

## Health and Safety Policy

Tata Steel's safety, well-being and occupational health ('Health and Safety') responsibilities are driven by our commitment to ensure zero harm to our employees, other people we work with and society at large. We recognise Health and Safety as an integral part of our business and activities within our control in the value chain.

We believe that:

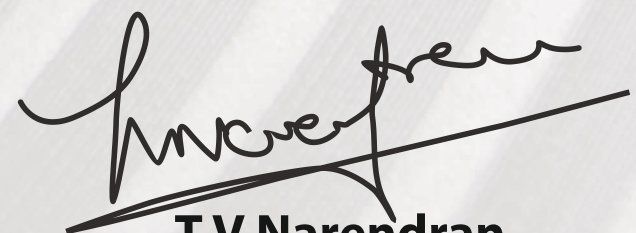
- **All injuries and occupational illnesses are preventable.** We shall provide safe and healthy working conditions for our workforce.
- **Everyone has a role in working towards injury and ill-health prevention.** We shall support those with responsibilities for Health and Safety to ensure they have the right level of resource, competence and confidence to work towards our commitment to zero harm.
- **Our commitments shall be demonstrated through visible, felt leadership.** We shall demonstrate the behaviours we should expect to see from others through visible and active engagement.
- **Working safely is a condition of employment.** We shall empower every worker with the confidence to stop work in any situation where they feel their Health and Safety is at risk without fear of reprisal. Workers shall be encouraged to challenge conditions and unsafe acts that place others at risk.
- **Working towards the elimination of hazards and controlling our risks is paramount.** We shall provide the necessary support that enables others to identify risks and contribute towards the reduction of these risks.
- **Our management system shall support a culture of learning and improvement.** We shall share details of incidents and lessons learned in all areas of the business where applicable.
- **Involvement of the workforce is key.** We shall enable effective means of engagement, consultation, and participation with our workers and their representatives on Health and Safety matters.

This policy is applicable for Tata Steel Limited and covers workforce across its operating locations.

We commit to the continuous improvement of our Health and Safety performance. In this regard:

- We shall set objectives and targets, plan our improvements, and ensure that standards and systems are implemented within the business. Performance shall be monitored and communicated on a regular basis and acted upon where we fall short.
- We shall go beyond compliance of relevant legal and industry standards, with the aim of becoming a leading organisation in terms of Health and Safety performance in our industry.
- We will ensure that the Health and Safety policy is effectively communicated and accessible.

**Date : May 23, 2024**



**T V Narendran**  
CEO & Managing Director

