

Health & Safety						
	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Fatalities	Nos.	3	2	3	3	3
Lost-time Injury (LTI) – employee	Nos.	42	38	58	48	58
Lost-time Injury (LTI) – contractor	Nos.	22	30	69	47	107
Lost-time Injury (LTI) – Total	Nos.	64	68	127	95	165
Lost-time Injury Frequency Rate (LTIFR) – employee	Index	0.50	0.47	0.78	0.63	0.67
Lost-time Injury Frequency Rate (LTIFR) – contractor	Index	0.16	0.19	0.4	0.49	0.55
Lost-time Injury Frequency Rate (LTIFR) – Total	Index	0.29	0.29	0.52	0.55	0.59
Total Recordable Injury Frequency Rate (TRIFR) - employee	Index	-	2.21	3.20	2.74	2.31
Total Recordable Injury Frequency Rate (TRIFR) - contractor	Index	-	0.98	1.38	1.81	2.24
Total Recordable Injury Frequency Rate (TRIFR) - Total	Index	-	1.39	1.93	2.22	2.26
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
Tata Steel Long Products Limited						
Fatalities Nos.	Nos.	-	-	0	1	0
Lost-time Injury (LTI) – employee Nos.	Nos.	-	-	-	3	7
Lost-time Injury (LTI) – contractor Nos.	Nos.	-	-	-	21	7
Lost-time Injury (LTI) – Total Nos.	Nos.	-	-	15	24	14
Lost-time Injury Frequency Rate (LTIFR) – Total	Index	-	-	1.07	1.38	0.66
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	-	-	100	100	100
Tata Steel UK						
Fatalities Nos.	Nos.	0	0	2	0	0
Lost-time Injury (LTI) – employee	Nos.	25	19	36	30	33
Lost-time Injury (LTI) – contractor	Nos.	7	8	7	9	15
Lost-time Injury (LTI) – Total	Nos.	32	27	43	39	48
Lost-time Injury Frequency Rate (LTIFR) – employee	Index	1.47	1.13	2.25	1.93	2.1
Lost-time Injury Frequency Rate (LTIFR) – contractor	Index	1.42	1.61	1.43	2.1	3.17
Lost-time Injury Frequency Rate (LTIFR) – Total	Index	1.46	1.24	2.06	1.97	2.35
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	-	-	4.76	15	16.66
Tata Steel Netherlands						
Fatalities	Nos.	1	0	0	0	0
Lost-time Injury (LTI) – employee	Nos.	19	19	18	17	19
Lost-time Injury (LTI) – contractor	Nos.	11	20	13	9	8
Lost-time Injury (LTI) – Total	Nos.	30	39	31	26	27
Lost-time Injury Frequency Rate (LTIFR) – employee	Index	1.02	1.03	0.99	0.93	1.01
Lost-time Injury Frequency Rate (LTIFR) – contractor	Index	2.24	3.71	3.31	2.81	2.36
Lost-time Injury Frequency Rate (LTIFR) – Total	Index	1.27	1.63	1.40	1.21	1.21
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	0	0	24	28	36
Tata Steel Thailand						
Fatalities	Nos.	0	0	0	0	1
Lost-time Injury (LTI) – employee	Nos.	1	4	0	0	0
Lost-time Injury (LTI) – contractor	Nos.	0	3	0	1	3
Lost-time Injury (LTI) – Total	Nos.	1	7	0	1	3
Lost-time Injury Frequency Rate (LTIFR) – employee	Index	0.35	1.5	0	0	0
Lost-time Injury Frequency Rate (LTIFR) – contractor	Index	0	1.07	0	0.42	1.34
Lost-time Injury Frequency Rate (LTIFR) – Total	Index	0.17	1.28	0	0.21	0.63
Sites with Safety Management System (ISO 45001/ % OHSAS 18001)	%	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	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Nos. of employees	Nos.	34,072	32,984	32,364	31,189	35,927
New employee hires	Nos.	-	1,977	1,820	2,129	1,704
Employee productivity (steel volume)	tcs/employee/ year	768	800	803	745	854
Women in workforce	%	6.1	6.5	6.9	7.4	6.9
Women in management positions in Workforce	%	11.1	11.6	12.0	12.6	11.7
Share of women in all management positions, including junior, middle and top management in workforce	%	-	-	12	12.6	11.7
Share of women in junior management positions in workforce	%	-	-	13.9	15.0	13.7
Share of women in top management positions in workforce	%	-	-	7	7.4	7.1
Share of women in management positions in revenue-generating functions in workforce	%	-	-	15.7	17.5	15
Share of women in STEM-related positions in workforce	%	-	-	4.6	6	5.7
Women Salary **	Average salary in Executive level (INR, base salary only)	-	-	-	2,882,188	3,127,174
	Average salary in Executive level (INR, base salary + other cash incentives)	-	-	-	9,998,262	10,698,140
	Average salary in Management level (INR, base salary only)	-	-	-	603,513	654,812
	Average salary in Management level (INR, base salary + other cash incentives)	-	-	-	2,176,059	2,328,383
	Average salary in Non-management level (INR, base salary only)	-	-	-	1,103,556	1,061,922
