contributing immensely with their hard work, a fraction of the meagre resources he had and barren land for the project. Today, not only

does Dhavlu earn an income good enough to support his family through the year but is also a role model to many. Farmers from across the district and students from agriculture colleges visit his farm to seek advice and to learn more about his farming techniques.

Project components

- Mango and cashew plantations under the Wadi model,
- Farm ponds for perennial irrigation
- Pisciculture in the pond
- Solar pump to lift water
- Floriculture and Kitchen Garden
- MNREGA convergence to break the cycle of poverty

Outcomes

- Sustainable livelihood generation
- Sustained employment to prevent migration
- Link to Government schemes for value addition
- Innovative and advance farming techniques
- Assured water capacity for sustainable farming

Impact for Dhavlu Deu Valvi family

| | |
|-------|---|
| 2 | Acres of barren land |
| 20 | Mango trees |
| 30 | Cashew trees planted |
| 6k-8k | Earnings from Jasmine cultivation earned in less than 10 months |
| 5k | Earnings from vegetable cultivation |
| 1 | model plot created for Jackfruit |

Overall project impact via IVDP

| | |
|-----|--|
| 20% | Increase in village level income from improved agriculture |
| 255 | Acres of barren land now under cultivation (Wadi) |
| 1 | Lemon Grass Oil extraction unit set up as a forward linkage |
| 261 | Water bodies created, enhancing water capacity by 52 lakh litres cultivation and a community farm pond of 1.5 crore capacity |
| 83% | Households have job cards and 1216 individuals have jobs under MNREGA |
| 45% | Drop in migration |

Laddos help women run tribal homes

Each day for the women in Pathardi village of Jawhar tribal block in Palghar district of Maharashtra is no different from that of other women in rural India. It is packed with tiring domestic chores, the onerous task of fetching water from distant water sources and earning a living as farm labourer. But their Self Help Group 'Khushi Nachni Uphar Grah' could well be where you are sourcing delicious laddos from!

12 women no longer migrate in search of work; and what is more their

children are assured of continuous education.



Approach: Most of the families in the village were dependent on single crop cultivation and migrated as labourers to neighbouring cities and towns after the farming season was over till Tata Motors launched the "Integrated Village Development Programme" (IVDP) in this tribal village in 2018-19.

A group of 12 interested and determined women opted to undergo training offered by TML's NGO partner, BAIF, to make nutritious, marketable laddos. A Self Help Group comprising these women was formed, who were then given practical inputs on market linkages, along with seed capital by Tata Motors.

Impact: There has been no looking back for the women since. They have notched up sales of ~1200 kgs of Millet Laddos, earned a revenue of Rs 6.6 lakhs and have a huge order of Rs 6 Lakh is the pipeline from the government ICDS scheme. Male members from the families of these





Biodiversity benefits all

Butterfly garden blooms within a school

The vision of a young child chasing a butterfly through beds of flowers is not one out of a fairy tale. It happens everyday in the inner reaches of Palghar at Shri Jayeshwar Vidyamandir, Jawhar where Tata Motors' tree plantation project has transformed the precincts of the school. The goal of the project was to plant 10,000 saplings that would create a habitat to support local biodiversity.

Approach: In collaboration with BAIF MITTRA, Shri Jayeshwar Vidyamandir, Jawhar and Ladybird Environmental Consulting (LEC) LLP over a period of two months a few years ago over 10,000 saplings of 27 species of

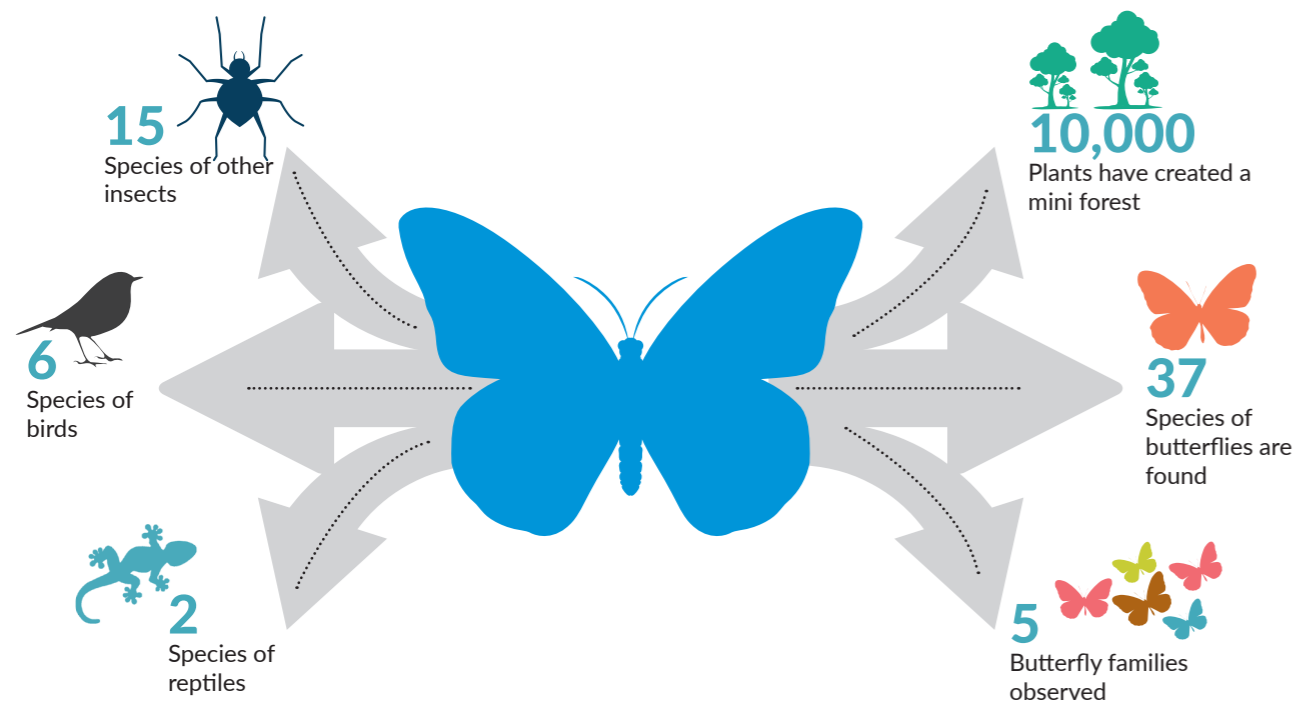
climbers, herbs, shrubs and trees, especially those that provide nectar and larval food to butterflies, were planted at the school. The process was based on LEC's ecosystem approach, which promotes the overall biodiversity of the area, by planting in unison those species which serve as feeding and breeding grounds for insects, small mammals, reptiles, amphibians and birds. Saplings were replanted over the next three years to replenish and regenerate sections

The Company's partners conducted assessment surveys for plant survival and butterflies at the site and butterfly awareness programmes for school students. The school was responsible for maintaining the plantation in partnership with MITTRA.

Impact: In what is now a well-

established habitat, a barren landscape transformed into a beautiful mini forest, home to 37 species of butterflies, 15 species of other insects, 6 species of birds, and two species of reptiles, found during assessments. The flowers attract butterfly species in large numbers much to the delight of the school children. Many of the plants have started regenerating on their own in large numbers indicating that the habitat is well-established.

The headmaster of the school is delighted with the outcomes. First, the soil quality of the area has shown a marked improvement, students have become involved in the project with nature trails now conducted for them and what is more the attendance of the students has improved, drawn by the beauty of this mini forest within their school.



Regenerated forests prevent human-wildlife conflict

The Western Ghats is a global biodiversity hotspot and is a UNESCO World Heritage Site. Koyana Wildlife Sanctuary and Chandoli National Park located in the Patan block of Satara district of Maharashtra is part of this magnificent natural wealth. Within this area are private forests that also facilitate safe movement of wildlife from one protected area to another, reducing the possibility of human-wildlife conflict. Tata Motors has taken a lead in supporting the effort to conserve these private forests through the corridor.

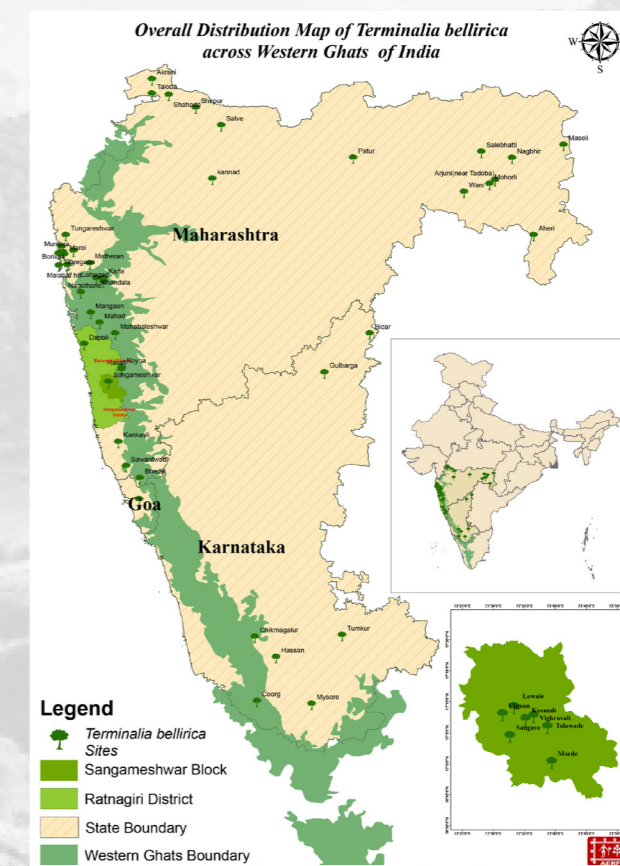
Approach: Private forests occurring on malki (private) land are extensively distributed across the Western Ghats. The Koyana Wildlife Sanctuary and Chandoli National Park region, which are at an altitude of 600 to 700 metres in these hills experience very high rainfall and, therefore, have natural dense forests. However, due to increasing anthropogenic pressures, felling of tree cutting, forest fires and cost of regenerating them, often these private forests become degraded or denuded. Under it Vasundhara Programme, Tata Motors has been supporting Wildlife Research & Conservation Society, Pune (WRCS) since 2015 to conserve these private forests, with tree plantation as the main activity. The objective is to maintain and strengthen the wildlife corridor between Koyana Sanctuary and Chandoli National Park. Forest

linkages or corridors are extremely important to facilitate safe movement of wildlife.

Impact: In 2020-21, 5000 saplings were plants on land belonging to four beneficiaries in Nechal Village. In the

last six years the Company has helped regenerate an area of over 100 acres.

To support the livelihoods of local communities dependent on the forest, the Company also provides fruit bearing trees.





Wired to a new network

As Covid began sweeping across the country and the Government of India invoked the Disaster Management Act 2005, the Company reached out to communities and focus groups, but also to support health and frontline workers in the service they were rendering society.

TML developed a three-pronged Covid Strategy comprising 3Es



Tata Motors spent **Rs 6.6 Cr** spent on COVID relief work, **Rs 3.5 Cr** of which was contributed by the Company's employees. Employees also extended support to this effort with 900+ employees donating blood or supporting institutions and another 100 employees mentoring students in navigating their online classes.



Provision of Essential supplies

The 68-day nationwide lockdown was extremely harsh on communities that depend on daily wages and inter-state mobility for their essential supplies and livelihoods.

Tata Motors mounted a herculean effort pan-India to help those in need,

Over a period of four months that the lockdown eventually extended to, **Tata Motors provided food supplies to affected communities across geographies**, delivered food packets or cooked meals and grocery kits with rations to underprivileged communities, established two

helplines at Lucknow for temporary and contractual workmen to call in with food related requests, delivered drinking water to police chowkis and traffic policemen in Pune and provided on ground support to truckers, a key stakeholder cohort for Tata Motors.

