

GRI Index

Tata Power has reported the information cited in this GRI content index for the period April 1, 2023 to March 31, 2024 in accordance to the GRI Standards.

GRI Code	Indicator	Response/Page number
2-1	Organizational Details	15, 245
2-2	Entities included in the organization's sustainability reporting	146, 147, 245, 247
2-3	Reporting period	2, 245
	Restatements of information Restatement and the effect of any restatements of information given in previous reports, and the reasons for such restatements.	N/A
2-5	External assurance	245, 581-588
2-6	Activities, value chain and other business relationships	10, 34-35, 245
2-7	Employees	94, 246
2-8	Workers who are not employees	94, 246
	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: <ol style="list-style-type: none"> the most common types of worker and their contractual relationship with the organization; the type of work they perform; 	
	b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: <ol style="list-style-type: none"> in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology; 	
	c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	
2-9	Governance structure and composition	24-27
	describe its governance structure, including committees of the highest governance body;	
	a. list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people;	
	b. describe the composition of the highest governance body and its committees by: <ol style="list-style-type: none"> executive and non-executive members; independence; tenure of members on the governance body; number of other significant positions and commitments held by each member, and the nature of the commitments; gender; under-represented social groups; competencies relevant to the impacts of the organization; stakeholder representation. 	
2-10	Nomination and selection of the highest governance body	26, 162- 164
	a. describe the nomination and selection processes for the highest governance body and its committees;	
	b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: <ol style="list-style-type: none"> views of stakeholders (including shareholders); diversity; independence; competencies relevant to the impacts of the organization. 	
2-11	Chair of the highest governance body	26
	a. report whether the chair of the highest governance body is also a senior executive in the organization;	
	b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	
2-12	Role of the highest governance body in overseeing the management of impacts	24, 28
	a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	
	b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: <ol style="list-style-type: none"> whether and how the highest governance body engages with stakeholders to support these processes; how the highest governance body considers the outcomes of these processes; 	
	c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	

GRI Code	Indicator	Response/Page number
2-13	<p>Delegation of responsibility for managing impacts</p> <p>a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:</p> <ol style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; ii. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people. 	24
2-14	<p>Role of the highest governance body in sustainability reporting</p> <p>a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</p> <p>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.</p>	2, 24
2-15	<p>Conflicts of interest</p> <p>a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</p> <p>b. Whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ol style="list-style-type: none"> i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures. 	210, 256
2-16	<p>Communicating critical concerns</p> <p>a. Process for communicating critical concerns to the highest governance body.</p> <p>b. Nature and total number of critical concerns</p> <ol style="list-style-type: none"> i. Total number and nature of critical concerns that were communicated to the highest governance body. ii. Mechanism(s) used to address and resolve critical concerns." 	28
2-17	<p>Collective knowledge of highest governance body</p> <p>a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.</p>	213
2-18	<p>Evaluating the highest governance body's performance</p> <p>a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.</p> <p>b. Whether such evaluation is independent or a self-assessment, and its frequency.</p> <p>c. Actions taken in response to evaluation of the highest governance body's performance including changes to the composition of the highest governance body and organizational practices.</p>	153-154
2-19	<p>Remuneration policies</p> <p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ol style="list-style-type: none"> i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. <p>b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p> <p>When compiling the information specified in Disclosure 102-35, the reporting organization should, if termination payments are used, explain whether:</p> <ol style="list-style-type: none"> 1) notice periods for governance body members and senior executives are different from those for other employees; 2) termination payments for governance body members and senior executives are different from those for other employees; 3) any payments other than those related to the notice period are paid to departing governance body members and senior executives; 4) any mitigation clauses are included in the termination arrangements. 	163, 164

GRI Index

GRI Code	Indicator	Response/Page number
2-20	<p>Process for determining remuneration</p> <p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <ol style="list-style-type: none"> whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; <p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>	163, 164
2-21	<p>Annual total compensation ratio</p> <p>a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p> <p>b. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	185
2-22	<p>Statement on sustainable development strategy</p> <p>Present a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development</p>	18, 68-69
2-23	<p>Policy commitments</p> <p>a. describe its policy commitments for responsible business conduct, including:</p> <ol style="list-style-type: none"> the authoritative intergovernmental instruments that the commitments reference; whether the commitments stipulate conducting due diligence; whether the commitments stipulate applying the precautionary principle; whether the commitments stipulate respecting human rights; <p>b. describe its specific policy commitment to respect human rights, including:</p> <ol style="list-style-type: none"> the internationally recognized human rights that the commitment covers; the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	24, 25, 251, 252
2-24	<p>Embedding policy commitments</p> <p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ol style="list-style-type: none"> how it allocates responsibility to implement the commitments across different levels within the organization; how it integrates the commitments into organizational strategies, operational policies, and operational procedures; how it implements its commitments with and through its business relationships; training that the organization provides on implementing the commitments. 	24, 25, 251, 252
2-25	<p>Processes to remediate negative impacts</p> <p>a. describe commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;</p> <p>b. describe approach to identify and address grievances, including the grievancemechanisms that the organization has established or participates in;</p> <p>c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;</p> <p>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;</p> <p>e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.</p>	60, 219, 236, 237, 248-250

