

The factsheet represents the ESG performance for Tata Steel Limited, Neelachal Ispat Nigam Limited (NINL), Tata Steel Nederland BV, Tata Steel UK Limited, Tata Steel (Thailand), which account for 90% of our global group turnover.

Tata Steel Limited includes its steel plants (TS Jamshedpur, TS Kalinganagar, TS Meramandali and TS Gamharia), mining locations, upstream (DRI, Iron & Coke, Ferro Alloys, Tata Steel Growth Shop) and downstream units (rolling, tube making, tinplating, wire drawing, bearing production, etc.).

Change in scope of reporting: The scope of Tata Steel Limited is changed in FY2023-24 with the merger of Tata Steel Long Products Limited (TSLP), Tata Metaliks Limited (TML), Tinplate Company of India Limited (TCIL), Tata Steel Mining Limited and S&T Mining Limited with Tata Steel Limited.

Neelachal Ispat Nigam Ltd. (NINL), being functional from November 2022, has been added into the scope of reporting in FY2023-24.



	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Basic information						
Production^p						
Tata Steel Limited ^{®a}	MT	13.16	12.19	18.38	18.97	20.12
Neelachal Ispat Nigam Ltd. (NINL)	MT					0.66
Tata Steel UK Limited	MT	3.38	3.27	3.40	2.93	2.99
Tata Steel Nederland BV	MT	6.62	6.07	6.45	6.16	4.81
Tata Steel (Thailand)	MT	0.99	1.09	1.31	1.13	1.12
^p Includes crude steel for India, liquid steel for Tata Steel UK and Tata Steel Nederland, and saleable steel for South East Asia operations Note 1: The production of Tata Steel Nederland BV is lower in FY2023-24 due to relining of Blast Furnace 6 Note 2: Consolidated Production for FY2023-24 also includes ~0.24 MT saleable steel from other SEA operations						
Environmental						
Emissions						
CO₂ emissions – steel plants (worldsteel user guide V9.5, with slag credit)						
Tata Steel Limited^{®a}						
Scope 1+1.1	MT	31.1	29.4	46.2	46.3	49.9 [#]
Scope 2	MT	1.1	1.0	1.7	1.7	1.9 [#]
Scope 3	MT	-1.8	-2.0	-3.2	-3.0	-2.9 [#]
Scope 1+1.1+2 + 3	MT	30.4	28.3	44.7	45.0	48.9
CO ₂ emissions intensity	tCO ₂ /tcs	2.31	2.32	2.43	2.38	2.43 [#]
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
NINL^{®b}						
Scope 1+1.1	MT					2.4
Scope 2	MT					0.1
Scope 3	MT					-0.7
Scope 1+1.1+2 + 3	MT					1.8
CO ₂ emissions intensity	tCO ₂ /tcs					2.73
Tata Steel UK Limited^{®c}						
Scope 1+1.1	MT	6.6	6.2	6.4	5.7	5.5
Scope 2	MT	0.2	0.2	0.2	0.2	0.2
Scope 3	MT	0.3	0.2	0.2	0.1	0.2
Scope 1 +1.1 + 2 + 3	MT	7.1	6.5	6.9	6.0	5.8
CO ₂ emissions intensity	tCO ₂ /tcs	2.09	2.00	2.02	2.05	2.02
Tata Steel Nederland BV^{®d}						
Scope 1+1.1	MT	11.8	10.9	11.6	10.9	8.6
Scope 2	MT	-0.1	-0.1	-0.1	-0.3	0.1
Scope 3	MT	0.2	0.2	0.3	0.3	-0.2
Scope 1 +1.1+2 + 3	MT	11.9	11.0	11.7	10.9	8.4
CO ₂ emissions intensity	tCO ₂ /tcs	1.76	1.78	1.78	1.78	1.81
Tata Steel (Thailand)^{®e}						
Scope 1+1.1	MT	0.2	0.2	0.2	0.2	0.2
Scope 2	MT	0.4	0.4	0.5	0.4	0.4
Scope 3 ^{1.a}	MT	0.1	0.1	0.1	0.1	0.1
Scope 1 +1.1+2 + 3 ^{1.a}	MT	0.7	0.7	0.8	0.7	0.6
CO ₂ emissions intensity ^{1.a}	tCO ₂ /tcs	0.67	0.64	0.61	0.59	0.61
^{1.a} Emissions of additional Scope 3 categories included from FY2021-22						
Tata Steel Consolidated (with slag credit^{1.a})	tCO ₂ /tcs	2.19	2.19	2.19	2.21	2.23
Note: Scope 1 & 3 CO ₂ emissions for the steel making sites are assessed based on the actual consumption of resources and generation of saleable co-products including slag.						