Our ambassadors we care for

- Contractual and temporary workers
- Security personnel
- Pavement dwellers
- Urban slums, transit camps and villagers
- Drivers, co-drivers and mechanics
- Nomadic tribes
- Migrants and stranded communities



Meals
>3,34,400
Cooked meals/ food packets served

Grocery Kits
103 tonnes
of ration delivered to 20,000 families, comprising migrants and stranded communities, urban slums, transit camps and villagers, drivers, co-drivers, mechanics, contractual and temporary workers, security personnel, across geographies in the country

Helpline Numbers 2
Food related helplines were established for temporary and contractual workmen

Police Personnel
30,000+
Units of drinking water delivered to 24 police posts over four months

Sarathi Arram Kendra
6000+
Stranded truck drivers and co-drivers served food and provided masks and sanitisers



Educating on Containment and Prevention

Awareness was the most important tool in ensuring that Covid appropriate Safety protocols were followed across the country to contain and prevent the spread of Covid and to flattening the curve.

Posters developed by the Company were distributed across 10,000 vulnerable sites in urban slums, awareness drives were conducted in public areas across plant locations and 16 creatives in three languages, comprising 47000 posters on awareness and sensitization,

were printed and distributed at urban and semi urban health posts, slums and Covid affected communities in partnership with Municipal Corporation of Greater Mumbai (MCGM).

In addition to volunteering, employees and their families were also engaged in supporting the cause by using their skills



and imagination to offer creative ideas to communicate these messages effectively across communities.

Equipping ground-zero heroes

The most pressing need in the initial days of the lockdown was the demand for Personal Protection Equipment, which was in critical short supply, to protect not just medical personnel but also frontline workers such as police personnel exposed to the possibility of contracting the disease. To meet this demand urgent innovative solutions were needed.

Tata Motors stepped in to help bridge the gap in several geographies by mobilising Self Help Groups to produce hand-made certified masks as well as procured medical supplies for hospitals.

Through the lockdown, Tata Motors supported 3,000 police personnel, provided essential medicines to

strengthen their immunity against Covid, diagnosed 300 personnel, supplied PPEs kits to 1,500 personnel and ensured adequate transportation for surveillance and patrolling. Health check-ups were conducted for truck drivers and co-drivers and basic medicines provided, while the Company's awareness on safe practices facilitated prevention.

Impact

Masks
1,00,000

Certified regular and disposable masks distributed, 21,000 of which were manufactured by Self-Help Groups

Hospital Beds
250

Sets in all were installed at isolation centres in each of the District Hospitals where TML operates and at the TML Hospital in Jamshedpur

| Supplies to Government hospitals | |
|--|--|
| 15,000 N95 masks | 2 ventilators |
| 17,831 bottles of sanitizers | 100 pairs of gloves |
| 275 Personal Protective Equipment kits | 5,000 litres of Sodium Hydrochloride |
| 5 thermal scanners | 1,500 soaps |
| 3,000 vitamin supplements | 1,000 litres of sanitisers |





Preface

Part A

The CSR programmes of Tata Motors are aligned to the Tata Group's focus areas, national and international priorities. This section provides an insight into the CSR Policy of Tata Motors, its CSR programme framework, comprising pan India Common Minimum Programmes and Location-specific initiatives, which are aligned with SGDs and are in consonance with Schedule VII of The Companies Act, 2013. The twin approach of a Common Minimum Programme and Location-specific initiatives allows Tata Motors to offer ubiquity as well as innovation in its CSR initiatives.

Part B

This section provides a quantitative overview of the social investment, impacts and expenditure on CSR programmes by Tata Motors, presents activities under Schedule VII, along with providing an understanding on the oversight maintained by the top leadership of the Company.

CHRO's Message

Dear Readers,

Greetings from Tata Motors! A new and rather dramatic challenge was thrust upon us in the last year, which gave us the opportunity to step back and reevaluate our brand promise of 'Connecting Aspirations' in the context of our CSR programmes and interventions. The overwhelming realisation, that made the last year very different to all previous years, was that of the innate strength and vast capacity development potential we discovered at the local level in our communities to take forward their development imperatives with a much greater level of ownership.

In each of the stories shared in the earlier section of this report, you will find that the Tata Motors approach of seeding 'More from Less for More' within all its projects was truly instrumental in building resilience and understanding of processes and

objectives across our stakeholders. Therefore, when Covid-19 forced us to relook at their sustainability, gratifyingly, a strong local response and enduring partnerships created over the past several years served as the determining factor in both the continuity of our initiatives and also their rather exemplary success.

While work continued in our chosen focus areas of Health (Aarogya), Education (Vidyadhanam), Employability (Kaushalya) and Environment (Vasudhara), with our strategically positioned interventions at critical stages in the human lifecycle, we saw the adversity imposed by Covid-19 as an opportunity to rewire delivery processes and, in fact, leverage technology to scale some to become pan India programmes. Across all our locations, our teams restructured programmes and reworked processes while simultaneously mounting one of largest responses to a single challenge. Thousands of ration kits and masks, litres of sanitisers and drinking water and not the least scores of PPE kits and medical essentials were delivered to frontline workers and our key target groups. As always our key focus group remained the most deserving and underprivileged. Under our Affirmative Action (AA) programme a large part of our Covid relief work was delivered to scheduled caste and tribal communities.

In the last year, we also enabled children from the slums of Pune to record nutritional levels that could serve as a benchmark among such communities, we saw a significant number of students from the most disadvantaged families enter the portals of the most prestigious engineering institutions of our country and we helped put women from

disadvantaged communities enroute to empowerment.

Tata Motors' irrepressible spirit of volunteering saw employees actively participate, despite the obvious safety & health concerns due to Covid-19, to support our various CSR projects by investing their expertise and time as well as contributing financially to them. 37 per cent of Tata Motors Employees volunteered in 2020-21 clocking 29000 volunteering hours of time across projects.

Though every award is an achievement, the appreciation won by our teams across the country for standing by the community during what is without doubt the gravest health crisis of century was, indeed, gratifying for us. I would like to congratulate each team member and volunteer, who made this appreciation possible, for his or her exemplary contribution.

Equally, our deep gratitude and appreciation is due to our partners - NGOs, developmental sector organisations, colleagues, local, state and central governments, as also our advisors and well-wishers - for their constant motivation, guidance and support. The last year has not only enhanced our resolve but has also given us the confidence that as a team we can and will drive positive and sustainable change in the quality of life of our communities.

As you go through this report, I urge you to pen down and send me your valuable inputs and feedback so that we may, going forward, strengthen our brand promise of 'Connecting Aspirations'.

Best wishes,

Ravindra Kumar GP
President & Chief Human Resources Officer






Our priorities

In its pursuit of advancing human development and excellence by improving the quality of life of the communities it serves, the CSR Programmes of Tata Motors are guided by its focus areas derived from the felt needs of the community and aligned to the Affirmative Action agenda of the Tata Group, Schedule VII of the Companies Act, 2013, India's development priorities and the global agenda under the United Nations Sustainable Development Goals.

Linkages to National and International Goals


Interventions under each of TML's programmes for its four focus areas, Health – Education, Employability and Environment - address multiple Sustainable Development Goals and Schedule VII activities.




Health

Our Initiatives

- Addressing malnutrition among children between 0-6 years
- Health awareness among women
- Preventive and Curative health care
- Drinking Water




(i) Eradicating hunger, poverty
(iii) Promoting gender equality
(iv) Ensuring environmental sustainability



Education

Our Initiatives

- Scholarships
- Special Coaching classes
- School Infrastructure
- Financial Support
- Coaching for professional entrance exams
- Co-curricular Activities



(ii) Promoting education
(iii) Promoting gender equality



Linkage of
CSR Activities under
Schedule VII of Section
135 of the Companies
Act, 2013

Adversity Rewires. Aspirations Accelerate. Outcomes Soar





Employability

Our Initiatives

- Skill development in auto trades, non-auto trades and agriculture & allied activities Internships with business associates
- Livelihood generation programmes



(vii) Training to promote rural sports
(i) Eradicating hunger, poverty
(iii) Promoting gender equality



Environment

Our Initiatives

- Tree Plantation
- Creation of Environment Awareness among children



(iv) Ensuring environmental sustainability



Disaster Response

Our Initiatives

- Disaster Response



(xii) Disaster management, including relief, rehabilitation and reconstruction activities.



Affirmative Action

Our Initiatives

- Programmes to enhance the quality of lives of schedule caste and scheduled tribe communities



(iii) Promoting gender equality



Focus Areas

The CSR Mission of Tata Motors, "To be a responsible corporate citizen by driving inclusive growth with social equity, strengthening sustainable development and an active participant in nation building process" and its commitment to global priorities is translated into practice via six programme areas, underpinned by its philosophy of "More from Less for More" (meaning thereby that our CSR programme reach out to a larger section of communities by the efficient use of available resources to create both effective and sustainable impact).

Despite the extenuating circumstances, in FY 2020-21 the Company's CSR activities successfully demonstrated their ability to remain steadfast on its Mission. In navigating the challenges the TML team, its partners and most importantly the community, not only demonstrated resilience but also unexpected creativity and spontaneity, relinquishing well-worn paths to embrace a gratifying level of empowerment, which kept projects well on track and even allowed some to be scaled up dramatically.

Key Programme Areas



Lives touched In FY 2020-21



7.5 Lakh Lives

were touched by Tata Motors in 2020-21



45 per cent

of the beneficiaries belonged to SC and ST communities



3.8 Lakh Lives

were touched by its health initiatives



1.2 Lakh

students moved closer to meeting their academic aspirations via Education



0.18 Lakh

youth and women improved their Employability potential



0.91 Lakh Lives

were touched by Environment awareness



0.09 Lakh Live

Rural Development 0.09 Lakh lives.

The Company also responded to COVID 19 pandemic by providing relief to ~1.4 lakh vulnerable people across plant locations (beneficiary count included under health initiatives).

Tata Motors planted 1.1 Lakh Sapling & the Company's employees and their family members also volunteered 38,400 hours for social activities.



Common Minimum Programmes

These pan India programmes are specifically intended to advance the CSR Mission of Tata Motors and the larger national and global priorities. They flow from the CSR Policy of Tata Motors. The CSR team engages with like-minded partners to enhance the reach and impact of its programmes.

Deployment

Tata Motors partners with like-minded non governmental organisations who have well-established local footprints to deploy these programmes across its locations based on the tenet of leveraging all stakeholders.

Key Programme Areas

The need of community in its locations guide the design of Tata Motors' CSR programmes, using a targeted approach to meeting their specific needs. These include:

- Scholarships and Mentoring of Students
- Health Awareness and Early Detection of Critical Diseases
- Celebrations to enhance awareness on water conservation and environment protection





HEALTH



Aarogya

India has the highest number of malnourished children in the world with ~100 districts in the country reporting severe malnutrition, despite it having launched the world's largest programme to tackle child malnutrition, the Integrated Child Development Services (ICDS), in 1975, well ahead of any other country.

The key focus of Tata Motors' health initiatives is malnutrition among children, between birth and the age of six, as a means to building a stronger and healthier today and tomorrow for them. In the past year, the Company's Covid-19 response straddled both its health and disaster response initiatives. It created a dedicated 150-bed Covid Tertiary Care Facility at Jamshedpur to cater to the war-like effort required to battle the second wave as well as worked to ensure food security across disadvantaged communities in its locations and key focus groups.

