Environmental

CO_2 emissions (based on worldsteel user guide V9.5)

	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone - Jamshedpur, Kalinganagar, Meramandali							
Absolute emissions -Scope 1+1.1	MnT	30.5	31.7	31.1	29.4	46.2	46.3
Absolute emissions - Scope 2	MnT	1.2	1.2	1.1	1.0	1.7	1.7
Absolute emissions - Scope 3	MnT	-2.0	-1.8	-1.8	-2.0	-3.2	-3.0
Total absolute emissions (Scope 1+1.1+2 + 3)	MnT	29.7	31	30.4	28.3	44.7	45.0
CO_2 emissions intensity	tCO_2/tcs	2.37	2.35	2.31	2.32	2.43	2.38

Tata Steel Long Products Limited - Gamharia							
Absolute emissions - Scope 1	MnT	-	-	3.0	3.1	3.2	4.1
Absolute emissions - Scope 2	MnT	-	-	0.0	0.0	0.0	0.1
Absolute emissions - Scope 3	MnT	-	-	-0.3	-0.4	-0.3	-0.3
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	2.7	2.8	3.0	3.6
CO_2 emissions intensity	tCO_2/tcs	-	-	4.52	4.29	4.39	3.86

Tata Steel UK							
Absolute emissions - Scope 1	MnT	7.0	6.4	7.1	6.5	6.9	5.7
Absolute emissions - Scope 2	MnT	0.5	0.4	0.4	0.3	0.4	0.2
Absolute emissions - Scope 3	MnT	0.6	0.5	0.5	0.5	0.4	0.1(#)
Total absolute emissions (Scope 1 +2 + 3)	MnT	8.1	7.4	8.0	7.3	7.7	6.0
CO_2 emissions intensity (Port Talbot)	tCO_2/tcs	2.18	2.21	2.22	2.14	2.16	2.05(#)

Tata Steel Netherlands							
Absolute emissions - Scope 1+1.1	MnT	13	12	12	11	12	10.9
Absolute emissions - Scope 2	MnT	(-0.15)	(-0.18)	(-0.13)	(-0.06)	(-0.1)	(-0.3)
Absolute emissions - Scope 3	MnT	0.08	0.15	0.16	0.17	0.27	0.3
Total absolute emissions (Scope 1+1.1+2 + 3)	MnT	13	12	12	11	12	10.9
CO_2 emissions intensity (Ijmuiden)	tCO_2/tcs	1.79	1.77	1.76	1.77	1.78	1.779 (#)

Tata Steel Thailand							
Absolute emissions - Scope 1	MnT	0.2	0.2	0.2	0.2	0.2	0.2
Absolute emissions - Scope 2	MnT	0.4	0.4	0.4	0.4	0.5	0.4
Absolute emissions - Scope 3	MnT	0.1	0.1	0.1	0.1	0.1	0.1
Total absolute emissions (Scope 1 +2 + 3)	MnT	0.7	0.7	0.7	0.7	0.8	0.7
CO_2 emissions intensity	tCO_2/tcs	0.62	0.64	0.67	0.64	0.61	0.59

Calculations of Scope 1, 2, 3 emissions are as per worldsteel methodology

GHG emissions (based on GHG Protocol)	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Absolute emissions- Scope 1	MnT	-	-	-	32.5	49.7	49.6
Absolute emissions - Scope 2	MnT	-	-	-	3.9	5.1	5.6
Absolute emissions - Scope 3	MnT	-	-	-	5.2	6.4	5.7
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	41.5	61.2	61.0
Tata Steel Long Products Limited							
Absolute emissions - Scope 1	MnT	-	-	-	3.9	4.1	$4.0^{(1)}$
Absolute emissions - Scope 2	MnT	-	-	-	0.0	0.0	0.1
Absolute emissions - Scope 3	MnT	-	-	-	0.6	0.6	0.9
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	4.5	4.7	6.0
Tata Steel UK							
Absolute emissions - Scope 1	MnT	-	-	-	6.6	7.0	6.8
Absolute emissions - Scope 2	MnT	-	-	-	0.2	0.2	0.1
Absolute emissions - Scope 3	MnT	-	-	-	1.0	1.0	1.7
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	7.7	8.3	7.9
Tata Steel Netherlands							
Absolute emissions - Scope 1	MnT	-	-	-	15.0	11.7	11.2
Absolute emissions - Scope 2	MnT	-	-	-	0.7	0.8	0.6
Absolute emissions - Scope 3	MnT	-	-	-	1.8	1.8	3.8
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	13.6	14.2	15.6
Tata Steel Thailand							
Absolute emissions - Scope 1	MnT	-	-	-	0.2	0.2	0.2
Absolute emissions - Scope 2	MnT	-	-	-	0.4	0.5	0.5
Absolute emissions - Scope 3	MnT	-	-	-	0.2	0.2	0.2
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	0.8	0.9	0.8
Tata Steel Consolidated (including other TSL entities.*)							
Absolute emissions - Scope 1	MnT	-	-	-	66.0	75.7	75.5
Absolute emissions - Scope 2	MnT	-	-	-	4.8	5.6	5.2
Absolute emissions - Scope 3	MnT	-	-	-	12.0	11.9	13.1
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	82.8	93.2	93.8

