



Rejuvenated Pond, Tata Steel Zoological Park, Jamshedpur

The factsheet represents the ESG performance for Tata Steel Limited, Neelachal Ispat Nigam Limited (NINL), Tata Steel Nederland, Tata Steel UK, Tata Steel Thailand, which account for ~95% of Tata Steel's global turnover.

The factsheet represents the ESG performance for Tata Steel and its key subsidiaries. It is in addition to our Business Responsibility and Sustainability Report (BRSR), where we report our standalone and consolidated performance on the ESG parameters for the stated boundary.

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

Change in scope of reporting

The scope of Tata Steel Limited has changed in FY2024-25 with the merger of Angul Energy Limited (AEL), Bhubaneswar Power Private Limited (BPPL) and The Indian Steel & Wire Products Limited (ISWP) with Tata Steel Limited. Comparative figures for FY2023-24 for Tata Steel Limited have been restated, as applicable, to include data for these 3 subsidiaries.

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

Tata Steel announced that Port Talbot's steelmaking operations, including two blast furnaces, have ceased to operate with crude steel production till September 2024. This marks the end of traditional steelmaking methods at the UK's largest steelworks as it transitions to lower emission steel production through electric arc furnace (EAF) based steelmaking process. The transition, backed by a £1.25 billion investment, aims to enhance the UK's low-emission steel production capabilities.

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Basic information						
Production^P						
Tata Steel Limited^{@a}	Million Tonnes	12.19	18.38	18.97	20.12	20.72
Neelachal Ispat Nigam Limited (NINL)	Million Tonnes				0.66	0.95
Tata Steel Nederland	Million Tonnes	6.07	6.45	6.16	4.81	6.75
Tata Steel UK	Million Tonnes	3.27	3.40	2.93	2.99	1.07
Tata Steel Thailand	Million Tonnes	1.09	1.31	1.13	1.12	1.19
<i>Note 1: The production of Tata Steel UK is lower in FY2024-25 due to closure of its legacy steelmaking assets</i> <i>Note 2: The production of Tata Steel Nederland is lower in FY2023-24 due to relining of Blast Furnace 6</i>						
Environmental						
Emissions						
CO₂ emissions– Steel plants (WSA worldsteel user guide V9.5, with slag credit)						
Tata Steel Limited^{@a}						
Scope 1+1.1	Million Tonnes	29.4	46.2	46.3	49.9	51.5 [#]
Scope 2	Million Tonnes	1.0	1.7	1.7	1.9	2.1 [#]
Scope 3	Million Tonnes	-2.0	-3.2	-3.0	-2.9	-2.7 [#]
Scope 1+1.1+2+3	Million Tonnes	28.3	44.7	45.0	48.9	51.0
CO ₂ emissions intensity	tCO ₂ /tcs	2.32	2.43	2.38	2.43	2.46 [#]
NINL[@]						
Scope 1+1.1	Million Tonnes				2.4	2.6
Scope 2	Million Tonnes				0.1	0.1
Scope 3	Million Tonnes				-0.7	-0.2
Scope 1+1.1+2+3	Million Tonnes				1.8	2.4
CO ₂ emissions intensity	tCO ₂ /tcs				2.73	2.53
Tata Steel Nederland[@]						
Scope 1+1.1	Million Tonnes	10.9	11.6	10.9	8.6	11.3
Scope 2	Million Tonnes	-0.1	-0.1	-0.3	0.1	-0.1
Scope 3	Million Tonnes	0.2	0.3	0.3	-0.2	-0.1
Scope 1 +1.1+2+3	Million Tonnes	11.0	11.7	10.9	8.4	11.1
CO ₂ emissions intensity	tCO ₂ /tcs	1.78	1.78	1.78	1.81	1.69
Tata Steel UK[@]						
Scope 1+1.1	Million Tonnes	6.2	6.4	5.7	5.5	2.1
Scope 2	Million Tonnes	0.2	0.2	0.2	0.2	0.1
Scope 3	Million Tonnes	0.2	0.2	0.1	0.2	0.1
Scope 1+1.1 + 2+3	Million Tonnes	6.5	6.9	6.0	5.8	2.3
CO ₂ emissions intensity	tCO ₂ /tcs	2.00	2.02	2.05	2.02	2.19
<i>Note: Since Tata Steel UK ceased its crude steel production in September 2024; both absolute and intensity figures are from April to September 2024.</i>						
Tata Steel Thailand[@]						
Scope 1+1.1	Million Tonnes	0.2	0.2	0.2	0.2	0.2
Scope 2	Million Tonnes	0.4	0.5	0.4	0.4	0.4
Scope 3 ^{1.a}	Million Tonnes	0.1	0.1	0.1	0.1	0.1
Scope 1+1.1+2+3 ^{1.a}	Million Tonnes	0.7	0.8	0.7	0.6	0.6
CO ₂ emissions intensity ^{1.a}	tCO ₂ /tcs	0.64	0.61	0.59	0.61	0.60
Tata Steel Consolidated (with slag credit)	tCO ₂ /tcs	2.19	2.19	2.21	2.23	2.22
<i>Note: Scope 1 & 3 CO₂ emissions are assessed based on the actual consumption of resources and generation of saleable co-product/ by-product including slag.</i>						

