



# ESG

## Databook

FY 2023-24



# Leadership Message



“

The articulation of our ESG strategy through the #ForBetter pillars-Sourcing, Planet, Communities, and Nutrition-guides our actions and sets clear, ambitious targets for FY 2025-26.

”

## DEAR STAKEHOLDERS,

As we navigate through the dynamic landscape of the FMCG sector, Tata Consumer Products Limited (TCPL) remains steadfast in its recognition of the profound impact that Environmental, Social, and Governance (ESG) considerations have on the long-term success and sustainability of our business. As we continue to evolve into a premier FMCG organization, our commitment to creating sustainable value for all our stakeholders remains an integral part of our strategic planning.

Our journey thus far has been marked by significant milestones that reflect our dedication to sustainable practices. The articulation of our ESG strategy through the #ForBetter pillars-Sourcing, Planet, Communities, and Nutrition-guides our actions and sets clear, ambitious targets for FY 2025-26. These pillars are the bedrock upon which we build our operations, ensuring that every decision we make contributes to a sustainable and equitable future.

Our policies, which are aligned with our 'For Better' strategy, stand as a testament to our holistic approach to sustainability. They encompass critical areas such as Nutrition, Environment, Energy Conservation, Marketing and Communication, Sustainable supply chain and Green Procurement, embedding our sustainability ethos across

every aspect of TCPL's operations. Our proactive climate and water risk assessments, in line with Task Force on Climate-related Financial Disclosures (TCFD) and Climate Disclosure Standards Board's (CDSB) frameworks, exemplify our commitment to environmental stewardship and risk mitigation. Our social initiatives have been equally impactful, touching the lives of 1.39 million beneficiaries till FY 2023 and steering us towards our goal of positively affecting 1.75 million lives by FY 26. This is a clear indication of our dedication to creating value that extends beyond our immediate business interests and into the communities we serve.

In the spirit of enhanced transparency and accountability, we are proud to present the **ESG Databook for FY24**. This document provides certain additional pointers on non-financial performance and complements our Integrated Annual Report. It has been prepared with a view to enhance our stakeholders' understanding of our ESG journey and our unwavering commitment to the principles of ESG.

**Tarun N P Varma**

Global Chief Human Resources and Sustainability Officer

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# Governance

## MATERIALITY

In our pursuit of sustainable growth, we actively engage with external stakeholders to identify material issues that impact both our business and the communities we serve. This collaborative approach ensures that our strategies are aligned with stakeholder expectations and are responsive to emerging trends in consumer behaviour and environmental stewardship.

Material Issues for External Stakeholders -

	Access to Nutrition	Product Stewardship
Cause of the Impact	TCPL's operations, product offerings, and supply chain management are intricately linked to the cause of enhancing access to nutrition. TCPL integrates nutritional considerations into its operational strategies. Our portfolio includes products developed with health benefits in mind. We are focused on further strengthening our Health & Wellness portfolio. The supply chain is optimized to source quality ingredients that meet nutritional standards, thus ensuring that the end products align with the health-conscious demands of consumers. This holistic approach not only addresses customers' nutritional needs but also reinforces TCPL's commitment to delivering great-tasting and healthy options across its product range.	To our external stakeholders, product stewardship signifies the company's commitment to managing the environmental, health, and safety impacts of our products throughout their life cycle. This assures consumers that the products they purchase from TCPL are not just high quality but are also manufactured responsibly and sustainably.
External stakeholder(s)/ impact area(s) evaluated	The focus on nutrition has a multifaceted impact on various external stakeholders. Environmentally, sourcing sustainable and nutritious ingredients can contribute to more responsible agricultural practices (e.g., legumes help fix soil nitrogen, making it more fertile). Societally, TCPL's emphasis on nutrition aligns with broader health goals, potentially leading to improved public health outcomes. For consumers, the availability of healthier choices meets the growing demand for nutritious food, enhancing customer satisfaction and trust. Within the supply chain, stakeholders are encouraged to uphold standards that support the delivery of nutritious products, fostering a network of partners invested in health and sustainability.	The product stewardship program at TCPL has a multifaceted impact on various external stakeholders. Environmentally, it involves rigorous measures to protect ecosystems and biodiversity. Socially, it addresses community well-being and worker safety, both within the company and across our value chain. This assures consumers that the products they purchase from TCPL are not just high quality but are also manufactured responsibly and sustainably, fostering trust and loyalty. The supply chain is also scrutinized to ensure ethical sourcing and fair labour practices. Collectively, these efforts contribute to a positive societal footprint and reinforce TCPL's commitment to corporate social responsibility.
Impact Metric	The measurement of nutritional access is determined by the number of newly introduced products that offer improved nutritional content or have been fortified, along with the broadening reach of our product selection. In FY24, we launched 46 new products, with 16 of them tailored to meet health and wellness requirements. The number of new product launches with a focus on health and wellness has experienced a significant growth, with 2.40 X increase compared to the FY 2020-21.	TCPL has executed a Life Cycle Assessment (LCA) for tea, which is a central component of our revenue. The LCA enables us to gauge the sustainability of the product throughout its life cycle. Our aspirational target is to ensure that by the year 2040, every product we offer is sustainable by volume.

	Access to Nutrition	Product Stewardship
Topic relevance on external stakeholders	The prioritization of access to nutrition by TCPL is expected to have a predominantly positive impact on external stakeholders. Consumers benefit from a wider range of healthy choices, which can lead to better health and well-being. Shareholders and investors view the company's commitment to nutrition as a strategic response to consumer trends, which can enhance brand reputation and financial performance. Communities stand to gain from the company's contributions to making nutrition accessible, reflecting TCPL's role as a responsible corporate citizen. Overall, the emphasis on nutrition is likely to bolster TCPL's sustainability and long-term success, creating shared value for all stakeholders involved.	The relevance of TCPL's product stewardship to external stakeholders is overwhelmingly positive. For the environment, it translates to reduced ecological impacts and a push towards sustainability. Society benefits from improved public health and social equity. Consumers enjoy high-quality, responsibly-made products, and the supply chain actors are held to high ethical and environmental standards. This positive impact bolsters investor and shareholder confidence, enhancing TCPL's reputation as a forward-thinking, responsible company. By aspiring to make all products sustainable by 2040, TCPL is setting a benchmark for industry excellence and minimizing potential regulatory or reputational risks.
Output Metric	<p>The metric for evaluating access to nutrition includes the count of new product introductions that feature enhanced nutritional value or fortification, as well as the expansion of our product range's accessibility.</p> <p>In FY 24, there were six new product launches that included fortification or additional nutritional benefits.</p>	TCPL's Life Cycle Assessment (LCA) for tea provides a quantitative output metric that encompasses the entire cradle-to-grave boundary of tea leaves. It was conducted as per the ISO 14040/44 standards. This metric quantifies the environmental footprint by measuring inputs and outputs such as the number of raw materials used, distance travelled by upstream transportation, energy consumption in the form of electricity and fuel within TCPL facilities, materials involved in packaging, and the end-of-life (EoL) impact, including waste management and recyclability.
Impact Evaluation	The strategic expansion of TCPL's sales and distribution channels, coupled with its foray into Direct-to-Consumer (D2C) and E-commerce segments, is poised to significantly broaden its consumer base. In FY 24, E-commerce accounted for 11% of India business. We have established a goal to extend our reach to 250 million households by 2030. This year, we successfully expanded the presence of our product portfolio to approximately 263 million households. The company not only aims to amplify its market presence but also to enhance consumer education regarding the nutritional benefits of its products. This initiative is expected to drive increased consumer engagement and loyalty, as well as to promote informed choices among a wider audience, ultimately contributing to the company's growth and reinforcing its commitment to public health and nutrition awareness.	The LCA serves as an impact valuation tool, aligning with ISO 14040/44 standards to evaluate the environmental consequences associated with all stages of the tea product's life cycle. By translating the life cycle impacts into monetary values, TCPL can assess the environmental costs and benefits in economic terms. This valuation helps in identifying areas with the most significant environmental burden and opportunities for improvement, enabling TCPL to make informed decisions to reduce the product's overall environmental impact and to invest in more sustainable practices.

Our commitment to stakeholder alignment is complemented by a comprehensive risk management framework. By integrating risk governance at all levels and in our ERM framework, we ensure that our operations remain resilient and accountable, further strengthening our overall business strategy.

