

Policy on Prevention of Sexual Harassment (POSH) at Workplace

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

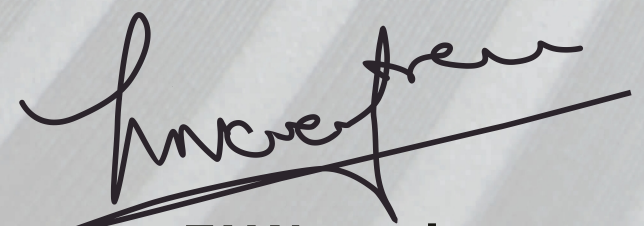
The TATA STEEL LIMITED shall provide healthy working environment that enables employees to work without fear of prejudice, gender bias, sexual harassment and all forms of intimidation or exploitation. The Company believes that all stakeholders irrespective of their gender identity, gender expression,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

In continuation with our endeavor 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 workplace. 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 Internal Committee or Complaint Officer designated by the Circular.

Date : November 25, 2022



T V Narendran
CEO & Managing Director

