

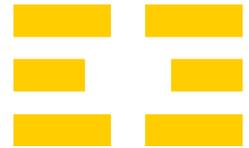
TATA Group

Subsidiaries: Jaguar Land Rover,
<https://www.tata.com/investors/companies>

Locations: India (HQ)

Industries: Automobiles and Components, Capital Goods, Commercial and Professional Services, Energy, Food and Staples Retailing, Health Care Equipment and Services, Real Estate, Utilities

RISK LEVEL:



Medium Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/tata-group/>

DESCRIPTION:

TATA Group is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

TATA Sustainability Group, a subsidiary of TATA Group, integrates ESG into its business practices, as well as the business practices of TATA Group's other subsidiaries. From its website: "TSG is driven by a mission to guide, support and provide thought leadership to all Tata group companies in embedding sustainability in their business strategies and demonstrating responsibility towards society and the environment", and it "assists this process by developing, sourcing and making available guidance documents, tools and frameworks on all the areas that it works on – environmental, social and governance" (1). TATA Chemicals, a subsidiary of TATA Group, integrates ESG into its business practices. From its website: "At Tata Chemicals, we are continuously scaling our efforts towards integrating ESG factors into our business" (2). However, TATA Group has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. Lower Risk

TATA Group does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are "education, health, environment and empowerment" (1).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

TCS, a subsidiary of TATA Group, appears to prioritize diversity over merit in its mentorship program. From its website: "TCS will initiate efforts to further integrate LGBTQ+ members via mentoring, a buddy system, inclusion councils, employee networks and personal development programmes" (1). Tata Consultancy Services, a Subsidiary of Tata Group, appears to prioritize diversity over

merit in its business structure through the establishment of gender targets for its leadership composition. "Women-centric leadership development initiatives have resulted in the number of senior women executives growing 84% over the last 5 years" (2). TATA Group is an affirmative action employer. "The Tata Affirmative Action Programme commits Tata companies to exercising positive discrimination in employing personnel from historically disadvantaged communities" (3). TATA Group does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

TATA Group supports DEI within its business practices. From its website: "Diversity and Inclusion has been part of the Tata ethos since its foundation" (1). TATA Steel, a subsidiary of TATA Group, "has been awarded the Gold Employer status by the India Workplace Equality Index (IWEI) 2024 for the fourth consecutive year, highlighting its continued dedication to fostering LGBT+ inclusion" (2). TATA Group is committed to net zero carbon emissions by 2045 (3). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (4).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

TATA Steel, a subsidiary of TATA Group, provides a benefits package for employees that covers transgender medical procedures for covered employees (1). Otherwise, TATA Group has not used corporate funds to advance ideological causes, organizations, or policies (2).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

TATA Group does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.