RISK

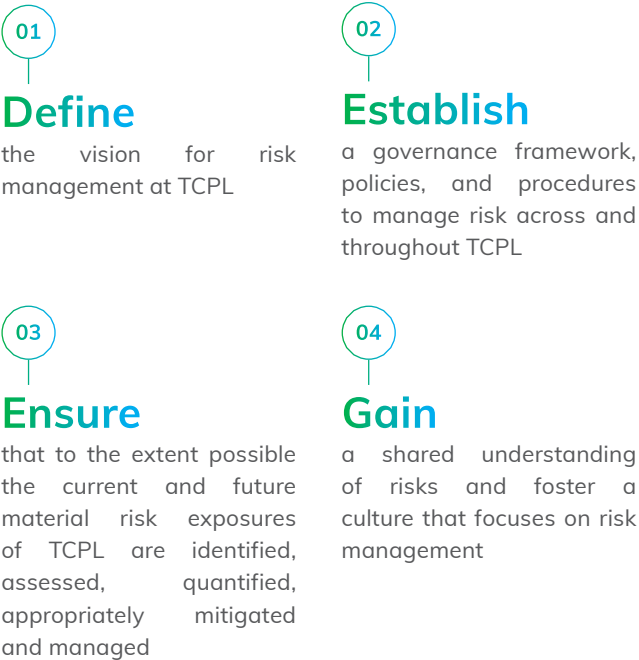
Our Enterprise Risk Management (ERM) process was developed in a manner that addressed our business needs while remaining simple and pragmatic. The ERM process has been further strengthened through Executive Risk Governance Committee (ERGC) comprising of CEO, CFO, COO, Business Heads, Function Heads and ERM team. At TCPL, every business unit or function has an appointed 'Risk Champion' who collaborates with the ERM team to engage in quarterly discussions to identify and deliberate on strategic, operational, compliance, financial, and reputation risks. At the senior management or executive level, specific roles or committees are tasked with the responsibility of establishing control standards and overseeing compliance with these standards. The ERGC is tasked with responsibilities such as periodic review of significant risk exposures and ensuring appropriate mitigations are in place as well as monitoring effectiveness of mitigation plans through associated target key performance indicators (KPIs).

TCPL employs a structured risk management process, utilizing a risk matrix to systematically assess and categorize potential threats based on 'likelihood' and 'impact.' This methodical evaluation is crucial for measuring risk exposure and establishing the company's risk appetite, leading to the prioritization of risks ranging from minor to critical. Our Enterprise Risk Management (ERM) framework,



detailed in the ERM policy available on the company intranet, guides the formulation of risk response strategies. For example, we have identified 'Supply chain disruptions due to geo-political conflicts' as having a high likelihood and medium impact, and 'Artificial Intelligence risks as medium in both likelihood and impact as emerging risks we continue to monitor. These insights are integral to our strategic planning and risk mitigation efforts, ensuring that we address the most significant risks effectively. We have established an Enterprise Risk Management Policy to guide our risk management efforts.

The policy aims to:



The Risk Management Framework is subject to regular reviews, at a minimum once in two years, to ensure its continued relevance and effectiveness. We also review our company's risk exposure at least twice a year or more frequently. Any suggested changes to the procedures will be presented to the Risk Management Committee, which will then make recommendations to the Board for final approval. This practice of providing recommendations to the Board ensures that all members, including non-executive, executive, and independent directors, are consistently updated/educated and informed about the latest developments in risk management. Integrated Internal audit and ERM function provides independent assurance on the effectiveness of risk management & compliance. An external benchmarking exercise is also done to assess the maturity of ERM practices.

The ERM team also collaborates closely with business / functions to identify external and emerging risks, assess the potential impact and develop robust mitigation strategies.

	Supply chain disruptions due to geo-political conflicts	Artificial Intelligence
Description	Geopolitical tensions, such as recent conflicts, could lead to significant disruptions in global supply chains. For a fast-moving consumer goods (FMCG) company that relies on the import and export of raw materials and finished products, such as tea and coffee, these tensions can obstruct trade routes, lead to sanctions, and disrupt the flow of goods. This can result in shortages of key commodities, increased costs, and delays in production.	The rapid advancement of artificial intelligence (AI) technologies presents both opportunities and risks for our sector. AI-driven analytics can provide deep insights into consumer behavior, supply chain dynamics, and market trends, enabling proactive risk management and strategic decision-making.
Business Impact	<b>Cost of Goods Sold</b> There may be an immediate increase in the cost of goods sold due to higher prices for raw materials, which are scarce or more expensive to procure. <b>Market Share</b> The company might face challenges in meeting demand, leading to potential loss of market share. <b>Company's Reputation</b> Long-term contracts could be jeopardized, and the company's reputation may suffer if the product availability gets impacted.	<b>Consumer Insights</b> AI-driven data analysis can provide deep consumer insights, but unintended mishandling of data could lead to privacy concerns and legal issues. <b>Competitive Dynamics</b> Companies that are slower in embracing AI risk ceding market share to rivals who may have already integrated advanced technologies into their operations. <b>Cybersecurity Threats</b> As the company becomes more dependent on AI and digital systems, it faces a heightened risk of cyber threats, necessitating stronger security measures.
Mitigation Measures	Diversifying supply chains by identifying alternative suppliers and procurement routes to reduce dependency on a particular region.  Increased safety stock levels to mitigate risk of supply chain disruption.  Continuously monitor geopolitical developments and its impact on consumer demand and supply chain	The company's strategic investments in AI adoption, including the integration of AI functionalities like network optimization and price forecasting, are optimizing operations and driving business value.  We have in-house expertise as well as engage with external partners to monitor AI trends. Concurrently, we are committed to upskilling our workforce to excel in synergy with AI technologies.  Compliance with data privacy laws is imperative to uphold consumer trust in AI systems. Furthermore, it is essential to allocate resources towards strengthening cybersecurity defenses to ensure the AI infrastructure is well-protected against potential security threats.



TCPL's Innovation Council also implements risk criteria into the product and service development lifecycle, utilizing stage gates to thoroughly discuss potential risks and opportunities, including market share implications. This strategic approach ensures that risk assessment is an integral part of the innovation process. In addition, TCPL routinely organizes programs aimed at engaging employees, often providing training to highlight the significance of a robust risk culture within the organization.

By embedding these principles into our core operations, we are not only shaping a resilient future but also inspiring meaningful change that resonates with our commitment to ethical practices and sustainable growth.



## SOME POINTERS ON OUR CORPORATE GOVERNANCE

Our governance framework emphasizes transparency, accountability, and ethical leadership, ensuring compliance with regulatory standards and fostering a culture of integrity. We strive to maintain robust oversight mechanisms to align the interests of all stakeholders, uphold corporate values, and support sustainable growth.

In accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, where the Chairperson is a Non-independent Director, we are required to maintain a target share of at least 50% Independent Directors in our Board of Directors. Currently, the share of Independent Directors in our Board stands at 55%, thereby surpassing the obligated target share. As part of our commitment to strong governance and oversight, we observed 100% attendance by the Directors at all Board and Shareholders' Meetings. To maintain focus and accountability, the number of other mandates for non-executive and independent directors is restricted to 7, allowing them to dedicate their expertise and time to the company's growth and governance. Furthermore, each of our board members are elected individually, ensuring a transparent selection process that prioritizes skill, experience, and alignment with our corporate values.

Please refer the Corporate Governance section of our [Integrated Annual Report 2023-24](#) for further details on our industry-leading corporate governance practices.

## Code of Conduct

TCPL recognizes the importance of adhering to our Tata Code of Conduct compliance standards to foster a culture of integrity and ethical conduct. This code encompasses a spectrum of principles, including equal opportunity, human rights, anti-bribery and corruption measures, freedom of association, conflict of interest resolution, adherence to export controls and trade sanctions, as well as community and environmental stewardship. Non-adherence to the code by any employee could significantly affect their performance reviews and appraisal.

Throughout the year, we have had no reported incidents of corruption, bribery, discrimination, customer privacy data breaches, conflicts of interest, money laundering, or insider trading. We take any reported instances of sexual harassment with the utmost seriousness; of the three cases reported in FY24, we have promptly addressed one and the remaining two cases are under active investigation. Our organization is dedicated to providing a safe and respectful work environment for all employees, and we continue to enhance our policies and training programs to prevent any form of harassment in the workplace.

## Cyber security

Our organization takes pride in the robustness of our IT infrastructure and the efficacy of our information security management systems. These critical components have been rigorously audited by external auditors, affirming our adherence to the highest standards of operational resilience. We have comprehensive business continuity and contingency plans, which we proactively test on an annual basis to ensure our preparedness for any unforeseen events. Furthermore, our commitment to safeguarding our digital ecosystem is reflected in our adherence to NIST standards, a testament to our systematic approach to managing sensitive company and customer information. We are pleased to report that our proactive measures have ensured no cybersecurity breaches during the FY24, underscoring our dedication to maintaining a secure and sustainable business environment.

