Social

Health & Safety

	UOM	FY20	FY21	FY22	FY23	FY24
Tata Steel Limited						
Total Recordable Injury Frequency Rate (TRIFR) - employee	Injuries per million hours worked	3.2	2.74	2.31	2.08	2.02
Total Recordable Injury Frequency Rate (TRIFR) - contractor	Injuries per million hours worked	1.38	1.81	2.24	1.73	1.49
Total Recordable Injury Frequency Rate (TRIFR) - Total	Injuries per million hours worked	1.93	2.22	2.26	1.82	1.62
Sites with Safety Management System (ISO 45001/ OHSAS 18001)	%	-	100	100	100	100
Organisational Health Index	Score out of 16	12.7	12.8	13.1	13.1	13.3

⁸excluding CSD hubs, stockyard & steel processing centres

Note: 1. Procedures to investigate work-related injuries, ill health, diseases and incidents, setting action plans requirement is addressed through ISO 45001 certification

2. Internal inspections is addressed through Safety alert command Centre, 3rd party audit, cross functional team assessment etc.

Corporate Social Responsibility

Tata Steel Limited

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	UOM	FY20	FY21	FY22	FY23	FY24
	No	-	-	-	478	1114
Lives reached through CSR	Million lives impacted	-	-	-	3.15	4.4
No. of employee volunteers for CSR Programmes Volunteers	No	-	-	-	3,659	6822
No. of employee volunteering hours for CSR Programmes	No	-	-	-	18,494	67799

Note: The Company has introduced an ambition to reach 4 volunteering hours per employee by FY2025, in line with the Tata group ambition and accordingly introduced systems and strategies to emphasize employee volunteerism. This is reflected in the 71% increase in number of volunteers and 267% increase in time allocation to volunteering for FY2023-24.

@ Includes all Steelmaking sites;

@aTS Jamshedpur, TS Kalinganagar for all years reported, TS Meramandali merged in FY2021-22 and TS Gamharia merged in FY2023-24; @bNINL; @cTata Steel UK Limited includes Port Talbot; @dTata Steel Nederland BV includes Ijmuiden; @eTata Steel (Thailand) includes Rayong, Saraburi, Chonburi KPIs assured by Price Waterhouse & Co Chartered Accountants LLP