^PIncludes crude steel for India, liquid steel for Tata Steel UK and Tata Steel Nederland, and saleable steel for Tata Steel Thailand operations

^{1.a}Emissions of additional Scope 3 categories included from FY2021-22 onwards

[@]Steelmaking sites

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

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
GHG emissions (based on GHG protocol, in million tCO₂e)						
Tata Steel Limited						
Absolute emissions - Scope 1 for steelmaking sites	Million Tonnes			47	51	53 [#]
Absolute emissions - Scope 1 for all sites	Million Tonnes	33	49	50	59	61
Absolute emissions - Scope 2 for steelmaking sites	Million Tonnes			5	5	5 [#]
Absolute emissions - Scope 2 for all sites ^{1.c}	Million Tonnes	4	5	6	5	5
Absolute emissions - Scope 3 ^{1.b}	Million Tonnes	5	6	7	22	23
Total absolute emissions (Scope 1+2+ 3)	Million Tonnes	42	61	62	86	89
NINL						
Absolute emissions - Scope 1	Million Tonnes				2.4	2.6
Absolute emissions - Scope 2 ^{1.c}	Million Tonnes				0.2	0.1
Absolute emissions - Scope 3	Million Tonnes				0.2	0.4
Total absolute emissions (Scope 1+2 + 3)	Million Tonnes				2.8	3.1
Tata Steel Nederland						
Absolute emissions - Scope 1	Million Tonnes	-	11.7	11.2	8.7	11.5
Absolute emissions - Scope 2 ^{1.c}	Million Tonnes	-	0.8	0.6	0.1	0.02
Absolute emissions - Scope 3	Million Tonnes	-	5.0	3.8	3.7	4.1
Total absolute emissions (Scope 1+2 + 3)	Million Tonnes	-	17.4	15.6	12.5	15.5
Tata Steel UK						
Absolute emissions - Scope 1	Million Tonnes	6.6	6.8	6.0	5.9	2.4
Absolute emissions - Scope 2 ^{1.c}	Million Tonnes	0.2	0.2	0.1	0.3	0.1
Absolute emissions - Scope 3	Million Tonnes	1.0	1.9	1.7	1.7	5.0
Total absolute emissions (Scope 1+2+3)	Million Tonnes	7.7	9.0	7.9	7.8	7.6
Tata Steel Thailand						
Absolute emissions - Scope 1	Million Tonnes	0.2	0.2	0.2	0.2	0.2
Absolute emissions - Scope 2 ^{1.c}	Million Tonnes	0.4	0.5	0.5	0.4	0.4
Absolute emissions - Scope 3	Million Tonnes	0.2	0.2	0.2	0.3	0.1
Total absolute emissions (Scope 1+2+3)	Million Tonnes	0.8	0.9	0.8	0.9	0.7
Tata Steel Consolidated (including other entities)						
Absolute emissions - Scope 1	Million Tonnes	66	76	75	77	78 ^{1.d}
Absolute emissions - Scope 2 ^{1.c}	Million Tonnes	5	5	5	5	6 ^{1.d}
Absolute emissions - Scope 3	Million Tonnes	13	14	13	25	29 ^{1.d,1.e}
Total absolute emissions (Scope 1+2+3)	Million Tonnes	83	94	94	107	113 ^{1.d,1.e}
Total absolute emissions (Scope 1+2) per unit revenue	tCO ₂ e/Million ₹	45	33	33	38	36
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: Assessment of scope 3 emissions continue to evolve, having high level of uncertainty and are reported based on available information at the time of publication.						

^{1.b}Additional Scope 3 emissions assessed since FY2023-24 onwards: (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

^{1.c}Scope 2 emissions are based on Location-based emission factor of electricity imported to respective site

^{1.d}Consolidated emissions since 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