(1) Revisited methodology allows credits due to export to various co products (byproducts lime) gases). No such credits are included in GHG Protocol estimation. Scope 1.1 emissions under worldsteel scope considered direct emissions under scope 1 for steelmaking sites.

Consolidated emissions of Tata Steel has been arrived at by using equity based approach

For TSL UK and TSM, Absolute Scope 1 emissions are 46.2 MmtCO2e, Absolute Scope 2 emissions are 4.4 MmtCO2e, Absolute Scope 3 emissions are 1.3 MmtCO2e

Air emissions	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Stack dust emissions	Kilo tonnes	5.75	5.59	5.04	4.10	7.22	6.40
Dust emission intensity	kg/cs	0.46	0.42	0.38	0.34	0.59	0.54
SOx emissions	Kilo tonnes	12.50	7.57	6.57	7.83	30.40	27.0
SOx emission intensity	kg/cs	1.00	0.56	0.65	0.64	1.65	1.43
NOx emissions	Kilo tonnes	12.81	8.89	8.70	7.53	16.05	15.8
NOx emission intensity	kg/cs	1.03	0.67	0.66	0.62	0.87	0.83
Tata Steel Long Products Limited - Gamharia							
Dust emissions	Kilo tonnes	-	-	1.69	1.17	1.03	0.92
Dust emission intensity	kg/cs	-	-	2.86	1.81	1.50	1.30
SOx emissions	Kilo tonnes	-	-	5.11	4.00	6.01	6.4
SOx emission intensity	kg/cs	-	-	8.66	7.13	8.79	9.09
NOx emissions	Kilo tonnes	-	-	0.97	1.08	1.21	1.2
NOx emission intensity	kg/cs	-	-	1.64	1.67	1.77	1.72
Tata Steel UK (C*)							
Dust emissions	Kilo tonnes	2.05	1.96	1.94	2.23	1.96	0.82
Dust emission intensity	kg/cs	0.57	0.64	0.57	0.69	0.55	0.28
SOx emissions	Kilo tonnes	7.19	7.07	7.09	6.61	4.96	4.6
SOx emission intensity	kg/cs	2.02	2.29	2.10	2.04	1.40	1.56
NOx emissions	Kilo tonnes	4.97	3.84	4.83	5.14	5.05	4.3
NOx emission intensity	kg/cs	1.39	1.24	1.43	1.58	1.43	1.47
Tata Steel Netherlands(# CS^{Δ})							
Dust emissions	Kilo tonnes	1.91	1.80	1.88	1.80	1.57	1.12
Dust emission intensity	kg/cs	0.28	0.26	0.28	0.30	0.24	0.25
SOx emissions	Kilo tonnes	3.23	3.13	3.16	3.04	2.79	3.2
SOx emission intensity	kg/cs	0.47	0.46	0.48	0.50	0.42	0.52
NOx emissions	Kilo tonnes	5.78	5.73	6.03	5.13	5.35	5.0
NOx emission intensity	kg/cs	0.85	0.84	0.91	0.85	0.80	0.80

* Calendar year reporting (1 January - 31 December)

