



## **Prevention of Sexual Harassment (POSH) at Workplace - Policy**

Tata Steel is committed to providing a place of work that is free of sexual harassment and all forms of intimidation or exploitation of all employees.

The TATA STEEL LIMITED shall provide healthy working environment that enables employees to work without fear of prejudice, gender bias, sexual harassment and all forms of intimidation or exploitation. The Company believes that all stakeholders, irrespective of their gender, have the right to be treated with dignity.

In continuation with our endeavour towards improved gender diversity and inclusion along with creating a safe, fair and just workplace, we have put together this policy called Prevention of Sexual Harassment at workplace.

In accordance with this policy, committees and detailed guidelines have been formed to address the issue of sexual harassment at work place. All employees (permanent, temporary, contract) as well as trainees, visitors to our office premises or service providers are covered under this policy.

If someone has crossed a line, then refer to the guidelines on Prevention of Sexual Harassment at workplace and report to the Internal Complaint Committee.

Date: December 1, 2014

A handwritten signature in black ink, appearing to read 'T V Narendran', written over a horizontal line.

T V Narendran  
Managing Director

Encl.: Guidelines of POSH at Workplace version 2.0