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Air emissions						
Tata Steel Limited^{@a}						
Stack dust emissions	Thousand Tonnes	4.1	7.2	6.4	7.0	6.5 [#]
Stack Dust emission intensity	kg/tcs	0.34	0.39	0.34	0.35	0.31 [#]
Stack SOx emissions	Thousand Tonnes	7.8	30.4	27.0	32.8	33.5 [#]
SOx emission intensity	kg/tcs	0.64	1.66	1.43	1.63	1.62 [#]
Stack NOx emissions	Thousand Tonnes	7.5	16.0	15.8	17.5	17.7 [#]
NOx emission intensity	kg/tcs	0.62	0.87	0.83	0.87	0.86 [#]
NINL[@]						
Stack dust emissions	Thousand Tonnes				0.29	0.40
Stack Dust emission intensity	kg/tcs				0.44	0.42
Stack SOx emissions	Thousand Tonnes				0.99	1.83
SOx emission intensity	kg/tcs				1.51	1.92
Stack NOx emissions	Thousand Tonnes				0.27	1.03
NOx emission intensity	kg/tcs				0.41	1.08
Tata Steel Nederland[@] (CY²)						
Stack dust emissions	Thousand Tonnes	1.8	1.6	1.5	1.4	1.5
Stack Dust emission intensity	kg/tcs	0.30	0.24	0.25	0.31	0.23
Stack SOx emissions	Thousand Tonnes	3.0	2.8	3.2	2.8	2.9
SOx emission intensity	kg/tcs	0.50	0.42	0.52	0.60	0.45
Stack NOx emissions	Thousand Tonnes	5.1	5.3	5.0	4.3	5.1
NOx emission intensity	kg/tcs	0.85	0.80	0.80	0.90	0.79
Tata Steel UK[@] (CY²)³						
Stack dust emissions	Thousand Tonnes	1.4	1.2	0.8	0.8	0.8
Stack Dust emission intensity	kg/tcs	0.00	0.33	0.28	0.29	0.45
Stack SOx emissions	Thousand Tonnes	6.4	4.7	4.6	4.0	1.7
SOx emission intensity	kg/tcs	1.96	1.33	1.56	1.38	1.01
Stack NOx emissions	Thousand Tonnes	5.1	5.0	4.3	3.8	1.5
NOx emission intensity	kg/tcs	1.57	1.42	1.47	1.30	0.89
Specific water consumption and discharge intensity						
Tata Steel Limited^{@a}						
Fresh water consumption ⁴	Million m ³	32.9	49.9	49.8	50.9	54.9
Specific fresh water consumption	m ³ /tcs	2.70	2.71	2.62	2.53	2.65 [#]
Effluent discharge volume	Million m ³	8.3	9.5	8.1	6.5	5.3 [#]
Effluent discharge intensity	m ³ /tcs	0.68	0.52	0.43	0.32	0.26 [#]
NINL[@]						
Fresh water consumption ⁴	Million m ³				2.38	2.39
Specific fresh water consumption	m ³ /tcs				3.59	2.52
Effluent discharge volume	Million m ³				0.05	0.03
Effluent discharge intensity	m ³ /tcs				0.07	0.03

²Calendar year reporting (1 January - 31 December)

³Historical data revised to exclude fugitive emissions

⁴Drinking water is not considered in fresh water consumption

[@]Steelmaking sites

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

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Tata Steel Nederland^{@ 4.a}						
Fresh water consumption	Million m ³	32.3	32.5	32.2	30.4	31.5
Specific fresh water consumption	m ³ /tcs	5.20	4.76	5.21	6.52	4.80
Effluent discharge volume ^{4.b}	Million m ³	184.7	213.5	212.0	32.8	29.0
Effluent discharge intensity	m ³ /tcs	30.44	32.06	34.29	7.04	4.50
Tata Steel UK^{@ 4.a}						
Fresh water consumption	Million m ³	28.4	30.8	28.8	35.5	29.8
Specific fresh water consumption	m ³ /tcs	8.73	8.70	9.84	12.26	15.19
Effluent discharge volume	Million m ³	17.6	21.3	29.4	18.4	15.2
Effluent discharge intensity	m ³ /tcs	5.40	6.02	10.02	6.36	7.39
<i>Note: Fresh water consumption, withdrawal and effluent discharge does not include brackish dock water</i>						
Tata Steel Thailand[@]						
Fresh water consumption	Million m ³	1.7	1.7	1.4	1.3	1.2
Specific fresh water consumption	m ³ /tcs	1.28	1.22	1.09	1.05	1.02
Effluent discharge volume	Million m ³	-	-	-	-	-
Effluent discharge intensity	m ³ /tcs	-	-	-	-	-
<i>Note: Tata Steel Thailand is zero effluent discharge (ZED) site</i>						
Waste						
Tata Steel Limited^{@a}						
Solid waste generated	Thousand Tonnes	9,427	14,283	15,123	15,611	15,027
Solid waste utilised	Thousand Tonnes	9,417	14,057	15,559	17,955	17,242
Solid waste sent to landfill / incineration	Thousand Tonnes	5	12	15	16	5
Solid waste utilisation	%	100	98	103	115	115 ^{# 5.a}
NINL[@]						
Solid waste generated	Thousand Tonnes				564	662
Solid waste utilised	Thousand Tonnes				569	746
Solid waste sent to landfill / incineration	Thousand Tonnes				0.06	0.03
Solid waste utilisation	%				101	113 ^{5.a}
Tata Steel Nederland^{@ (CY²)}						
Solid waste generated ^{5.b}	Thousand Tonnes	201	170	211	2,789	2,931
Solid waste utilised ^{5.b}	Thousand Tonnes	159	127	151	2,740	2,893
Solid waste sent to landfill / incineration	Thousand Tonnes	36	38	52	43	37
Solid waste utilisation	%	79	75	72	98	99
Tata Steel UK[@]						
Solid waste generated ^{5.b}	Thousand Tonnes	186	111	314 ^{5.c}	1,547	584 ^{5.d}
Solid waste utilised ^{5.b}	Thousand Tonnes	113	85	308 ^{5.c}	1,540	578 ^{5.d}
Solid waste sent to landfill / incineration	Thousand Tonnes	4	7	6	6	6
Solid waste utilisation	%	61	76	98	100	99