Water	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Fresh water consumption	Million m^3	48.7	46.3	40.8	32.9	50	49.8
Specific fresh water consumption	m^3/tcs	0.90	3.50	3.10	2.7	2.71	2.62
Effluent discharge volume	Million m^3	11.5	10.3	9.5	8.3	9	8.1
Effluent discharge intensity	m^3/tcs	0.92	0.78	0.72	0.68	0.52	0.43
Tata Steel Long Products Limited - Gamharia							
Fresh water consumption	Million m^3	-	-	6.79	6.78	6.99	4.1
Specific fresh water consumption	m^3/tcs	-	-	7.71	7.53	6.25	5.81
Effluent discharge volume	Million m^3	-	-	Zero effluent discharge			
Effluent discharge intensity	m^3/tcs	-	-				
Tata Steel UK (C*)							
Fresh water consumption	Million m^3	17	19	22	23	28	31
Specific fresh water consumption	m^3/tcs	4.83	6.01	6.51	8.73	6.70	9.84
Effluent discharge volume	Million m^3	17	33	20	18	21	29.4
Effluent discharge intensity	m^3/tcs	4.71	10.79	5.76	5.40	6.02	10.02
Tata Steel Netherlands(# CS^{Δ})							
Fresh water consumption	Million m^3	34	34	33	32	33	32.5
Specific fresh water consumption	m^3/tcs	4.95	4.96	4.95	5.20	4.76	5.21
Effluent discharge volume[#]	Million m^3	179	182	194	185	204	212.0
Effluent discharge intensity	m^3/tcs	26.3	26.6	29.0	30.4	30.6	34.29
Tata Steel Thailand							
Fresh water consumption	Million m^3	-	1.85	1.95	1.72	1.73	1.4
Specific fresh water consumption	m^3/tcs	-	1.80	1.59	1.28	1.22	1.09
Effluent discharge volume	Million m^3	-	-	Zero process water discharge			
Effluent discharge intensity	m^3/tcs	-	-				

* Calendar year reporting (1 January - 31 December)

All figures for primary steelmaking, Ijmuiden production site

Δ Total Scope 1+2+3 based on methodology of worldsteel, including credits for slag delivery to cement industry, Primary Steelmaking, Ijmuiden production site

Sea water intake and return to sea - 161 million m3/year as for cooling Calculations of Scope 1, 2, 3 emissions are as per worldsteel V9.5 methodology

Waste	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Solid waste generated	Kilo tonnes	-	-	9,967	9,427	15,041	15,123
Solid waste utilised	Kilo tonnes	-	-	8,967	8,417	14,815	15,559
Solid waste sent to landfill / incineration	Kilo tonnes	-	-	-	-	-	15
Solid waste utilisation	%	-	-	100	99.9	98.5	$102.^{9}$
Tata Steel Long Products Limited - Gamharia							
Solid waste generated	Kilo tonnes	-	-	-	947.2	1023.4	927
Solid waste utilised	Kilo tonnes	-	-	-	1,057.1	851.2	858
Solid waste utilisation	%	-	-	-	100	87	92.6
Tata Steel UK (C*)							
Solid waste generated	Kilo tonnes	-	-	230.8	186.3	111.4	51.8^{1}
Solid waste utilised	Kilo tonnes	-	-	221.2	112.7	84.8	38.8^{1}
Solid waste sent to landfill / incineration	Kilo tonnes	-	-	4.27	3.62	6.58	6
Solid waste utilisation	%	-	-	95.9	60.5	76.1	98.0
Tata Steel Netherlands(# CS^{Δ})							
Solid waste generated	Kilo tonnes	228	193	218	201	170	211
Solid waste utilised	Kilo tonnes	187	143	170	159	127	151
Solid waste sent to landfill	Kilo tonnes	35	48	42	36	38	52
Solid waste utilisation	%	82.0	76.1	78.3	79.1	74.7	71.6
Tata Steel Thailand							
Solid waste generated	Kilo tonnes	199.7	213.5	200.7	221.6	265.9	254
Solid waste utilised	Kilo tonnes	199.3	210.4	200.3	221.1	265.2	254
Solid waste sent to landfill / incineration	Kilo tonnes	0.35	0.35	0.36	0.46	0.69	0.4
Solid waste utilisation	%	99.9	99.7	99.8	99.8	99.7	99.8

* Calendar year reporting (1 January - 31 December)

Energy	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Specific energy consumption	GJ/tcs	25.11	24.35	24.17	24.11	23.62	23.43
Tata Steel Long Products Limited - Gamharia							
Specific energy consumption	GJ/tcs	-	-	29.16	29.25	32.47	41.06
Tata Steel UK							
Specific energy consumption	GJ/tcs	23.60	24.20	23.00	22.80	23.10	23.34
Tata Steel Netherlands#							
Specific energy consumption	GJ/tcs	20.06	19.99	19.79	20.22	20.38	18.82
Tata Steel Thailand							
Specific energy consumption	GJ/tcs	9.50	9.90	10.00	9.86	9.30	5.06

Biodiversity							
	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Total sites covered under Biodiversity Management Plans (BMPs)	%	-	-	-	52.3	61.9	14
Tata Steel Long Products Limited - Gamharia							
Total sites covered under Biodiversity Management Nos. Plans (BMPs)	Nos.	-	-	-	-	Initiated at 3 sites	3
Tata Steel UK							
Discrete sites under biodiversity management	Nos	-	-	-	-	7	7

Based on crude steel production volumes

EMS - Environment Management System@ primary steelmaking, IJmuiden production site