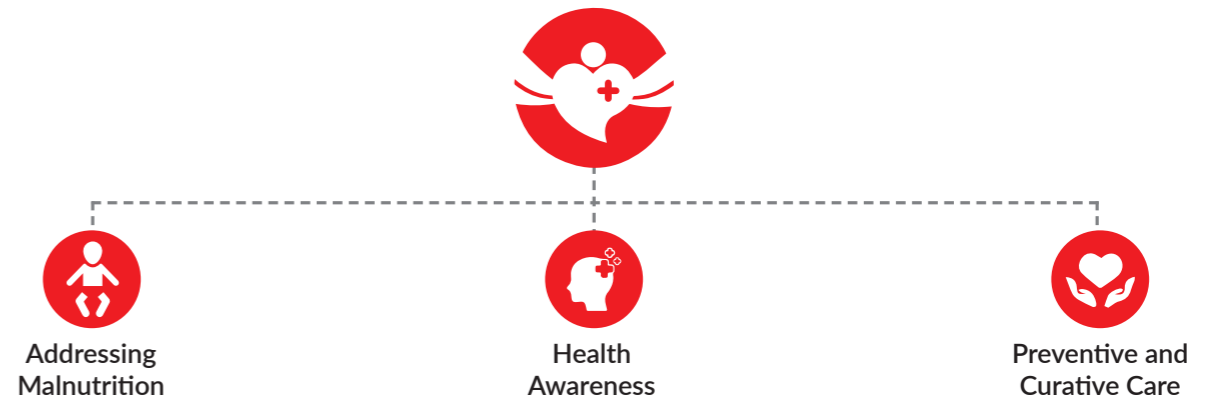
Besides augmenting diets and providing nutritional supplements to malnourished children, Tata Motors also extend preventive and curative health care services to both the infants and their mothers. To infuse sustainability in its programmes, as part of its core approach, the Company's strengthens the institutional delivery mechanism at the local level by enhancing the capacities of the Government personnel and health care providers, while also mentoring communities to take ownership of the programmes.

Preventive Services: The Company drives efforts to prevent malnutrition via behaviour changes in the communities, especially among young mothers and parents. This is achieved via awareness as well as antenatal and post-natal services.

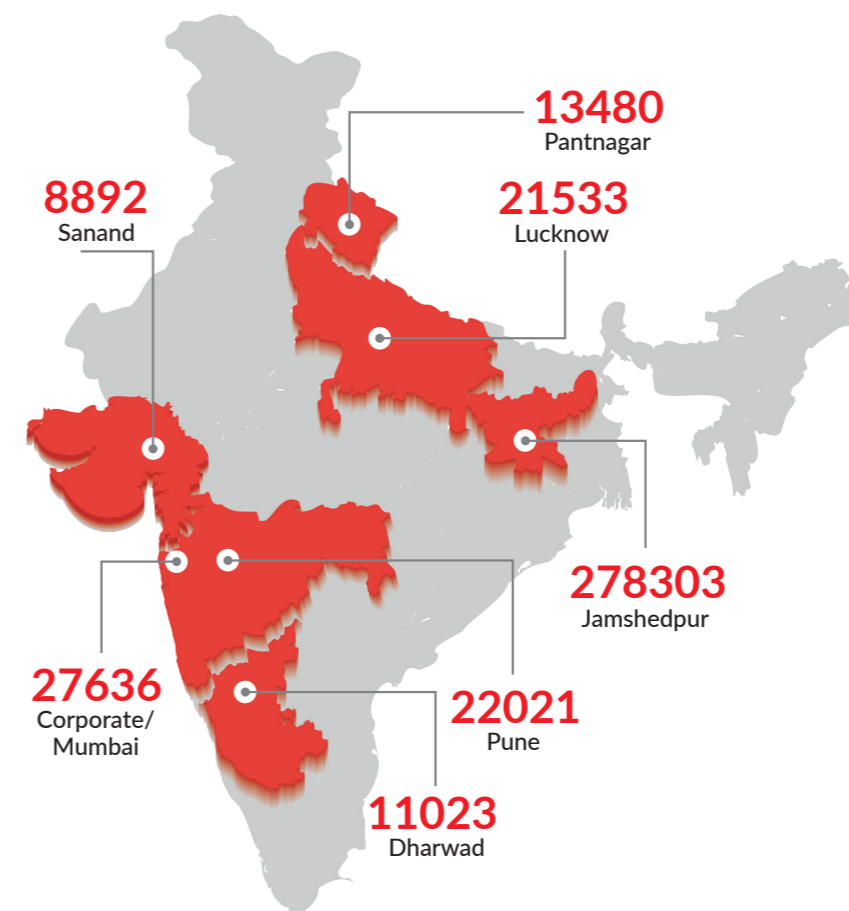
Curative Services: These interventions aim to improve the health status of communities by detecting and diagnosing malnutrition, administration of generic medicines and consultations to ensure immediate improvement in their condition.

Disease Prevention: Access to safe drinking water, addressed via Tata Motors' Amrutdhara initiative, is an important area of attention because of the potential of safe drinking water to prevent malnutrition due to repeated illnesses.

Aarogya has brought about a positive change in the knowledge, attitude and the behaviour of the communities on health.



Location-wise coverage



Outcomes



of once malnourished children have moved to the healthy category

100% children in certain geographies became healthy

Total CSR Spend on Health
3.84 (₹Cr)

Total Reach of Health Projects (Numbers)
382888

Project Area wise Coverage (Numbers)

| | |
|---------------------------------------|--------|
| Addressing Malnutrition | 4966 |
| Health Awareness | 72640 |
| Preventive & Curative Health | 305282 |
| Beneficiaries covered under COVID -19 | 136801 |

% of Malnutrition Children becoming healthy Year-wise Impacts

| | |
|---------|----|
| 2017-18 | 89 |
| 2018-19 | 82 |
| 2019-20 | 74 |
| 2020-21 | 60 |

*The drop in the number of malnourished children becoming healthy reduced as physical reach to these families was restricted due to the lockdown. However at few of the locations 100% children have moved to healthy zones



EDUCATION



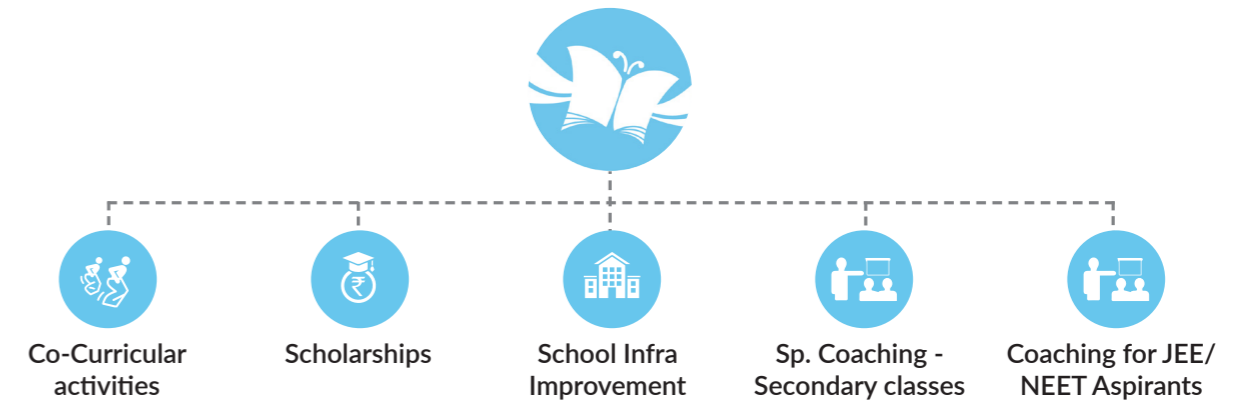
Vidhyadhanam

Tata Motors has instituted a targeted approach to its Education interventions, going beyond academic support to focus on closing gaps in the holistic development of disadvantaged students at the Secondary School Level. Its targeted approach, with interventions at each stage of development has significantly improved the scholastic performance of students and infused confidence in them.

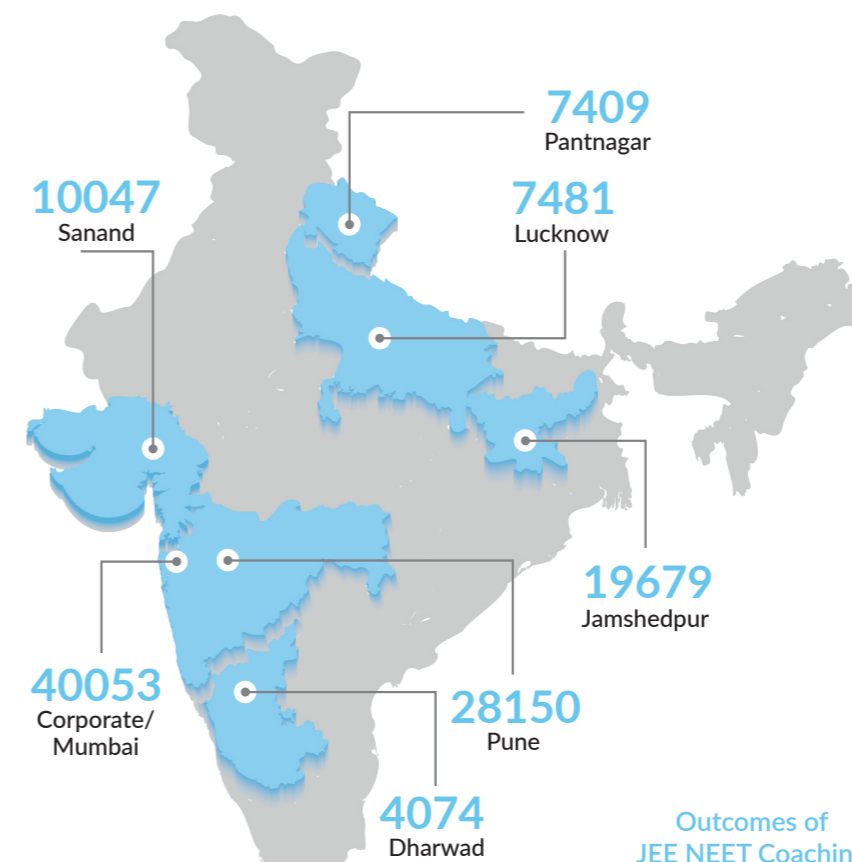
Interventions: Tata Motors champions equitable access to quality education by filling the resource gap via academic and financial support to meritorious students from disadvantaged sections of society.

Its targeted approach includes need-based rolling scholarships or financial support, support classes in difficult subjects via physical, virtual and digital platforms and coaching class to prepare students for JEE and NEET for admission to engineering and medical colleges, respectively. Co-curricular engagement through sports, soft skill development, value enhancement counseling and plugging gaps in school infrastructure have improved the overall performance of students at the various Board level examinations. Inclusivity via e-learning programmes and the pan India digital coaching initiative has infused confidence in children from disadvantaged communities.

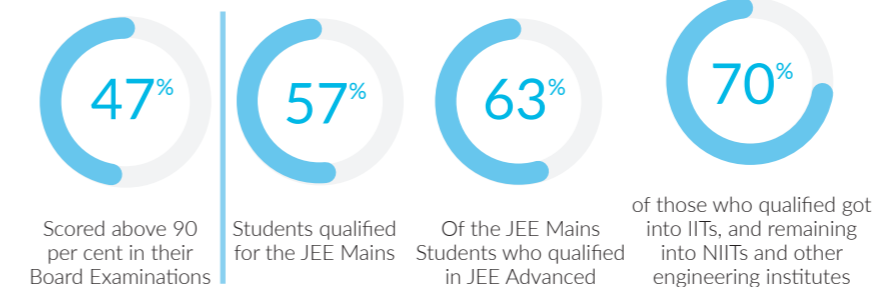
Innovations: New technologies at their doorstep, which most schools and students have shown great adeptness with, are today an integral part of the Education programmes of Tata Motors. Through an innovative partnership with the Government-run schools, Jawahar Nehru Vidyalaya (JNVs), Tata Motors promises access to coaching classes for JEE and NEET aspirants, especially those from economically and socially disadvantaged families. In yet another partnership the Company has introduced e-learning at 141 schools of Bombay Municipal Corporation.



