

### **Purpose & Focus Areas**

Tata International Limited is aligned to the Tata Group's core purpose of improving the quality of life of the communities we serve through long term stakeholder value creation.

Enlarging the scope of Affirmative Action which gained positive momentum since 2009, through its CSR strategy, the company will continue to make need based, focused and exhaustive interventions in identified issues for the economically and socially disadvantaged sections of the society.

Tata International will focus its CSR initiatives in localities surrounding its business operations especially in Dewas and Chennai, taking concrete steps in areas of:

1. Skill Development
2. Employability
3. Education

Further details of the action areas are given in Annexure I. In addition, the company will continue to voluntarily participate in environmental issues/national disasters depending upon where they occur and its own ability to respond meaningfully.

### **Approach & Delivery**

The Company's CSR will revolve around five guiding principles – Linked to Business, Relevant to local contexts, Partnerships, Volunteering and Impact, in line with those proposed by the Tata Group ( Refer Annexure II).

The company's in-house CSR team will implement its CSR strategy through local partnerships viz., credible private and government institutions. Partner agencies will be selected based on well-defined selection criteria .

### **Governance & Review mechanism**

The CSR Committee of the Board will govern and review the CSR initiatives of the company from time to time. The CSR Committee will recommend the Annual Business Plan for CSR to the Board for its approval. The plan will include resource requirements and allocation across interventions and locations. The composition of the CSR committee of the Board is as hereunder:

- Mr. P G Mankad – Chairman
- Mr. R Mukundan
- Mr. N N Tata

Mr. Manish Kumar, Head – Human Resources, also the CSR Co-ordinator for the company will provide required direction to the implementation team as given hereunder:

Dewas	Mr. Nipun Goyal
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	Mr. Debashish Das Mr. Rishabh Chauhan Mr. Raj Mittal Mr. Sameer Tungare Ms. Poorwa Dixit
Chennai	Mr. Shyamnath Gopinath Ms. Geethpriya B Mr. Vinoth Khanna Ravichandran
Independent Advisor	Mr. Virendra Gupte

The CSR Implementation committees will review and report activities, outcomes and impact of the initiatives on a periodic basis to the Board.

This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the CSR Committee of the Board.

Annexure 1

Focus Areas	CSR Initiatives	Ref. Sr.No of Sch VII of Companies Act	Implementation modality
Education	<ul style="list-style-type: none"> <li>• Adopting educational institutions and hostels</li> <li>• Sponsoring/Training of teachers and headmasters</li> <li>• Augmenting and supporting infrastructure in educational institutions</li> <li>• Offering scholarships and financial assistance to needy and meritorious students</li> <li>• Developing educational material and methodologies</li> <li>• Supporting and promoting co-curricular activities</li> <li>• Promoting Health &amp; Hygiene for children and their families through Medical Check-ups and awareness initiatives</li> </ul>	<p style="text-align: center;">II</p> <p style="text-align: center;">II</p> <p style="text-align: center;">II</p> <p style="text-align: center;">II</p> <p style="text-align: center;">II</p> <p style="text-align: center;">II</p> <p style="text-align: center;">I</p>	<p>a) Tie up with Amona, Binjana (Dewas) &amp; Soma Mangala School (Chennai)</p> <p>b) Evaluate partnership with schools as proposed by CII</p>
Skill Development & employability	<ul style="list-style-type: none"> <li>• Creating, training and supporting self-help groups <ul style="list-style-type: none"> <li>○ Women sanitation project</li> </ul> </li> <li>• Artisan Development</li> </ul> <p><i>Ongoing skill development through partnership with MAPCET, Madhya Pradesh</i></p>	<p style="text-align: center;">II</p> <p style="text-align: center;">I</p>	<p>Aakar innovation (NGO)</p> <p>DIPP scheme</p>

## Annexure II

Tata International will adopt the following the key guiding principles, in line with those proposed by the Tata Sustainability Group:

1. **Linked to Business:** The activities in the chosen focus areas would be carried out in the geographies in which the business operates , currently Dewas and Chennai.
2. **Relevant to local contexts:** The activities will be customized as per needs and requirements of the local community. The Company will have a two-way communication channel, so that the stakeholders' needs, expectations and aspirations can be mapped and their feedback and satisfaction levels can be obtained and assessed for the purpose of design and improvement of initiatives.
3. **Partnership:** While the in-house CSR committee will drive the initiatives, the company will forge collaborations with business partners, other Tata Group companies and like-minded corporate organizations, funding agencies, non-government organizations, community based organizations, Governments and Government organizations, based on well-defined selection criteria in the year 2015-16..
4. **Volunteering:**Tata International will provide opportunities to its employeesto engage in volunteering activities that will benefit the communities in which they live and work, and at the same time, support the Company's own CSR efforts. This will not only deepen local community connect but will also leverage in-house skills in addressing social challenges.
5. **Impact:** All initiatives will have specific and well-defined KPIs to measure impact on the target groups. For high impact projects, there will be independent, third-party assessments and feedback will be a key input for redesign and / or rollout of further initiatives.