GRI Code	Indicator	Response/Page number
2-26	<p>Mechanisms for seeking advice and raising concerns</p> <p>The organization shall:</p> <ol style="list-style-type: none"> a. describe the mechanisms for individuals to: <ol style="list-style-type: none"> i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct. 	232, 248, 267
2-27	<p>Compliance with laws and regulations</p> <ol style="list-style-type: none"> a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: <ol style="list-style-type: none"> i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b. report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: <ol style="list-style-type: none"> i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance. 	25, 254, 255
2-28	<p>Membership associations</p> <p>The organization shall report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.</p>	146, 277
2-29	<p>Approach to stakeholder engagement</p> <p>The organization shall:</p> <ol style="list-style-type: none"> a. describe its approach to engaging with stakeholders, including: <ol style="list-style-type: none"> i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders. 	48-53
2-30	<p>Collective bargaining agreements</p> <p>The organization shall:</p> <ol style="list-style-type: none"> a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations. 	52, 95
3-1	Process to determine material topics	54
3-2	List of material topics	56, 57

GRI Index

GRI Standard	Disclosure	Description	Response/Page number
GRI 200: ECONOMIC			
GRI 201: ECONOMIC PERFORMANCE 2016	3-3	Management of material topics	72-79, 195-209
	201-1	Direct economic value generated and distributed	79
	201-2	Financial implications and other risks and opportunities due to climate change	58-61
	201-3	Defined benefit plan obligations and other retirement plans	258, 488-498
GRI 202: MARKET PRESENCE 2016	3-3	Management of material topics	15
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	266
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	3-3	Management of material topics	108-119
	203-1	Infrastructure investments and services supported	108-119
	203-2	Significant indirect economic impacts	108-119
GRI 204: PROCUREMENT PRACTICES 2016	3-3	Management of material topics	108-111
	3-3	Proportion of spending on local suppliers	110-111
GRI 205: ANTI-CORRUPTION 2016	3-3	Management of material topics	25, 255
	205-2	Communication and training about anti-corruption policies and procedures	25, 255
	205-3	Confirmed incidents of corruption and actions taken	25, 255
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	3-3	Management of material topics	24-25
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	25, 277
GRI 207: TAX 2019	3-3	Management of material topics	463-467, 513-514
	207-1	Approach to tax	463-467, 513-514
	207-2	Tax governance, control, and risk management	463-467, 513-514
	207-3	Stakeholder engagement and management of concerns	463-467, 513-514
GRI 300: ENVIRONMENT			
GRI 301: MATERIAL 2016	3-3	Management of material topics	130
	301-1	Materials used by weight or volume	130
	301-2	Recycled input materials	257
GRI 302: ENERGY 2016	3-3	Management of material topics	
	302-1	Energy consumption within the organization	61, 270
	302-3	Energy intensity	270
	302-4	Reduction of energy consumption	270
GRI 303: WATER AND EFFLUENTS 2018	3-3	Management of material topics	128
	303-1	Interactions with water as a shared resource	128-130
	303-2	Management of water discharge-related impacts	128-130
	303-3	Water withdrawal	61, 129, 271, 272
	303-4	Water discharge	272
	303-5	Water consumption	129-130, 271