Annually, we engage an external party to conduct comprehensive vulnerability assessments (VAPT) of our IT infrastructure, ensuring adherence to recognized security standards. The current VAPT cycle is underway, with a focus on Penetration Testing, Network Security, Azure AD Assessment, Red Teaming, and Cloud Security Assessments. Our dedication to responsible sourcing, ethical conduct, and cybersecurity not only strengthens our operations but also positions us to lead in a dynamic marketplace, ensuring lasting value for all stakeholders.



# Our ESG Strategy

The story of Tata Consumer Products is one of continuous transformation, driven by our commitment to innovation and agility in meeting the ever-evolving needs and aspirations of our consumers. At the heart of this journey is our “For Better” philosophy, which guides us in responding to key consumer trends such as premiumisation, convenience, and health & wellness.

By embedding innovation and swiftly integrating new businesses into our portfolio, we are broadening our horizons and accelerating our digitalisation and sustainability efforts to deliver better value to all our stakeholders. This philosophy is deeply ingrained in our culture and strategy, and we remain steadfast in our commitment to creating differentiated value for everyone who plays a role in our journey.



## For Better Planet

The ‘For Better Planet’ pillar signifies our commitment to operate responsibly, leaving as minimal a footprint as possible on the environment, even as we endeavour to turn it positive. Our vision is to promote clean energy, replenish water, preserve biodiversity and pioneer circular economy.

TCPL is steadily progressing toward its sustainability goals, aiming to achieve Net Zero emissions across all geographies by FY 2040. We have already made significant strides, with 44% of our energy needs currently being met by renewable sources. In line with our broader environmental efforts, we are working to become water-neutral across all operations by FY 2030. Additionally, we are committed to eliminating waste to landfill by FY 2026, a goal that has already been accomplished in our beverage factories. As part of our waste management strategy, we have also achieved 100% compliance with Extended Producer Responsibility (EPR) regulations in India. By FY 2030, we are dedicated to ensuring that all our packaging materials are recyclable, compostable, or reusable, with 62% of this target already being reached in our Indian operations. These efforts align with key material issues covered including Driving Net Zero, Circular Economy, Preserving Nature and Biodiversity. For further information, please refer our [Integrated Report 23-24](#)

We have implemented measures to increase awareness of our environmental management policy and its impacts among both internal and external stakeholders. Overall, 44% of our manufacturing units have implemented Environmental Management System (EMS) verified through ISO 14001 (excluding plantations and offices). We provide extensive training to all operational personnel to raise their awareness of the environmental impact of their job roles. This training addresses key areas such as energy, water, and waste management including food waste.

We conduct audit of the environmental parameters like energy, waste, and water to further understand the areas of improvement. Furthermore, we are actively pursuing ISO 50001 certification to reinforce our commitment to energy efficiency.

At TCPL, we are committed to responsible energy and emissions management across our operations. We have implemented robust accounting and mitigation strategies for all our emissions, including direct and indirect greenhouse gas emissions, categorised under Scope 1, 2, and 3.

Emissions (In MtCO2e)*	
Scope 1	64,148
Scope 2 (Location Based)	53,034
Scope 2 (Market Based)	41,733
Scope 3	1,69,212

\*Final emission figures post independent third party verification from BSI. The FY 2023-24 performance includes emissions from Tata Coffee Ltd. which was merged with TCPL in the reporting year.



In line with our commitment to reducing greenhouse gas emissions, we utilize both the market-based and location-based approaches, which provide complementary perspectives on our electricity consumption's environmental impact.

The market-based and location-based approaches are two distinct methods for calculating greenhouse gas (GHG) emissions associated with electricity consumption.



Market-Based Approach

Market-based method derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims. The emission factor for the renewable energy consumed is considered to be zero under this approach. This is because renewable energy sources such as wind, solar, hydro, and biomass do not emit GHGs during electricity generation. Companies that purchase renewable energy certificates (RECs) or engage in power purchase agreements (PPAs) for renewable energy may claim the associated environmental benefits.



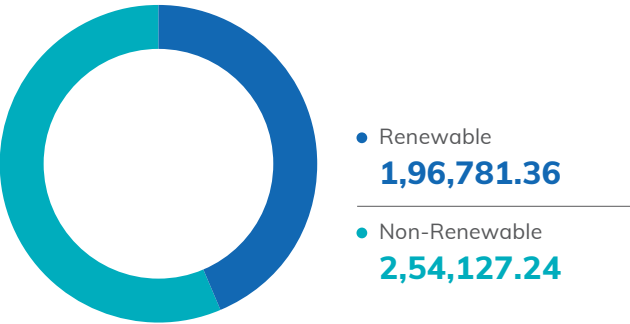
Location-Based Approach

A location-based method reflects the average emissions intensity of grids on which energy consumption occurs. All electricity consumed by the company, regardless of its source, is multiplied by the grid average emissions factor. This factor reflects the average emissions associated with electricity generation in the region, accounting for the fact that the actual electricity consumed is from a grid that includes both fossil fuel-based and renewable energy sources.



To support these emissions strategies, we diligently monitor our energy data, distinguishing between renewable and non-renewable energy usage, both locally and internationally, to enhance transparency in our emissions reporting.

Energy Consumption (in MWh)



The significant increase in energy consumption and emissions is attributed to the recent merger of our coffee business, which has expanded our operational scale and energy-intensive processes. To address this increase, we are implementing energy efficiency measures aiming to mitigate the impact on our overall consumption and emissions.

Beyond energy use, we are committed to addressing the environmental effects of plastic packaging. This challenge is closely tied to how we manage our packaging materials, where each type of packaging plays a role in our broader sustainability strategy.

In our ongoing commitment to sustainability, we have made considerable strides in reducing the environmental impact of our plastic packaging. In FY 2022-23, the total weight of all plastic packaging was 16,654.48 tonnes, which increased to 17,482 tonnes in FY 2023-24 due to business growth. We have made substantial progress in our sustainability efforts by increasing the percentage of recyclable plastic packaging from 32.5% to 49.25%. This advancement positions us well on the path to achieving our FY26 target of ensuring that 70% of all our packaging materials are recyclable, compostable, or reusable across all operating regions.

Furthermore, in line with our sustainability drive, we have made significant progress in using environmentally friendly packaging materials. In FY 2023-24, the total weight of wood/paper fiber packaging used was 169,189 metric tonnes, with 65.5% being recycled or certified material, successfully meeting our target of 65.5%. Our metal packaging, including aluminum and steel, totaled 1,707 metric tonnes, with 100% of it comprised of recycled or certified material, also achieving the set target. Additionally,

our glass packaging amounted to 2,634 metric tonnes, with 100% of this material being sustainable, in line with our goal for the year. This demonstrates our continued commitment to utilizing certified and recycled materials in packaging, further supporting our sustainability objectives.

Our success in these areas relies on strong internal policies, such as our environmental policy, which lays the foundation for sustainable operations. The implementation of the policies is also supported by training for employees, ensuring that each individual understands the environmental implications of their roles.

We broaden these initiatives to include our stakeholders, fostering awareness of environmental management policies among partners, suppliers, and customers, ensuring alignment with our sustainability vision. This leads us to programs like the Energy Management Program (EMP), designed to raise awareness and instil energy-saving habits among our employees.

In pursuit of our goals to reduce our carbon footprint, we conduct regular low-carbon checks to confirm that our operations consistently meet or exceed our emission reduction targets.

Parallely, we address food waste through food loss and waste-related programs, ensuring that any products that sometimes do not meet our exacting quality standards are repurposed (e.g., into animal feed), contributing to waste reduction efforts.

Products that have reached their expiration date or fail to meet our stringent quality standards are being gathered and repurposed into animal feed. This repurposed food waste product is either delivered to nearby pig farms or picked up by municipal authorities. We have established a system to retrieve expired food items from our network of suppliers and distributors, both general and modern, throughout India via a waste processing organization. In the fiscal year 2024, we successfully recovered 1,724 metric tons of expired products, a reduction from the 2,157.52 metric tons collected previously. Additionally, our food loss data undergoes verification by an independent third party to ensure accuracy and transparency.







## For Better Sourcing

Our 'Better Sourcing' pillar underlines our commitment to fostering economic, environmental, and social development throughout our business leading to Value Chain Sustainability. Our vision is to develop sustainable value chains from farm to shelf.

In line with our vision, we have set ambitious targets to achieve 100% critical supplier assessments across all geographies by FY 2030 and to ensure that all critical raw materials are sustainably sourced by FY 2040. Progressing toward these goals, 947 million kg of tea we have procured has been procured sustainably, covered under the 'trustea' initiative in India. This translates to about 60% of our total tea procurement in FY 2024 in India. These efforts align with key material issues covered within this pillar such as value chain management, responsible sourcing, human rights, and the preservation of nature and biodiversity, demonstrating our dedication to creating a more sustainable and ethical supply chain. For further information, please refer to our [Integrated Report 23-24](#).