Location-wise coverage



Outcomes



Total CSR Spend on Education
9.8 (₹Cr)

Total Reach of Education Projects (Numbers)
116893

Project Area wise Coverage (Numbers)

| | |
|----------------------------------|-------|
| Co-Curricular activities | 35150 |
| Scholarships | 2191 |
| School Infra Improvement | 26890 |
| Sp. Coaching - Secondary classes | 23868 |
| Coaching for JEE/NEET Aspirants | 28794 |

Pass % in Class X examinations Year-wise Impacts

| | |
|---------|----|
| 2016-17 | 96 |
| 2017-18 | 80 |
| 2018-19 | 71 |
| 2019-20 | 93 |
| 2020-21 | 95 |

*Pass percentages are reported only for student supported under the special coaching classes



EMPLOYABILITY/ SKILL DEVELOPMENT

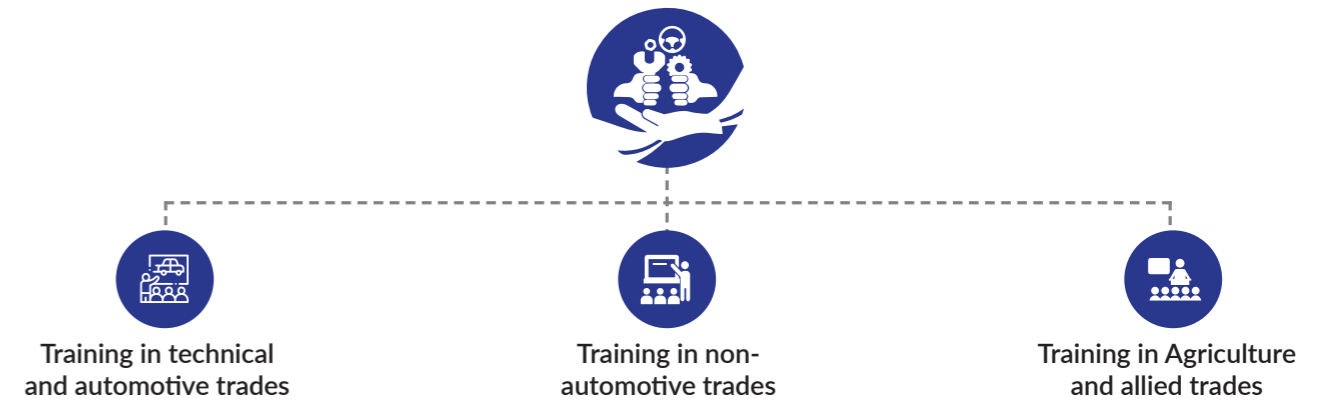


Kaushalya

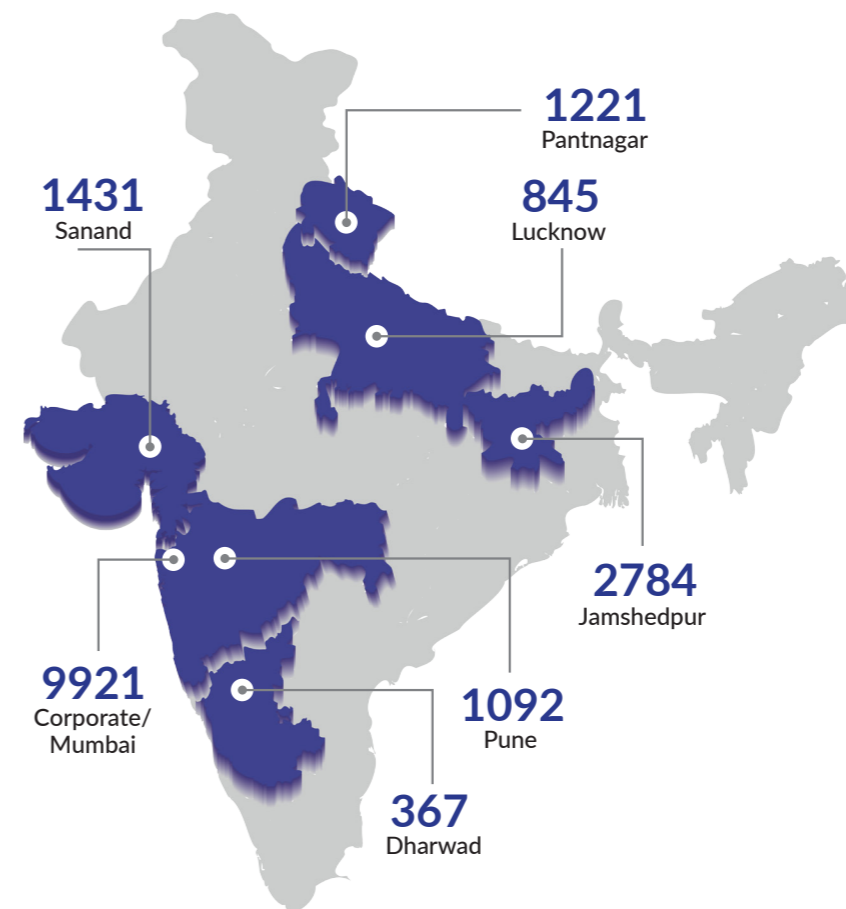
India's demographic dividend also harbours within it a potential challenge, the need to productively employ the large number of youth arriving on the job market. Hence, skilling and self-employment are important means to ensure a livelihood for them. Based on its human life cycle approach to development and strategy of establishing upstream and downstream linkages, Tata Motors' interventions advance the employability prospects of women and youth from disadvantaged sections of society.

Skilling Youth: Unemployed youth are trained in three segments through the Kaushalya programme of Tata Motors: auto trades, non-auto trades and agriculture & allied activities. In the Auto Trades segment, youth are trained in driving and motors mechanics where Tata Motors has domain expertise and business connect. On completion of their training a majority of them receive NSDC certification, which helps them secure ready employment either within the Tata Motors' ecosystem or in the larger auto ecosystem.

It also engages with community-based groups, comprising women or farmers, to help them supplement their family incomes through agriculture and allied programs. During the year, over 68 per cent of the youth and farmers skilled found employment or became self-employed, resulting in an increase in their annual family income by ₹1.2 lakh.



Location-wise coverage



Total CSR Spend on Employability
4.10 (₹Cr)

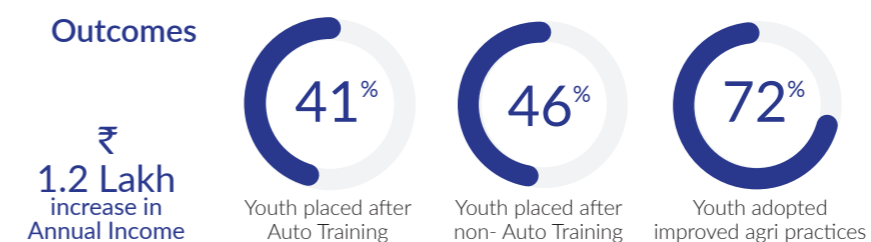
Total Reach of Employability Projects (Numbers)
17661

Project Area wise Coverage (Numbers)

| | |
|-------------------------|------|
| Agri. & Allied Training | 4874 |
| Auto & Technical Trades | 6976 |
| Non-Auto Training | 5811 |

Percentage of youths placed Year-wise Impacts

| | |
|---------|----|
| 2017-18 | 57 |
| 2018-19 | 56 |
| 2019-20 | 63 |
| 2020-21 | 68 |





ENVIRONMENT



Vasundhara

Mitigating the impact of Climate Change in its communities is a critical focus area for Tata Motors. The Company makes a concerted, broad-based effort to increase the green cover around its operations and beyond them in biodiversity hotspots, providing saplings, undertaking plantation drives and enhancing environmental awareness in the community.



Tree Plantation and Urban Forests: Saplings of indigenous varieties are planted, which has ensured a significantly high survival rate at 80 per cent. Microhabitats created at a few locations host varied species of flora and fauna.

In a period of little over five years, an urban forest has been created in Pune converting 100 acres of barren land, once controlled by quarry miners and land mafia, into a lush, urban sanctuary. The project, developed in collaboration with TERRE Policy Centre, has 10 species of animals and reptiles, 50 avian species, 200 species of insects and 15 species of vegetation.

The company established a pan India reach in educating children on Environment. This was made possible by adopting the virtual mode. Children enjoyed and engaged enthusiastically in quizzes, games and various other virtual modes.

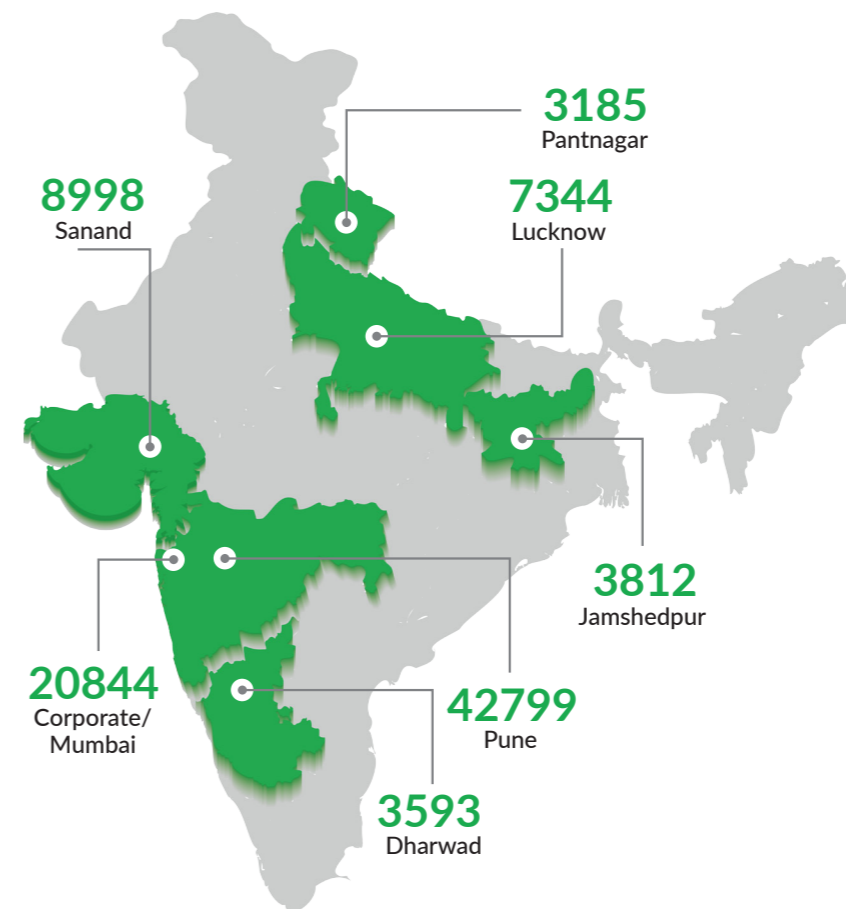


Tree plantation



Creating environmental awareness

Location-wise coverage



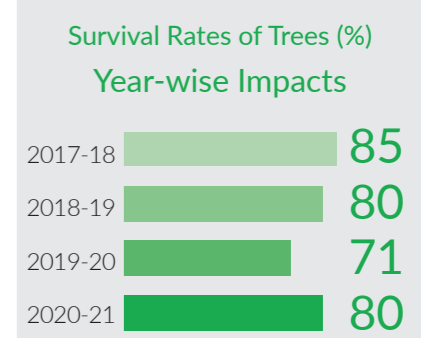
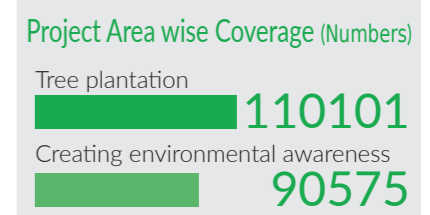
Outcomes



of species planted were of indigenous varieties

110101

Saplings Planted



(Total nos by Tata Motors)



DRINKING WATER SOLUTION

Amrutdhara

Through a self-managed foundation, the Sumant Moolgaokar Development Foundation (SMDF), Tata Motors had launched Amrutdhara, a national programme to provide safe drinking water in its communities in 2010.