^{4.a}Numbers reported since FY2023-24 are based on Financial Year; Previous year numbers were based on Calendar Year

^{4.b}Seawater (215 million m³ in FY2024-25) has been excluded from discharge water aligning with other locations since FY2023-24

^{5.a}Some waste from previous year has been utilised

^{5.b}All internal arising materials and byproducts have been included since CY2023

^{5.c}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

^{5.d}Blast furnace 5 ceased production in June 2024 and Blast furnace 4 in September 2024 along with Basic Oxygen Steelmaking. Resulting slag production and other recycled or re-used materials were significantly reduced from previous years

[@]Steelmaking sites

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

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Tata Steel Thailand®						
Solid waste generated	Thousand Tonnes	222	266	254	311	236
Solid waste utilised	Thousand Tonnes	221	265	254	311	236
Solid waste sent to landfill / incineration	Thousand Tonnes	0.5	0.7	0.4	0.4	0.4
Solid waste utilisation	%	100	100	100	100	100
Energy intensity						
Tata Steel Limited®^a						
Energy consumption	GJ			44,43,89,343	49,39,97,681	52,90,18,000 [#]
Energy Intensity	GJ/tcs	24.11	23.62	23.43	24.55	25.53 [#]
NINL®						
Energy consumption	GJ				2,26,48,450	2,49,68,000
Energy Intensity	GJ/tcs				34.17	26.21
Tata Steel Nederland®						
Energy consumption	GJ			11,59,18,193	9,47,58,586	12,35,27,000
Energy Intensity	GJ/tcs	20.22	20.32	18.82	20.32	18.80
Tata Steel UK®						
Energy consumption	GJ			6,84,06,447	7,35,68,279	2,68,23,844
Energy Intensity	GJ/tcs	22.85	23.15	23.34	25.43	20.14
Tata Steel Thailand®						
Energy consumption	GJ	-	-	58,41,098	58,97,520	1,29,66,000
Energy Intensity	GJ/tcs	9.86	9.30	5.06	4.95	12.15
<i>Note: Energy numbers reported for Tata Steel Limited, NINL and Tata Steel Thailand for FY2024-25 are based on WSA methodology.</i>						
Renewable energy						
Tata Steel Limited® ^a	GJ	-	-	22,482	51,395	2,50,514 ^{# 6a}
NINL		-	-	-	-	50,000
Tata Steel Nederland	GJ	-	-	294	253	236
Tata Steel UK	GJ	-	-	1,59,849	1,73,519	1,81,386
Tata Steel Thailand	GJ	-	-	5,180	5,204	24,173 ^{6b}
Biodiversity						
Tata Steel Limited						
Total sites covered under Biodiversity Management Plans (BMPs)	Nos.	11	13	14	17	27
Total area covered under Biodiversity Management Plans (BMPs)	Hectares	11,622	11,725	11,782	12,221	13,608
Tata Steel Nederland						
Discrete sites under biodiversity management	Nos.				1	1
Total area covered under Biodiversity Management Plans (BMPs)	Hectares				800	800
Tata Steel UK						
Discrete sites under biodiversity management	Nos.	-	7	7	7	7
Total area covered under Biodiversity Management Plans (BMPs)	Hectares				348	348

^{6a}Tata Steel Limited has signed renewable energy power purchase agreement with Tata Power Company Limited

^{6b}In FY2024-25 Tata Steel Thailand invested in Solar projects at all 3 sites with total capacity 11 MWp, resulting in significant increase of solar utilisation