### SUPPLY CHAIN GOVERNANCE

Strategic oversight plays a pivotal role in ensuring that the company's vision is seamlessly integrated with its operational execution, a key element for the successful implementation of strategies and programs. The responsibility for overseeing the implementation of supplier ESG programmes lies with our Executive Management, affirming our commitment to responsible and sustainable business practices. There is a zero-tolerance towards any breach of the Tata Code of Conduct (TCOC); the TCOC also establishes basic ESG standards on certain aspects, the failure to comply to which would result in the termination of the relationship with the supplier. Additionally, the company consistently evaluates its purchasing practices to ensure they are in line with the TCPL Supplier Code of Conduct. Suppliers who repeatedly fail to comply with any facets of the TCPL SCOC may face contract termination.

We actively encourage our tea suppliers to pursue trustea certification which aims to assess and enhance the social, economic, agronomic, and environmental performance of Indian tea estates, smallholders, and Bought Leaf Factories (BLFs). The code's adherence is expected to not only bolster competitiveness within the tea industry but also facilitate a gradual alignment with national and international sustainability standards.

### SUPPLIER SCREENING

Our company utilizes a structured supplier screening process that evaluates various ESG factors for critical suppliers. We follow the Supplier Code of Conduct and a Green Procurement Policy, with TCPL actively incorporating these elements into direct procurement choices and encouraging key supply chain partners to adopt similar commitments. Our focus includes reducing resource use, optimizing plastic consumption, and enhancing ESG awareness among suppliers. Suppliers are urged to implement management systems in line with international standards like ISO 14001 and to form committees to monitor and advance sustainability practices. This risk assessment is a critical part of our supplier screening. Furthermore, we conduct extensive chemical testing to ensure compliance with safety and environmental standards.

TCPL's Quality department meticulously conducts supplier audits, both to affirm compliance with our standards and to identify areas for enhancement. When audits reveal areas for improvement, TCPL teams engage suppliers with concrete corrective action plans. This includes providing

suppliers with detailed information and training on TCPL's ESG program, processes, and requirements to ensure they understand and meet our expectations. Suppliers also receive support, whether remote or on-site, to assist in the implementation of these corrective and improvement actions. While suppliers currently do not have access to ESG benchmarks against peers, resources such as the Trustea and Rainforest Alliance (RA) offer valuable guidance and standards for best practices in sustainability.

A training initiative for Trustea has been launched, backed by financial contributions from TCPL. Additionally, internal training on the Tata Code of Conduct (TCOC) and associated subjects is conducted using an interactive, scenario-based module that includes comprehensive presentations and evaluations.

3,097

Suppliers screened in FY 2024







## For Better Communities

The 'For Better Communities' pillar represents our dedication to empowering our people and our communities. Our vision is to enhance the quality of life, creating shared value for our communities and foster an equitable, inclusive, and safe culture for our employees.

TCPL is dedicated to making a meaningful impact, aiming to benefit 2 million community members by FY 2030, a goal supported by our current achievement of 1,398,887 beneficiaries and 70,903 employee volunteering hours logged in FY24.

In addition to our community outreach, we are committed to fostering a diverse workforce, with a target of achieving 50% diversity across all geographies by FY 2030; currently, our gender diversity stands at 34%. We also prioritize employee wellness and safety, as reflected in our low Lost Time Injury Frequency Rate (LTIFR) of 0.48

Tata Consumer Products Limited has demonstrated a commitment to growth and talent development through its hiring practices over the past years. The company has not only attracted new talent but also emphasized internal mobility to strengthen its workforce. In FY23, a total of 610 new employees were onboarded, and this number rose to 697 in FY24. Remarkably, 30% of the open positions were filled by promoting and utilizing the skills of existing employees, showcasing a robust internal advancement strategy.



For FY24, we have recorded a total turnover rate of

22%.

This reflects a change from last year, where the turnover rate was 21%.

Furthermore, we place a strong emphasis on employee development, implementing a variety of programs designed to enhance skills and foster career growth. Below are details of two such initiatives that illustrate our dedication to nurturing our workforce and promoting a culture of continuous learning and improvement.

### Program 01 S.O.A.R

#### Program Objective/ Business Benefit

##### 1. Facilitate Transformative Learning

Enable managers to discover and implement critical learning experiences based on insights from high performers and successful program graduates.

##### 2. Drive Self-Discovery and Growth

Promote self-awareness among participants through structured assessments and feedback mechanisms, helping them identify strengths and critical gaps in their leadership capabilities.

##### 3. Engage in Meaningful Collaboration

Foster a collaborative environment where managers can engage in discussions and share insights during focus group discussions and mentorship sessions.

##### 4. Implement Actionable Strategies

Equip managers with practical tools and strategies to drive behavioral change, ensuring they can apply learning effectively in their roles.

##### 5. Align with Organizational Goals

Ensure that the development journey aligns with Tata Consumer Products' strategic objectives, reinforcing a cohesive approach to management excellence.

#### Impact of business benefits

##### 1. Heightened Engagement Levels

The program cultivates an atmosphere of openness, driving higher engagement levels among managers and their teams.

##### 2. Stronger Interpersonal Networks

Participants build a robust network of peer connections and mentorship relationships that extend beyond the program, enhancing collaboration across the organization.

##### 3. Culture of Continuous Improvement

The emphasis on behavioral change and self-direction will foster a culture of continuous learning and improvement within TCPL.

##### 4. Practical Application of Insights

Managers will gain real-world insights and practical experience that enhances their ability to lead effectively, making informed decisions that positively impact business outcomes.

##### 5. Sustainable Behavioral Transformation

The structured approach to mentoring and feedback will ensure that the behavioral changes initiated during the program are sustained over time.

##### 6. Increased Organizational Insight

Participants will develop a deeper understanding of the business landscape, enabling them to contribute meaningfully to strategic discussions and initiatives.

##### 7. Enhanced Confidence and Self-Efficacy

The program will empower managers with the confidence to lead initiatives and influence their teams, enhancing their overall leadership effectiveness.

#### % Of FTEs participating in the program

15%

of People Managers



Program 02  
Leadership Voyages

Program Objective/ Business Benefit

1. Develop Future Leaders

Equip participants with advanced general management and leadership skills to lead cross-functional teams and drive business success.

2. Enhance Strategic Thinking

Foster a deep understanding of strategic pillars-strengthening the core business, digital innovation, unlocking synergies, and future readiness-through practical learning and real-world business challenges.

3. Drive Innovation and Change Management

Develop participants' ability to manage change, drive innovation, and prepare the organization for future disruptions.

Impact of business benefits

1. Exclusive Leadership Visibility

Participants will have direct interactions with TCPL's top executives, including two EXCOM panel reviews and a final presentation to the MD and CEO, ensuring focused mentorship and visibility within the organization's leadership.

2. Unique Peer and Leadership Networking

The program fosters strong networking opportunities exclusively within Tata Consumer Products, allowing participants to build strategic relationships with peers, senior leaders, and top executives across business units, enhancing collaboration and future career opportunities.

3. Prestigious Tailored Learning

Benefit from a bespoke leadership development program, designed specifically for Tata Consumer Products by SDA Bocconi School of Management, providing participants with world-class, FMCG-specific insights that enhance both their academic and professional reputation.

4. Embed Sustainability and Organizational Synergies

Promote sustainable practices and internal synergies that align with Tata Consumer Products' long-term growth and sustainability objectives.

5. Foster People Engagement

Strengthen leadership in people management, fostering a culture of collaboration, engagement, and high performance.

6. Entrepreneurial Thinking

Encourage innovative thinking and internal entrepreneurship, enabling participants to identify and explore new business opportunities.

4. Deep Strategic Alignment

Participants gain access to thought leadership and expertise focused on Tata Consumer Products' strategic priorities-strengthening core business, digital innovation, sustainability, and future readiness-ensuring they are equipped to drive key business initiatives.

5. Immersion in Tata Consumer's Legacy

Exclusive experiences like the TATA Central Archive visit and social events on the TMTC lawns allow participants to engage deeply with Tata Consumer's unique history, values, and culture, strengthening their connection with the organization's mission.

6. Empowerment to Lead Intrapreneurial Innovation

The program emphasizes fostering an entrepreneurial mindset within Tata Consumer Products, empowering participants to explore new business opportunities and innovative solutions, directly contributing to the company's growth and transformation.

% Of FTEs participating in the program

45%

of Leadership Pipeline

To promote a safe working environment, our approach to Occupational Health and Safety (OHS) is built on proactive risk assessment and management. This commitment to safety not only protects our employees but also fosters a culture of trust and responsibility throughout the organization.

