

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

Reporting Period		Year Ended March 31, 2017					
In accordance		Comprehensive					
Assurance by		Bureau Veritas (I) P Ltd					
General Standard Disclosure	Page Number & Reference	Identified Omissions	Reasons for Omission	Explanation	External Assurance	BRR NVG UNGC WSA	
G4-1	Leadership Statement; Pages- 10-14	-	-	-	Yes	BRR A-2	
G4-2	Risks & Opportunities; Pages- 29	-	-	-	Yes	BRR A-2 BRR C-2	
G4-3	Org Overview and External Environment; Pages- 5,67-70	-	-	-	Yes	BRR A-1	
G4-4							
G4-5							
G4-6							
G4-7							
G4-8							
G4-9	Org Overview and External Environment; Pages- 5,67-70 People; Pages- 30-35	-	-	-	Yes	-	
G4-10							
G4-11	Operational Excellence; Pages- 40-43	-	-	-	Yes	-	
G4-12							
G4-13	Org Overview and External Environment; Pages- 2,5 People; Pages- 30-35	-	-	-	Yes	-	
G4-14							
G4-15	Stakeholder Engagement; Pages- 22-23	-	-	-	Yes	-	
G4-16							
G4-17	Org Overview and External Environment, Materiality Section; Pages- 5,67-70, 62	-	-	-	Yes	BRR A-2	
G4-18							
G4-19	About the report; Pages – 2	-	-	-	Yes	BRR A-2	
G4-20							
G4-21							
G4-22	Org Overview and External Environment, Stakeholder engagement section; Pages- 5,67-70, 62	-	-	-	Yes	-	
G4-23							
G4-24							
G4-25							
STAKEHOLDER ENGAGEMENT – Material Issue/ Governance G4 45/ NVG Principle 4/ BRR B-1 Principle 4 & 7							
REPORT PROFILE							
G4-26	About the Report – inside page of front cover	-	-	-	Yes	BRR A-2	
G4-27							
G4-28							
G4-29							
G4-30							
G4-31							
G4-32							
G4-33							

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

GOVERNANCE STRUCTURE AND AUTHORITY – Material Issue/ NVG Principle 1/ BRR Principle B-1 Principle 1						
G4-34	Corporate Governance Report; Pages - 108-125					
G4-35						
G4-36						
G4-37						
G4-38					Yes	-
G4-39						
G4-40						
G4-41						
G4-42						
HIGHEST GOVERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION						
G4-43	Corporate Governance Report;				Yes	-
G4-44	Pages- 108-125					
HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT						
G4-45	Corporate Governance Report;				Yes	NVG
G4-46	Pages - 108-125					Principle 4
HIGHEST GOVERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING						
G4-47	Corporate Governance Report;				Yes	BRR A-2
G4-48	Pages- 108-125					
G4-48	Corporate Governance Report;				Yes	BRR A-2
G4-48	Pages- 108-125					
HIGHEST GOVERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE						
G4-49	Corporate Governance Report;				Yes	BRR A-2
G4-50	Pages- 108-125					
G4-50	Corporate Governance Report;				Yes	-
G4-50	Pages- 108-125					
REMUNERATION AND INCENTIVES						
G4-51	Corporate Governance Report; Pages- 108-125					
G4-52						
G4-53					Yes	-
G4-54						
G4-55						
ETHICS AND INTEGRITY – Material Issue/ NVG Principle 1 / BRR B-1 Principle 1/ UNGC Principle 10						
G4-56	Compliance Ethics & Governance – Pages 56-57					
G4-57					Yes	BRR B-1
G4-58						Principle 1
Part-2 SPECIFIC STANDARD DISCLOSURES - Economic Performance						
ECONOMIC PERFORMANCE – Material Issue under MMSS						
G4-DMA	Our Approach to Value Creation – Pages- 20-21					
G4-EC1	Statement of Profit and Loss – Page 173				Yes	WSA Indicator 7
G4-EC2	Risks & Opportunities: Pages- 29					WSA Indicator 8
G4-EC3	Not Material					
G4-EC4	None					
MARKET PRESENCE						
G4-DMA	Not Material					
G4-EC5					Yes	-
G4-EC6						