The objective of Amrutdhara is to arrive at a sustainable drinking water solution in water stressed parts of the country. In year 2020-21 alone the Foundation's 17 projects benefitted 8,153 members of its community.



Adversity Rewires. Aspirations Accelerate. Outcomes Soar

Cumulative Benefits

600+
Projects

2.25L+
Communities

520+
Habitation

17
Projects in
2020-21

8153
Beneficiaries

Sustained Impact

30

Litres of water/capita/day is available to every family within 200 metres place their home in rural areas, especially tribal hamlets

Significant reduction in seasonal diseases with a switch to safe water and better sanitation practices of communities

Rise in enrollment of girls in rural schools as they do not have to accompany their mothers to fetch water



AFFIRMATIVE ACTION



Aadhar

The guidance provided by the Tata Group and Affirmative Action Policy of Tata Motors encourages it to strive to create a more inclusive society. Collectively christened, Aadhar, the key attribute of this programme is positive discrimination in favour of youth from Affirmative Action communities, which comprise Scheduled (SC) and Scheduled Tribes (ST) to address existing social inequalities in our country.

The CSR Strategy has mandated a 40 per cent beneficiary coverage and budgetary allocation to AA communities. The CSR Committee of the Board maintains direct oversight over this initiative, with the senior management championing it across all plants.

The Affirmative Action Policy enables positive discrimination for Scheduled Caste (SC) and Scheduled Tribe (ST) communities in case of

- Employment
- Entrepreneurship
- CSR programmes

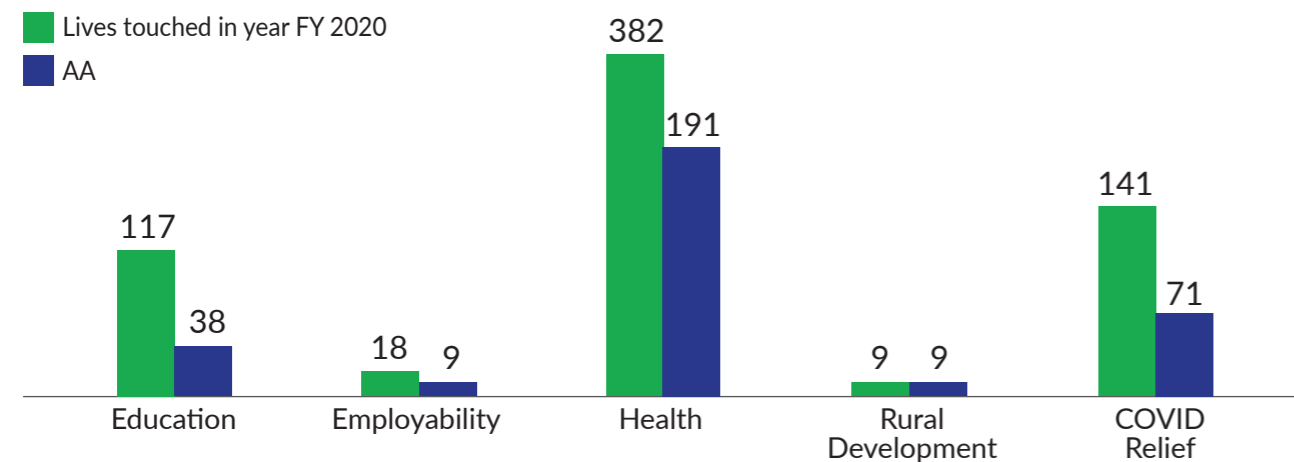
In FY 2020-21, ~45 per cent of the beneficiaries under its CSR programmes belonged to the SC and ST category. And **40 per cent** of the financial resources were committed to AA initiatives

The initiative ensures equal opportunity for socially and economically disadvantaged sections of society, promotes equal access to education, removal of social discrimination and enhancing their employability and entrepreneurship abilities.

Key Initiatives

- Promoting social equality via education
- Advancing gender equality via support to women Self Help Groups
- Economic and social advancement via employability training

Lives touched in year 2020-21(in thousands)



E Dost Anjali

A single parent with two children, 27-year-old Anjali became the first government authorised service provider to the Aadhar Enabled Payment System (AePS) in the entire tribal block of Jawhar. Today the AePS has become her source of a sustainable livelihood.

Anjali makes it easy and convenient for villagers to achieve the last mile connect to banking and allied services right at their doorstep, which other-wise would have forced them to travel about 15 to 20 kms as well as spend a minimum of Rs 30/- for every small financial transaction.

Anjali's earns an average income of Rs 5000/- monthly, which is solely dependent on the number of transactions she makes.





VOLUNTEERING



Volunteering

Unique "Save Birds Life" effort

Approach: The volunteers decided to place awareness at the core of their campaign, reaching out to 100+ households to share understanding on feeding birds, distributing grains and water dishes to these households to kickstart the effort. They created pamphlets for children of the colony, detailing how to care and feed the birds as a daily practice. The literature also included interesting facts to rouse the curiosity of the children.

Impact: Immediately thereafter, the volunteers noticed that most households were putting out grains and water for birds without being prompted.

A culture of feeding and caring for common birds was quickly evident, especially among children who took keen interest in spreading the message. The longer term impact expected is a check on the dwindling bird population and an overall improvement in the ecological balance.

Stray dogs vaccinated

Lack of care often leads to stray dogs being afflicted by a variety of ailments, including rabies. To address this concern and to ensure that they have a place within the larger community, the CSR team of Tata Motors organised a Rabies vaccination drive on World Rabies Day.

Approach: Tata Motors, in collaboration with Jamshedpur Red Paws Rescue Foundation (JRPRF), a registered NGO established in 2018, had organised a vaccination drive for stray dogs. JRPRF works exclusively on animal welfare. Through the active involvement of the CSR team and GET Club, JRPRF undertook the vaccination drive during Tata Volunteering Week 14.

The entire effort was funded by 100 members of the GET Club, who pooled resources to meet the cost of the four-day programme, held from September 26 to September 30, 2020.

Impact: In a span of four days over 100 Indian Mongrel stray dogs were given the Rabies vaccination and radium collars put on them for easy identification.



Key features of the programme

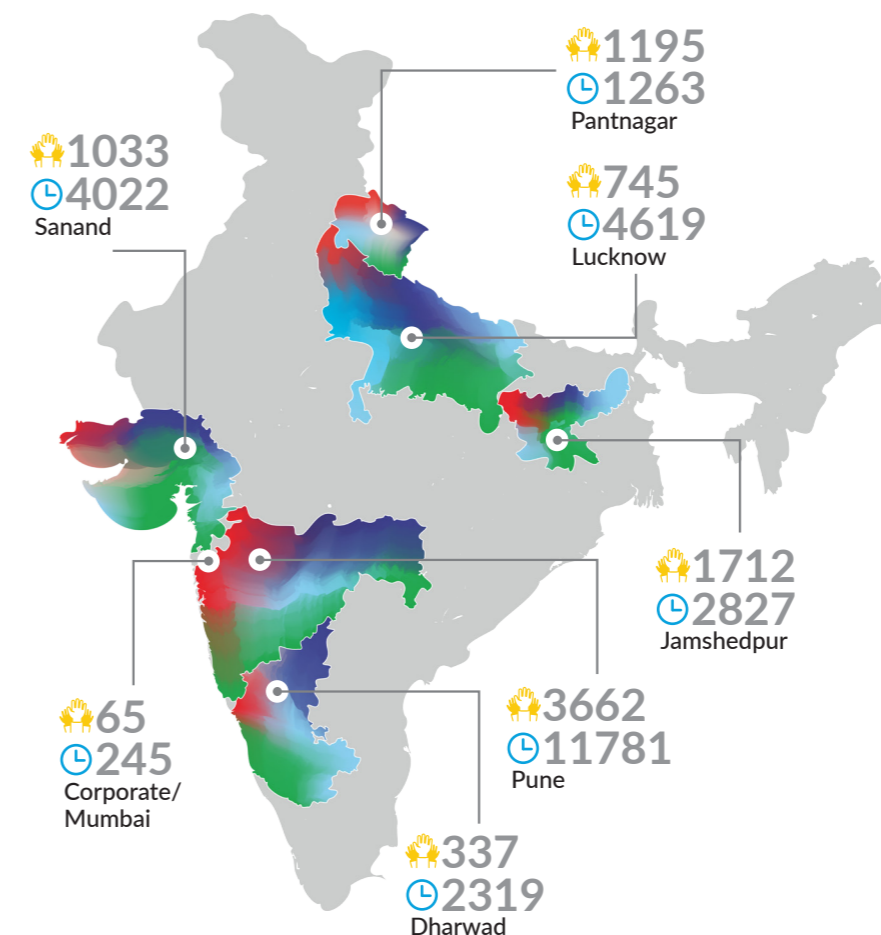
- The extent of the crisis was shared with every household via a door-to-door campaign
- The GET club distributed biodegradable dishes for water and grains and demonstrated their use
- Special emphasis was placed on information on how to care for birds during the summer season to prevent them from dying due to dehydration during the day
- 31 volunteers participated



Knowledge and know-how shared

The challenges of the pandemic notwithstanding, employees of Tata Motors came out to support volunteering activities notching up a total of over 37 per cent (10, 232 of Tata Motors Employees, volunteers in 2020-21 and clocked 29011 hour for volunteering.

No. of Employees Volunteered Location-wise volunteering hours (Nos)



Jamshedpur Employees in the steel city participated in 40 volunteering activities, including a unique Save Bird Life Campaign conducted by the GET Club at Jamshedpur. A Cleanliness Drive sought to areas around clean water bodies and 123 units of blood were donated besides educational institutions being supported and counseling of students.

Lucknow Senior Leaders and employees, including 30 per cent new employees, volunteered for the Company's programmes, including the Plan Head who conducted a counselling session for a rural learning center.

Mentoring and counselling sessions, session on environment, health and nutrition, etc conducted by TML employees

Dharwad Employees actively participated in a ceremony to gift scholarships to students of Govt. High School Narendra, donated blood to the District Civil Hospital Dharwad, National Red Cross Society and Navanagar Cancer Hospital, created awareness on the COVID-19 vaccine

at Karadigudda village and on Cervical Cancer at Kotur village prior to which employees had visited the homes of villagers and distributed pamphlets to encourage women to participate in the free check-up camp.

Pune 300 girls selected from rural areas as Vidyadhanam Scholars were mentored one-on-one by employees at Pune, who also reached out to communities to seek feedback from the families under Help Assess Impact on undernourished children in their homes. Seeds donated by employees were used to raise saplings for the plantation drive under Vasundhara. Employees helped develop managerial skills in the staff of 500 empaneled NGOs across the country through Partner Agency Connect sessions.

Sanad Awareness on Covid Vaccine, a de-addiction drive among communities, mask distribution, Cleanliness Drive by 35 employees across departments and a Plantation Drive for saplings were the key volunteering activity at this plant.



Social Investment by Tata Motors (2020-21)

TOTAL CSR SPEND



23.99 (₹ Crores)

TOTAL REACH



753694 (Numbers)

Tata Motors has delinked its CSR programmes and budgeting from the being applicable solely as per section 135(5) of the Companies Act, 2013 and hence the Company continued to support all CSR activities despite a loss during the year due to the harsh impact on industry during Covid-19, especially in Q1 FY21 even as its Total CSR obligation for the year was **NIL**.

