Environmental

CO_2 emissions (based on worldsteel user guide V9.5)

	UOM	FY - 18	FY- 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone - Jamshedpur, Kalinganagar, Meramandali						
Absolute emissions -Scope 1+1.1	MnT	30.5	31.7	31.1	29.4	46.2
Absolute emissions - Scope 2	MnT	1.2	1.2	1.1	1.0	1.7
Absolute emissions - Scope 3	MnT	-2.0	-1.8	-1.8	-2.0	-3.2
Total absolute emissions (Scope 1+1.1+2 + 3)	MnT	29.7	31	30.4	28.3	44.7
CO_2 emissions intensity	tCO_2/tcs	2.37	2.35	2.31	2.32	2.43
Tata Steel Long Products Limited - Gamharia						
Absolute emissions - Scope 1	MnT	-	-	3.0	3.1	3.2
Absolute emissions - Scope 2	MnT	-	-	0.0	0.0	0.0
Absolute emissions - Scope 3	MnT	-	-	-0.3	-0.4	-0.3
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	2.7	2.8	3.0
CO_2 emissions intensity	tCO_2/tcs	-	-	4.52	4.29	4.39
Tata Steel UK						
Absolute emissions - Scope 1	MnT	7.0	6.4	7.1	6.5	6.9
Absolute emissions - Scope 2	MnT	0.5	0.4	0.4	0.3	0.4
Absolute emissions - Scope 3	MnT	0.6	0.5	0.5	0.5	0.4
Total absolute emissions (Scope 1 +2 + 3)	MnT	8.1	7.4	8.0	7.3	7.7
CO_2 emissions intensity (Port Talbot)	tCO_2/tcs	2.18	2.21	2.22	2.14	2.16
Tata Steel Netherlands						
Absolute emissions - Scope 1+1.1	MnT	13	12	12	11	12
Absolute emissions - Scope 2	MnT	-(0.15)	-(0.18)	-(0.13)	-(0.06)	-(0.1)
Absolute emissions - Scope 3	MnT	0.08	0.15	0.16	0.17	0.27
Total absolute emissions (Scope 1+1.1+2 + 3)	MnT	13	12	12	11	12
CO_2 emissions intensity (IJmuiden)	tCO_2/tcs	1.79	1.77	1.76	1.77	1.78
Tata Steel Thailand						
Absolute emissions - Scope 1	MnT	0.2	0.2	0.2	0.2	0.2
Absolute emissions - Scope 2	MnT	0.4	0.4	0.4	0.4	0.5
Absolute emissions - Scope 3	MnT	0.1	0.1	0.1	0.1	0.1
Total absolute emissions (Scope 1 +2 + 3)	MnT	0.7	0.7	0.7	0.7	0.8
CO_2 emissions intensity	tCO_2/tcs	0.62	0.64	0.67	0.64	0.61

Calculations of Scope 1, 2, 3 emissions are as per worldsteel methodology

GHG emissions (based on GHG Protocol)

	UOM	FY - 18	FY- 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Absolute emissions -Scope 1	MnT	-	-	-	32.5	49.7
Absolute emissions - Scope 2	MnT	-	-	-	3.9	5.1
Absolute emissions - Scope 3	MnT	-	-	-	5.2	6.4
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	41.5	61.2
Tata Steel Long Products Limited						
Absolute emissions - Scope 1	MnT	-	-	-	3.9	4.1
Absolute emissions - Scope 2	MnT	-	-	-	0.0	0.0
Absolute emissions - Scope 3	MnT	-	-	-	0.6	0.6
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	4.5	4.7
Tata Steel UK						
Absolute emissions - Scope 1	MnT	-	-	-	6.6	7.0
Absolute emissions - Scope 2	MnT	-	-	-	0.2	0.2
Absolute emissions - Scope 3	MnT	-	-	-	1.0	1.0
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	7.7	8.3
Tata Steel Netherlands						
Absolute emissions - Scope 1	MnT	-	-	-	11.0	11.7
Absolute emissions - Scope 2	MnT	-	-	-	0.7	0.8
Absolute emissions - Scope 3	MnT	-	-	-	1.8	1.8
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	13.6	14.2
Tata Steel Thailand						
Absolute emissions - Scope 1	MnT	-	-	-	0.2	0.2
Absolute emissions - Scope 2	MnT	-	-	-	0.4	0.5
Absolute emissions - Scope 3	MnT	-	-	-	0.2	0.2
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	0.8	0.9
Tata Steel Consolidated (including other TSL entities)*						
Absolute emissions - Scope 1	MnT	-	-	-	66.0	75.7
Absolute emissions - Scope 2	MnT	-	-	-	4.8	5.6
Absolute emissions - Scope 3	MnT	-	-	-	12.6	11.9
Total absolute emissions (Scope 1 +2 + 3)	MnT	-	-	-	83.4	93.2