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

INDIRECT ECONOMIC IMPACTS AND COMMUNITY DEVELOPMENT – Material Issue/ NVG Principle 8/ BRR B-1 Principle 8						
G4-DMA	Community Development pages – 52-56	-	-	-	Yes	-
G4-EC7	Not Material	-	-	-	Yes	-
G4-EC8						
PROCUREMENT PRACTICES						
G4-DMA	Not Material	-	-	-	Yes	-
G4-EC9						
Part-2 SPECIFIC STANDARD DISCLOSURES – Environment / NVG Principle 6/ BRR B-1 Principle 6/ UNGC Principle 7-9						
MATERIALS – Material Issue						
G4-DMA	Responsible Behaviour; Pages- 48-51, Business Model; Pages 14-15	-	-	-	Yes	NVG Principle 2.6
G4-EN1		-	-	-		WSA Indicator 3 BRR B-1 Principle 2
G4-EN2		-				
ENERGY – Material Issue						
G4-DMA	Our Approach to Value Creation – Pages- 20-21; Responsible Behaviour; Pages- 48-51	-	-	-	Yes	UNGC Principle 9
G4-EN3	Operational Excellence; Pages- 42-43	-	-	-	Yes	WSA Indicator 2 Energy Intensity
G4-EN4	Not Material	-	-	-	Yes	-
G4-EN5	Operational Excellence; Pages- 42-43	-	-	-	Yes	UNGC Principle 9
G4-EN6						
G4-EN7	Not Material	-	-	-	Yes	-
WATER – Material Issue						
G4-DMA	Our Approach to Value Creation; Pages- 20-21 Responsible Behaviour; Pages- 48-51	-	-	-	Yes	UNGC Principle 9
G4-EN8						
G4-EN9						
G4-EN10						
BIODIVERSITY – Material Issue						
G4-DMA	Our Approach to Value Creation – Sustainable Operations; Pages- 20-21; Responsible Behaviour; Pages- 48-51	-	-	-	Yes	-
G4-11						
G4-12						
MM1						
MM2						
G4-13						
G4-14						

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

EMISSIONS – Material Issue						
G4-DMA + MM Commentary	Our Approach to Value Creation; Pages- 20-21; Responsible Behaviour; Pages- 48-51				Yes	UNGC Principle 9 WSA Indicator 1
G4-EN15						
G4-EN16						
G4-EN17						
G4-EN18						
G4-EN19						
G4-EN20						
G4-EN21 + MM Commentary						
EFFLUENTS AND WASTE						
G4-DMA + MM Commentary	Our Approach to Value Creation – Pages- 20-21; Responsible Behaviour; Pages- 48-51				Yes	UNGC Principle 9 WSA Indicator 3
G4-EN22						
G4-EN23						
G4-EN24						
MM 3						
G4-EN25						
G4-EN26						
PRODUCTS & SERVICES						
G4-DMA	Growth and Customer Focus; Pages – 36-39; Innovation Pages - 45-47				Yes	-
G4-EN27						
G4-EN28						
COMPLIANCE						
G4-DMA	Corporate Governance Report; Pages- 108-125				Yes	-
G4-EN29						
TRANSPORT						
G4-DMA	Responsible Behaviour; Pages- 48-51	-	-	-	Yes	-
G4-EN30	Annual	-	-	-	Yes	-
OVERALL						
G4-DMA	Responsible Behaviour; Pages- 48-51	-	-	-	Yes	WSA Indicator 4
G4-EN31	Business Model – Pages 14-15	-	-	-	Yes	-