^{®a} Includes all Steelmaking sites;

^{®a} TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;

^{®b} NINL; ^{®c} Tata Steel UK Limited includes Port Talbot; ^{®d} Tata Steel Nederland BV includes Ijmuiden; ^{®e} Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi

	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
GHG emissions (based on GHG protocol, in Million tCO ₂ e)						
Tata Steel Limited						
Absolute emissions -Scope 1 for steelmaking sites	MT	-	-	-	47	51 [#]
Absolute emissions -Scope 1 for all sites	MT	-	33	49	50	56
Absolute emissions -Scope 2 for steelmaking sites	MT	-	-	-	5	5 [#]
Absolute emissions - Scope 2 for all sites ^{1.c}	MT	-	4	5	6	7
Absolute emissions - Scope 3	MT	-	5	6	7	15 ^{1.b}
Total absolute emissions (Scope 1 +2 + 3) for all sites	MT	-	42	61	62	77
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
^{1.b} Additional Scope 3 emissions assessed in FY2023-24: (a) Electrical T&D Losses under Scope 3 category 3 Fuel- and Energy-Related Activities, Not Included in Scope 1 or Scope 2 and (b) combustion of coal byproducts sold to 3rd party under Scope 3 category 11 Use of Sold Products.						
NINL						
Absolute emissions - Scope 1	MT					2.4
Absolute emissions - Scope 2	MT					0.2
Absolute emissions - Scope 3	MT					0.2
Total absolute emissions (Scope 1 +2 + 3)	MT					2.8
Tata Steel UK Limited						
Absolute emissions - Scope 1	MT	-	6.6	6.8	6.0	5.9
Absolute emissions - Scope 2	MT	-	0.2	0.2	0.1	0.3
Absolute emissions - Scope 3	MT	-	1.0	1.9	1.7	1.7
Total absolute emissions (Scope 1 +2 + 3)	MT	-	7.7	9.0	7.9	7.8
Tata Steel Nederland BV						
Absolute emissions -Scope 1	MT	-	-	11.7	11.2	8.7
Absolute emissions - Scope 2	MT	-	-	0.8	0.6	0.1
Absolute emissions - Scope 3	MT	-	-	5.0	3.8	3.7
Total absolute emissions (Scope 1 +2 + 3)	MT	-	-	17.4	15.6	12.5
Tata Steel (Thailand)						
Absolute emissions - Scope 1	MT	-	0.2	0.2	0.2	0.2
Absolute emissions - Scope 2	MT	-	0.4	0.5	0.5	0.4
Absolute emissions - Scope 3	MT	-	0.2	0.2	0.2	0.3
Total absolute emissions (Scope 1 +2 + 3)	MT	-	0.8	0.9	0.8	0.9
Tata Steel Consolidated (including other entities)						
Absolute emissions - Scope 1	MT	-	66	76	75	77 ^{1.d}
Absolute emissions - Scope 2 ^{1.c, 1.f}	MT	-	5	5	5	5 ^{1.d}
Absolute emissions - Scope 3	MT	-	13	14	13	17 ^{1.d, 1.e}
Total absolute emissions (Scope 1 +2 + 3)	MT	-	83	94	94	99 ^{1.d, 1.e}
Total absolute emissions (Scope 1 +2) per unit revenue	tCO ₂ e/Million ₹	-	45	33	33	36
^{1.c} Scope 2 emissions are based on Location-based emission factor of electricity imported to respective site.						
^{1.d} Consolidated emissions of FY2023-24 are aggregated based on “Operational Control” approach (i.e. included full emissions of parent company and subsidiaries irrespective of equity held by Tata Steel Limited).						
^{1.e} Equity-consolidated emissions of five key joint ventures are included under ‘Investment’ category (Scope 3 as per GHG Protocol Value Chain Standard). Till FY2022-23, the emissions were consolidated on equity basis with JVs included in mainstream Scope 1&2 emissions.						
^{1.f} Presence of power generation assets within consolidated boundary results in lower Scope 2 emissions than Scope 2 emissions of standalone boundary.						
Note 1: Worldsteel methodology allows credits due to export of various co-products /by-products (incl. process gases). No credits are included in GHG Protocol estimation under Scope 2 and 3.						
Note 2: Tata Steel UK and Tata Steel consolidated numbers have been corrected and updated for FY2019-20 to FY2021-22.						

@Includes all Steelmaking sites;
@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;
@^b NINL ; @^c Tata Steel UK Limited includes Port Talbot ; @^d Tata Steel Nederland BV includes Ijmuiden ; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi



	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Air emissions						
Tata Steel Limited ^{@a}						
Stack dust emissions	KT	5.0	4.1	7.2	6.4	7.0 [#]
Stack Dust emission intensity	kg/tcs	0.38	0.34	0.39	0.34	0.35 [#]
Stack SOx emissions	KT	8.6	7.8	30.4	27.0	32.8 [#]
SOx emission intensity	kg/tcs	0.65	0.64	1.66	1.43	1.63 [#]
Stack NOx emissions	KT	8.7	7.5	16.0	15.8	17.5 [#]
NOx emission intensity	kg/tcs	0.66	0.62	0.87	0.83	0.87 [#]
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
NINL ^{@b}						
Stack dust emissions	KT					0.29
Stack Dust emission intensity	kg/tcs					0.44
Stack SOx emissions	KT					0.99
SOx emission intensity	kg/tcs					1.51
Stack NOx emissions	KT					0.27
NOx emission intensity	kg/tcs					0.41
Tata Steel UK Limited ^{@c} (CY ²) ³						
Stack dust emissions	KT	1.1	1.4	1.2	0.8	0.8
Stack Dust emission intensity	kg/tcs	0.31	0.00	0.33	0.28	0.29
Stack SOx emissions	KT	6.8	6.4	4.7	4.6	4.0
SOx emission intensity	kg/tcs	2.02	1.96	1.33	1.56	1.38
Stack NOx emissions	KT	4.8	5.1	5.0	4.3	3.8
NOx emission intensity	kg/tcs	1.41	1.57	1.42	1.47	1.30
² Calendar year reporting (1 January - 31 December)						
³ Historical data revised to exclude fugitive emissions						
Tata Steel Nederland BV ^{@d} (CY ²)						
Stack dust emissions	KT	1.9	1.8	1.6	1.5	1.4
Stack Dust emission intensity	kg/tcs	0.28	0.30	0.24	0.25	0.31
Stack SOx emissions	KT	3.2	3.0	2.8	3.2	2.8
SOx emission intensity	kg/tcs	0.48	0.50	0.42	0.52	0.60
Stack NOx emissions	KT	6.0	5.1	5.3	5.0	4.3
NOx emission intensity	kg/tcs	0.91	0.85	0.80	0.80	0.90
² Calendar year reporting (1 January - 31 December)						
Specific Water Consumption & Discharge Intensity						
Tata Steel Limited ^{@a}						
Fresh water consumption ⁴	Million m ³	40.8	32.9	49.9	49.8	50.9
Specific fresh water consumption	m ³ /tcs	3.10	2.70	2.71	2.62	2.53 [#]
Effluent discharge volume	Million m ³	9.5	8.3	9.5	8.1	6.5 [#]
Effluent discharge intensity	m ³ /tcs	0.72	0.68	0.52	0.43	0.32 [#]
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
NINL ^{@b}						
Fresh water consumption ⁴	Million m ³					2.38
Specific fresh water consumption	m ³ /tcs					3.59
Effluent discharge volume	Million m ³					0.05
Effluent discharge intensity	m ³ /tcs					0.07
⁴ Drinking water is not considered into fresh water consumption						

@Includes all Steelmaking sites;
@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;
@^b NINL ; @^c Tata Steel UK Limited includes Port Talbot ; @^d Tata Steel Nederland BV includes Ijmuiden ; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi

	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Tata Steel UK Limited (CY ²) ^{@c 4.a}						
Fresh water consumption	Million m ³	22.0	28.4	30.8	28.8	35.5
Specific fresh water consumption	m ³ /tcs	6.51	8.73	8.70	9.84	12.26
Effluent discharge volume	Million m ³	19.5	17.6	21.3	29.4	18.4
Effluent discharge intensity	m ³ /tcs	5.76	5.40	6.02	10.02	6.36
^{4.a} Numbers reported for FY2023-24 are based on Financial Year; Previous year numbers were based on Calendar Year. Water consumption and effluent discharge is for Port Talbot. In FY2023-24, fresh water consumption, withdrawal and effluent discharge does not include brackish dock water						
Tata Steel Nederland BV ^{@d (CY²)}						
Fresh water consumption	Million m ³	32.6	32.3	32.5	32.2	30.4
Specific fresh water consumption	m ³ /tcs	4.93	5.20	4.76	5.21	6.52
Effluent discharge volume	Million m ³	193.7	184.7	213.5	212.0	32.8 ^{4.b}
Effluent discharge intensity	m ³ /tcs	28.96	30.44	32.06	34.29	7.04
^{4.b} For FY2023-24, seawater has been excluded from discharge water aligning with other locations						
Tata Steel (Thailand)						
Fresh water consumption	Million m ³	1.9	1.7	1.7	1.4	1.3
Specific fresh water consumption	m ³ /tcs	1.59	1.28	1.22	1.09	1.05
Effluent discharge volume	Million m ³	-	-	-	-	-
Effluent discharge intensity	m ³ /tcs	-	-	-	-	-
² Calendar year reporting (1 January - 31 December)						
Waste						
Tata Steel Limited ^{@a}						
Solid waste generated	KT	9,967	9,427	14,283	15,123	15,611
Solid waste utilised	KT	9,967	9,417	14,057	15,559	17,955
Solid waste sent to landfill/incineration	KT	-	5	12	15	15.8
Solid waste utilisation	%	100	100	98	102.9	115 ^{# 5.a}
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
NINL ^{@b}						
Solid waste generated	KT					564
Solid waste utilised	KT					569
Solid waste sent to landfill/incineration	KT					0.06
Solid waste utilisation	%					101 ^{5.a}
^{5.a} Some waste from previous year has been utilised.						
Tata Steel UK Limited ^{@c (CY²)}						
Solid waste generated	KT	231	186	111	314 ^{5.b}	1,547 ^{5.c}
Solid waste utilised	KT	221	113	85	308 ^{5.b}	1,540 ^{5.c}
Solid waste sent to landfill/incineration	KT	4	4	7	6	6
Solid waste utilisation	%	96	61	76	98	100
^{5.b} Some material from previous years that had been stored on the Port Talbot site that had a previously undetermined destination or use, was utilised for a particular project in early 2022						
Tata Steel Nederland BV ^{@d (CY²)}						
Solid waste generated	KT	218	201	170	211	2,789 ^{5.c}
Solid waste utilised	KT	170	159	127	151	2,721 ^{5.c}
Solid waste sent to landfill/incineration	KT	42	36	38	52	62
Solid waste utilisation	%	78	79	75	72	98
^{5.c} All internal arising materials and byproducts have been included in current year						