GRI Standard	Disclosure	Description	Response/Page number
GRI 304: BIODIVERSITY 2016	3-3	Management of material topics	132-137
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	275
	304-2	Significant impacts of activities, products, and services on biodiversity	11, 69, 132-137, 249, 275, 276
	304-3	Habitats protected or restored	132-137, 276
GRI 305: EMISSIONS 2016	3-3	Management of material topics	146-147
	305-1	Direct (Scope 1) GHG emissions	61, 64, 126, 273
	305-2	Energy indirect (Scope 2) GHG emissions	61,64,126,273
	305-3	Other indirect (Scope 3) GHG emissions	61,65,126,276
	305-4	GHG emissions intensity	61, 126, 273, 276
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	127, 272
GRI 306: WASTE 2020	3-3	Management of material topics	131
	306-3	Waste generated	61, 131, 273, 274
	306-4	Waste diverted from disposal	131, 274
	306-5	Waste directed to disposal	274
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	3-3	Management of material topics	108-111
	308-1	New suppliers that were screened using environmental criteria	110-11
	308-2	Negative environmental impacts in the supply chain and actions taken	250
GRI 400: SOCIAL			
GRI 401: EMPLOYMENT 2016	3-3	Management of material topics	95
	401-1	New employee hires and employee turnover	95, 247
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	104, 258
	401-3	Parental leave	104, 259
GRI 402: LABOR/MANAGEMENT RELATIONS 2016	3-3	Management of material topics	95
	402-1	Minimum notice periods regarding operational changes	95
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	3-3	Management of material topics	106
	403-1	Occupational health and safety management system	106
	403-2	Hazard identification, risk assessment, and incident investigation	106
	403-3	Occupational health services	106
	403-5	Worker training on occupational health and safety	260
	403-6	Promotion of worker health	104, 105, 261
	403-9	Work-related injuries	105, 261

GRI Index

GRI Standard	Disclosure	Description	Response/Page number
GRI 404: TRAINING AND EDUCATION 2016	3-3	Management of material topics	98-103
	404-1	Average hours of training per year per employee	103
	404-2	Programs for upgrading employee skills and transition assistance programs	98-103, 117, 260
	404-3	Percentage of employees receiving regular performance and career development reviews	260
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	3-3	Management of material topics	104
	405-1	Diversity of governance bodies and employees	40, 94, 104, 246, 247
	405-2	Ratio of basic salary and remuneration of women to men	104, 267
GRI 406: NON-DISCRIMINATION 2016	3-3	Management of material topics	107
	406-1	Incidents of discrimination and corrective actions taken	25, 268
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	3-3	Management of material topics	107
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	25
GRI 408: CHILD LABOR 2016	3-3	Management of material topics	107
	408-1	Operations and suppliers at significant risk for incidents of child labor	25, 268
GRI 409: FORCED OR COMPULSORY LABOR 2016	3-3	Management of material topics	107
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	25, 268
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	3-3	Management of material topics	107
	411-1	Incidents of violations involving rights of indigenous peoples	25
GRI 412: HUMAN RIGHTS ASSESSMENT 2016	3-3	Management of material topics	107
	412-1	Operations that have been subject to human rights reviews or impact assessments	269
	412-2	Employee training on human rights policies or procedures	266
GRI 413: LOCAL COMMUNITIES 2016	3-3	Management of material topics	114
	413-1	Operations with local community engagement, impact assessments, and development programmes	115-119
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	3-3	Management of material topics	110
	414-1	New suppliers that were screened using social criteria	110-111
GRI 415: PUBLIC POLICY 2016	3-3	Management of material topics	NA
	415-1	Political contributions	NA

GRI Standard	Disclosure	Description	Response/Page number
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	3-3	Management of material topics	84
	416-1	Assessment of the health and safety impacts of product and service categories	84, 110
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	25
GRI 417: MARKETING AND LABELING 2016	3-3	Management of material topics	84
	417-1	Requirements for product and service information and labeling	84
	417-2	Incidents of non-compliance concerning product and service information and labeling	25
	417-3	Incidents of non-compliance concerning marketing communications	25
GRI 418: CUSTOMER PRIVACY 2016	3-3	Management of material topics	84
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	282

Annexure

Annexure 1 - List of Memberships

The Tata Power Company Limited – Memberships

Indian Energy Exchange Limited	Bombay Chamber of Commerce and Industry	India Energy Forum
National Safety Council	Confederation of Indian Industry	Association of Power Producers
Committee for International Council on Large Electric Systems (CIGRE)	Electrical Research & Development Association	Central Power Research Institute
Associated Chambers of Commerce and Industry (ASSOCHAM)	National Solar Energy Federation of India (NSEFI)	Solar Power Developers Association (SPDA)