Management							
	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100	100
Tata Steel Long Products Limited - Gamharia							
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100	100
Tata Steel UK							
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100	100
Tata Steel Netherlands							
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100	100
Tata Steel Thailand							
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100	100

Scrap recycling							
	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Steel scrap recycled (internal & external)	Kilo tonnes	-	-	-	598	1,252	1,538
Steel scrap recycled (internal & external)	%	-	-	-	4.9	6.8	8
Tata Steel Long Products Limited - Gamharia							
Steel scrap recycled (internal & external)	Kilo tonnes	-	-	21.9	20.4	29.7	39
Steel scrap recycled (internal & external)	%	-	-	3.7	3.2	4.3	5.53
Tata Steel UK							
Steel scrap recycled (internal & external)	Kilo tonnes	559	531	497	554	596	472
Steel scrap recycled (internal & external)	%	16.0	17.1	14.7	16.9	17.5	16
Tata Steel Netherlands							
Steel scrap recycled (internal & external)	Kilo tonnes	1,095	1,140	1,150	1,019	1,137	1,082
Steel scrap recycled# (internal & external)	%	15.9	16.5	17.4	16.8	17.6	18
Tata Steel Thailand							
Steel scrap recycled (internal & external)	Thousand tonnes	1,138	1,087	-	-	1,257	
Steel scrap recycled# (internal & external)	%	99	99	100	99	99	

Spend on Climate Change and Environment							
	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Spend on Climate Change and Environment (Capex)	₹ crore	544	286	283	139	554	1,437
Tata Steel Long Products Limited - Gamharia							
Spend on Climate Change and Environment (Capex)	₹ crore	-	-	-	7.9	8.7	29
Tata Steel Netherlands							
Spend on Climate Change and Environment (Capex)	Million Euros	6.9	16.9	48.3	51.0	33.5	117

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM). We are horizontally deploying best practices of our Jamshedpur and Kalinganagar facilities at Meramandali and plan to improve its environmental performance to best possible level in due course of time.

Social

Health & Safety

	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Fatalities	Nos.	3	2	3	3	3	4
Lost-time Injury (LTI) - employee	Nos.	42	38	58	48	58	51
Lost-time Injury (LTI) - contractor	Nos.	22	30	69	47	107	87
Lost-time Injury (LTI) - Total	Nos.	64	68	127	95	165	138
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	0.50	0.47	0.78	0.63	0.67	0.60
Lost-timeInjury Frequency Rate (LTIFR) - contractor	Index	0.16	0.19	0.4	0.49	0.55	0.36
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	0.29	0.29	0.52	0.55	0.59	0.43
Total Recordable Injury Frequency Rate (TRIFR) - employee	Index	-	2.21	3.20	2.74	2.31	2.08
Total Recordable Injury Frequency Rate (TRIFR) - contractor	Index	-	0.98	1.38	1.81	2.24	1.73
Total Recordable Injury Frequency Rate (TRIFR) - Total	Index	-	1.39	1.93	2.22	2.26	1.82
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	-	-	-	-	100	100
Organisational Health Index	Score out of 16	12.47	12.62	12.7	12.83	13.05	13.11

Tata Steel Long Products Limited							
Fatalities Nos.	Nos.	-	-	0	1	0	0
Lost-time Injury (LTI) - employee Nos.	Nos.	-	-	-	3	2	5
Lost-time Injury (LTI) - contractor Nos.	Nos.	-	-	-	21	7	17
Lost-time Injury (LTI) - Total Nos.	Nos.	-	-	15	24	14	22
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	-	-	1.07	1.38	0.66	1.04
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	-	-	100	100	100	100

Tata Steel UK							
Fatalities Nos.	Nos.	0	0	2	0	0	1
Lost-time Injury (LTI) - employee	Nos.	25	19	36	30	33	42
Lost-time Injury (LTI) - contractor	Nos.	7	8	7	9	15	11
Lost-time Injury (LTI) - Total	Nos.	32	27	42	43	39	48
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	1.47	1.13	2.25	1.93	2.1	3.29
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	1.42	1.61	1.43	2.3	3.17	2.24
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	1.46	1.24	2.06	1.97	2.35	3.03
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	-	-	4.76	15	16.66	17

Tata Steel Netherlands							
Fatalities	Nos.	1	0	0	0	0	0
Lost-time Injury (LTI) - employee	Nos.	19	19	18	17	19	13
Lost-time Injury (LTI) - contractor	Nos.	11	20	13	9	8	13
Lost-time Injury (LTI) - Total	Nos.	30	39	31	26	27	26
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	1.02	1.03	0.99	0.93	1.01	0.72
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	2.24	3.71	3.31	2.81	2.36	2.31
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	1.27	1.63	1.40	1.21	1.21	1.12
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	0	0	24	28	36	36