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

SUPPLIER ENVIRONMENTAL ASSESSMENT						
G4-DMA	Not Material	-	-	-	Yes	-
G4-EN32						
G4-EN33						
ENVIRONMENTAL GRIEVANCE MECHANISMS						
G4-DMA	Not Material	-	-	-	Yes	-
G4-34	No pending grievances	-	-	-	Yes	-
Part-2 SPECIFIC STANDARD DISCLOSURES – Labour/ NVG Principle 3 / BRR B-1 Principle 3/ UNGC Principle 3-5						
EMPLOYMENT						
G4-DMA	People; Pages- 30-35	-	-	-	Yes	-
G4-LA1	Not Material	-	-	-	Yes	-
G4-LA2	People; Pages- 30-35	-	-	-	Yes	-
G4-LA3	Not Material	-	-	-	Yes	-
LABOUR MANAGEMENT RELATIONS/ NVG Principle 3.1/ UNGC Principle 3						
G4-DMA + MM Commentary	People; Pages- 30-35	-	-	-	Yes	NVG Principle 3.1
G4-LA4						
MM4						
OCCUPATIONAL HEALTH AND SAFETY – Material Issue/ NVG Principle 3.6						
G4-DMA + MM Commentary	People; Pages- 30-35	-	-	-	Yes	NVG Principle 3.6 WSA Indicator 5 LTIFR
G4-LA5						
G4-LA6 + MM Commentary						
G4-LA7						
G4-LA8						
TRAINING AND EDUCATION – Material Issue						
G4-DMA	People; Pages- 30-35	-	-	-	Yes	NVG Principle 3.7 WSA Indicator 6
G4-LA9						
G4-LA10						
G4-LA11						
DIVERSITY AND EQUAL OPPORTUNITY/ NVG Principle 5/ UNGC Principle 6						
G4-DMA	People; Pages- 30-35	-	-	-	Yes	NVG Principle 3.2,5 UNGC Principle 6
G4-LA12						
EQUAL REMUNERATION FOR WOMEN AND MEN/ NVG Principle 3.2/ UNGC Principle 6						
G4-DMA	People; Pages- 30-35	-	-	-	Yes	NVG Principle 3.2,5
G4-LA13						
SUPPLIER ASSESSMENT OF LABOUR PRACTICES						
G4-DMA	Not Material	-	-	-	Yes	NVG Principle 3.3
G4-LA14						
G4-LA15						

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

LABOUR PRACTICE GRIEVANCE MECHANISM/ NVG Principle 3.8						
G4-DMA	Corporate Governance Report; Pages - 108-125	-	-	-	Yes	-
G4-LA16	Not Material	-	-	-	Yes	-
Part-2 SPECIFIC STANDARD DISCLOSURES – Human Rights/ NVG Principle 5/ BRR B-1 Principle 5/ UNGC Principle 1-2						
G4-DMA	Responsible Behaviour; Pages- 48-51; People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	NVG Principle 3.8, 5.4 UNGC Principle 1, 2
G4-HR1						
G4-HR2						
NON DISCRIMINATION/ NVG Principle 3.1/ UNGC Principle 6						
G4-DMA	People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	UNGC Principle 1
G4-HR3						
FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING/ NVG Principle 3.1/ UNGC Principle 3						
G4-DMA	People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	-
G4-HR4						
CHILD LABOUR /NVG Principle 3.3/ UNGC Principle 4						
G4-DMA	People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	-
G4-HR5						
FORCED LABOUR/ NVG Principle 3.3/ UNGC Principle 5						
G4-DMA	People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	NVG Principle 3.3
G4-HR6						
SECURITY PRACTICES						
G4-DMA	Not Material	-	-	-	Yes	-
G4-HR7						
INDIGENOUS RIGHTS						
G4-DMA + MM Commentary	Responsible Behaviour; Pages- 48-51; People; Pages- 30-35	-	-	-	Yes	-
G4-HR8						
MM5	Not Material	-	-	-	Yes	-
ASSESSMENT						
G4-DMA	Responsible Behaviour; Pages- 48-51; People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	-
G4-HR9						
SUPPLIER HUMAN RIGHTS ASSESSMENT						
G4-DMA	Not Material	-	-	-	Yes	-
G4-HR10						
G4- HR11						
HUMAN RIGHTS GRIEVANCE MECHANISM						
G4-DMA	Responsible Behaviour; Pages- 48-51; People; Pages- 30-35; Compliance Ethics & Governance – Pages 56-57	-	-	-	Yes	-
G4-HR12						