@ Includes all Steelmaking sites;
@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;
@^b NINL ; @^c Tata Steel UK Limited includes Port Talbot ; @^d Tata Steel Nederland BV includes Ijmuiden ; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi



	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Tata Steel (Thailand)						
Solid waste generated	KT	201	222	266	254	311
Solid waste utilised	KT	200	221	265	254	311
Solid waste sent to landfill/incineration	KT	0.4	0.5	0.7	0.4	0.4
Solid waste utilisation	%	100	100	100	100	100
² Calendar year reporting (1 January - 31 December)						
Energy Intensity						
Tata Steel Limited ^{@a}						
Energy consumption	GJ				444,389,343	493,997,681 [#]
Energy Intensity	GJ/tcs	24.17	24.11	23.62	23.43	24.55 [#]
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
NINL ^{@b}						
Energy consumption	GJ					22,648,450
Energy Intensity	GJ/tcs					34.17
Tata Steel UK Limited ^{@c}						
Energy consumption ^{6.a}	GJ	-	-	-	68,406,447	73,568,279
Energy Intensity	GJ/tcs	23.76	22.85	23.15	23.34	25.43
^{6.a} Energy Consumption FY2022-23 is for Port Talbot ; FY2023-24 number is for all TSUK and includes primary energy						
Tata Steel Nederland BV ^{@d}						
Energy consumption	GJ	-	-	-	115,918,193	94,758,586
Energy Intensity	GJ/tcs	19.79	20.22	20.32	18.82	20.32
Tata Steel (Thailand) ^{@e}						
Energy consumption	GJ	-	-	-	5,841,098	5,897,520
Energy Intensity	GJ/tcs	10.00	9.86	9.30	5.06	4.95
Renewable Energy						
Tata Steel Limited ^{@a 7.a}	GJ	-	-	-	22,482	51,395 [#]
NINL						-
Tata Steel UK Limited (Shotton)	GJ	-	-	-	159,849	173,519
Tata Steel Nederland BV (Ijmuiden)	GJ	-	-	-	294	253
Tata Steel (Thailand) PCL	GJ	-	-	-	5,180	5,204
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
Biodiversity						
Tata Steel Limited						
Total sites covered under Biodiversity Management Plans (BMPs)	Nos.	9	11	13	14	17
Total area covered under Biodiversity Management: 2015 Plans (BMPs)	Hectares	9,648	11,622	11,725	11,782	12,221
Tata Steel UK Limited						
Discrete sites under biodiversity management	Nos.	-	-	7	7	7
Total area covered under Biodiversity Management Plans (BMPs)	Hectares					348
Tata Steel Nederland BV						
Discrete sites under biodiversity management	Nos.					1
Total area covered under Biodiversity Management Plans (BMPs)	Hectares					800

@ Includes all Steelmaking sites;
@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;
@^b NINL ; @^c Tata Steel UK Limited includes Port Talbot ; @^d Tata Steel Nederland BV includes Ijmuiden ; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi

	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Management						
Tata Steel Limited						
Workforce (permanent+contract) working in Environment Management System (EMS) (ISO 14001:2015) certified steel production facilities	%	100	100	100	100	100
NINL						
Workforce (permanent+contract) working in EMS (ISO 14001:2015) certified steel production facilities	%					100
Tata Steel UK Limited						
Workforce (permanent+contract) working in EMS (ISO 14001:2015) certified steel production facilities	%	100	100	100	100	100
Tata Steel Nederland BV						
Workforce (permanent+contract) working in EMS (ISO 14001:2015) certified steel production facilities	%	100	100	100	100	100
Tata Steel (Thailand)						
Workforce (permanent+contract) working in EMS (ISO 14001:2015) certified steel production facilities	%	100	100	100	100	100
Scrap recycling						
Tata Steel Limited						
Steel scrap recycled (internal & external)	KT	-	1,181	1,330	1,538	1,630
Steel scrap recycled (internal & external)	%	-	5	7	8	8
NINL						
Steel scrap recycled (internal & external)	KT					36
Steel scrap recycled (internal & external)	%					5
Tata Steel UK Limited						
Steel scrap recycled (internal & external)	KT	497	554	596	472	552
Steel scrap recycled (internal & external)	%	15	17	18	16	19
Tata Steel Nederland BV						
Steel scrap recycled (internal & external)	KT	1,150	1,019	1,137	1,082	931
Steel scrap recycled (internal & external)	%	17	17	18	18	20
Tata Steel (Thailand)						
Steel scrap recycled (internal & external)	KT	1,087	1,203	1,449	1,257	1,183
Steel scrap recycled (internal & external)	%	99	100	99	99	98
Spend on Climate Change and Environment						
Tata Steel Limited						
Spend on Social Climate Change and Environment (Capex)	₹ crore	283	33	554	1,437	1,568
NINL						
Spend on Social Climate Change and Environment (Capex)	₹ crore					58
Tata Steel UK Limited ⁷						
Spend on Social Climate Change and Environment (Capex)	Million GBP	-	-	-	8.4	7