OCCUPATIONAL HEALTH AND SAFETY

Our approach includes conducting thorough OHS risk and hazard assessments to pinpoint potential sources of harm in the workplace. We prioritize and incorporate action plans

with clear, quantifiable targets to mitigate these risks, and we ensure that measures are in place to effectively prepare for and respond to emergency situations. The company conducts Health & Safety campaigns on specific hazards like Electrical, Hand injuries, Hights works etc. to ensure all the operations are taken care with proper control measures and to avoid the accidents. One such recent example is the conducting of Machine Safety Risk Assessment (MSRA) to identify the potential hazards related to hand injuries and mitigating by taking corrective and preventive measures.





EMPLOYEE WELLBEING

Our company embraces a progressive work culture by offering flexible working hours to all employees, ensuring a better work-life balance and accommodating individual needs. We also provide comprehensive working-from-home arrangements, fostering a supportive and adaptable environment. Additionally, we recognize the importance of flexibility for new mothers and offer part time working options for women returning from maternity leave, helping them to smoothly transition back into the workforce. Policies related to these aspects are accessible to all employees on our intranet portal, ensuring that all employees are informed and may suitably use these beneficial provisions.

The company also extends support to nursing mothers by providing breast-feeding/lactation facilities, with dedicated Mom's rooms available in our Mumbai, Delhi, Bangalore, and



Kolkata offices. TCPL provides 26 weeks of paid parental leave for the primary caregiver, allowing for a substantial period of child-rearing and bonding. For the non-primary caregiver, we offer 2 weeks of paid leave to support their involvement during the early stages of their own or adopted child's life.

Our annual employee engagement survey served as a valuable tool, offering insights into the organisation's pulse. The objective set for Employee Wellbeing stood at 77, with the Overall Engagement Index reaching 72.

Recognizing the importance of our workforce, we continually analyse our gender pay structure and invest in employee development. By focusing on talent attraction and retention, we ensure that our organization thrives on the strengths and contributions of our diverse teams.



Gender Pay Indicator are mentioned below for FY 2023-24:

Employee Level	 Average Women Salary (Rs. in lakhs)	 Average Men Salary (Rs. in lakhs)
Executive level* (base salary only)	-	130.75
Executive level* (base salary + other cash incentives)	-	186.78
Management level (base salary only)	28.62	30.60
Management level (base salary + other cash incentives)	34.6	38.00
Non-management level (base salary only)	2.67	5.32

\* For executive level, only KMPs are considered.

Building on the foundation of trust, we focus on enhancing customer relationships by measuring satisfaction and engagement through key metrics. Understanding our customers' needs and preferences allows us to deliver tailored solutions that resonate with them.

CUSTOMER RELATIONS

In FY 24, 0.13% of our total customer base utilized our online services and sales platform, compared to 0.07% in the previous year. We are proud to state that, since 2020, the customer satisfaction scores from our tea blend tests have been indicating that over 85% of our customers are satisfied with our blends. Also, in approximately 95% of the cases our blends scores were either at par or better than the competition blends.

As we prioritize customer satisfaction, we also uphold the highest standards of ethical conduct. Our transparency in lobbying efforts and vigilance against financial misconduct reinforce our commitment to responsible governance and stakeholder trust.

BREACH/POLICY INFLUENCE

In parallel with our governance initiatives, we are dedicated to fostering an inclusive workplace. Our efforts to promote diversity and protect human rights are integral to cultivating a positive social impact and supporting our employees.

Our efforts along this pillar align with key material issues encompassed within this pillar, including corporate governance, training and education, community engagement, equitability, and human rights, ensuring that we not only drive positive change within our organization but also contribute to the well-being of the communities we serve. For further information, please refer to our [Integrated Report 23-24](#).





The ‘For Better Nutrition’ pillar encompasses our endeavour to enhance access to nutrition with affordable, nutrient-enriched offerings and harness consumer insights for tailored offerings. Our vision is to improve access to healthy, natural, and safe food for our consumers through our portfolio of great-tasting products designed to enhance health and well-being.

Aiming to reach 250 million households in India by FY 2030, we are committed to delivering impactful and sustainable solutions to consumers. In FY 2024, we successfully expanded the presence of our product portfolio to approximately 263 million households. To support this vision, we have set a target to achieve 100% sustainable products by volume by FY 2040. Our progress is evident with a 2.40x increase in health and wellness-focused new product launches compared to FY 2020-21, alongside the implementation of our ‘For Better’ Nutrition Policy, which is grounded in nutrition science and aligned with global recommendations, including the UN’s Sustainable Development Goals. These initiatives reflect our dedication to key material issues such as access to nutrition, consumer connect, product stewardship, and responsible marketing, ensuring that we not only meet consumer needs but also promote a healthier and more sustainable future. For further information, please refer to our [Integrated Report 23-24](#) and our Nutrition Policy.

We operate three specialized R&D centers dedicated to health and nutrition, each with distinct areas of expertise:

**Bengaluru’s R&D Centre of Excellence:** A global hub for food and beverage innovation, specializing in packaging and product development, with a strong emphasis on research, analytics, and substantiating claims.

**Mumbai’s R&D Foods Innocentre:** Focused on culinary innovation for Tata Sampann, Tata Salt, and a range of ready-to-eat and cook solutions, leveraging chef expertise for culinary development.

**Sri City’s Process Excellence Centre:** Equipped with pilot plant facilities for the F&B sector, this center is instrumental in establishing technologies and processes for new categories, as well as conducting scientific simulation studies.

Additionally, our recent acquisitions have expanded our R&D capabilities:

**Capital Foods R&D, Mumbai:** Drives innovation across the Capital Foods portfolio, including Ching’s Secret and Smith & Jones, with a focus on culinary development for retail, institutional, and export markets.

**Organic India R&D, Barabanki:** Develops products for the Organic India portfolio, concentrating on health supplements, infusions, and value-added foods.

NUTRITION STANDARDS FOR OUR PRODUCTS

For Product Innovations, we endeavour to abide by our Nutrition Policy guidelines for ingredients, nutrients, and claims specific to each consumer need state. We have categorized our entire portfolio into three consumer need states:

- Naturally Good for You
- Nutritionally Enhanced
- Superior Experiences

we have defined common ‘For Better’ nutrient guardrails where we have specified threshold levels for ‘nutrients of concern’ i.e. Added Sugars, Saturated fat (Safa), Total fat, Trans fat and Sodium. We have definitions in place to highlight if the internal and FSSAI Claims’ criteria are met, e.g. ‘enriched with botanicals’, Protein if > 5% DV/serve. Basis the nutrient guardrails, our entire portfolio has been mapped and we are monitoring progress of reformulation/ renovation of products, where required. Below is the simplified guardrail, which currently works as a single lens through which all existing products are evaluated and scored.

Considering the diverse nature of products in our portfolio,

‘For Better’ 2024 Nutrient Guardrails

Nutrients of Concern

Added Sugars	Total Fat	Safa	Trans Fat (from industrial sources)	Sodium
<25% DV/serve	<15% DV/serve	<15% DV/serve	<1 en%	<25%DV/serve

Positive Nutrients

Protein	Fibre	Fortified with Micronutrients	Enriched with Botanicals	Enriched with pre/ probiotic
Good to have >5% DV/serve	Good to have >5% DV/serve	To be highlighted if it meets internal and FSSAI claims criteria		






CFV Independent Assurance



Verification Report

Verification Opinion: CFV 735000-001

Verified with comments	
Based on the process and procedures conducted, the GHG statement contained in the GHG Report FY 2023-2024 final V2 dated 25/05/2024 produced by TATA Consumer Products Limited.	<ul style="list-style-type: none"><li>Is materially correct and is a fair representation of GHG data and information.</li><li>Has been prepared in accordance with ISO14064-1:2018, and its principles and with reference to GHG protocol (Corporate accounting and reporting standard &amp; Corporate value chain scope 3 standard).</li></ul>
The following improvements were raised in relation to future reporting.	<div>List of improvements<ul style="list-style-type: none"><li>The organization could make effort to account life cycle assessment based GHG emission factors (Cradle to grave) for to calculate and disclose GHG emissions inventory for all the scope 3 categories.</li><li>The Organization could make efforts to include GHG emission sources in the GHG inventory list for future reporting for what had been excluded already by this reporting year.</li></ul></div>
Lead Verifier	S Krishnaraj
Independent Reviewer	R Reghu Kumar
Signed on behalf of BSI	<div> Theuns Kotze</div>
Issue Date	20/06/2024
BSI Group India Pvt. Ltd., Headquarters: The MIRA Corporate Suites (A-2). Plot 1&2 Ishwar Nagar. Mathura Road. New Delhi. India. 110065 BSI Group India is a subsidiary of British Standards Institution +91 11 4762-9000	
NOTE: BSI Group India Pvt. Ltd., is independent to and has no financial interest in TATA Consumer Products Limited. This 3 <sup>rd</sup> party Verification Opinion has been prepared for TATA Consumer Products Limited only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Group India Pvt. Ltd., has assumed that all information provided to it by TATA Consumer Products Limited is true, accurate and complete. BSI Group India Pvt. Ltd. accepts no liability to any third party who places reliance on this statement.	