* Worldsteel methodology allows credits due to export to various co-products / byproducts (incl. gases). No such credits are included in GHG Protocol estimation.
Scope 1.1 emissions under worldsteel scope considered direct emissions under scope 1 for steelmaking sites.
Consolidated emissions of Tata Steel has been arrived at by using equity based approach
For TSJ, TSK and TSM, Absolute Scope 1 emissions are 46.7 MntCO2e, Absolute Scope 2 emissions are 4.4 MntCO2e, Absolute Scope 3 emissions are 1.5 MntCO2e.

Air emissions

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Stack dust emissions	Kilo tonnes	5.75	5.59	5.04	4.10	7.22
Dust emission intensity	kg/tcs	0.46	0.42	0.38	0.34	0.39
SOx emissions	Kilo tonnes	12.50	7.37	8.57	7.83	30.40
SOx emission intensity	kg/tcs	1.00	0.56	0.65	0.64	1.65
NOx emissions	Kilo tonnes	12.81	8.89	8.70	7.53	16.01
NOx emission intensity	kg/tcs	1.03	0.67	0.66	0.62	0.87
Tata Steel Long Products Limited - Gamharia						
Dust emissions	Kilo tonnes	-	-	1.69	1.17	1.03
Dust emission intensity	kg/tcs	-	-	2.86	1.81	1.50
SOx emissions	Kilo tonnes	-	-	5.11	4.88	6.01
SOx emission intensity	kg/tcs	-	-	8.66	7.53	8.79
NOx emissions	Kilo tonnes	-	-	0.97	1.08	1.21
NOx emission intensity	kg/tcs	-	-	1.64	1.67	1.77
Tata Steel UK (CY*)						
Dust emissions	Kilo tonnes	2.05	1.96	1.94	2.23	1.96
Dust emission intensity	kg/tcs	0.57	0.64	0.57	0.69	0.55
SOx emissions	Kilo tonnes	7.19	7.07	7.09	6.61	4.96
SOx emission intensity	kg/tcs	2.02	2.29	2.10	2.04	1.40
NOx emissions	Kilo tonnes	4.97	3.84	4.83	5.14	5.05
NOx emission intensity	kg/tcs	1.39	1.24	1.43	1.58	1.43
Tata Steel Netherlands@ (CY*)						
Dust emissions	Kilo tonnes	1.91	1.80	1.88	1.80	1.57
Dust emission intensity	kg/tcs	0.28	0.26	0.28	0.30	0.24
SOx emissions	Kilo tonnes	3.23	3.13	3.16	3.04	2.79
SOx emission intensity	kg/tcs	0.47	0.46	0.48	0.50	0.42
NOx emissions	Kilo tonnes	5.78	5.73	6.03	5.13	5.35
NOx emission intensity	kg/tcs	0.85	0.84	0.91	0.85	0.80

* Calendar year reporting (1 January - 31 December)