@Includes all Steelmaking sites;
@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;
@^b NINL; @^c Tata Steel UK Limited includes Port Talbot; @^d Tata Steel Nederland BV includes Ijmuiden; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi



	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Tata Steel Nederland BV						
Spend on Social Climate Change and Environment (Capex)	Million GBP	48	51	22	117	145
Tata Steel (Thailand)						
Spend on Social Climate Change and Environment (Capex)	Million Thai Baht	-	-	-	4	27
⁷ Methodology changed : figure provided for Tata Steel UK Limited's Spend on Social Climate Change and Environment (Capex) FY2023-24 is a sum of all Capex projects under Decarbonisation and Environmental						
Product Sustainability						
Tata Steel Limited						
% coverage of products under Life Cycle Assessment (LCA)	%					82
% coverage of products under Environmental Product Declaration (EPD)	%					15
Tata Steel UK Limited						
% coverage of products under LCA	%					100
% coverage of products under EPD	%					100
% coverage of products under EPD is only for Construction based products						
Tata Steel Nederland BV						
% coverage of products under LCA	%					83
% coverage of products under EPD	%					22
Social						
Safety						
Tata Steel Limited						
Fatalities	Nos.	3	3	3	4	5
Lost-time Injury (LTI) - employee ⁸	Nos.	58	48	58	51	50
Lost-time Injury (LTI) – contractor ⁸	Nos.	69	47	107	87	106
Lost-time Injury (LTI) – Total ⁸	Nos.	127	95	165	138	156 [#]
Lost-time Injury Frequency Rate (LTIFR) - employee	Injuries/Mn Hrs worked	0.78	0.63	0.67	0.60	0.49
Lost-timeInjury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	0.40	0.49	0.55	0.36	0.36
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	0.52	0.55	0.59	0.43	0.39 [#]
Sites with Safety Management System ISO 45001:2015/OHSAS 18001	%	-	100	100	100	100
Organisational Health Index	Score out of 16	12.7	12.8	13.1	13.1	13.3
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
⁸ excluding Customer Service Department hubs, stockyard & steel processing centres						

@Includes all Steelmaking sites;
@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;
@^b NINL; @^c Tata Steel UK Limited includes Port Talbot; @^d Tata Steel Nederland BV includes Ijmuiden; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi

	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
NINL						
Fatalities	Nos.					0
Lost-time Injury (LTI) - employee	Nos.					0
Lost-time Injury (LTI) – contractor	Nos.					4
Lost-time Injury (LTI) – Total	Nos.					4
Lost-time Injury Frequency Rate (LTIFR) - employee	Injuries/Mn Hrs worked					0.00
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked					0.22
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked					0.19
Sites with Safety Management System ISO 45001:2015	%					100
Tata Steel UK Limited						
Fatalities	Nos.	2	0	0	1	0
Lost-time Injury (LTI) - employee	Nos.	36	30	33	42	30
Lost-time Injury (LTI) – contractor	Nos.	7	9	15	11	23
Lost-time Injury (LTI) – Total	Nos.	43	39	48	53	53
Lost-time Injury Frequency Rate (LTIFR) - employee	Injuries/Mn Hrs worked	2.25	1.93	2.10	3.29	2.38
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	1.43	2.10	3.17	2.24	3.10
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	2.06	1.97	2.35	3.03	2.64
Sites with Safety Management System ISO 45001:2015/OHSAS 18001 ⁹	%	5	15	17	17	7
⁹ The number of sites within scope of TSUK has increased, hence the decrease in % of Sites with Safety Management System						
Tata Steel Nederland BV						
Fatalities	Nos.	0	0	0	0	0
Lost-time Injury (LTI) - employee	Nos.	18	17	19	13	15
Lost-time Injury (LTI) – contractor	Nos.	13	9	8	13	12
Lost-time Injury (LTI) – Total	Nos.	31	26	27	26	27
Lost-time Injury Frequency Rate (LTIFR) - employee	Injuries/Mn Hrs worked	0.99	0.93	1.01	0.72	0.81
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	3.31	2.81	2.36	2.51	1.97
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	1.40	1.21	1.21	1.12	1.10
Sites with Safety Management System ISO 45001:2015/OHSAS 18001	%	24	28	36	36	74

@Includes all Steelmaking sites;

@^a TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24;

@^b NINL; @^c Tata Steel UK Limited includes Port Talbot; @^d Tata Steel Nederland BV includes Ijmuiden; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi



	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Tata Steel (Thailand)						
Fatalities	Nos.	0	0	1	0	0
Lost-time Injury (LTI) - employee	Nos.	0	0	0	0	1
Lost-time Injury (LTI) – contractor	Nos.	0	1	3	1	0
Lost-time Injury (LTI) – Total	Nos.	0	1	3	1	1
Lost-time Injury Frequency Rate (LTIFR) - employee	Injuries/Mn Hrs worked	0.00	0.00	0.00	0.00	0.41
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	0.00	0.42	1.34	0.44	0.00
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	0.00	0.21	0.63	0.21	0.21
Sites with Safety Management System ISO 45001:2015/OHSAS 18001	%	100	100	100	100	100
Human Resource Management						
Tata Steel Limited						
Nos. of employees	Nos.	32,364	31,189	35,927	36,151	43,263
New employee hires	Nos.	1,820	2,129	1,704	4,855	3,821
Employee productivity (steel volume)	tcs/employee/year	803	745	854	885	900
Female employees in workforce	%	6.9	7.4	6.9	7.6	8 [#]
Female employees in management positions in workforce	%	12.0	12.6	11.7	11.5	11.3
Age break-up of the workforce (<30 years)	%	15.5	18.0	23.0	19.4	19.5
Age break-up of the workforce (30 - 50 years)	%	55.3	57.0	59.0	56.1	57.0
Age break-up of the workforce (>50 years)	%	29.2	25.0	17.0	24.5	23.5
Employee turnover rate (Including Superannuation)	%	6.8	7.5	6.9	8.2	6.0
Employee turnover rate (Excluding superannuation)	%		1.2	2.0	2.7	2.8
Workforce covered through formal trade unions ¹⁰	%	87.4	86.1	79.6	91.0	89.0
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/PwD/ LGBTQIA+)	%	19.0	20.0	18.0	19.0	19.2 [#]
Investment in employee training and development	₹ crore	133	152	159	193	240
Employee training	Thousand person-days	253	199	413	468	589 [#]
Employee training	person-days/ employee/year	7.8	6.4	11.5	12.9	13.6 [#]
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						

@Includes all Steelmaking sites;

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@^b NINL; @^c Tata Steel UK Limited includes Port Talbot; @^d Tata Steel Nederland BV includes Ijmuiden; @^e Tata Steel (Thailand) includes Rayong, Saraburi, Chonburi

	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
NINL						
Nos. of employees	Nos.					1,414
New employee hires	Nos.					68
Employee productivity (steel volume)	tcs/employee/ year					468
Female employees in workforce	%					4.38
Female employees in management positions in workforce	%					0.78
Age break-up of the workforce (<30 years)	%					3.78
Age break-up of the workforce (30 - 50 years)	%					59.93
Age break-up of the workforce (>50 years)	%					36.30
Employee turnover rate (Including Superannuation)	%					7.63
Employee turnover rate (Excluding superannuation)	%					1.78
Workforce covered through formal trade unions ¹⁰	%					77.78
Employee training	thousand person-days					2.36
Employee training	person-days/ employee/year					1.67
¹⁰ As a % of non-managerial workforce only						
Tata Steel UK Limited						
Nos. of employees	Nos.	-	-	-	8,320	8,052
New employee hires	Nos.	-	-	-	869	520
Employee productivity (steel volume) - UK	tcs/employee/ year	-	-	-	352	359
Female employees in workforce	%	-	-	-	10.4	10.8
Female employees in management positions in workforce	%	-	-	-	18.2	18.4
Age break-up of the workforce (<30 years)	%	-	-	-	17.5	17.6
Age break-up of the workforce (30 - 50 years)	%	-	-	-	46.6	45.7
Age break-up of the workforce (>50 years)	%	-	-	-	35.9	36.7
Employee turnover rate (Including Superannuation)	%	-	-	-	9.3	6.9
Employee turnover rate (Excluding superannuation)	%	-	-	-	6.8	6.5
Workforce covered through formal trade unions	%	-	-	-	56.0	57.0
Employee training ¹¹	Thousand person-days	-	-	-	21.7	19.5
Employee training ¹¹	person-days/ employee/year	-	-	-	2.7	2.4
¹¹ Training data excludes UK subsidiaries						