Tata Steel Thailand							
Fatalities	Nos.	0	0	0	0	1	0
Lost-time Injury (LTI) - employee	Nos.	1	4	0	0	0	0
Lost-time Injury (LTI) - contractor	Nos.	0	3	0	1	3	1
Lost-time Injury (LTI) - Total	Nos.	1	7	0	1	3	1
Lost-timeInjury Frequency Rate (LTIFR) - employee	Index	0.35	1.5	0	0	0	0
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	0	1.07	0	0.42	1.34	0.44
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	0.17	1.28	0	0.21	0.63	0.21
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	100	100	100	100	100	100

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSJSL now renamed as Tata Steel Meramandali (TSM).

Human Resource Management	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Employees on roll	Nos.	34,072	32,984	32,364	31,189	35,927	36,151
New employee hires	Nos.	-	1,977	1,820	2,129	1,704	4,855
Employee productivity (steel volume)	tcs/employee/ year	768	868	803	745	854	885
Share of Women in workforce	%	6.1	6.5	6.9	7.4	7.1	7.6
Share of Women in management positions in Workforce	%	11.1	11.6	12.0	12.6	11.7	11.5
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	%	-	-	13.9	15.0	13.7	13.15
Share of women in top management positions in workforce	%	-	-	7	7.4	7.1	7.30
Share of women in senior management positions in revenue-generating functions in workforce	%	-	-	15.7	17.5	15	14.20
Share of women in STEM-related positions in workforce	%	-	-	4.6	6	5.7	6.10
Women Salary**	Average salary in Executive level (INR, base salary only)	-	-	-	28.82	31.27	36.75 lakh
	Average salary in Executive level (INR, base salary + other cash incentives)	-	-	-	99.98	106.98	138.18 lakh
	Average salary in Management level (INR, base salary only)	-	-	-	6.04	6.55	6.56 lakh
	Average salary in Management level (INR, base salary + other cash incentives)	-	-	-	21.76	23.28	20.83 lakh
	Average salary in Non-management level (INR, base salary only)	-	-	-	11.04	10.62	10.2 lakh
	Average salary in Executive level (INR, base salary only)	-	-	-	29.20	31.68	38.06 lakh
	Average salary in Executive level (INR, base salary + other cash incentives)	-	-	-	100.73	107.78	131.36 lakh
Men Salary**	Average salary in Management level (INR, base salary only)	-	-	-	8.17	8.86	8.51 lakh
	Average salary in Management level (INR, base salary + other cash incentives)	-	-	-	25.21	26.98	23.4 lakh
	Average salary in Non-management level (INR, base salary only)	-	-	-	12.35	11.90	12.1 lakh
Age break-up of the workforce (<30 years)	%	-	15.1	15.5	18	23	19.40
Age break-up of the workforce (30 - 50 years)	%	-	54.8	55.3	57	59	56.10
Age break-up of the workforce (>50 years)	%	-	30.1	29.2	25	17	24.50
Workforce covered through formal trade unions	%	89.3	88.9	87.4	86.1	79.6	91.00
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/ % PWD/LGBTQ+)	%	-	-	19	20	18	18.95
Affirmative Action (AA) Community Representation (share in total workforce)	%	-	-	-	-	11.9	11.80
Affirmative Action (AA) Community Representation (Share in all management positions, including junior, middle and senior management)	%	3.5	3.9	3.9	3.6	4.4	4.42
Share of People with disability in workforce	%	-	-	-	0.3	0.3	0.30
Share of LGBTQ+ people in workforce	%	-	-	-	-	0.003	0.20
Investment in employee training and development	₹ crore	-	-	133	152	159	193
Average investment in employee training & development	INR	-	-	41090	48715	44256	53,387.18
Employee training	Thousand person days	194	248	253	199	413	468
	Person-days/employee/year	5.62	7.52	7.81	6.38	11.51	12.93
	Average Hours per FTE	50.58	67.68	70.29	57.42	103.59	116.44
	Average Hours per FTE - Officers	-	-	-	-	-	94.26
	Average Hours per FTE - Non-Officers	-	-	-	-	-	124.11
Technical/ Functional Training	Average Hours per FTE	-	-	-	-	-	115.00
Managerial training	Average Hours per FTE	-	-	-	-	-	5.44
	Officers (Nos)	-	854	812	575	710	964.00
New employee hires - working level	Non Officers (Nos)	-	1,123	1,008	1,554	994	3,891.00
	Total Hires (Nos)	-	1,977	1,820	2,129	1,704	4,855.00
	Female Hires (Nos)	-	280	276	322	395	885.00
New employee hires - Gender	Transgender Hires (Nos)	-	-	-	-	-	134.00
	Male Hires (Nos)	-	1,697	1,544	1,807	1,308	3,386.00
Open positions filled by internal candidates	%	-	-	73	67	78	66
Average hiring cost/FTE	INR	-	-	86,626	99,273	67,338	90,401.00
Employee Turnover Rate - All separations	%	6.1	6.4	6.8	7.5	6.9	8.2
Employee Turnover Rate - (Resignations)	%	-	-	-	1.2	2	2.70
Voluntary Employee Turnover Rate (Resignations)	%	-	-	-	1.1	2	2.50
Employee Turnover Rate (Resignations) - Gender	Male (%)	-	-	-	-	1.6	2.50
	Female(%)	-	-	-	-	5.8	5.90
	Officers (%)	-	-	-	-	6.6	6.70
	Non Officers (%)	-	-	-	-	0.3	0.80
Engagement Survey Score - Officers	(%)	66	NA	65	NA	69	72.00
Engagement Survey Score - Non-Officers ***	(%)	77	NA	83	NA	74	77.00
Engagement Survey for Officers – Gender	Male (%)	NA	NA	66	NA	70	73.00
	Female(%)	NA	NA	61	NA	60	63.00
Engagement Survey for Officers - Age Group	60+ Years (%)	NA	NA	86	NA	-	100.00
	51-55 Years (%)	NA	NA	80	NA	86	83
	56-59 Years (%)	NA	NA	85	NA	86	85
	46-50 Years (%)	NA	NA	75	NA	81	83
	41-45 Years (%)	NA	NA	70	NA	78	80
	36-40 Years (%)	NA	NA	66	NA	68	69
	31-35 Years (%)	NA	NA	55	NA	61	67
	26-30 Years (%)	NA	NA	49	NA	51	57
	18-25 Years (%)	NA	NA	53	NA	51	63
Engagement Survey for Non-Officers - Gender	Male (%)	-	-	85	-	-	-
	Female(%)	-	-	86	-	-	-
Engagement Survey for Non-Officers - Age Group	60+ Years (%)	-	-	91	-	-	-
	51-55 Years (%)	-	-	91	-	-	-
	56-59 Years (%)	-	-	91	-	-	-
	46-50 Years (%)	-	-	89	-	-	-
	41-45 Years (%)	-	-	85	-	-	-