Water

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Fresh water consumption	Million m^3	48.7	46.3	40.8	32.9	50
Specific fresh water consumption	m^3/tcs	3.90	3.50	3.10	2.7	2.71
Effluent discharge volume	Million m^3	11.5	10.3	9.5	8.3	9
Effluent discharge intensity	m^3/tcs	0.92	0.78	0.72	0.68	0.52
Tata Steel Long Products Limited - Gamharia						
Fresh water consumption	Million m^3	-	-	6.79	6.78	6.99
Specific fresh water consumption	m^3/tcs	-	-	7.71	7.53	6.23
Effluent discharge volume	Million m^3	-	Zero process water discharge			
Effluent discharge intensity	m^3/tcs	-				
Tata Steel UK (CY*)						
Fresh water consumption	Million m^3	17	19	22	28	31
Specific fresh water consumption	m^3/tcs	4.83	6.01	6.51	8.73	8.70
Effluent discharge volume	Million m^3	17	33	20	18	21
Effluent discharge intensity	m^3/tcs	4.71	10.79	5.76	5.40	6.02
Tata Steel Netherlands@ (CY*)						
Fresh water consumption	Million m^3	34	34	33	32	33
Specific fresh water consumption	m^3/tcs	4.95	4.96	4.93	5.20	4.76
Effluent discharge volume#	Million m^3	179	182	194	185	204
Effluent discharge intensity	m^3/tcs	26.3	26.6	29.0	30.4	30.6
Tata Steel Thailand						
Fresh water consumption	Million m^3	-	1.85	1.95	1.72	1.73
Specific fresh water consumption	m^3/tcs	-	1.80	1.59	1.28	1.22
Effluent discharge volume	Million m^3	-	Zero process water discharge			
Effluent discharge intensity	m^3/tcs	-				

* Calendar year reporting (1 January - 31 December)
@ All figures for primary steelmaking, IJmuiden production site
@ Total (scope 1+2+3): based on methodology of worldsteel, including credits for slag delivery to cement industry., Primary Steelmaking, IJmuiden production site
# Sea water intake and return to sea ~161 million m3/year as for cooling Calculations of Scope 1, 2, 3 emissions are as per worldsteel V9.5 methodology

Waste

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Solid waste generated	Kilo tonnes	-	-	9,967	9,427	15,041
Solid waste utilised	Kilo tonnes	-	-	9,967	9,417	14,815
Solid waste sent to landfill / incineration	Kilo tonnes	-	-			
Solid waste utilisation	%	-	-	100	99.9	98.5
Tata Steel Long Products Limited - Gamharia						
Solid waste generated	Kilo tonnes	-	-	-	947.2	1023.4
Solid waste utilised	Kilo tonnes	-	-	-	1,057.1	851.2
Solid waste utilisation	%	-	-	-	100	87
Tata Steel UK (CY*)						
Solid waste generated	Kilo tonnes	-	-	230.8	186.3	111.4
Solid waste utilised	Kilo tonnes	-	-	221.2	112.7	84.8
Solid waste sent to landfill / incineration	Kilo tonnes	-	-	4.27	3.62	6.58
Solid waste utilisation	%	-	-	95.9	60.5	76.1
Tata Steel Netherlands@ (CY*)						
Solid waste generated	Kilo tonnes	228	193	218	201	170
Solid waste utilised	Kilo tonnes	187	143	170	159	127
Solid waste sent to landfill	Kilo tonnes	35	48	42	36	38
Solid waste utilisation	%	82.0	74.1	78.3	79.1	74.7
Tata Steel Thailand						
Solid waste generated	Kilo tonnes	199.7	211.1	200.7	221.6	265.9
Solid waste utilised	Kilo tonnes	199.3	210.4	200.3	221.1	265.2
Solid waste sent to landfill / incineration	Kilo tonnes	0.35	0.70	0.36	0.46	0.69
Solid waste utilisation	%	99.9	99.7	99.8	99.8	99.7

* Calendar year reporting (1 January - 31 December)

Energy

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Specific energy consumption	GJ/tcs	25.11	24.35	24.17	24.11	23.62
Tata Steel Long Products Limited - Gamharia						
Specific energy consumption	GJ/tcs	-	-	29.16	29.25	32.47
Tata Steel UK						
Specific energy consumption	GJ/tcs	23.60	24.20	23.80	22.80	23.10
Tata Steel Netherlands#						
Specific energy consumption	GJ/tcs	20.06	19.99	19.79	20.22	20.38
Tata Steel Thailand						
Specific energy consumption	GJ/tcs	9.50	9.90	10.00	9.86	9.30

