

PREVENTION OF SEXUAL HARASSMENT

"Say NO to sexual harassment at workplace"

REPORT IT!

As per Prevention of Sexual Harassment policy at Tata Steel, any of the following behavior is considered inappropriate within the Company's working environment and is liable for disciplinary action and legal action (at the option of the victim)*:

- Unwelcome sexual advances involving verbal, non-verbal or physical conduct, implicit or explicit
- Physical contact and advances such as touching, stalking, sounds which have explicit and/or implicit sexual connotation/overtones, molestation, etc.
- Demand or request for sexual favours, sexually coloured remarks, including but not limited to vulgar/indecent jokes, letters, phone calls, text messages, e-mails, gestures, etc.
- Showing pornography or the likes & display of pictures, signs, etc. with sexual nature/connotation/overtones in the work area and work-related areas
- Verbal or non-verbal communication which offends the individual's sensibilities and affect victim's performance and has sexual connotation/overtone/ nature
- Teasing, innuendos and taunts, physical confinement and/or touching against one's will and likely to intrude upon one's privacy.

- Any person found guilty of violating this law as substantiated by data and facts, will be subject to appropriate disciplinary action, leading up to and including termination of services and based on severity of case.
- In case a complaint is filed under the Indian Penal Code, at the option of the victim, the perpetrator may also have to face imprisonment, the term of which may range between 1-3 years or with fine or both.
- Any party involved in the investigation process (viz. complainant, alleged harasser and/or witnesses), who knowingly submits false accusations, complaints or fake/ tampered facts & details that are discovered subsequently during the investigation process will be subject to disciplinary action, leading up to and including termination and legal consequence as applicable.

As per Circular no. AO/223/2024 dated October 17, 2024, the list of Internal Committee (IC) members for Bhubaneswar, Jajpur, Gopalpur, Bamnibal, Sukinda, Cuttack, Paradip Port & Gomardih is as follows:

Sl. No.	Name	Designation	Role	Mail Id	Mobile No.
1	Radhika Singh	Chief HRBP FAMD	Presiding Officer	radhika.singh@tatasteel.com	9899115591
2	Adarsh Agrawal	Head (Ferro Alloys Production)	Member	adarsh.agarwal@tatasteel.com	9031005625
3	Bindu	Area Manager Corporate Ethics	Member	bindu@tatasteel.com	8092084526
4	Ganesh Mishra	Head HRBP FAMD	Member	ganesh.mishra@tatasteel.com	9040080153
5	Natasha Jha	Head Projects, Technology and Improvement	Member	natashagupta@tatasteel.com	9231002285
6	Naveen Shrivastava	Head Mining Saruabil & Kamarda	Member	naveen@tatasteel.com	6287090160
7	Santosh Ranjan	External	Independent Member	380357@gmail.com	9234513531
8	Anuradha Mohapatra	External	Independent Member	mahapatraanuradha@gmail.com	9861023010
9	Katnala Sujata	Asst. Manager Procurement	Convenor	katnala.sujata5@tatasteel.com	9238407291

*Please refer to POSH guidelines of Tata Steel for details

Kindly contact Corporate Ethics Team if you need more information on policy

For reporting ethical violations:

Toll Free Number - 18001020875, Email: tatasteel@ethicshelpline.co.in, Web Portal: www.in.kpmg.com/ethicshelpline/tslindia