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

Part-2 SPECIFIC STANDARD DISCLOSURES – Society/ NVG Principle 8/ BRR B-1 Principle 8							
LOCAL COMMUNITIES							
G4-DMA	Community Development pages – 52-56						
G4-SO1							
MM6							
MM7			-	-	-	Yes	-
MM8							
MM9							
MM10							
ANTI CORRUPTION – Material Issue/ UNGC Principle 10							
G4-DMA	Corporate Governance Report; Pages- 108-125						
G4-SO3							
G4-SO4			-	-	-	Yes	-
G4-SO5							
PUBLIC POLICY/ NVG Principle 7							
G4-DMA	Not Material						
G4-SO6			-	-	-	Yes	-
ANTI-COMPETITIVE BEHAVIOUR							
G4-DMA	Compliance Ethics & Governance – Pages 56-57						
G4-SO7			-	-	-	Yes	-
COMPLIANCE							
G4-DMA	Corporate Governance Report; Pages- 108-125						
G4-SO8			-	-	-	Yes	-
SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY							
G4-DMA	Not Material						
G4-SO9			-	-	-	Yes	-
G4-SO10							
GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY							
G4-DMA	Responsible Behaviour; Pages- 48-51						
G4-SO11			-	-	-	Yes	-
G4-SO12							
Part-2 SPECIFIC STANDARD DISCLOSURES – Product Responsibility/ NVG Principle 2/ BRR B-1 Principle 2 & 9							
CUSTOMER HEALTH AND SAFETY							
G4-DMA	Growth and Customer Focus pages – 36-39; Operational Excellence- Pages- 40-43; Innovation Pages - 45-47; Responsible Behaviour; Pages- 48-51						
G4-PR1			-	-	-	Yes	NVG Principle 2 BRR B-1 Principle 2
G4-PR2	Corporate Governance Report; Page 114						
		-	-	-	Yes	-	
PRODUCT AND SERVICE LABELLING							
G4-DMA	Growth and Customer Focus pages – 36-39						
G4-PR3		Compliance to BIS standards					
		-	-	-	Yes	NVG Principle 2.2	
G4-PR4	Corporate Governance Report; Page 113-114						
		-	-	-	Yes	-	
G4-PR5	Customer Satisfaction Survey score – Page 38						
		-	-	-	Yes	-	

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

MARKETING COMMUNICATIONS						
G4-DMA	Growth and Customer Focus pages – 36-39	-	-	-	Yes	-
G4-PR6	Corporate Governance Report; Page 113-114	-	-	-	Yes	-
G4-PR7						
CUSTOMER PRIVACY						
G4-DMA	Not Material	-	-	-	Yes	-
G4-PR8	Corporate Governance Report; Page 113-114	-	-	-	Yes	-
COMPLIANCE						
G4-DMA	Corporate Governance Report; Pages- 108-125	-	-	-	Yes	-
G4-PR9	None	-	-	-	Yes	-

Mapping of Tata Steel's Integrated Report 2016-17 with Other Reporting Frameworks

Document Date – July 13, 2017

LINKING PRINCIPLES TO POLICIES AND PRACTICE

NVG Principle	Business Responsibility Report	Integrated Report Content	Relevant link to Tata Steel's Policies
1 - Businesses should conduct and govern themselves with Ethics, Transparency and Accountability	Ethics, Transparency and Accountability	Corporate Governance Report	http://www.tatasteel.com/corporate/our-organisation/ethics/ ; http://www.tatasteel.com/media/5892/vigil-mechanism.pdf ; http://www.tatasteel.com/media/5819/posh.pdf
2-Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	Products Life Cycle Sustainability	Responsible Behaviour; Operational Excellence; Innovation	http://www.tatasteel.com/media/5825/sustainability.pdf , http://www.tatasteel.com/media/5806/environ.pdf ;
3- Businesses should promote the wellbeing of all employees	Employees' well-being	People	http://www.tatasteel.com/media/5823/social-accountability.pdf ; http://www.tatasteel.com/media/5809/hr.pdf
4-Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.		Community Development and Stakeholder Engagement	http://www.tatasteelindia.com/corporate/pdf/Sustainability-Policy.pdf ; http://www.tatasteel.com/media/5804/csr-a.pdf ; http://www.tatasteel.com/media/5800/affirmative-action.pdf
5-Businesses should respect and promote human rights	Human Rights	People	http://www.tatasteel.com/media/5823/social-accountability.pdf
6-Business should respect, protect, and make efforts to restore the environment	Environment	Responsible Behaviour; Operational Excellence	http://www.tatasteel.com/media/5805/energy.pdf ; http://www.tatasteel.com/media/5803/biodiversity-1.pdf
7-Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	Policy Advocacy	Corporate Governance Report	http://www.tatasteel.com/media/5804/csr-a.pdf
8- Businesses should support inclusive growth and equitable development	Inclusive Growth	Community Development and Stakeholder Engagement	http://www.tatasteelindia.com/corporate/pdf/Sustainability-Policy.pdf ; http://www.tatasteel.com/media/5804/csr-a.pdf ; http://www.tatasteel.com/media/5800/affirmative-action.pdf
9-Businesses should engage with and provide value to their customers and consumers in a responsible manner	Customer Value	Community Development and Stakeholder Engagement; Innovation	http://www.tatasteelindia.com/corporate/pdf/Sustainability-Policy.pdf ;