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	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Tata Steel Nederland BV						
Nos. of employees ^{12.a}	Nos.	11,669	11,480	11,608	12,299	12,661
New employee hires	Nos.	463	411	615	1,108	972
Employee productivity (steel volume) ^{12.b}	tcs/employee/ year	750	692	721	660	479
Female employees in workforce	%	11.0	10.9	10.8	10.6	11.2
Female employees in management positions in workforce ^{@d}	%	8.6	8.3	8.0	19.8	17.5
Age break-up of the workforce (<30 years)	%	13.0	13.0	13.0	12.5	14.3
Age break-up of the workforce (30 - 50 years)	%	42.0	42.0	43.0	43.7	43.7
Age break-up of the workforce (>50 years)	%	46.0	45.0	44.0	43.8	41.8
Employee turnover rate (Including Superannuation) ^{12.c}	%	2.2	2.8	3.1	4.8	7.6
Employee turnover rate (Excluding superannuation)	%	-	-	-	4.1	5.3
Workforce covered through formal trade unions ^{@d}	%	-	-	55.0	52.0	48.3
Employee training ^{@d}	Thousand person-days	-	-	-	13.3	13.7
Employee training ^{@d}	person-days/ employee/year	-	-	-	1.4	1.5
^{12.a} Scope of data is increased in FY2023-24, i.e including people on leave before pension, academy graduates working on Engineering (HTD) & Energy Department, employees in mobility pool ^{12.b} Employee productivity reduced owing to 25% less crude steel production due to BF6 relining in last year ^{12.c} Employee Turnover Rate (Including Superannuation) increase over last year due to the inclusion of Leave before pension group						
Tata Steel (Thailand)						
Nos. of employees	Nos.	1,151	1,101	1,092	1,086	1,081
New employee hires	Nos.	35	2	26	38	49
Employee productivity (steel volume)	tcs/employee/ year	1,043	1,184	1,221	1,115	981
Female employees in workforce	%	17.4	17.3	17.2	17.6	17.9
Female employees in management positions in workforce	%	18.4	16.4	15.7	17.0	19.0
Age break-up of the workforce (<30 years)	%	23.5	17.5	14.7	13.1	12.8
Age break-up of the workforce (30 - 50 years)	%	63.6	67.9	68.6	68.6	67.5
Age break-up of the workforce (>50 years)	%	12.9	14.6	16.7	18.3	19.7
Employee turnover rate (Including Superannuation)	%	-	-	-	4.4	4.6
Employee turnover rate (Excluding superannuation)	%	4.4	2.0	1.6	2.8	3.5
Employee training	Thousand person-days	4.9	6.6	7.4	6.8	7.0
Employee training	person-days/ employee/year	4.3	6.0	6.8	6.6	6.5

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	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Corporate Social Responsibility						
Tata Steel Limited						
Water harvesting structures	No.				478	1,114 [#]
Lives impacted through CSR	Million lives impacted				3.15	4.4 [#]
No. of employee volunteers for CSR Programmes	No.				3,659	6,822 [#]
No. of employee volunteering hours for CSR Programmes	No.				18,494	67,799 [#]
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP Note : The Company aims to reach 4 volunteering hours per employee by FY2024-25, in line with the Tata group ambition and accordingly introduced systems and strategies to emphasize employee volunteerism. This is reflected in the 71% increase in number of volunteers and 267% increase in time allocation to volunteering for FY2023-24.						
Economic & Governance						
Board						
Tata Steel Limited						
Board of Directors	Nos.	10	10	11	10	10
Female Directors on the Board	Nos.	1	1	2	2	2
Independent Directors on Board	Nos.	5	5	6	5	5
Ethics						
Tata Steel Limited						
Category A- Whistle Blower Concerns						
Whistle-blower cases ¹³ - Received	Nos.	881	777	845	303	364
Whistle-blower cases ¹³ - Closed	Nos.	602	541	601	158	236
Whistle-blower cases ¹³ - Open	Nos.	279	236	244	145	128
Category B- Grievances & others						
Grievances & Others cases ¹³ - Received	Nos.	-	-	-	875	1,132
Grievances & Others ¹³ - Closed	Nos.	-	-	-	717	1,015
Grievances & Others ¹³ - Open	Nos.	-	-	-	158	117
Sexual harassment cases - Received	Nos.	34	21	22	31	21
Sexual harassment cases - Closed	Nos.	26	15	18	24	16
Sexual harassment cases - Open	Nos.	8	6	4	7	5
Training on Tata Code of Conduct - officers	person-hours	17,064	26,458	31,142	20,472	28,394
Training on Tata Code of Conduct - frontline employees	person-hours	2,763	5,086	14,630	17,656	21,473
Training on Tata Code of Conduct - contract employees	person-hours	24,307	15,380	60,898	102,735	202,096
Business associates ¹⁴ trained on Tata Code of Conduct	Nos.	-	1,747	2,114	2,050	1,358

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	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
NINL						
Whistle-blower cases ¹³ - Received	Nos.					44
Whistle-blower cases ¹³ - Closed	Nos.					40
Whistle-blower cases ¹³ - Open	Nos.					4
Sexual harassment cases - Received	Nos.					0
Sexual harassment cases - Closed	Nos.					0
Sexual harassment cases - Open	Nos.					0
Training on Tata Code of Conduct - officers	person-hours					1,959
Training on Tata Code of Conduct - frontline employees	person-hours					-
Training on Tata Code of Conduct - contract employees	person-hours					539
Business associates trained on Tata Code of Conduct ¹⁴	Nos.					307
Note: Tata Steel Limited has changed its categorization of concerns into two parts - Whistle Blower Concerns and Grievances & Others. There are no frontline employees at NINL ¹³ Exclusive of sexual harassment cases ¹⁴ 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.						
Tata Steel UK Limited						
Whistle-blower cases - Received	Nos.	TSUK and TSN combined data			23	21
Whistle-blower cases - Closed	Nos.	reported below			22	19
Tata Steel Nederland BV						
Whistle-blower cases - Received	Nos.	TSUK and TSN combined data			19	22
Whistle-blower cases - Closed	Nos.	reported below			17	20
Tata Steel Europe (TSUK + TSN)						
Whistle-blower cases - Received	Nos.	51	48	34	-	-
Whistle-blower cases - Closed	Nos.	51	48	34	-	-
Tata Steel (Thailand)						
Whistle-blower cases - Received	Nos.	3	6	6	3	5
Whistle-blower cases - Closed	Nos.	3	6	6	3	5