[@]Steelmaking sites

[@]TS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Management						
Tata Steel Limited						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	100	100	100	100	100
NINL						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%				100	100
Tata Steel Nederland						
Workforce (permanent+contract) working in EMS (ISO 14001:2015) certified steel production facilities	%	100	100	100	100	100
Tata Steel UK						
Workforce (permanent+contract) working in EMS (ISO 14001:2015) certified steel production facilities	%				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^{@a}						
Steel scrap recycled (internal & external)	Thousand Tonnes	1,181	1,330	1,538	1,630	1,373
Steel scrap recycled (internal & external)	%	5	7	8	8	7
<i>Note: The reduction in steel scrap recycled in FY2024-25 over FY2023-24 is primarily due to increased consumption of iron-bearing scrap (pooled iron and Tata Ferroshots) in the steel melt shops.</i>						
NINL						
Steel scrap recycled (internal & external)	Thousand Tonnes				36	42
Steel scrap recycled (internal & external)	%				5	4
Tata Steel Nederland						
Steel scrap recycled (internal & external)	Thousand Tonnes	1,019	1,137	1,082	931	1,315
Steel scrap recycled (internal & external)	%	17	18	18	20	20
Tata Steel UK						
Steel scrap recycled (internal & external)	Thousand Tonnes	554	596	472	552	214
Steel scrap recycled (internal & external)	%	17	18	16	19	20
Tata Steel Thailand						
Steel scrap recycled (internal & external)	Thousand Tonnes	1,203	1,449	1,257	1,183	1,244
Steel scrap recycled (internal & external)	%	100	99	99	98	99
<i>Note: For Tata Steel Thailand, steel scrap recycled (%) is share of scrap in total charge to EAF for steelmaking.</i>						
Spend on climate change and environment						
Tata Steel Limited						
Spend on Social, Climate Change and Environment (Capex)	₹ crore	33	554	1,437	1,587	3,646
<i>Note: Spend in FY2024-25 has more than doubled over FY2023-24 with accelerated pace of construction of the EAF project at Ludhiana</i>						
NINL						
Spend on Social, Climate Change and Environment (Capex)	₹ crore				58	119

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

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Tata Steel Nederland						
Spend on Social, Climate Change and Environment (Capex)	Million GBP	51	22	117	145	143
Tata Steel UK						
Spend on Social, Climate Change and Environment (Capex)	Million GBP	-	-	8.4	7	0.16
Tata Steel Thailand						
Spend on Social, Climate Change and Environment (Capex)	Million Thai Baht	-	-	4	27	10
Product sustainability						
Tata Steel Limited						
% coverage of products under LCA	%				82	86
% coverage of products under EPD	%				15	33
Tata Steel Nederland						
% coverage of products under LCA	%				83	78
% coverage of products under EPD ⁸	%				100	100
Tata Steel UK						
% coverage of products under LCA ⁷	%				96	97
% coverage of products under EPD ⁸	%				100	100
Tata Steel Thailand						
% coverage of products under LCA	%					14
% coverage of products under EPD	%					48
⁸ coverage of products under EPD for TSTH is based on number of Stock Keeping Units (SKUs) certified by EPD.						
Social						
Safety						
Tata Steel Limited						
Fatalities	Nos.	3	3	4	5	5
Lost-time Injury (LTI) – employee	Nos.	48	58	51	53	40
Lost-time Injury (LTI) – contractor	Nos.	47	107	87	107	90
Lost-time Injury (LTI) – Total	Nos.	95	165	138	160	130 [#]
Lost-time Injury Frequency Rate (LTIFR) – employee	Injuries/million Hrs worked	0.63	0.67	0.60	0.51	0.39
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/million Hrs worked	0.49	0.55	0.36	0.36	0.29
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/million Hrs worked	0.55	0.59	0.43	0.40	0.32 [#]
Sites with Safety Management System (ISO 45001)	%	100	100	100	100	100
Organisational Health Index	Score out of 16	12.8	13.1	13.1	13.3	12.6

⁷ In FY2024-25, LCA coverage is 97%, and the FY2023-24 figure is being revised from 100% to 96% due to expansion of product category scope at PH2 level to include Electrical Steels (made at Surahammars Bruks AB, a TSUK subsidiary). The inclusion of these categories in the scope of this KPI makes for a more complete view of the LCA coverage of all products

⁸ % coverage of products under EPD for Tata Steel UK and Tata Steel Nederland is mainly for construction based products

[#] KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
NINL						
Fatalities	Nos.				0	0
Lost-time Injury (LTI) – employee	Nos.				0	0
Lost-time Injury (LTI) – contractor	Nos.				4	3
Lost-time Injury (LTI) – Total	Nos.				4	3
Lost-time Injury Frequency Rate (LTIFR) – employee	Injuries/Mn Hrs worked				0.00	0.00
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked				0.22	0.19
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked				0.19	0.16
Sites with Safety Management System (ISO 45001/ IS14489) ⁹	%				100	100
Tata Steel Nederland						
Fatalities	Nos.	0	0	0	0	0
Lost-time Injury (LTI) – employee	Nos.	17	19	13	15	25
Lost-time Injury (LTI) – contractor	Nos.	9	8	13	12	10
Lost-time Injury (LTI) – Total	Nos.	26	27	26	27	35
Lost-time Injury Frequency Rate (LTIFR) – employee	Injuries/Mn Hrs worked	0.93	1.01	0.72	0.81	1.33
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	2.81	2.36	2.51	1.97	1.79
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	1.21	1.21	1.12	1.10	1.43
Sites with Safety Management System (ISO 45001)	%	28	36	36	74	94
Tata Steel UK						
Fatalities	Nos.	0	0	1	0	0
Lost-time Injury (LTI) – employee	Nos.	30	33	42	30	27
Lost-time Injury (LTI) – contractor	Nos.	9	15	11	23	9
Lost-time Injury (LTI) – Total	Nos.	39	48	53	53	36
Lost-time Injury Frequency Rate (LTIFR) – employee	Injuries/Mn Hrs worked	1.93	2.10	3.29	2.38	2.37
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	2.10	3.17	2.24	3.10	1.40
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	1.97	2.35	3.03	2.64	2.02
Sites with Safety Management System (ISO 45001)	%	15	17	17	7	13

