GRI Content Index

Tata Communications has reported the information cited in this GRI content index for the FY 2023 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Page
	2-1 Organizational details	Tata Communications at a glance	3
	2-2 Entities included in the organization's sustainability reporting	Reporting boundary	2
	2-3 Reporting period, frequency and contact point	Reporting Period & Stakeholder's feedback	2
	2-4 Restatements of information	Reporting boundary	2
	2-5 External assurance	External Assurance	2
	2-6 Activities, value chain and other business relationships	Tata Communications at a glance	4
	2-7 Employees	Tata Communications at a glance, Annexure	4, 72
	2-8 Workers who are not employees	Annexure	72
	2-9 Governance structure and composition	Board Structure and Composition	23
	2-10 Nomination and selection of the highest governance body	Nomination, Evaluation and Performance	24
	2-11 Chair of the highest governance body	Board Structure and Composition	23
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Structure and Composition	23
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance	11
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance	11
	2-15 Conflicts of interest	Remuneration and Conflict of Interest	24

GRI Standard	Disclosure	Location	Page
	2-16 Communication of critical concerns	Grievance Redressal Mechanisms	30
	2-17 Collective knowledge of the highest governance body	Strengthening our Core Corporate Governance	24
	2-18 Evaluation of the performance of the highest governance body	Nomination, Evaluation and Performance	24
	2-19 Remuneration policies	Remuneration and Conflict of Interest	24
	2-20 Process to determine remuneration	Remuneration and Conflict of Interest Remuneration Policy	24, 27
	2-21 Annual total compensation ratio	Strengthening our Core Corporate Governance Empowering our people	24, 47
	2-22 Statement on sustainable development strategy	Our sustainability strategy	10
	2-23 Policy commitments	Policies and Standards	27
	2-24 Embedding policy commitments	Ethical Business Practices	27
	2-25 Processes to remediate negative impacts	Grievance Redressal Mechanisms	28
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Redressal Mechanisms	28
	2-27 Compliance with laws and regulations	Compliances	26
	2-28 Membership associations	Industry Associations	28
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	18
	2-30 Collective bargaining agreements	Freedom of Association and Collective bargaining	30
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment	20
	3-2 List of material topics	Materiality Assessment	20
	3-3 Management of material topics	Materiality Assessment	20
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance	31

GRI Standard	Disclosure	Location	Page
	201-2 Financial implications and other risks and opportunities due to climate change	CDP 2023 (Risk and Opportunity Section) <u>Link: https://gamma.tatacommunications.com/assets/wp-content/uploads/2023/08/carbondisclosure-project-response-2023.pdf</u>	7-16
	201-3 Defined benefit plan obligations and other retirement plans	Economic Performance; Annexure	31, 70
	201-4 Financial assistance received from government	Economic Performance	31
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Empowering our People	47
	202-2 Proportion of senior management hired from the local community	Annexure	70
GRI 203: Indirect Economic	203-1 Infrastructure investments and services supported	Priority Areas	64
Impacts 2016	203-2 Significant indirect economic impacts	Priority Areas	64
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Key takeaways	62
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti Corruption Policy	27
	205-2 Communication and training about anti-corruption policies and procedures	Anti Corruption Policy	27
	205-3 Confirmed incidents of corruption and actions taken	Anti Corruption Policy	27
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti- trust, and monopoly practices	Compliances	26
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption	39
	302-3 Energy intensity	Enhancing Energy Efficiency	37
	302-4 Reduction of energy consumption	Enhancing Energy Efficiency	37
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Water Usage Profile	43
2018	303-2 Management of water discharge-related impacts	Water Usage Profile	43
	303-3 Water withdrawal	Water Usage Profile	43

GRI Standard	Disclosure	Location	Page
	303-4 Water discharge	Water Usage Profile	43
	303-5 Water consumption	Water Usage Profile	43
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Decarbonisation of Operations	39
	305-2 Energy indirect (Scope 2) GHG emissions	Decarbonisation of Operations	39
	305-3 Other indirect (Scope 3) GHG emissions	Decarbonisation of Operations	39
	305-4 GHG emissions intensity	GHG Intensity	37
	305-5 Reduction of GHG emissions	Decarbonisation of Operations, Developing green solutions, Community Carbon offset Programs	40, 41, 42
	305-6 Emissions of ozone-depleting substances (ODS)	Annexure	72
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Ensuring Effective Waste Management	44
	306-2 Management of significant waste-related impacts	Ensuring Effective Waste Management	45
	306-3 Waste generated	Ensuring Effective Waste Management	45, 46
	306-4 Waste diverted from disposal	Ensuring Effective Waste Management	45
	306-5 Waste directed to disposal	Ensuring Effective Waste Management	45
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	ESG Assessment	61
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity and inclusion	47
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering our people	47
	401-3 Parental leave	Annexure	76
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Freedom of Association and Collective Bargaining	30

GRI Standard	Disclosure	Location	Page
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	OH&S Management System	52
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety Risk Assessment	54
	403-3 Occupational health services	Occupational Health Services:	52
	403-4 Worker participation, consultation, and communication on occupational health and safety	Our Health and Safety Performance	55
	403-5 Worker training on occupational health and safety	Our Health and Safety Performance	52
	403-6 Promotion of worker health	Our Health and Safety Performance	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Key Safety Processes and Interventions	54
	403-8 Workers covered by an occupational health and safety management system	OH&S Management System	52
	403-9 Work-related injuries	Safety Statistics for FY 2023	55
	403-10 Work-related ill health	Safety Statistics for FY 2023	55
GRI 404: Training and	404-1 Average hours of training per year per employee	Tata Communications Learning Academy (TCLA)	50
Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Fostering Continuous Learning and Skill Development	50, 51
	404-3 Percentage of employees receiving regular performance and career development reviews	Fostering Continuous Learning and Skill Development	50
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	Diversity Mix; Board Composition & Diversity	47, 23
Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Ratio of Remuneration Men to Women	47
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Whistleblower Policy	27

GRI Standard	Disclosure	Location	Page
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining	30
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Child and Forced Labour	30
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Child and Forced Labour	30
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Awareness and Training	29, 30
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESG Assessment	61
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security and Privacy	28