Biodiversity

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Total sites covered under Biodiversity Management Plans (BMPs)	%	-	-	-	52.3	61.9
Tata Steel Long Products Limited - Gamharia						
Total sites covered under Biodiversity Management Nos. Plans (BMPs)	Nos.	-	-	-	-	Initiated at 3 sites
Tata Steel UK						
Discrete sites under biodiversity management	Nos	-	-	-	-	7

Based on crude steel production volumes
EMS - Environment Management System@ primary steelmaking, IJmuiden production site

Management

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
Tata Steel Long Products Limited - Gamharia						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
Tata Steel UK						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
Tata Steel Netherlands						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
Tata Steel Thailand						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100

Scrap recycling

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Steel scrap recycled (internal & external)	Kilo tonnes	-	-	-	598	1,252
Steel scrap recycled (internal & external)	%	-	-	-	4.9	6.8
Tata Steel Long Products Limited - Gamharia						
Steel scrap recycled (internal & external)	Kilo tonnes	-	-	21.9	20.4	29.7
Steel scrap recycled (internal & external)	%	-	-	3.7	3.2	4.3
Tata Steel UK						
Steel scrap recycled (internal & external)	Kilo tonnes	559	531	497	554	596
Steel scrap recycled (internal & external)	%	16.0	17.1	14.7	16.9	17.5
Tata Steel Netherlands						
Steel scrap recycled (internal & external)	Kilo tonnes	1,095	1,140	1,150	1,019	1,137
Steel scrap recycled# (internal & external)	%	15.9	16.5	17.4	16.8	17.6
Tata Steel Thailand	Primary raw material used is steel scrap which is 100% recyclable					

Spend on Climate Change and Environment

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Spend on Climate Change and Environment (Capex)	₹ crore	544	286	283	139	554
Tata Steel Long Products Limited - Gamharia						
Spend on Climate Change and Environment (Capex)	₹ crore	-	-	-	7.9	8.7
Tata Steel Netherlands						
Spend on Climate Change and Environment (Capex)	Million Euros	6.9	16.9	48.3	51.0	33.5

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM). We are horizontally deploying best practices of our Jamshedpur and Kalinganagar facillities at Meramandali and plan to improve its environmental performance to best possible level in due course of time.

Social

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-timeInjury 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-timeInjury 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
Men Salary**		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
		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 seperations		%	-	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
		18-25 Years (%)	NA	NA	53	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 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

Economic & Governance

Ethics

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Whistleblower cases*- Received	Nos.	-	436	881	777	845
Whistleblower cases* - Closed	Nos.	-	334	602	541	601
Whistleblower cases* - Open	Nos.	-	102	279	236	244
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
Whistleblower cases* - Closed	Nos.	6	5	19	31	30
Whistleblower cases* - Open	Nos.	0	0	0	0	4
Sexual harassment cases - Received	Nos.	1	0	2	1	0
Sexual harassment cases - Closed	Nos.	1	0	1	2	0
Sexual harassment cases - Open	Nos.	0	0	1	0	0
Training on Tata Code of Conduct - officers	Person-hours	0	0	1,209	1,142	541
Training on Tata Code of Conduct - frontline employees	Person-hours	-	-	1,060	636	828
Training on Tata Code of Conduct - contract employees	Person-hours	-	-	896	454	9,092
Business associates** trained on Tata Code of Conduct	Nos.	-	-	-	35	235