⁹ NINL went for Third Party Safety Audit report as per IS 14489:2018

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Tata Steel Thailand						
Fatalities	Nos.	0	1	0	0	0
Lost-time Injury (LTI) – employee	Nos.	0	0	0	1	0
Lost-time Injury (LTI) – contractor	Nos.	1	3	1	0	1
Lost-time Injury (LTI) – Total	Nos.	1	3	1	1	1
Lost-time Injury Frequency Rate (LTIFR) – employee	Injuries/Mn Hrs worked	0.00	0.00	0.00	0.41	0.00
Lost-time Injury Frequency Rate (LTIFR) – contractor	Injuries/Mn Hrs worked	0.42	1.34	0.44	0.00	0.43
Lost-time Injury Frequency Rate (LTIFR) – Total	Injuries/Mn Hrs worked	0.21	0.63	0.21	0.21	0.21
Sites with Safety Management System (ISO 45001)	%	100	100	100	100	100
Human Resource Management						
Tata Steel Limited						
Nos. of employees ¹⁰	Nos.	31,189	35,927	36,151	44,084	43,089
New employee hires	Nos.	2,129	1,704	4,855	3,830	1,715
Employee productivity (steel volume)	tcs/employee/year	745	854	885	900	925
Female employees in workforce	%	7.4	6.9	7.6	8.0	8.9 [#]
Female employees in managerial positions in workforce	%	12.6	11.7	11.5	10.4	11.3
Age break-up of the workforce (<30 years)	%	18.0	23.0	19.4	19.2	19.5
Age break-up of the workforce (30 - 50 years)	%	57.0	59.0	56.1	57.0	58.8
Age break-up of the workforce (>50 years)	%	25.0	17.0	24.5	23.6	21.7
Employee turnover rate (Including superannuation)	%	7.5	6.9	8.2	5.9	7.1
Employee turnover rate (Excluding superannuation)	%	1.2	2.0	2.7	2.8	2.7
Workforce covered through formal trade unions	%	86	80	91	91	88
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/PwD/LGBTQIA+)	%	20.0	18.0	19.0	18.9	20.1 [#]
Investment in employee training and development	₹ crore	152	159	193	241	205
Training for employees	Thousand person-days	199	413	468	590	657 [#]
Employee training	Person-days/employee/year	6.4	11.5	12.9	13.4	15.2 [#]
<i>Note: Only non-managerial workforce considered for % of workforce covered through formal trade unions</i>						

¹⁰Nos. of employees doesn't include other than permanent employees who are on fixed term contract

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
NINL						
Nos. of employees ^{10.a}	Nos.				1,484	1,542
New employee hires	Nos.				68	124
Employee productivity (steel volume) ^{10.b}	tcs/employee/ year				757	774
Female employees in workforce	%				4.4	4.5
Female employees in managerial positions in workforce	%				0.8	0.9
Age break-up of the workforce (<30 years)	%				4	12
Age break-up of the workforce (30-50 years)	%				60	56
Age break-up of the workforce (>50 years)	%				36	32
Employee turnover rate (Including superannuation)	%				7.6	2.3
Employee turnover rate (Excluding superannuation)	%				1.8	0.9
Workforce covered through formal trade unions ^{10.c}	%				-	-
Training for employees	thousand person-days				2.4	4.7
Employee training	person-days/ employee/year				1.7	3.3
Tata Steel Nederland						
Nos. of employees ^{11.a}	Nos.	11,480	11,608	12,299	12,661	12,353
New employee hires	Nos.	411	615	1,108	972	713
Employee productivity (steel volume) ^{11.b}	tcs/employee/ year	692	721	660	479	681
Female employees in workforce	%	10.9	10.8	10.6	11.2	11.2
Female employees in managerial positions in workforce [@]	%	8.3	8.0	19.8	17.5	17.0
Age break-up of the workforce (<30 years)	%	13.0	13.0	12.5	14.3	13.6
Age break-up of the workforce (30-50 years)	%	42.0	43.0	43.7	43.7	43.5
Age break-up of the workforce (>50 years)	%	45.0	44.0	43.8	41.8	40.1
Employee turnover rate (Including superannuation)	%	2.8	3.1	4.8	7.6	8.4
Employee turnover rate (Excluding superannuation)	%	-	-	4.1	5.3	5.8
Workforce covered through formal trade unions [@]	%	-	55.0	52.0	48.3	45.9
Training for employees [@]	Thousand person-days	-	-	13.3	13.7	8.8
Employee training [@]	person-days/ employee/year	-	-	1.4	1.5	0.9