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Verification Engagement

Organization	TATA Consumer Products Limited.
Responsible party	TATA Consumer Products Limited.
Verification Objectives	<div>To express an opinion on whether the organizational GHG Statement which is historical in nature:<ul style="list-style-type: none"><li>Is accurate, materially correct and is a fair representation of GHG data and information.</li><li>Has been prepared in accordance with ISO14064-1:2018, and with reference to GHG protocol (Corporate accounting and reporting standard &amp; Corporate value chain scope 3 standard), the criteria used by BSI to verify the GHG Organizational Statement.</li></ul></div>
Materiality Level	1% for individual and 5% for overall GHG emission sources exclusion.
Level of Assurance	Reasonable
Verification evidence gathering procedures	<ul style="list-style-type: none"><li>Evaluation of the monitoring and controls systems through interviewing employee's observation &amp; inquiry.</li><li>Verification of the data through sampling recalculation, retracing, cross checking, and reconciliation.</li><li>Data has verified through manual consumption logs, SAP records, vendor service reports, invoices, calibration reports etc.</li></ul>
Verification Standards	The verification was carried out in accordance with ISO 14064-3:2019 and ISO 14065:2020
Note: TATA Consumer Products Limited is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI Group India Pvt Ltd is responsible for expressing an opinion on the GHG statement based on the verification.	

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Organizational GHG Statement

Organization		Tata Consumer Products Limited Kirkoskar Business Park, Block C, 3rd Floor Hebbal, Bengaluru, Karnataka – 560024, India.
Organizations GHG Report containing GHG Statement		GHG Report FY 2023-24 final V2 dated 25/05/2024
Organizational Boundary		Operational Control
Locations included in the Organizational Reporting Boundary		See Appendix A
Scope of activities:		"The Scope of verification includes offices and manufacturing units (India and International) involved in processing and blending of tea including the manufacture of instant tea and coffee, trading of coffee products, manufacture of mineral water, trading of Salt, manufacture of food ingredients and sweeteners, wholesale of pulses spices and dry fruits. Ready to cook (RTC) and Ready to eat (RTE) options, breakfast cereals, snacks, and mini meals. Also, the growing of coffee, tea, pepper at the Plantations".
Reporting Boundary:	Direct GHG Emissions (Category 1 / Scope 1)	<ul style="list-style-type: none"><li>GHGs emissions from diesel fuel consumption which is used in DG sets and from vehicles used for mobile commuting of goods and manpower.</li><li>GHGs emissions from petrol fuel consumption which is used for plantation activities and for manpower transportation.</li><li>GHGs emissions from furnace oil used in Boiler for steam generation.</li><li>GHGs emissions from biomass used in Boiler for steam generation.</li><li>GHGs emissions from coal used in Boiler for steam generation.</li><li>GHGs emissions from LPG fuel consumption for fabrication works/cooking.</li><li>GHGs emissions from Kerosene fuel consumption.</li><li>GHGs emissions from Natural gas consumption.</li><li>GHGs emissions from Refrigerant Refilling.</li><li>GHGs emissions from CO2 Refilling.</li></ul>
	Indirect GHG Emissions from imported energy (Category 2 / Scope 2)	<ul style="list-style-type: none"><li>Purchased Grid Electricity (Location based).</li></ul>
	Other Indirect GHG emissions from transportation (Category 3 / Scope 3)	<ul style="list-style-type: none"><li>GHGs from purchased fuel transportation.</li><li>GHGs from transportation of goods including packaging materials from tier 1 suppliers and between organization facilities, in non-organization vehicles.</li></ul>
	Other Indirect GHG emissions from products	<ul style="list-style-type: none"><li>Embodied carbon / carbon footprint of purchased goods.</li><li>GHGs from transportation, disposal, and treatment of organization waste by third parties.</li></ul>

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	used by an organization (Category 4 / Scope 3)	<ul style="list-style-type: none"><li>GHGs from the operation of upstream assets leased to others (lessees).</li></ul>
	Other Indirect GHG emissions associated with the use of products from the organization (Category 5 / Scope 3)	<ul style="list-style-type: none"><li>GHGs from the end-of-life waste disposal and treatment of sold products packaging material.</li></ul>
	Other Indirect GHG emissions from other sources (Category 6 / Scope 3)	NA
Exclusions from Reporting Boundary:		<ul style="list-style-type: none"><li>GHGs emissions from Fire Extinguisher has been excluded in the GHG inventory because of non-availability of activity data by TCPL.</li><li>GHGs emissions from Refrigerants leakage has been excluded in the GHG inventory because of non-availability of activity data by TCPL.</li><li>GHGs emissions from Gases (Acetylene, Argon) used for fabrication works has been excluded in the GHG inventory because of non-availability of activity data by TCPL.</li><li>GHGs emissions from in-house sewage treatment plant has been excluded in the GHG inventory because of non-availability of activity data by TCPL.</li><li>GHGs emissions from transportation, disposal, and treatment of organization biogenic waste by third parties has been excluded in the GHG inventory because of non-availability of activity data by TCPL.</li><li>GHGs emissions from all the scope 3 categories from international operations have been excluded in the GHG inventory because of non-availability of activity data by TCPL.</li><li>Embodied carbon of purchased capital goods / assets has been excluded because which is insignificant that are less than 1% of the total CO2e emissions by TCPL.</li><li>Carbon footprint of purchased goods has been excluded except dry tea leaves because of non-availability of data sets by TCPL.</li><li>Embodied carbon of purchased packaging materials has been excluded because of non-availability of activity data by TCPL.</li><li>GHGs emissions from Extraction and production of fuels consumed by the reporting company has been excluded because it is considered as not practicable to account for it this year by TCPL.</li><li>GHGs emissions from Extraction and production of fuels consumed in the generation of electricity that is consumed by the reporting company has been excluded because it is</li></ul>

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	<p>considered as not practicable to account for it this year by TCPL.</p> <ul style="list-style-type: none"><li>• GHGs emissions from generation (upstream activities and combustion) of electricity that is consumed (i.e., lost) in a T&amp;D system has been excluded because it is considered as not practicable to account for it this year by TCPL.</li><li>• GHGs emissions from (purchased services) like fuel extraction, production, &amp; transportation used for employee's commute, business travels and transportation of goods has been excluded because it is considered as not practicable to account for it this year by TCPL.</li><li>• GHGs emissions from transportation, disposal, and treatment of organization domestic sewage wastewater by third parties has been excluded in the GHG inventory because it is considered as not practicable to account for it this year by TCPL.</li><li>• GHGs emissions from Business Travel-Hotel stay has been excluded because it is optional reporting from GHG protocol by TCPL.</li><li>• GHGs emissions from Business Travel of employees in vehicles not owned/operated by the organization has been excluded in the GHG inventory because it is considered as insignificant to account for it by TCPL.</li><li>• GHGs emissions from employees commuting to worksites including contractors and consultants from purchased services in non-organizational vehicles has been excluded in the GHG inventory because it is considered as insignificant to account for it by TCPL.</li><li>• GHGs emissions from employees working from home has been excluded because it is optional reporting from GHG protocol by KPIL.</li><li>• GHGs emissions from transportation of organization waste by third parties has been excluded because it is considered as not practicable to account for it this year by TCPL.</li><li>• GHGs emissions from the transportation, storage, distribution, and retail of products after the point of sale, in unowned vehicles and facilities has been excluded because of non-availability of activity data TCPL.</li><li>• GHGs emissions from the unladen backhaul (i.e., return journey of the empty vehicle) for the purchased products and sold products by TCPL has been excluded in the GHG inventory, because it is an optional reporting from GHG protocol.</li><li>• GHGs emissions from end use of products (direct use phase emissions) sold by the reporting organization has been excluded because it is considered as not applicable to account for it by TCPL.</li><li>• GHGs emissions from end use of products (indirect use phase emissions) sold by the reporting organization has</li></ul>
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	<p>been excluded because it is optional reporting from GHG protocol by TCPL.</p> <ul style="list-style-type: none"><li>• GHGs emissions from the sold products except packaging materials from the point of sale to end-of-life after consumer use for waste disposal and treatment has been excluded because it is considered as not practicable to account for it this year by TCPL.</li><li>• The overall excluded GHGs emissions put together did not exceed more than 5% of the materiality threshold level.</li></ul>
Criteria for developing the organizational GHG Inventory:	ISO14064-1:2018 and GHG protocol (Corporate accounting and reporting standard and corporate value chain scope 3 standard).
Reporting Period	1 <sup>st</sup> April 2023 to 31 <sup>st</sup> March 2024.