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

*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

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Active supplier base	Nos.	-	>5,000	5,132	5,071	6,264
Local suppliers	Nos.	-	1,316	1,806	1,671	1,944
Critical suppliers	Nos.	-	-	-	-	450
Business volume of local suppliers	₹ crore	-	-	-	2,397	4,587
Number of Affirmative Action (AA) suppliers	Nos.	-	70	70	71	71
Business volume of Affirmative Action (AA) suppliers	₹ crore	-	75	61	53.5	70
Suppliers assessed based on safety	Nos.	-	1,035	850	745	1,022
Suppliers trained through Vendor Capability Advancement Program (VCAP)	Nos.	-	1,426	1,330	844	450
Critical suppliers made aware on Responsible Supply Chain Policy	Nos.	-	-	-	223	327
Critical suppliers assessed on Responsible Supply Chain Policy	Nos.	-	-	-	200	258
Steel Processing Centers (SPC) assessed on Responsible Supply Chain Policy	Nos.	-	-	-	-	31
Distributors assessed on Responsible Supply Chain Policy	Nos.	-	-	-	-	106

Tata Steel UK						
Active suppliers	Nos.	3,735	3,584	3,354	2,808	2,851

Tata Steel Netherlands						
Active suppliers	Nos.	3,914	3,901	3,462	3,129	3,329

Tata Steel Europe (UK + Netherlands business)						
Active suppliers	Nos.	7,649	7,485	6,816	5,937	6,180
Active suppliers made aware on Responsible % Procurement Policy (RPP)*	%	83	86	88	90	91

*The percentage of active suppliers made aware on the RPP is the same across UK and Netherlands

Intellectual Capital

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Collaborations/memberships of academia and technical institutes	Nos.	34	40	50	20	35
Patents filed	Nos.	-	-	119	119	125
Patents granted	Nos.	-	-	58	109	121
New products developed	Nos.	-	114	155	79	62
R&D employees*	Nos.	-	-	-	246	270
R&D Spend	₹ crore	182	216	259	231	213
R&D Spend	% of revenue	0.30	0.31	0.43	0.36	0.17
Investment in new processes and products (Capex + R&D)	₹ crore	2,709	3,893	5,008	2,353	6,501
Investment in new processes and products (Capex + R&D)**	% of revenue	4.6	5.65	8.52	3.71	5.1

Tata Steel UK						
Collaborations/memberships of academia and Nos. technical institutes	Nos.	-	-	-	-	7
New products developed	Nos.	8	5	2	4	3
R&D employees	Nos.	64	76	75	70	65
R&D Spend	Million Euros	9	11	9	7	10.5
R&D Spend	% of revenue	0.38	0.46	0.42	0.35	0.34
Investment in new processes and products (Capex + R&D)	Million Euros	159	148	264	211	93.5
Investment in new processes and products (Capex + R&D)**	% of revenue	6.67	6.15	12.32	10.68	2.99

Tata Steel Netherlands						
Collaborations/memberships of academia and Nos. technical institutes	Nos.	-	-	-	-	158
Patents granted	Nos.	155	137	133	142	202
Patents filed***	Nos.	32	32	36	19	15
New products developed	Nos.	15	17	20	12	10
R&D employees	Nos.	311	316	311	300	299
R&D Spend	Million Euros	63	63	57	54	62
R&D Spend	% of revenue	1.23	1.16	1.20	1.24	0.90
Investment in new processes and products (Capex + R&D)	Million Euros	160	129	111	64	73
Investment in new processes and products (Capex + R&D)**	% of revenue	3.10	2.40	2.36	1.47	1.06

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

	UOM	FY - 18	FY - 19	FY - 20	FY - 21	FY - 22
Tata Steel Standalone						
Contribution to Industry/Trade associations or tax-exempt groups (e.g. think tanks, chambers of commerce) *	In Million USD	-	0.66	0.71	0.63	0.79
Key issues or topics successfully advocated in last few years & contribution to specific industry bodies (in Million USD)	In Million USD	1. Increase per capita consumption of steel through advocacy and collaboration				0.19
		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.				0.12
		3. Leadership on all major strategic issues impacting the steel industry, particularly focusing on economic, steel demand, environmental and social sustainability				0.27
		4. Building sustainable steel industry worldwide and fulfill the Indian government's nationally declared targets				0.04
		5. Aligning strategies and operation with SDGs (sustainable developmental goals) & universal principles on numerous societal importance.				0.02

* 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.