^{10.a} FY2023-24 number has been revised to include Tata Steel deputies, in line with the methodology followed in FY2024-25

^{10.b} FY2023-24 number has been revised to consider the set of employees who are contributing to crude steel production, in line with the methodology followed in FY2024-25

^{10.c} Currently there is no recognised trade union in NINL

^{11.a} Scope of data is increased since FY2023-24, i.e includes people before "leave before pension", academy graduates working on Engineering (HTD) & Energy Dept, employees in mobility pool

^{11.b} Employee productivity reduced in FY2023-24 over FY2022-23, owing to 25% less crude steel production due to BF6 relining

[@] Steelmaking sites

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Tata Steel UK						
Nos. of employees	Nos.	-	-	8,320	8,052	6,332
New employee hires	Nos.	-	-	869	520	177
Employee productivity (steel volume)	tcs/employee/ year	-	-	352	359	166
Female employees in workforce	%	-	-	10.4	10.8	13.7
Female employees in managerial positions in workforce	%	-	-	18.2	18.4	20.3
Age break-up of the workforce (<30 years)	%	-	-	17.5	17.6	16.0
Age break-up of the workforce (30-50 years)	%	-	-	46.6	45.7	47.0
Age break-up of the workforce (>50 years)	%	-	-	35.9	36.7	37.0
Employee turnover rate (Including superannuation)	%	-	-	9.3	6.9	6.5
Employee turnover rate (Excluding superannuation)	%	-	-	6.8	6.5	6.1
Workforce covered through formal trade unions	%	-	-	56.0	57.0	48
Training for employees	Thousand person-days	-	-	21.7	19.5	10.2
Employee training	person-days/ employee/year	-	-	2.7	2.4	1.6
<i>Note: The trend in certain HR KPIs is due to workforce redundancy as a result of the plant transition to EAF at Port Talbot, UK.</i>						
Tata Steel Thailand						
Nos. of employees	Nos.	1,101	1,092	1,086	1,081	1,070
New employee hires	Nos.	2	26	38	49	68
Employee productivity (steel volume)	tcs/employee/ year	1,184	1,221	1,115	981	1,109
Female employees in workforce	%	17.3	17.2	17.6	17.9	18.5
Female employees in managerial positions in workforce	%	16.4	15.7	17.0	19.0	20.3
Age break-up of the workforce (<30 years)	%	17.5	14.7	13.1	12.8	13.4
Age break-up of the workforce (30-50 years)	%	67.9	68.6	68.6	67.5	64.9
Age break-up of the workforce (>50 years)	%	14.6	16.7	18.3	19.7	21.7
Employee turnover rate (Including superannuation)	%	-	-	4.4	4.6	7.0
Employee turnover rate (Excluding superannuation)	%	2.0	1.6	2.8	3.5	4.7
Training for employees	Thousand person-days	6.6	7.4	6.8	7.0	6.5
Employee training	person-days/ employee/year	6.0	6.8	6.6	6.5	6.1

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Corporate Social Responsibility						
Tata Steel Limited						
Water harvesting structures	No.			478	1,117	901 [#]
Lives reached through CSR	Million lives			3.15	4.43	5.77 [#]
No. of employee volunteers for CSR Programmes	No.			3,659	7,063	16,505 [#]
No. of employee volunteering hours for CSR Programmes	No.			18,494	70,628	1,90,522 [#]
Economic & Governance						
Board						
Tata Steel Limited						
Board of Directors	Nos.	10	11	10	10	10
Female Directors on the Board	Nos.	1	2	2	2	1
Independent Directors on Board	Nos.	5	6	5	5	5
Ethics						
Tata Steel Limited						
Whistle-blower Complaints						
Received	Nos.	777	845	303	386	548
Closed	Nos.	541	601	158	256	391
Open	Nos.	236	244	145	130	157
Sexual harassment cases¹²						
Received	Nos.	21	22	31	24	47
Closed	Nos.	15	18	24	19	33
Open	Nos.	6	4	7	5	14
Other Grievances¹³						
Received	Nos.	-	-	875	1,133	1,617
Closed	Nos.	-	-	717	1,016	1,440
Open	Nos.	-	-	158	117	177
Training on Tata Code of Conduct						
Officers	person-hours	26,458	31,142	20,472	28,837	30,677
Frontline employees	person-hours	5,086	14,630	17,656	21,916	33,069
Contract employees	person-hours	15,380	60,898	1,02,735	2,02,433	2,42,083
Business associates trained ¹⁴	Nos.	1,747	2,114	2,050	1,498	5,145

