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	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	7	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	43	39	48	53
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	2.1	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	2.51
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 TSBSL 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	800	803	745	854	885
Share of Women in workforce	%	6.1	6.5	6.9	7.4	6.9	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 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
	Average salary in Executive level (INR, base salary only)	-	-	-	28.82	31.27	36.75 lakh

Women Salary**	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
Men Salary**	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
	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 LGBTQI+ 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	-	-	41095	48735	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						1.44
New employee hires – working level	Officers (Nos)	-	854	812	575	710	964.00
	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
New employee hires – Gender	Female Hires (Nos)	-	280	276	322	395	885.00
	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 seperations	%	6.1	6.4	6.8	7.5	6.9	8.2
Employee Turnover Rate – (Resignations)	%				1.2	2	2.70
Voluntary Employer Turnover Rate (Resignations)	%	-			1.1	2	2.70
Employee Turnover Rate (Resignations) – Gender	Male (%)	-	-	-	-	1.6	2.50
	Female(%)	-	-	-	-	5.8	5.90
Employee Turnover Rate (Resignations) - Working Level	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	NA	-
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	20,379	20,047	20,161	-
New employee hires	Nos.	1,855	1,881	1,077	923	1,708	-
Female employees in workforce	%	11.1	11.1	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)@	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	4.5	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 TSBSL now renamed as Tata Steel Meramandali (TSM).

Definition includes all employees at TSE which is different from India definition.

*Affirmative Action (AA) includes Scheduled Castes (SC) and Scheduled Tribes (ST) communities respectively

We have deployed 14 transgender trainees at West Bokaro, 12 at Kalinganagar & 15 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