

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
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*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

Ethics

	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
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Tata Steel Netherlands

Active suppliers	Nos.	3,914	3,901	3,462	3,129	3,329	3,389
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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

Ethics

	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

Ethics

	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.