Tata Steel Long Products Limited							
Nos. of employees	Nos.	-	-	2,496	2,395	2,357	2,287
New employee hires	Nos.	-	-	51	19	106	103
Employee productivity (steel volume)	tcs/employee/ year	-	-	456	548	665	722
Female employees in workforce	%	-	-	2.2	2.4	2.8	3.7
Female employees in management positions in % workforce	%	-	-	0.6	0.7	1.2	1.6
Age break-up of the workforce (<30 years)	%	-	-	9.9	8.0	6.6	7.3
Age break-up of the workforce (30- 50 years)	%	-	-	67.7	69.6	70.7	70.4
Age break-up of the workforce (>50 years)	%	-	-	22.5	22.5	22.7	22.2
Employee turnover rate	%	-	-	1.2	1.2	2.5	6.8
Employee training	Thousand person days	-	-	10.2	30.46	43.04	9.98
	Person-days/employee/year	-	-	4.09	12.72	18.26	4.36

Tata Steel Europe (UK + Netherlands business)							
Nos. of employees	Nos.	21,247	21,454	20,579	20,047	20,161	-
New employee hires	Nos.	1,855	1,881	1,077	923	1,708	-
Female employees in workforce	%	11.1	11.5	11.2	11	10.8	-
Female employees in management positions in % workforce	%	16.9	18.1	18.2	18	18.1	-
Age break-up of the workforce (<30 years)	%	13.9	15.1	14.2	13.7	14.2	-
Age break-up of the workforce (30- 50 years)	%	43	42.2	41.5	41.5	41.8	-
Age break-up of the workforce (>50 years)	%	43.1	42.7	44.3	44.8	44.0	-
Employee turnover rate	%	14.4	7.2	9.3	5.5	7.1	-
Employee productivity (steel volume)p	tcs/employee/ year	490	467	491	466	489	-