Human Resource Management	UOM	FY20	FY21	FY22	FY23	FY24
Tata Steel Limited Nos. of employees	Nos.	32,364	31,189	35,927	36,151	43,263
New employee hires Employee productivity (steel volume)	Nos. tcs/employee/ year	1,820 803	2,129 745	1,704 854	4,855 885	3,821 900
Female employees in workforce	%	6.9	7.4	6.9	7.6	8#
Female employees in management positions in workforce	%	12.0	12.6	11.7	11.5	11.3
Age break-up of the workforce (<30 years) Age break-up of the workforce (30 - 50 years)	%	15.5 55.3	18.0 57.0	23.0 59.0	19.4 56.1	19.5 57.0
Age break-up of the workforce (>50 years) Employee turnover rate (Including Superannuation)	%	29.2 6.8	25.0 7.5	17.0 6.9	24.5 8.2	23.5 6.0
Employee turnover rate (Excluding superannuation) Workforce covered through formal trade unions 10	%	87.4	1.2 86.1	2.0 79.6	2.7 91.0	2.8 89.0
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/PWD/LGBT+)	%	19.0	20.0	18.0	19.0	19.2#
Investment in employee training and development Employee training	INR Crore Thousand person-days	133 253	152 199	159 413	193.3 468	240 589 [#]
Employee training Employee training	person-days/ employee/year	7.8	6.4	11.5	12.9	13.6#
Share of Women in management positions in Workforce	%	12	12.6	11.7	11.5	11.3
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions) Share of women in top management positions in workforce	%	13.9 7	15 7.4	7.1	13.15 7.3	12.2 8.1
Share of women in top management positions in workforce Share of women in management positions in revenue-generating functions in workforce	%	15.7	17.5	15	14.2	20
Share of women in STEM-related positions in workforce	%	4.6	6	5.7	6.1	8
	Average salary in Executive level (INR, base salary only)	-	28.82	31.27	36.75 lakh	34.68
	Average salary in Executive level (INR, base	_	99.98	106.98	138.18 lakh	145.26
	salary + other cash incentives)	-	99.90	100.96	130.10 lakii	143.20
Women Salary**	Average salary in Management level (INR, base salary only)	-	6.04	6.55	6.56 lakh	5.73
	Average salary in Management level (INR,					
	base salary + other cash incentives)	-	21.76	23.28	20.83 lakh	21.60
	Average salary in Non- management level (INR,	_	11.04	10.62	10.2 lakh	9.38
	Average salary in		20.55	31	20.041	25.70
	salary only) Average salary in	-	29.20	31.68	38.06 lakh	35.78
	Average salary in Executive level (INR, base salary + other cash	-	100.73	107.78	131.36 lakh	136.07
	incentives) Average salary in					
Men Salary**	Management level (INR, base salary only)	-	8.17	8.86	8.51 lakh	7.47
	Average salary in Management level (INR, base salary + other cash	-	25.21	26.98	23.4 lakh	24.59
	incentives) Average salary in Non-					
	management level (INR, base salary only)	-	12.35	11.90	12.1 lakh	11.78
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/ % PWD/LGBTQ+)	%	19	20	18	18.95	19.2
Affirmative Action (AA) Community Representation (share in total workforce)	%	-	-	11.9	11.8	11.6
Affirmative Action (AA) Community Representation (Share in all management positions, including junior, middle and senior management)	%	3.9	3.6	4.4	4.42	4.7
Share of People with disability in workforce	%	-	0.3	0.3	0.3	0.3
Share of LGBTQI+ people in workforce Investment in employee training and development	% ₹ crore	133	152	0.003 159	0.2 193	0.2 240.4
Average investment in employee training & development	INR Thousand person days	41095 253	48735 199	44256 413	53387 468	55574 677.3
	Person- days/employee/year	7.81	6.38	11.51	12.93	13.6
Employee training	Average Hours per FTE -	70.29	57.42	103.59	116.44	122.4
	Officers Average Hours per FTE -	-	-	-	94.26	101.7
Technical/ Functional Training	Non-Officers Average Hours per FTE	-	-	-	124.11 115	128.9 119.7
Managerial training	Average Hours per FTE Male (Thousand person				1.44	2.7
	days) Female (Thousand person					601.0
Employee Training - Gender	days) Transgender (Thousand					74.4 1.8
	person days) < 30 years (Thousand					236.1
Employee Training - Age Group	person days) 30 to 50 years (Thousand					374.4
	> 50 years (Thousand					66.8
	person days) Officers (Nos)	812	575	710	964	900
New employee hires – working level	Non Officers (Nos) Total Hires (Nos)	1,008 1,820	1,554 2,129	994 1,704	3,891 4,855	2921 3821
New employee hires – Gender	Female Hires (Nos) Transgender Hires (Nos)	276 -	322	395	885 134	892 15
	Male Hires (Nos)	1,544	1,807	1,308	3,836	2,914
New employee hires – Age Group	< 30 years (Nos) 30 to 50 years (Nos)					3,260 555
Open positions filled by internal candidates	> 50 years (Nos) %	73	67	78	66	6 58%
Average hiring cost/FTE Voluntary Employer Turnover Rate (Resignations)	INR %	86,626	99,273 1.1	67,338 2	90,401	90,296 2.8
Employee Turnover Rate (Resignations) – Gender	Male (%) Female(%)	-	-	1.6 5.8	2.5 5.9	2.6 5.2
Employee Turnover Rate (Resignations) - Working Level	Officers (%) Non Officers (%)	-	-	6.6 0.3	6.7 0.8	6.3
	50+ Years (%)	-		0.2	0.3	0.4
Employee Turnover Rate (Resignations) - Age Group	40-50 Years (%) 30-40 Years (%)	-		2.3	3.4	3.5
	20-30 Years (%) <20 Years (%)	-		0	6.1 0	5.8 1.2
Employee Turnover Rate (Resignations) - Affirmative Action	%			1.9	1.4	1.6
Engagement Survey Score - Officers Engagement Survey Score - Non-Officers ***	36-40 Years (%) (%)	65 83	NA NA	69 NA	72 -	72 74
Engagement Survey for Officers – Gender	Male (%) Female(%)	66 61	NA NA	70 60	73 63	73 59
	60+ Years (%) 51-55 Years (%)	86	NA NA	- 86	100	75 84
	56-59 Years (%)	85	NA	86	85	84
Engagement Survey for Officers – Age Group	46-50 Years (%) 41-45 Years (%)	75 70	NA NA	81 78	83	80
	36-40 Years (%) 31-35 Years (%)	66 55	NA NA	68 61	69 67	69 66
	26-30 Years (%) 18-25 Years (%)	49 53	NA NA	51 51	57 63	58 66
Engagement Survey for Non-Officers – Gender	Male (%)	85	-	-	-	75
	Female(%) 60+ Years (%)	91	-	-	-	72 N/A
Engagement Survey for Non-Officers – Age Group	51-55 Years (%) 56-59 Years (%)	91 91	-	-	-	85 84
	46-50 Years (%) 41-45 Years (%)	89 85	-	-	-	81 76
Local EmployeesL share in the workforce Local employees in non-managerial positions	%				62% 68%	65%
Local employees in non-managerial positions Local employees in in all management positions, including junior, middle and senior management	%				68% 49%	70% 55%
middle and senior management Local employees in senior management	%				31%	41%
¹⁰ As a % of non-managerial workforce only Local Employee refers to Odisha and Jharkhand Domicile Employ	ees where we have our mine	s and steel ma	nufacturing fa	cilities		