Neither was there any surplus arising out of the CSR projects or programs' or activities of the previous financial years, amount required to be set off for the financial year. The total spend for FY20-21 was ₹23.99 crores. All projects undertaken by Tata Motors have a one-year timeline i.e. relevant for that particular year.

Year-wise Spend (₹ Crores)



Year-wise Beneficiary Coverage (In Lac)

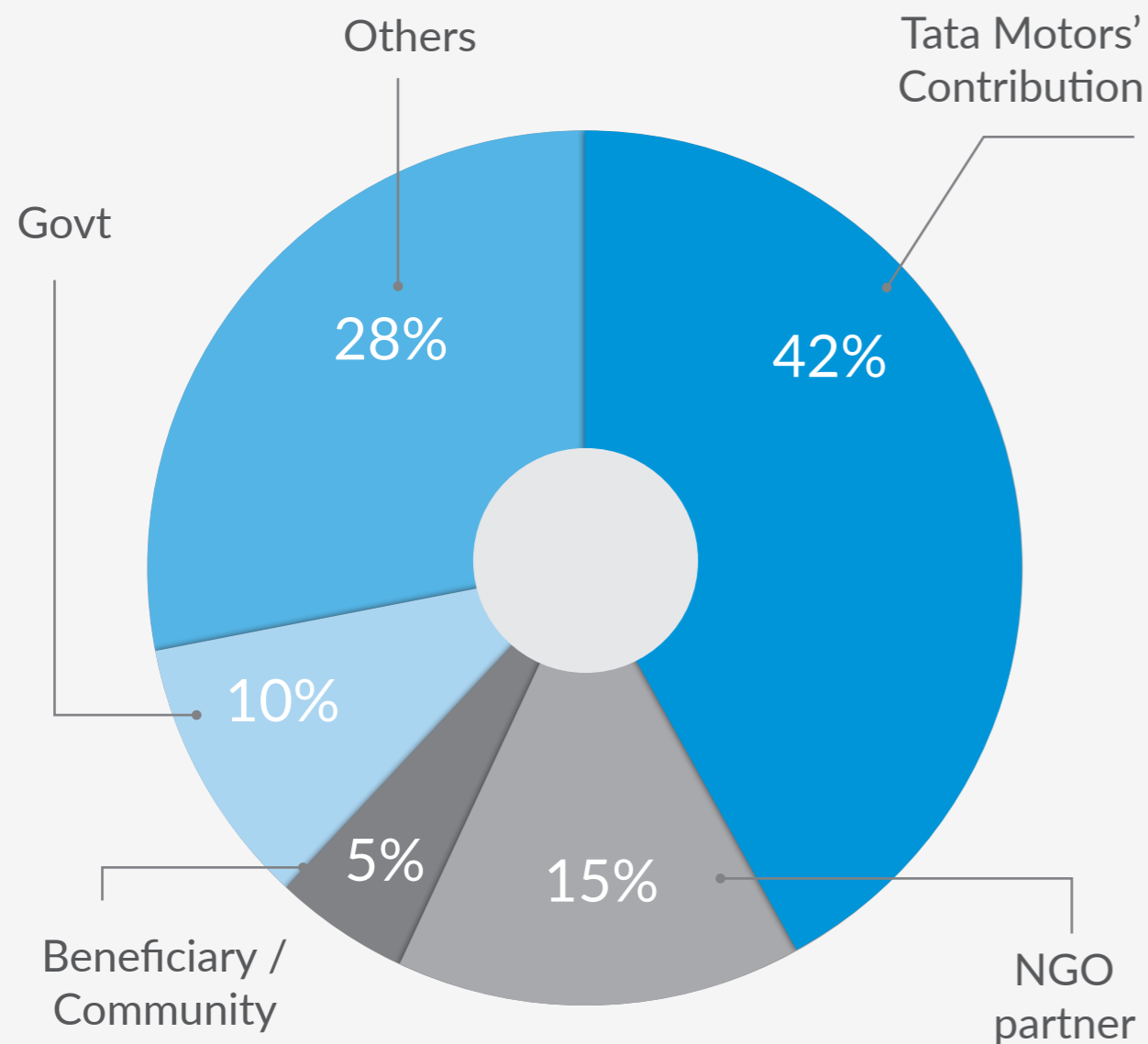




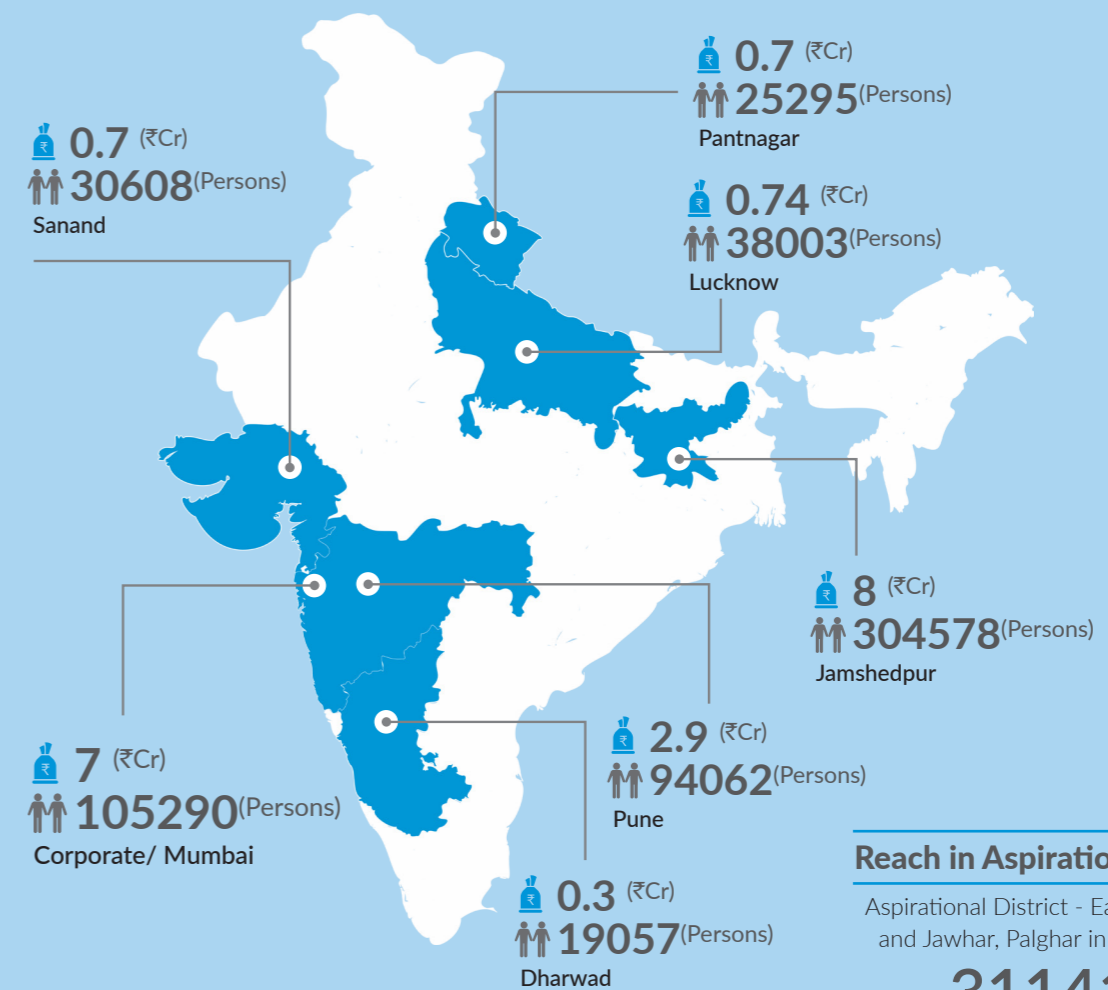
TOTAL More from Less for More FY 20-21



*Based on Tata Motors' More from Less for More philosophy



Total CSR Spend and Reach by Location



Reach in Aspiration District

Aspirational District - East Singhbhum and Jawhar, Palghar in Maharashtra

311414

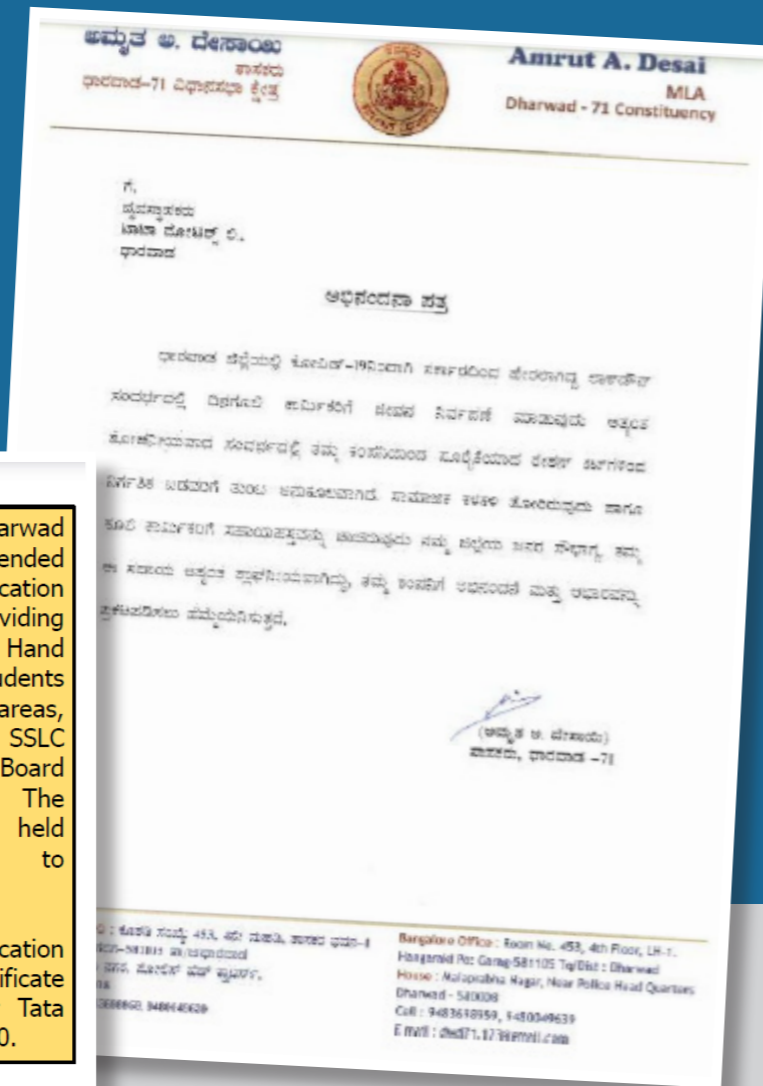
50% of total

Impacts and Outcomes by thrust area

| HEALTH | EDUCATION | EMPLOYABILITY | ENVIRONMENT |
|---|--|---|------------------------------|
| 60% of malnourished children brought to sustained health zone; at certain locations | Pass percentage increased from 65% to 95% | Job placement improved from 44% to 68% | 80% survival of the saplings |
| Regular Health check ups resulted in enhanced lives and wellbeing | 47% students scored above 60% | Income increased from ₹60,000 to ₹ 1 lakh | 91% plants are indigenous |
| 55% Convergence of resources through MLM | Admissions into IITs, NIITs, and Medical increased from 52% to 70% | Unit cost dropped by 34% | |
| | Unit cost dropped by 120% by using digital modes | 45% TML contribution in MLM | |