Annexure 2 - List of Subsidiaries

The Tata Power Company Limited - Domestic Subsidiaries

Tata Power Renewable Energy Limited	Tata Power Trading Company Limited	Tata Power Green Energy Limited
Nelco Limited	Maithon Power Limited	Tata Power Solar Systems Limited
TP Renewable Microgrid Limited	Tata Power Delhi Distribution Limited	NDPL Infra Limited
Tata Power Jamshedpur Distribution Limited	Supa Windfarm Limited	Poolavadi Windfarm Limited
Nivade Windfarm Limited	TP Wind Power Limited	TP Solar Limited
TP Kirnali Limited	Walwhan Renewable Energy Limited	Walwhan Urja Anjar Limited
Walwhan Solar AP Limited	Walwhan Solar Raj Limited	Northwest Energy Private Limited
Walwhan Solar Energy GJ Limited	Dreisatz MySolar24 Private Limited	MI MySolar24 Private Limited
Walwhan Energy RJ Limited	Walwhan Solar MP Limited	Walwhan Solar MH Limited
Walwhan Solar KA Limited	Walwhan Solar PB Limited	Walwhan Solar RJ Limited
Walwhan Wind RJ Limited	Walwhan Solar TN Limited	Walwhan Solar BH Limited
Clean Sustainable Solar Energy Private Limited	Walwhan Urja India Limited	Solarsys Renewable Energy Private Limited
Chirasthayee Saurya Limited	Nelco Network Products Limited	Vagarai Windfarm Limited
TP Ajmer Distribution Limited	TP Central Odisha Distribution Limited	TP Kirnali Solar Limited
TP Solapur Solar Limited	TP Saurya Limited	TP Akkalkot Renewable Limited
TP Roofurja Renewable Limited	TP Western Odisha Distribution Limited	TP Southern Odisha Distribution Limited
TP Northern Odisha Distribution Limited	TP Solapur Saurya Limited	TP Nanded Limited
TP Green Nature Limited	TP Adhrit Solar Limited	TP Arya Saurya Limited
TP Saurya Bandita Limited	TP Ekadash Limited	TP Govardhan Creative Limited
TP Narmada Solar Limited	TP Bhaskar Renewables Limited	TP Atharva Solar Limited
TP Vivagreen Limited	TP Vardhman Surya Limited	TP Kaunteya Saurya Limited
TP Mercury Limited	TP Alpha Limited	TP Varun Limited
TP Samaksh Limited	TP Saturn Limited	TP Agastaya Limited
TP Magnolia Limited	TP Surya Limited	TP Aboli Limited
TP Orchid Limited	TP Gulmohar Limited	TP Cypress Limited
TP Paarthav Limited	TP Godavari Solar Limited	TP Hrihaan Limited
TP Marigold Limited	TP Vikas Limited	TP Aakash Limited
Powerlinks Transmission Limited#	TP Parivart Limited	TP Adarsh Limited
Industrial Energy Limited#	Dugar Hydro Power Limited #	TP Power Plus Limited
Tata Power EV Charging Solutions Limited (erstwhile TP Solapur Limited)	TP Bikaner III Neemrana II Transmission Limited	

#Classified as Joint Ventures as per Indian Accounting Standards (Ind AS)

The Tata Power Company Limited - Foreign Subsidiaries

Bhira Investments Pte Limited	Bhivpuri Investments Limited	Khopoli Investments Limited
Trust Energy Resources Pte. Limited	PT Sumber Energi Andalan Tbk (Ceased to be Subsidiary)	Tata Power International Pte. Limited
Far Eastern Natural Resources LLC (Ceased to be Subsidiary)	PT Andalan Group Power (Ceased to be Subsidiary)	PT Sumber Power Nusantara (Ceased to be Subsidiary)
PT Indopower Energi Abadi (Ceased to be Subsidiary)	PT Andalan Power Teknikatama (Ceased to be Subsidiary)	

The Tata Power Company Limited - Joint Ventures

PT Mitratama Perkasa (Ceased to be Joint Venture)	PT Mitratama Usaha (Ceased to be Joint Venture)	PT Kalimantan Prima Power
PT Guruh Agung	PT Citra Kusuma Perdana	PT Citra Prima Buana
LTH Milcom Private Limited	Mandakini Coal Company Limited	Solace Land Holding Limited
Tubed Coal Mines Limited	Itezhi Tezhi Power Corporation Limited	Candice Investments Pte. Limited
PT Dwikarya Prima Abadi	PT Nusa Tambang Pratama	PT Marvel Capital Indonesia
PT Arutmin Indonesia (Ceased to be Joint Venture)	PT Kaltim Prima Coal	PT Indocoal Kalsel Resources (Ceased to be Joint Venture)
PT Indocoal Kaltim Resources	Indocoal Resources (Cayman) Limited	Indocoal KPC Resources (Cayman) Limited
Resurgent Power Ventures Pte. Limited	Renasant Power Ventures Pvt. Limited	Prayagraj Power Generation Co. Limited
Adjaristsqali Netherlands B.V.	Adjaristsqali Georgia LLC	PT Baramulti Suksessarana Tbk
PT Antang Gunung Meratus	NRSS XXXVI Transmission Limited	South East U.P. Power Transmission Company Limited

The Tata Power Company Limited - Associates

Brihat Trading Private Limited	Dagachhu Hydro Power Corporation Limited	Yashmun Engineers Limited
Tata Projects Limited	The Associated Building Co. Limited	Piscis Networks Private Limited