¹²Includes sexual harassment cases for all genders¹³Other grievances include complaints related to behavioural human resources, safety etc.[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
NINL						
Whistle-blower Complaints & Other Grievances						
Received	Nos.				44	75
Closed	Nos.				40	57
Open	Nos.				4	18
Sexual harassment cases						
Received	Nos.				0	1
Closed	Nos.				0	1
Open	Nos.				0	0
Training on Tata Code of Conduct						
Officers	person-hours				1,959	450
Frontline employees	person-hours					735
Contract employees	person-hours				539	628
Business associates trained ¹⁴	Nos.				307	363
Tata Steel Nederland						
Whistle-blower Complaints - Received	Nos.	TSUK and TSN combined data reported below		19	22	17
Whistle-blower Complaints - Closed	Nos.			17	22	16
Tata Steel UK						
Whistle-blower Complaints - Received	Nos.	TSUK and TSN combined data reported below		23	21	17
Whistle-blower Complaints - Closed	Nos.			22	19	15
Tata Steel Europe (TSUK + TSN)						
Whistle-blower Complaints - Received	Nos.	48	34	-	-	-
Whistle-blower Complaints - Closed	Nos.	48	34	-	-	-
Tata Steel Thaliand						
Whistle-blower Complaints - Received	Nos.	6	6	3	5	1
Whistle-blower Complaints - Closed	Nos.	6	6	3	5	1

¹⁴Business 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

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Supply Chain						
Tata Steel Limited						
Active supplier base	Nos.	5,071	6,264	7,049	8,898	8,026
Local suppliers	Nos.	1,671	1,944	2,138	2,484	2,831
Critical suppliers	Nos.	-	477	466	665	777
Business volume of local suppliers	₹ crore	2,397	4,587	7,290	9,324	8,754
Number of Affirmative Action (AA) suppliers	Nos.	71	71	75	85	83
Business volume of Affirmative Action (AA) suppliers	₹ crore	66	69	112	151	230
Suppliers assessed based on safety	Nos.	745	1,022	1,423	1,923	2,538
Suppliers trained through Vendor Capability Advancement Programme (VCAP)	Nos.	844	450	307	1,341	1,800
Critical suppliers made aware on Responsible Supply Chain Policy	Nos.	223	327	235	227	327
No. of supply chain partners assessed on Responsible Supply Chain Policy	Nos.	203	257	211	216	218 [#]
Steel Processing Centers (SPC) assessed on Responsible Supply Chain Policy	Nos.		31	18	-	5
Distributors assessed on Responsible Supply Chain Policy	Nos.		106	16	-	37
Tata Steel Nederland						
Active suppliers	Nos.	3,129	3,329	3,389	3,004	3,657
Active suppliers made aware on Responsible Procurement Policy (RPP) ¹⁵	%	-	-	100	32	33
Tata Steel UK						
Active suppliers	Nos.	2,808	2,851	2,434	2,513	1,971
Active suppliers made aware on Responsible Procurement Policy (RPP)	%	-	-	94	25	100

¹⁵Since FY2023-24, for active suppliers made aware of the Responsible Procurement Policy, an operational definition that relies on recorded data for fully qualified suppliers in the SAP Ariba Vendor Qualification system has been introduced in TSN, resulting in decrease in percentage

[#]KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

	UOM	FY2020-21	FY2021-22	FY2022-23	FY2023-24	FY2024-25
Intellectual Capital						
Tata Steel Limited						
Collaborations/memberships of academia and technical institutes	Nos.	20	35	16	19	26
Patents filed	Nos.	119	125	132	142	152
Patents granted	Nos.	109	121	146	395	112
New products developed	Nos.	79	62	84	86	123
R&D employees	Nos.	246	270	294	292	269
R&D Spend	₹ crore	231	213	275	285	328
R&D Spend	% of revenue	0.36	0.17	0.21	0.20	0.25
Tata Steel Nederland						
Collaborations/memberships of academia and technical institutes	Nos.	-	158	162	148	166
Patents filed	Nos.	142	202	161	191	18
Patents granted	Nos.	19	15	22	26	161
New products developed	Nos.	12	10	10	11	17
R&D employees	Nos.	300	299	307	341	280
R&D Spend	Million Euros	54	62	64	61	56
R&D Spend	% of revenue	1.19	0.87	0.86	1.03	0.89
Tata Steel UK						
Collaborations/memberships of academia and technical institutes	Nos.	-	7	17	7	7
Patents filed	Nos.	-	-	-	5	4
Patents granted	Nos.	-	-	-	2	0
New products developed	Nos.	4	3	13	8	5
R&D employees	FTEs	70	65	69	66	28
R&D Spend	Million Euros	7	11	14	8	7
R&D Spend	% of revenue	0.35	0.34	0.45	0.30	0.27
ResponsibleSteel™ Certification - Steel production unit						
Tata Steel Limited^{@a}						
No. of sites Certified under ResponsibleSteel™	No. of Sites			1	3	3

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