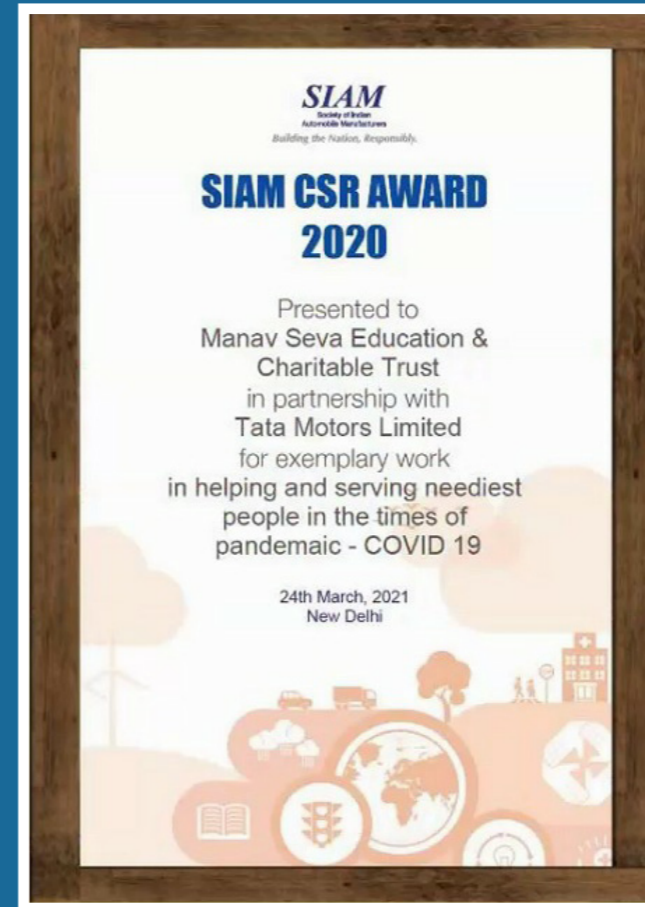


Awards



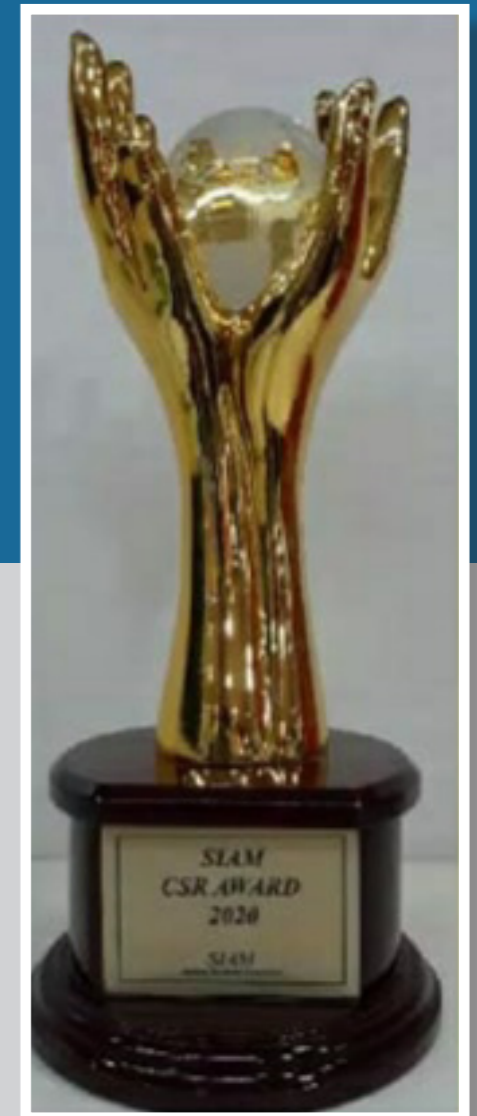
Tata Motors Dharwad Plant has extended support to Education Department by providing Face Masks and Hand Sanitizers to students from rural areas, appeared for SSLC (10th Standard) Board Examination. The examinations were held from 25.06.2020 to 03.07.2020.

Department of Education has presented 'Certificate of Appreciation' for Tata Motors on 09.07.2020.



Presented to
Manav Seva Education &
Charitable Trust
in partnership with
Tata Motors Limited
for exemplary work
in helping and serving neediest
people in the times of
pandemic - COVID 19

24th March, 2021
New Delhi



Presented to
Dharti Charitable Trust
in partnership with
Tata Motors Limited
for exemplary work in the area of
Health & Sanitation

24th March, 2021
New Delhi



Memento has been presented to Tata Motors Limited for extending support in providing Face Masks & Hand Sanitizers (5000 Numbers each) to students from rural areas, appeared for SSLC (10th Standard) Board Examination. The examinations were held from 25.06.2020 to 03.07.2020



Annexure-2

7. (a) Two percent of average net profit of the company as per section 135(5): **Not applicable in view of the loss.**
 (b) Surplus arising out of the CSR projects or programs' or activities of the previous financial years: **Not applicable**
 (c) Amount required to be set off for the financial year, if any: **Not applicable**
 (d) Total CSR obligation for the financial year (7a+7b-7c): **NIL**

8. (a) **CSR Spend or unspent for the financial year:**

| Total Amount Spent for the Financial Year. (in Rs crore.) | Amount unspent (in Rs) | | | | |
|---|---|------------------|--|--------|------------------|
| | Total Amount transferred to Unspent CSR Account as per section 135(6) | | Amount transferred to any fund specified under Schedule VII as per second proviso to section 135(5). | | |
| | Amount | Date of Transfer | Name of the fund | Amount | Date of transfer |
| 23.99 | NIL | - | - | Nil | - |

(b) **Details of CSR amount spent against ongoing projects for the financial year:**

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|---------|---|---|---------------------|-------------------------|--|------------------------------|---|---|--|---|--|--------------------------|
| Sl. No. | Name of the Project | Item from the list of activities in schedule VII to the Act | Local area (Yes/No) | Location of the project | | Project duration. (in years) | Amount allocated for the project (in Rs Crore.) | Amount spent in the current financial Year (in Rs Crore.) | Amount transferred to Unspent CSR Account for the project as per Section 135(6) (in Rs. Crore) | Mode of Implementation -Direct (Yes/No) | Mode of Implementation - Through Implementing Agency | CSR Registration number. |
| | | | | State | District | | | | | | Name | CSR Registration number. |
| 1 | Skill Development and vocational skills in Automotive and Non-Automotive Sector | Employability Enhancing Skill Development | yes | Andhra Pradesh | Vishakapatnam, Vizianagaram | 1 yr | 4.1 | 4.1 | NA | NO | Helping hands, RABSONS Info World, JSS Shri Manjunatheshwara Pvt ITI College, Canara Bank Deshpande Rural Development Self Employment training Institute, Pratham Education Foundation, Ramkrishna Mission Sakwar, Skills for Progress, Fr Agnel, Dharti Charitable Trust, Sanand Education Trust, MITCON Foundation, Ador welding academy pvt.ltd., Yashaswi academy for skills, Ambika Motor Driving School, Fr Angel Institute of Technical Training & Entrepreneurship Development, Shaswat Trust Junnar, Ayush Motor Driving, Vikas Samities, Samaj Vikas Kendra, Institute of Social Development | NA |
| | | | | Chhattisgarh | Champa | | | | | | | |
| | | | | Goa - | Goa | | | | | | | |
| | | | | Gujarat - | Ahmedabad, Vadodara | | | | | | | |
| | | | | Jharkand - | East Singhbhum | | | | | | | |
| | | | | Karnataka - | Bengaluru, Bijapur, Dharwad, Hassan, Honnavar, Mangalore | | | | | | | |
| | | | | Kerala - | Ernakulam, Kannur, Kottayam, Thrissur, Tiruvananthapuram | | | | | | | |
| | | | | Maharashtra | Mumbai, Nashik, Pune, Palghar, Thane | | | | | | | |
| | | | | Meghalaya - | Shillong, West Jaintia Hills, West Khasi Hills | | | | | | | |
| | | | | Orrisa - | Balasure, Mayurbhanj | | | | | | | |
| | | | | Punjab - | Jalandher | | | | | | | |
| | | | | Tamil Nadu - | Dindugal, Erode, Karur, Kumbakonam, Madurai, Thiruvallur, Nagapattinam, Thiruvannamalai, Tiruchirapalli, Villuppuram | | | | | | | |
| | | | | Uttarakhand- | Udham Singh Nagar | | | | | | | |
| | | | | Uttar Pradesh - | Barbanki, Lucknow | | | | | | | |
| | | | | West Bengal | Asansol, Bankura, Kolkata, Purba Medinipur | | | | | | | |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|---------|---|---|---------------------|-------------------------|--|------------------------------|---|---|--|---|--|--------------------------|
| Sl. No. | Name of the Project | Item from the list of activities in schedule VII to the Act | Local area (Yes/No) | Location of the project | | Project duration. (in years) | Amount allocated for the project (in Rs Crore.) | Amount spent in the current financial Year (in Rs Crore.) | Amount transferred to Unspent CSR Account for the project as per Section 135(6) (in Rs. Crore) | Mode of Implementation -Direct (Yes/No) | Mode of Implementation - Through Implementing Agency | CSR Registration number. |
| | | | | State | District | | | | | | Name | CSR Registration number. |
| 2 | Promoting primary and secondary education in Rural and Socially/Economically Backward communities | Promoting Education | yes | Bihar - | Patna | 1 yr | 9.8 | 9.8 | NA | NO | Swami Vivekananda Youth Movement, YMCA, Urme Charitable Trust, Tata Institute of Social Sciences - Prayas, Tata Institute of Social Sciences - Fellowship Ramkrishna Mission, Sakwar, Foundation for Academic Excellence and Access (FAEA), Navneet Foundation, Indian Institute of Technology- Gandhinagar, Avanti Fellows, Ex Navodayan Foundation, Shaswat Trust Junnar, Ganatar, Astittva Welfare Foundation, Moinee Foundation, College of Engineering ,Pune, Swaroopwardhinee, Samata Shikshan Sanstha, Suprabhat Mahila Mandal, Sevasahyog Foundation, Youth Organization for Joining Action and Knowledge, Shaswat Trust Junnar Shiksha Prasar Kendra, Institute of Social Development | NA |
| | | | | Delhi- Gujarat - | New Delhi, Noida Ahmedabad, Gandhinagar | | | | | | | |
| | | | | Jharkand - | East Singhbhum | | | | | | | |
| | | | | Karnataka - | Dharwad | | | | | | | |
| | | | | Maharashtra | Mumbai, Kolhapur, Palgarh, Pune, Sindhudurg, Thane | | | | | | | |
| | | | | Puducherry; | | | | | | | | |
| | | | | Uttarakhand | Nainital, Udham Singh Nagar | | | | | | | |
| | | | | Uttar Pradesh - | Barbanki, Lucknow | | | | | | | |
| | | | | Pan India- JNV Schools | | | | | | | | |
| 3 | Preventive and curative health services in Communities | Eradicating Hunger, Promoting preventive healthcare, Malnutrition, sanitation and safe drinking water | yes | Bihar - | Saran | 1 yr | 3.84 | 3.84 | NA | NO | Family Planning Association Of India, Niramaya Health foundation, Ramkrishna Mission, Sakwar, LTH Silver Jubilee Research Foundation, Yugrishi Shriram Sharma Acharya Charitable Trust, Manav Seva Trust, Namaste Life, Dharti Charitable Trust, Sneh Foundation, Snehdeep Janklyan Foundation, Unik Medicare Solution, Parivar Kalyan Sansthan, Nav Jagrat Manav Samaj, Jan Parivar Kalyan Sansthan, Paryavaran evam jan kalyan samite, Institute of Social Development, Sumant Moolgaonkar Development Foundation, | NA |
| | | | | Gujarat - | Ahmedabad | | | | | | | |
| | | | | Jharkand - | East Singhbhum | | | | | | | |
| | | | | Karnataka - | Dharwad | | | | | | | |
| | | | | Maharashtra | Mumbai, Palghar, Pune, Thane | | | | | | | |
| | | | | Uttarakhand | Udham Singh Nagar | | | | | | | |
| | | | | Uttar Pradesh - | Barbanki, Lucknow | | | | | | | |



| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|---------|--|---|---------------------|--|--|------------------------------|---|---|--|--|--|--------------------------|
| Sl. No. | Name of the Project | Item from the list of activities in schedule VII to the Act | Local area (Yes/No) | Location of the project | | Project duration. (in years) | Amount allocated for the project (in Rs Crore.) | Amount spent in the current financial year (in Rs Crore.) | Amount transferred to Unspent CSR Account for the project as per Section 135(6) (in Rs. Crore) | Mode of Implementation - Direct (Yes/No) | Mode of Implementation - Through Implementing Agency | CSR Registration number. |
| | | | | State | District | | | | | | Name | |
| 4 | Ensuring environmental sustainability through awareness and protection of natural habitats | Ensuring environmental sustainability | yes | Gujarat - Jharkand - Karnataka Maharashtra Uttarakhand - | Ahmedabad East Singhbun Dharwad All district Udham Singh ngr | 1 yr | 1.6 | 1.6 | NA | NO | Bombay Natural History Society, Vasundhara Public Charitable Trust, BAIF INSTITUTE FOR SUSTAINABLE LIVELIHOOD AND DEVELOPMENT, Manav Seva Trust, Dharti Charitable Trust, Astittva Welfare 1yrFoundation, Terre Policy Center, Wildlife research and Conservation Society, Institute of Social Development, PAN Himalayan grassroots Development foundation, Paryavaran evam jan kalyan samiti | NA |
| 5 | Rural Development | Rural development projects | yes | Maharashtra Gujarat | Ahmedabad Palghar Bavla- Ahmedabad | 1 yr | 1 | 1 | NA | NO | BAIF INSTITUTE FOR SUSTAINABLE LIVELIHOOD AND DEVELOPMENT, Gram Vikas Kendra | NA |