GHG Emissions Summary:

CATEGORY	GHGs EMISSION TYPES	Total
		TCO <sub>2</sub> e
Scope 1 / Category 1	Direct GHG Emissions	64148.29
Scope 2 / Category 2	Indirect GHG Emission from Imported energy (Location Based)	53034
Scope 3 / Category 3	Other Indirect GHG Emission from Transportation	54991
Scope 3 / Category 4	Other Indirect GHG emission from products used by an organization	113807
Scope 3 / Category 5	Other Indirect GHG emissions associated with the use of products from the organization	414
	<b>Total GHG Emission</b>	<b>286394.29</b>

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Appendix A

India Sites:

S:NO	Facility Name	Facility Address
1	Gopalpur PC.	Gopalpur, Odisha.
2	Dam Dim.	Dam Dim Packeting Centre, Dam Dim Tea Estate, PO – Dam Dim, Jalpaiguri.
3	Nonoi.	Nonoi Packeting Centre, Nonoi Tea Estate, PO- Salanah, Dist – Nagaon.
4	Kellyden.	Kellyden Packeting Centre, Kellyden Tea Estate, PO - Salanah, Dist – Nagaon,Assam 782139.
5	Tata Tea - Munnar - Instant Tea Division.	"Tata Tea Instant Tea Division, Post Box: 3, Munnar,kerela,".
6	Tata Tea - Munnar - Pullivasal Packeting Centre.	Pullivasal Packeting Centre, Pullivasal Post, Munnar.
7	Aurangabad.	Tata Tea Limited Aurangabad, C/o. Forbes Gokak Limited, Plot No. B 13, Waluj Industrial Area, Aurangabad.
8	Indore.	Tata Tea Limited, C/O Whitecliff Tea Pvt.Ltd, Vill.Rau Khedi, P.O. Manglia, A.B.Road, Behind Centre Point Petrol Pump, IndoreIndia.
9	Hyderabad.	Tata Global Beverages Ltd, C/o. White Cliff Tea Pvt Ltd., Survey No. 460/2, IDA Mankhal, Maheswaram Mandal, RR Dist., Hyderabad.
10	TGBL Cochin Factory.	Tata Tea Limited, Tata Tetley Division, No. 73/74, K.P.K. Menon Road, Willingdon Island, Cochin.
11	Sampla.	Haryana.
12	Kolkata Coalberth.	Tata Global Beverages Limited., C/o. Tewari Warehousing Co. Pvt. Ltd., 20 Coalberth Road, Kolkata, West Bengal. PIN 700 088.
13	Kolkata Sonapur.	Tata Global Beverages Limited, Kolkata Sonapur Factory, C/o Tewari Warehousing Co. Pvt. Ltd., No. 2, Sonapur Road, Kolkata, West Bengal, PIN - 700 088.
14	Jaipur.	Jaipur, Rajasthan.
15	Tata Tea - Munnar (Welfare Centre).	Special Projects Office, General Hospital Complex, Munnar.
16	Tata Tea Kolkata Offices - Bishop Lefroy Road.	Tata Tea Ltd, 1 Bishop Lefroy Road, Kolkata.
17	Tata Tea Cochin.	Tea Buying & Blending Office, Bristow Road, Willingdon Island, Cochin.
18	Tata Tea Assam.	Tata Tea, 2nd Floor, GS Road, Christianbasti, Guwahati, Dist. Kamrup, Assam, India.
19	Tata tea New Delhi.	Tata Tea, 1-3, B-1, Mohan Cooperative Industrial Estate, Main Mathura Road, New Delhi.
20	Tata Tea Bangalore - Kirloskar Business Park.	Tata Tea Ltd, Block C, 2nd Floor, Kirloskar Business Park, Hebbal, Bangalore.
21	Mumai Sales office (SO)	Ballard House Level 1, Adi Marzban Path, Ballard Estate, Mumbai.
22	Mumbai Executive office (EO).	New Excelsior Building, 4Th Floor, A K Nayak Marg, Fort, Mumbai 400001.
23	Siliguri.	TGBL,Goyal Plaza, 1st Floor, By Lane, Opp. Sachitra Hotel, Sevoke Road, Siliguri 734 001,Tel 0353 2540301 0353 2540401.

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24	Cochin ( Aluva ).	Tata Consumer Products, No., 1/466, old no., 1/90-9, NH 47, Seminarypadi Junction, U C College, P O Aluva, Cochin 683102, Kerala.
25	Tata Tea - Munnar - Pullivasal Estate.	Pullivasal Estate, Pullivasal Post, Munnar.
26	Tata Tea - Munnar - Periakanal Estate.	Periakanal Estate, Munnar.
27	Glenlorna.	Hudikeri, South Kodagu.
28	Merthikhan.	Basirkatte Post, Koppa Taluk, Chickmagalur Dist.
29	Malakiparai.	Annamallais group estate, Pariyaram Post, Via- Chalakudy, Kerala State- 680724, Phone -04253-237225.
30	Pachaimallai.	Annamallais group estate, Pachammalai B.P.O, Valparai, Tamilnadu state- 642127, Phone-04253-222364.
31	Painimade.	Annamallais group estate, Pannimade post, Valparai, Tamilnadu state- 642127, Phone-04253-237232.
32	Uralikal.	Annamallais group estate, Uralikal B.P.O, Valparai, Tamilnadu state-642127, Phone-04253-292394.
33	Velonie.	Annamallais group estate, Velonie B.P.O, Valparai, Tamilnadu state-642127, Phone-04253-222293.
34	Himalayan water plant.	Tata Global Beverages, VPO: Dhaula Kuan, Paonta Sahib, Sirmour District, Himachal Pradesh.
35	Kitting Plant - Hinganghat.	Hinganghat, Nagpur.
36	TCP - Solitaire Corporate Park.	Tata Consumer products, Building No 12, 1st Floor, Solitaire Corporate Park, Guru Hargovindji Road, Chakala, Andheri (East), Mumbai - 400093.
37	Food R & D - Kharghar.	Kharghar, Mumbai.
38	Cannoncadoo.	Post Box No.22, Sidapur, North Kodagu, Karnataka.
39	Cottabetta.	Post Box No.16, Pollibetta, South Kodagu, Karnataka.
40	Coovercolly.	Post Box No. 3, Somwarpet , Karnataka.
41	Jumboor.	Post Box No.25, Madapur, North Kodagu.
42	Margolly.	Post Box No. 20, Pollibetta, South Kodagu.
43	Nullore.	Post Box No. 27, Sunticoppa, North Kodagu.
44	Sunticoppa.	Post Box No. 27, Sunticoppa, North Kodagu.
45	Pollibetta Plantation.	Post Box No. 24, Pollibetta, South Kodagu.
46	Woshully.	Post Box No. 28, Pollibetta, South Kodagu.
47	Yemmigoondi.	Post Box No. 29, Pollibetta, South Kodagu.
48	Goorghully.	Arehalli Post, Hassan District.
49	Gubgul.	Gubgul Post, Via Magundi, Chikmagalur Dist.
50	Karadibetta.	Rayarkoppal Post, Rayarkoppal, Hassan Dist.
51	Mylemoney.	Joladalu Post, Via Mallandur, Chikmagalur Dist.
52	Ubban.	Post Box No.8, Ballupet Post, Hassan Dist. Karnataka.
53	Anandapur.	Post Box No.1, Ammathi, South Kodagu, Karnataka.
54	Balmamy.	Thithimathi, South kodagu, Karnataka.

