

## SOCIAL ACCOUNTABILITY POLICY

Tata Steel is committed to protect the rights of its people, both employed and contracted. We are dedicated to improve labour conditions and social performance within the organisation and across all stakeholders. As a founding signatory to the United Nations Global Compact (UNGC), Tata Steel supports the UNGC Principles derived from the 1948 Universal Declaration of Human Rights (UDHR).

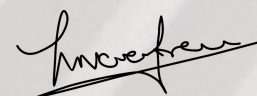
Tata Steel is committed to complying with local, national, and all other applicable laws and prevailing industry standards.

Tata Steel is committed to adhering to the following foundational elements based on the SA8000:2014 Standard:

- We shall not employ **child labour** or people under 18 years of age.
- We shall not engage in or support the use of **forced or compulsory labour**. We promote an environment in which the people can work voluntarily without any threat of punishment or retaliation.
- We shall provide a **healthy and safe** working environment for everyone.
- We shall respect the right to **freedom of association** and recognise that people and their organisations are at liberty to take up their issues collectively in good faith.
- We shall provide all our employees and qualified applicants for employment with **equal opportunity, without discrimination** of any kind. We shall exercise positive discrimination in favour of socially disadvantaged communities, provided potential employees fulfil our merit-based criteria.
- We shall treat all our personnel with dignity and respect and prohibit threats or the use of **disciplinary practices** that undermine peoples' dignity. All disciplinary actions shall be in accordance with law.
- We are committed to conducting all **security** operations in adherence to human rights principles.
- We shall comply with all applicable laws and industry standards, ensuring that people are provided with **appropriate time off** for meals and breaks while demonstrating **effective fatigue management** processes. We shall ensure that people are offered to do **overtime** only when accepted voluntarily and overtime hours are rewarded at a premium as per the applicable laws. The people shall be provided with paid **leave** that meets or exceeds all statutory requirements and applicable laws.
- We shall ensure that our people are paid **wages**, in monetary means only and in full, and equally for equal work at the base level. However, pay may be differentiated based on skill, performance, and experience, meeting or exceeding the minimum wages laid out legally and in compliance with all applicable laws or local industry standards.
- We are committed to promoting human rights practices within our **supply chain through** various engagement forums and integrating these practices as part of the vendor registration criteria.
- We shall continuously track our human rights and social performance through effective **management systems**. When identified, all system abnormalities shall be promptly addressed through the implementation of adequate countermeasures.

This policy is applicable to Tata Steel Ltd. and covers its people, both employed and contracted, deployed at all its locations across India.

Tata Steel is obligated to formulate guidelines and procedures to ensure policy implementation and make necessary disclosures in line with national and global standards.



**T V Narendran**  
CEO & Managing Director

Date: February 25, 2025