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	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Supply Chain						
Tata Steel Limited						
Active supplier base	Nos.	5,132	5,071	6,264	7,049	8,898
Local suppliers	Nos.	1,806	1,671	1,944	2,138	2,484
Critical suppliers	Nos.	-	-	477	466	665
Business volume of local suppliers	₹ crore	-	2,397	4,587	7,290	9,324
Number of Affirmative Action (AA) suppliers	Nos.	70	71	71	75	85
Business volume of Affirmative Action (AA) suppliers	₹ crore	61	66	69	112	151
Suppliers assessed based on safety	Nos.	850	745	1,022	1,423	1,923
Suppliers trained through Vendor Capability Advancement Program (VCAP)	Nos.	1,330	844	450	307	1,341
Critical suppliers made aware on Responsible Supply Chain Policy	Nos.	-	223	327	235	227
No. of supply chain partners assessed on Responsible Supply Chain Policy	Nos.	-	203	257	211	216 [#]
Steel Processing Centers (SPC) assessed on Responsible Supply Chain Policy ^{15.a}	Nos.			31	18	-
Distributors assessed on Responsible Supply Chain Policy ^{15.b}	Nos.			106	16	-
[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP						
Tata Steel UK Limited						
Active suppliers	Nos.	3,354	2,808	2,851	2,434	2,513
Active suppliers made aware on Responsible Procurement Policy (RPP) ^{15.c}	%	-	-	-	94	25
Tata Steel Nederland BV						
Active suppliers	Nos.	3,462	3,129	3,329	3,389	3,004
Active suppliers made aware on Responsible Procurement Policy (RPP) ^{15.c}	%	-	-	-	100	32
^{15.a} Steel Processing Centers assessed on Responsible Supply Chain Policy (RSCP) was completed in FY2022-23 and will restart in FY2024-25, so number for FY2023-24 is 0						
^{15.b} RSCP assessment that was done for distributors had certain action items emerging from the scores. A period was given for the action to be undertaken by the surveyed entities and no assessment was planned for the period. Hence the number for FY2023-24 is zero.						
^{15.c} For FY2023-24, For Active suppliers made aware on Responsible Procurement Policy, an operational definition that relies on recorded data for fully qualified suppliers in the SAP Ariba Vendor Qualification system is introduced in TSN, resulting in decrease in percentage						

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	UOM	FY2019-20	FY2020-21	FY2021-22	FY2022-23	FY2023-24
Intellectual Capital						
Tata Steel Limited						
Collaborations/memberships of academia and technical institutes	Nos.	50	20	35	16	19
Patents filed	Nos.	119	119	125	132	142
Patents granted	Nos.	58	109	121	146	395
New products developed	Nos.	155	79	62	84	86
R&D employees	Nos.	-	246	270	294	292
R&D Spend	₹ crore	259	231	213	275	285
R&D Spend	% of revenue	0.43	0.36	0.17	0.21	0.20
Capex	₹ crore	4,749	2,122	6,288	8,555	10,426
Investment in new processes and products (Capex + R&D)	₹ crore	5,008	2,353	6,501	8,830	10,711
Investment in new processes and products (Capex + R&D)	% of revenue	9	4	5	7	8
Tata Steel UK Limited						
Collaborations/memberships of academia and technical institutes	Nos.	-	-	7	17	7
Patents filed	Nos.	-	-	-	-	5
Patents granted	Nos.	-	-	-	-	2
New products developed	Nos.	2	4	3	13	8
R&D employees	Nos.	75	70	65	69	66
R&D Spend	Million Euros	9	7	11	14	8
R&D Spend	% of revenue	0.42	0.35	0.34	0.45	0.30
Investment in new processes and products (Capex + R&D)	Million Euros	264	211	94	153	22
Investment in new processes and products (Capex + R&D)	% of revenue	12.32	10.68	2.99	4.89	0.82
Tata Steel Nederland BV						
Collaborations/memberships of academia and technical institutes	Nos.	-	-	158	162	148
Patents granted	Nos.	133	142	202	161	191
Patents filed ¹⁶	Nos.	36	19	15	22	26
New products developed	Nos.	20	12	10	10	11
R&D employees	FTEs	311	300	299	307	341
R&D Spend	Million Euros	57	54	62	64	61.1
R&D Spend	% of revenue	1.16	1.19	0.87	0.86	1.03
Investment in new processes and products (Capex + R&D)	Million Euros	111	53	66	74	34
Investment in new processes and products (Capex + R&D)	% of revenue	2.27	1.24	0.92	0.99	0.57
¹⁶ The patents filed refer to priority (i.e. first) filings.						
ResponsibleSteel™ Certification - Steel production unit						
Tata Steel Limited @ ^a						
No . of sites Certified under ResponsibleSteel™	No . of Sites				1	3

@Includes all Steelmaking sites;
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