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55	Valparai.	Annamallais group estate, Old Valparai POST,Tamilnadu state-642127,Phone-04253-221149.
56	ICI Theni.	Tata coffee LTD, Theni, SF#906, Vaigai dam, Periakulam road, Jayamangalam.
57	ICI Toopran.	TATA COFFEE LTD, INSTANT COFFEE DIVISION BRAHMANPALLY VILLAGE, TOOPRAN MANDAL, MEDAK A.P.
58	KNW Karnataka and Starbucks Operations.	TATA Coffee Ltd, Roast & Ground Coffee Unit, Kushalnagar Works, Kudige – 571 232, Kodagu, Karnataka.
59	Bangalore Tata Coffee Office.	TATA Coffee Ltd, No.57, Raiway Parallel Road, Kumara Park West,Bangalore-Karnataka state-560020, Phone-080-23560695/ 696/697.
60	Bailkmpadi Monsooning unit, Mangalore.	Tata Coffee Ltd, #128/129, KIADB Industrial Area, Bekampady, Mangalore - 575011.
61	TGB Coffee (India).	Annamallai Group Office, Old valparai, Tamilnadu state-642127, Phone-04253-222311.
62	TBFL Registered Office, Pollibeta HO.	Pollibeta HO.
63	Nagpur - Hinganghat.	Gvr Industries, JAIN MANDIR WARD, KARANJA CHOWK, MAIN ROAD, HINGANGHAT, Nagpur-442301, Maharashtra, India.
64	Soulfull - Bidadi.	Tata Consumer Soulfull Ltd, Bidadi.
65	Tata Smartfoodz.	Tata Smartfoodz Ltd, Sricity.
66	Jammu	Pure Packaging Associates, Khasra No 1784/579 Khewat No 1208 Khata 348 Khasara No 1784/579 Khewat 1207 Khata 346, Kikri Morh Birpur Parmandal Road Jammu.
67	Jaipur	Adarsh Marketing, B-139, Road No-12, Vki Area, Sikar Road, Jaipur.
68	Sonipat	Adarsh Marketing, Khasra No. 63/5/2,4,6 Village Wazidpur, Saboli, Dist-Sonipat.
69	Karnal	M/S. Mohan Enterprises, Near Shiv Mandir, Hansi Road, Karnal.
70	Ludhiana	R K Buffer C/O R K Warehouse,Guru Gobind Singh Marg , Alamgir Ludhiana.
71	Kanpur	B.D.C&F Agencies, C/O. V S Warehousing Services 603 & 608, Kalakapurwa,Bhimsen, Kanpur.
72	Saharanpur	Sovereign Traders Agarwal Godown No.1, Behind Gagan Dharam Kanta.5Th Milestone Ambala Road Saharanpur.
73	Gorakhpur	Pashupati Enterprises C/O - Asian Fertilizers Ltd. Vill-Deokahi Near Sardar Nagar, Distt. Gorakhpur.
74	Agra	Aman Warehousing (P) Limited, Khasra No.-1038, Chhalesar, Agra Firozabad Road, Agra.
75	Varanasi	M/S. Nidhi Enterprises, 15/243 K, Bharlaishivpur, Near Shivpur Railway Crossing, Pin - 221 003, Varanasi (Up).
76	Ghaziabad	Sikka Industries & Logistics, C - 17, Upsidc, South Side Of G. T. Road, Ghaziabad.
77	Cuttack	Rashmi Agency C/O. Umang Udyog Pvt Ltd., Plot No. -1864/2796 & 2797, Mouja-Bhairpur, Pirabazar, Cuttack -Salipur Road, Cuttack.
78	Ranchi	Bhala Brothers, Nh-33, Ranchi Tata Road,Sidrol, Near Jora Mandir, Namkum.
79	Guwahati	Rana Chowdhury, C/O. Nilachal Logistic Pvt. Ltd. Hard Board Factory Compound, Panikheti, Guwahati.

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80	Patna	Bhala Brothers at Maujipur, Near Radio Station, Po. /Ps.: Fatuha, Patna.
81	Siliguri	Siliguri Food Pvt. Ltd, Panchkelguri, Mirik Road P.O. Nimai, P.S. Matigara Siliguri, Dist.Darjeeling.
82	Kolkata	Soham Maritime Pvt Ltd Vill Delhi Rd Bamunari, Opposite Hei Ltd Dankuni Hooghly.
83	Indore	Clear Chem Agencies, Khasra No. 284/7/2, 284/8, Village Arjun Baroda, Tehsil Sanver, District Indore.
84	Nagpur	S.C Packaging Pvt Ltd Opp: 14 K.M Stone, Kanhan – Mansar Highway, Vill: Tekadi, P.O.: Gondegaon, Tah: Parseoni, Kanhan, Nagpur – 441404.
85	Pune	C/O Zele Enterprises Gat No 1362, Khutwad warehouse, Behind Urali Devachi Police Chowki, Jadhav Vasti, Pune Saswad Road Wadki.
86	Ahmedabad	Mehta Enterprise [Plant Code: 4334], C/O Sumar Logistics & Industrial Park Shed - O, Gala No 1 to 6, Betadilat, Village Hariyala, District Kheda, Gujarat.
87	Bhiwandi	Survey No 43, Hissa No 7/1.5& 8/A,Sai Krishna Complex,Kuksa Village, Bhiwandi, Thane District, Maharashtra - 421302.
88	Raipur	Shree resources, At L L Logistics Park, Near Railway bridge, Ring Road no 3, village - Giroud, RAIPUR.
89	Hyderabad	GEOFASST INDUSTRIES (INDIA) LIMITED, C/o Container Corporation of India Ltd, Inland Container Depot Sanath Nagar, New Railway Goods Shed Road, Moosapet, Hyderabad – 500018, State: TELANGANA.
90	Coimbatore	KRS Logistic Services 9/10 Venkataram Complex,Vlb Nagar,Kovaipudur Road,Coimbatore 641 042
91	Chennai	Reach Logistics P Ltd Iiavarasan Warehouse Survey No 550/1A&1B & 551/1, Redhills to Avadi Road Ellaiammanpettai Lakshmipuram, Pammadhukulam Village, Redhills, Chennai.
92	Bangalore	Tata Chemaicals Ltd.,C/O Jet Logistic Solutions,Survey.No-15/1,16/2, Hyadlu Village,Kasabahobli, Nelamangalataluk,Bangalore - 562123 (Karnataka).
93	Vaishali	Tata Consumer Product Limited C/o Bhala Brothers Birna Lakhansen, Baijnathpur, Block Raja Pakar, Vaishali, Bihar-844122.
94	Tepla	Tata Consumer Product Limited C/o BJMS LOGISTICS PARK (WAREHOUSE) VILLAGEKHERI GURNA, TEHSIL- RAJPURA, Patiala-3 (Rajpura, Ghanor), Patiala, Punjab-140417.
95	Lucknow	Part of Khasra NO. 3472, Road NO 5 Industrial Area, Village Amausi Lucknow226008.
96	Jabalpur	Unity Logistics Park, Khasra No 225, Katangi Bypass, Jabalpur, 482002.
97	Sangli	RUSHABH ENTERPRISES, Gat No - 2245/B/1, Malgaon, Tal - Miraj, Sangli, Maharashtra-416407.
98	Silchar	Gipsy Management Pvt Ltd,Ramnagar Khelma ,Silchar, Dist – Cachar, (ASSAM) – 788003.

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International Sites:

S:NO	Facility Name	Facility Address
1	Eight O'Clock Coffee	Eight O' Clock Coffee Co., 3300 Pennsy Dr., Landover.
2	TGB US Montvale	155 Chestnut Ridge Road, Montvale, USA.
3	Joekels Tea Packers	Joekels Tea Packers (Pty) Ltd. 23 Hagart Rd, Hagart Road Industrial, Pinetown, South Africa.
4	Tata Consumer Products GB Limited (Hanwell)	Unit 3, River Brent Business Park, 325 Trumpers Way, London, W7 2QA.
5	Tata Tea Extractions - Florida	1001 W DR M L KING JR BLVD, PLANT CITY.
6	TGB Australia	16 Yarra Street, South Yarra.
7	TGB Canada	10 Carlson Court, Suite 410, Etobicoke.
8	TGB (Eaglescliffe)	Durham Lane Industrial Estate, Eaglescliffe, Stockton on Tees, Teesside TS160RB.
9	Stansand (Africa) Ltd	Stansand (Africa) Ltd, Third Floor, Tea House, P O Box 90683 - 80100, Nyerere Avenue, Mombasa.
10	Stansand (Malawi)	Stansand (Central Africa) Ltd, PO Box 546, Blantyre.
11	TGB Poland (Warsaw)	TGB Polska Sp. z o.o, UL Zolny 33, Warszawa.
12	TGB GB	325 Oldfield Lane North, Greenford.
13	Dhaka Office	Tetley ACI Bangladesh Limited, House 35/E, Road 7, Block G Banani, Dhaka 1213, Bangladesh., Tel: (+88 02)5504 2281, 5504 2282, Ext - 120.
14	Dhaka Joydebpur	Tetley ACI Bangladesh Limited, House 35/E, Road 7, Block G Banani, Dhaka 1213, Bangladesh., Tel: (+88 02)5504 2281, 5504 2282, Ext - 120.
15	Tata Coffee Vietnam	Tata Coffee Vietnam Company Limited No:12, VSIP II A, Street 32, Vietnam Singapore Industrial Park II-A, Tan Binh Commune, Bac Tan Uyen Town.

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