

## **SOCIAL ACCOUNTABILITY POLICY**

### **(HUMAN RIGHTS at the WORKPLACE)**

Tata Steel is committed to protect workers' rights and improve labour conditions and social performance within the organization and also in all its stakeholder partnerships and relationships. A founder signatory to the United Nations Global Compact (UNGC), Tata Steel supports the Principles of the UNGC, which are derived from the 1948 Universal Declaration of Human Rights (UDHR).

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

Management of Tata Steel has chosen to comply with SA8000 Standard and is committed to conform to the following foundational elements:

- **Child Labour:** Tata Steel since inception has followed the practice of not engaging workers who are less than 18 years of age in its workforce.
- **Forced or Compulsory Labour:** Tata Steel does not engage or support the use of forced or compulsory labour. It promotes an environment for the workforce to work voluntarily, without any threat of punishment or retaliation.
- **Health and Safety:** Tata Steel is committed to providing a healthy and safe working environment for all personnel employed or contracted by Tata Steel.
- **Freedom of Association:** Tata Steel respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination in the workplace.
- **Non Discrimination:** In consonance with Tata Code of Conduct, Tata Steel provides equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind. Tata Steel exercises positive discrimination in favour of socially disadvantaged communities, provided potential employees fulfil its merit based criteria.
- **Disciplinary Practices:** Tata Steel has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.
- **Security Practices:** The security practices of Tata Steel are drafted to ensure due considerations of human rights under all circumstances.
- **Working Hours:** Tata Steel complies with applicable laws and industry standards on working hours.
- **Compensation Practices:** Tata Steel ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally or as per local industry standards.
- **Supply Chain Practices:** Tata Steel promotes human rights practices in its supply chain through various engagement forums, training, surveys, third-party audits and by inclusion as a criterion in vendor registration process.
- **Management System:** The Company continuously tracks its human rights and social performance through establishing effective management systems. Any complaint or grievance is addressed judiciously and used as input to further improve the systems and processes.

**Date : November 1, 2017**



**T V Narendran**  
CEO & Managing Director