Tata Steel Thailand							
Nos. of employees	Nos.	1,236	1,187	1,151	1,101	1,092	1,086
New employee hires	Nos.	91	60	35	2	26	38
Employee productivity (steel volume)	tcs/employee/ year	985	972	1,043	1,184	1,221	1,115
Female employees in workforce	%	16.7	17.4	17.4	17.3	17.2	17.6
Female employees in management positions in % workforce	%	19.8	19.2	18.4	16.4	15.7	17.0
Age break-up of the workforce (<30 years)	%	24.3	22.8	23.5	17.4	14.7	13.1
Age break-up of the workforce (30- 50 years)	%	65.8	66.0	63.3	67.9	68.6	68.6
Age break-up of the workforce (>50 years)	%	9.90	11.10	12.90	14.60	16.70	18.3
Employee turnover rate	%	4.40	6.50	4.40	2.00	1.60	-
Employee training	Thousand person days	7.6	7.3	8.5	6.6	7.4	6.8
Employee training	Person-days/employee/year	6.2	6.2	4.3	6	6.8	6.60

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSJSL now renamed as Tata Steel Meramandali (TSM).
Definition includes all employees at TSE which is different from India definition.
*Affirmation Action (AA) includes Scheduled Castes (SC) and Scheduled Tribes (ST) communities respectively
We have deployed 14 transgender trainees at Wost Bokaro, 12 at Kalinganagar & 11 at Jamshedpur.
Trainees are not reported in EOR (Employee on Roll)
** Starting salaries for fresh hires from colleges is same, irrespective of gender, caste, religion or any other basis for differentiation. Thus, salary growth and differences (if any) thereafter are a function of individual performance. Hence, wage gap is not visible when comparing employee groups who joined at similar time at similar positions.
***This year , we have completed only officers survey till date

Governance

Ethics

	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Whistleblower cases*- Received	Nos.	-	436	881	777	845	303
Whistleblower cases* - Closed	Nos.	-	334	602	541	601	158
Whistleblower cases* - Open	Nos.	-	102	279	236	244	145
Measures Taken for Whistleblower cases #							
Warning	Nos.	-	-	92	72	129	-
Discipline (others)	Nos.	-	-	56	53	80	-
Sexual harassment cases - Received	Nos.	16	20	34	21	22	-
Sexual harassment cases - Closed	Nos.	8	19	26	15	18	-
Sexual harassment cases - Open	Nos.	24	1	8	6	4	-
Measures Taken against Sexual harassment #							
Warning	Nos.	-	-	7	13	12	-
Discipline (others)	Nos.	-	-	12	9	14	-
Training on Tata Code of Conduct - officers	Person-hours	-	4,003	17,064	26,458	31,142	-
Training on Tata Code of Conduct - frontline employees	Person-hours	-	7,080	2,763	5,086	14,630	-
Training on Tata Code of Conduct - contract employees	Person-hours	-	23,798	24,307	15,380	60,898	-
Business associates** trained on Tata Code of Conduct	Nos.	-	-	-	1,747	2,114	-
Tata Steel Long Products Limited							
Whistleblower cases*- Received	Nos.	6	5	19	31	34	46
Whistleblower cases* - Closed	Nos.	6	5	19	31	30	44
Whistleblower cases* - Open	Nos.	0	0	0	0	4	2
Sexual harassment cases - Received	Nos.	1	0	2	1	0	1
Sexual harassment cases - Closed	Nos.	1	0	1	2	0	0
Sexual harassment cases - Open	Nos.	0	0	1	0	0	1
Training on Tata Code of Conduct - officers	Person-hours	0	0	1,209	1,142	541	698
Training on Tata Code of Conduct - frontline employees	Person-hours	-	-	1,060	636	828	1,293
Training on Tata Code of Conduct - contract employees	Person-hours	-	-	896	454	9,092	4,290
Business associates** trained on Tata Code of Conduct	Nos.	-	-	-	35	235	250
Tata Steel Europe (UK + Netherlands business)							
Whistleblower cases - Received	Nos.	40	33	51	48	34	-
Whistleblower cases - Closed	Nos.	40	33	51	48	34	-
Training on Tata Code of Conduct	No. of persons	-	75	180	135	105	-
Tata Steel Thailand							
Training on Tata Code of Conduct	No. of persons	91	60	35	2	26	38

*Exclusive of sexual harassment cases

**Business Associate means suppliers, customers, vendors, dealers, distributors, franchisees, lessors, lessees or such other persons with whom Tata Steel has any business or transactional dealings including the Business Associate's employees, agents and other representatives.