(c) Details of CSR amount spent against other than ongoing projects for the financial year:

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 |
|---------|----------------------------|--|---------------------|-------------------------|-----------|-------------------|--|---|---|--|--|--------------------------|
| Sl. No. | Name of the Project | Item from the list of activities in schedule VII to the Act | Local area (Yes/No) | Location of the project | | Project Duration. | Amount allocated for the project (in Rs. Crore.) | Amount spent in the current financial year (in Rs Crore.) | Amount transferred to Unspent CSR Account for the project as per Section 135(6) (in Rs Crore) | Mode of Implementation - Direct (Yes/No) | Mode of Implementation - Through Implementing Agency | CSR Registration number. |
| | | | | State | District | | | | | | Name | |
| 1 | COVID-19 relief activities | Item no (i) and (xii)- promoting health care including preventive health care, eradicating hunger, poverty and malnutrition, Sanitation, making available safe drinking water and disaster Managemen | yes | Pan India | Pan India | 1 yr | 3.34 | 3.34 | NA | Yes | Not applicable | NA |

(d) Amount spent in Administrative Overheads: **0.31 Crore**(e) Amount spent on Impact Assessment, if applicable- **Not applicable**(f) Total amount spent for the Financial Year (8b+8c+8d+8e): (20.34+3.34+0.31+0) = **23.99 crore**

(g) Excess Amount Set off, if any

| Sl. No. | Particular | Amount (in Rs.) |
|---------|---|-----------------|
| (i) | Two percent of average net profit of the company as per section 135(5) | Not applicable |
| (ii) | Total amount spent for the Financial Year | 23.99 crore |
| (iii) | Excess amount spent for the financial year [(ii)-(i)] | Nil |
| (iv) | Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any | Nil |
| (v) | Amount available for set off in succeeding financial years [(iii)-(iv)] | Nil |

9. (a) Details of Unspent CSR amount for the preceding three financial years:

| Sl No | Preceding Financial Year | Amount transferred to Unspent CSR Account under section 135 (6) (in Rs crore.) | Amount spent in the reporting Financial Year (in Rs. crore) | Amount transferred to any fund specified under Schedule VII as per section 135(6), if any. | Amount remaining to be spent in succeeding financial years. (in Rs.) | | |
|-------|--------------------------|--|---|--|--|-------------------|---|
| | | | | Name of the Fund | Amount (in Rs). | Date of transfer. | |
| | - | Nil | - | - | Nil | - | - |

(b) Details of CSR amount spent in the financial year for ongoing projects of the preceding financial year(s):

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---------|------------|---------------------|---|------------------|---|---|--|---|
| Sl. No. | Project ID | Name of the Project | Financial Year in which the project was Commenced | Project Duration | Total amount allocated for the Project (in Rs.) | Amount spent on the project in the reporting Financial Year (in Rs) | Cumulative amount spent at the end of reporting Financial Year. (in Rs.) | Status of the project -Completed /Ongoing |
| | - | - | - | - | Nil | Nil | Nil | |

All our projects are for one year timeline i.e. relevant for that particular year.

The CSR Programs and Projects for FY 21-22 along-with modality and schedule is given below:-

| Cat. | CSR Programs | Sr. No. | CSR Projects | Reference Sr. No. of Schedule VII | Implementation Modality | Implementation Schedule | | | | Monitoring and Reporting Schedule | | | |
|------|---|---------|--|-----------------------------------|---------------------------------|-------------------------|----|----|----|-----------------------------------|----|----|----|
| | | | | | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| A | EMPLOYABILITY <i>Kaushalya*</i> (3) | 1 | Training in Technical & Automotive Trades | ii | DIR, TIAI, TIAE | • | • | • | • | • | • | • | • |
| | | 2 | Training in Agriculture & allied trades | ii | TIAI, TIAE | • | • | • | • | • | • | • | • |
| | | 3 | Training in Non-Automotive Trades | ii | TIAE | • | • | • | • | • | • | • | • |
| B | EDUCATION <i>Vidyadhanam*</i> (6) | 4 | Scholarships for secondary education/ Financial Aid for Higher Education | ii | DIR, TIAE, BP | • | • | | | • | • | • | • |
| | | 5 | Fellowships | ii | DIR, TIAE | • | • | • | • | • | • | • | • |
| | | 6 | Special coaching classes for secondary education & competitive entrance exams such as IIT-JEE, NEET, Civil Services | ii | TIAI, TIAE | • | • | • | • | • | • | • | • |
| | | 7 | Co-Curricular activities | ii | TIAI, TIAE | | • | • | | • | • | • | • |
| | | 8 | School Infrastructure improvement & Institutional Strengthening | ii | DIR, TIAE, GOVT | | • | • | • | • | • | • | • |
| C | HEALTH <i>Aarogya</i> (4) | 10 | Combating Infant and Child Malnutrition | i | TIAI, TIAE | • | • | • | • | • | • | • | • |
| | | 11 | Health awareness program for women | i | TIAI, TIAE | | • | • | • | • | • | • | • |
| | | 12 | Preventive and curative health services & Institutional Strengthening | i | DIR, TIAI, TIAE, GOVT | • | • | • | • | • | • | • | • |
| | | 13 | Drinking Water - SMDF - Amrutdhara | i | TIAE | • | | • | • | • | • | • | • |
| D | ENVIRONMENT <i>Vasundhara</i> (2) | 14 | Tree Plantation | iv | DIR, TIAE | | • | • | | • | • | • | • |
| | | 15 | Creating Environmental Awareness & Adoption of Environmental friendly practices | iv | DIR, TIAE | | • | • | • | • | • | • | • |
| E | Others | 16 | Need Based (Contribution to Prime Ministers National Relief Fund); Contribute to Tata Relief Committee for Disaster Response and COVID-19 relief efforts & aligning to Schedule VII. Special projects by convergence of Govt Schemes like Integrated Village Development Program | viii | DIR or TIAI or TIAE or BP, GOVT | • | • | • | • | • | • | • | • |

| Abbr. | Description |
|-------|--|
| DIR | Direct: Tata Motors |
| TIAI | Through Implementation Agency - Internal: Company promoted Trust, Society |
| TIAE | Through Implementation Agency - External: NGOs - Trusts, Societies, Section 8 Companies, Academic & Research Institutes, Skill Development Agency, Other Resource Agencies |
| BP | Business Partners: Dealers, Vendors, Service Providers |
| GOVT | Government Agencies (Both Central and State) |

NOTE

- 1: * TATA Affirmative Action Program (TAAP) is focused on reducing inequalities faced by socially backward groups (Ref. Sr. No. iii of Schedule VII of The Companies Act, 2013)
- 2: All the projects will be implemented Pan India, on need basis.

Governance Structure

CSR Committee of the Board



Mr Om Prakash Bhatt,
Independent Director,
Chairman

Mr K V Chowdary,
Independent Director,
Member

Ms Vedika Bhandarkar,
Independent Director,
Member

Mr Guenter Butschek, CEO
and Managing Director,
Member

Corporate CSR facilitates deployment in coordination with locations



Permanent Invitees

Mr Girish Wagh,
President
Commercial
Vehicle Business
Unit

Mr Shailesh
Chandra, President
Passenger Vehicle
Business Unit

Mr Asim Kumar
Mukhopadhyay,
Vice President
Business Finance

TATA MOTORS

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY FY 21-22

As an integral part of our commitment to Good Corporate Citizenship, we at TATA Motors believe in actively assisting in the improvement of the quality of life of the people in the communities, giving preference to local areas around our business operations. We shall continue to relentlessly strive in our endeavor of nation-building, sustainable development, accelerated inclusive growth and social equity.

The Tata group constitutes a global force not only for doing good business, but being in the business of doing good for society. We shall strategically integrate the shouldering of our Social Responsibility with our pursuit of Business Excellence. Towards achieving long-term stakeholder value creation, TATA Motors shall always continue to respect the interests of and be responsive towards its key stakeholders - the communities, especially those from socially and economically backward groups, the underprivileged, marginalized and most vulnerable groups; focused on inter alia the Scheduled Castes and Scheduled Tribes, Persons with Disability, Women and the society at large.

In our CSR journey towards achieving human development and excellence, we shall endeavor to deploy TATA Group CSR Programs and drive Affirmative Action (AA) agenda and other international development goals like Sustainable Development Goals (SDGs), in line with Schedule VII of The Companies Act, 2013 as recommended by the CSR Committee of the Board and approved by the Board from time to time.

In order to leverage the demographic dividend of our country, Company's CSR efforts shall focus on Health, Education, Employability and Environment interventions for relevant target groups, ensuring diversity and giving preference to needy and deserving communities inhabiting urban and semi urban India. Company shall also develop a CSR annual action plan covering details of the program, manner of execution, modality of utilization, monitoring and reporting mechanism, and impact assessment, wherever applicable.

The corpus to be spent by TATA Motors on CSR shall include at least 2% of the average net profits of its India Operations for preceding three financial years. Any surplus arising out of the CSR projects or programs or activities shall not form part of business profits of the Company. CSR Policy implementation shall be periodically reviewed and monitored by a two tiered Governance Structure comprising of Tier I – Board and CSR Committee of the Board, and Tier II - CSR Team comprising of Corporate Office, Manufacturing Plants and Commercial Offices.

CSR at Tata Motors shall be underpinned by 'More from Less for More' philosophy which implies striving to achieve greater impacts, outcomes and outputs from our CSR projects and programmes by judicious investment and utilization of financial and human resources, engaging in like-minded stakeholder partnerships for higher outreach benefitting more lives. Company shall disburse milestones linked payment to the CSR implementing partners.

We shall continue to nurture a vibrant culture of volunteering in our aspiration to leverage our core competencies and managerial, technological capabilities for CSR. We shall strive to bring innovation to our CSR initiatives and optimize their effectiveness while seeking to create a measurable impact of our CSR activities.

Signature

Chairman

Mr N Chandrasekaran

Non Independent, Non-Executive Chairman

TATA Motors



For more information on CSR connect
with CSR Lead of Tata Motors
Mr. Vinod Kulkarni
Email: vc.kulkarni@tatamotors.com
www.tatamotors.com