	Average salary in Executive level (INR, base salary only)	-	-	-	2,919,636	3,167,805
	Average salary in Executive level (INR, base salary + other cash incentives)	-	-	-	10,072,894	10,777,997
Men Salary**	Average salary in Management level (INR, base salary only)	-	-	-	816,926	886,365
	Average salary in Management level (INR, base salary + other cash incentives)	-	-	-	2,521,325	2,697,818
	Average salary in Non-management level (INR, base salary only)	-	-	-	1,234,908	1,190,100
Age break-up of the workforce (<30 years)	%	-	15.1	15.5	18	23
Age break-up of the workforce (30 - 50 years)	%	-	54.8	55.3	57	59
Age break-up of the workforce (>50 years)	%	-	30.1	29.2	25	17
Employee turnover rate	%	6.1	6.4	6.8	7.5	6.9
Workforce covered through formal trade unions	%	89.3	88.9	87.4	86.1	79.6
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/ % PWD/LGBTQ+)	%	-	-	19	20	18
Affirmative Action (AA) Community Representation (share in total workforce)	%	17.3	17.3	17.5	17.2	11.9
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
Breakdown* in workforce	%	17.3	17.3	17.5	17.2	11.9
Share of People with disability in workforce	%	-	-	0.2	0.2	0.14
Share of LGBTQI+ people in workforce	%	-	-	-	-	0.01 [#]
Investment in employee training and development	₹ crore	-	-	133	152	159
Employee training	Thousand person days	194	248	253	199	413
Employee training	Person-days/employee/year	5.62	7.52	7.81	6.38	11.51
New employee hires – working level	Officers (Nos)	-	854	812	575	710
	Non Officers (Nos)	-	1,123	1,008	1,554	994
	Total Hires (Nos)	-	1,977	1,820	2,129	1,704
New employee hires – Gender	Female Hires (Nos)	-	280	276	322	395
	Male Hires (Nos)	-	1,697	1,544	1,807	1,308
Open positions filled by internal candidates	%	-	-	73	67	78
Average hiring cost/FTE	INR	-	-	86,626	99,273	67,338
Employee Turnover Rate – All separations	%	-	6.4	6.8	7.5	6.9
Employee Turnover Rate – Gender	Male (%)	-	-	-	7.5	7.6
	Female(%)	-	-	-	6.3	11.9
Employee Turnover Rate - Working Level	Officers (%)	-	-	-	7.9	12.3
	Non Officers (%)	-	-	-	7.4	6.8
Voluntary Employer Turnover Rate	%	-	1.1	1.3	1.1	2
Engagement Survey Score - TSL	(%)	74	NA	78	NA	NA
Engagement Survey Score - Officers	(%)	66	NA	65	NA	69
Engagement Survey Score - Non-Officers ***	(%)	77	NA	83	NA	NA
Engagement Survey for Officers – Gender	Male (%)	NA	NA	66	NA	70
	Female(%)	NA	NA	61	NA	60
Engagement Survey for Officers – Age Group	60+ Years (%)	NA	NA	86	NA	-
	51-55 Years (%)	NA	NA	80	NA	86
	56-59 Years (%)	NA	NA	85	NA	86
	46-50 Years (%)	NA	NA	75	NA	81
	41-45 Years (%)	NA	NA	70	NA	78
	36-40 Years (%)	NA	NA	66	NA	68
	31-35 Years (%)	NA	NA	55	NA	61
	26-30 Years (%)	NA	NA	49	NA	51
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
New employee hires	Nos.	-	-	51	19	106
Employee productivity (steel volume)	tcs/employee/ year	-	-	456	548	665
Female employees in workforce	%	-	-	2.2	2.4	2.8
Female employees in management positions in % workforce	%	-	-	0.6	0.7	1.2
Age break-up of the workforce (<30 years)	%	-	-	9.9	8.0	6.6
Age break-up of the workforce (30 - 50 years)	%	-	-	67.7	69.6	70.7
Age break-up of the workforce (>50 years)	%	-	-	22.5	22.5	22.7
Employee turnover rate	%	-	-	1.2	1.2	2.5
Employee training	Thousand person days	-	-	10.2	30.46	43.04
Employee training	Person-days/employee/year	-	-	4.09	12.72	18.26
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
New employee hires	Nos.	91	60	35	2	26
Employee productivity (steel volume)	tcs/employee/ year	985	972	1,043	1,184	1,221
Female employees in workforce	%	16.7	17.4	17.4	17.3	17.2
Female employees in management positions in % workforce	%	19.8	19.2	18.4	16.4	15.7
Age break-up of the workforce (<30 years)	%	24.3	22.8	23.5	17.4	14.7
Age break-up of the workforce (30 - 50 years)	%	65.8	66.0	63.3	67.9	68.6
Age break-up of the workforce (>50 years)	%	9.90	11.10	12.90	14.60	16.70
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
Employee training	Person-days/employee/year	6.2	6.2	4.3	6	6.8
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 Kalanganagar & 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						