Supply Chain

	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Active supplier base	Nos.	-	>5,000	5,132	5,071	6,264	7,049
Local suppliers	Nos.	-	1,316	1,806	1,671	1,944	2,138
Critical suppliers	Nos.	-	-	-	-	450	466
Business volume of local suppliers	₹ crore	-	-	-	2,397	4,587	7,290
Number of Affirmative Action (AA) suppliers	Nos.	-	70	70	71	71	75
Business volume of Affirmative Action (AA) suppliers	₹ crore	-	75	61	53.5	70	112
Suppliers assessed based on safety	Nos.	-	1,035	850	745	1,022	1,423
Suppliers trained through Vendor Capability Advancement Program (VCAP)	Nos.	-	1,426	1,330	844	450	307
Critical suppliers made aware on Responsible Supply Chain Policy	Nos.	-	-	-	223	327	235
Critical suppliers assessed on Responsible Supply Chain Policy	Nos.	-	-	-	200	258	211
Steel Processing Centers (SPC) assessed on Responsible Supply Chain Policy	Nos.	-	-	-	-	31	18
Distributors assessed on Responsible Supply Chain Policy	Nos.	-	-	-	-	106	16
Tata Steel UK							
Active suppliers	Nos.	3,735	3,584	3,354	2,808	2,851	2,434
Tata Steel Netherlands							
Active suppliers	Nos.	3,914	3,901	3,462	3,129	3,329	3,389
Tata Steel Europe (UK + Netherlands business)							
Active suppliers	Nos.	7,649	7,485	6,816	5,937	6,180	5,823
Active suppliers made aware on Responsible Procurement Policy (RPP)*	%	83	86	88	90	91	98

*The percentage of active suppliers made aware on the RPP is the same across UK and Netherlands

Intellectual Capital

	UOM	FY18	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone							
Collaborations/memberships of academia and technical institutes	Nos.	34	40	50	20	35	16
Patents filed	Nos.	-	-	119	119	125	132
Patents granted	Nos.	-	-	58	109	121	146
New products developed	Nos.	-	114	155	79	62	84
R&D employees*	Nos.	-	-	-	246	270	294
R&D Spend	₹ crore	182	216	259	231	213	275
R&D Spend	% of revenue	0.30	0.31	0.43	0.36	0.17	0.21
Investment in new processes and products (Capex + R&D)	₹ crore	2,709	3,893	5,008	2,353	6,501	8,830
Investment in new processes and products (Capex + R&D)**	% of revenue	4.6	5.65	8.52	3.71	5.1	7
Tata Steel UK							
Collaborations/memberships of academia and Nos. technical institutes	Nos.	-	-	-	-	7	17
New products developed	Nos.	8	5	2	4	3	13
R&D employees	Nos.	64	76	75	70	65	69
R&D Spend	Million Euros	9	11	9	7	10.5	14
R&D Spend	% of revenue	0.38	0.46	0.42	0.35	0.34	0.45
Investment in new processes and products (Capex + R&D)	Million Euros	159	148	264	211	93.5	153
Investment in new processes and products (Capex + R&D)**	% of revenue	6.67	6.15	12.32	10.68	2.99	4.89
Tata Steel Netherlands							
Collaborations/memberships of academia and Nos. technical institutes	Nos.	-	-	-	-	158	162
Patents granted	Nos.	155	137	133	142	202	161
Patents filed***	Nos.	32	32	36	19	15	22
New products developed	Nos.	15	17	20	12	10	10
R&D employees	Nos.	311	316	311	300	299	307
R&D Spend	Million Euros	63	63	57	54	62	64
R&D Spend	% of revenue	1.23	1.16	1.20	1.24	0.90	0.86
Investment in new processes and products (Capex + R&D)	Million Euros	160	129	111	64	73	74
Investment in new processes and products (Capex + R&D)**	% of revenue	3.10	2.40	2.36	1.47	1.06	0.99

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM).

*Includes contract employees

**Based on worldsteel association methodology

***The patents filed refer to priority (i.e. first) filings.

Policy Influence

	UOM	FY19	FY20	FY21	FY22	FY23
Tata Steel Standalone						
Contribution to Industry/Trade associations or tax-exempt groups (e.g. think tanks, chambers of commerce) *	INR					8,50,91,000
Key issues or topics successfully advocated in last few years & contribution to specific industry bodies (in Million USD)	INR	1. Increase per capita consumption of steel through advocacy and collaboration				2,16,84,000
		2. Addressal of issues, concerns and challenges common of the Indian steel industry with government and other stakeholders within all applicable laws and regulations to improve the ease & cost of doing business.				1,18,00,000
		3. Leadership on all major strategic issues impacting the steel industry, particularly focusing on economic, steel demand, environmental and social sustainability				3,30,84,900
		4. Building sustainable steel industry worldwide and fulfill the Indian government's nationally declared targets				49,27,800
		5. Aligning strategies and operation with SDGs (sustainable developmental goals) & universal principles on numerous societal importance.				15,90,250

* Please note that Lobbying in any form is not allowed as per Indian law, however as responsible corporate, Tata Steel advocates policy changes through different association for betterment of the industry at large.