

## Mapping for Integrated Report for Financial Year 2017-18

### I. MAPPING OF INTEGRATED REPORT FOR FINANCIAL YEAR 2017-18 (IR) WITH SECURITIES AND EXCHANGE BOARD OF INDIA BUSINESS RESPONSIBILITY REPORT (SEBI BRR)

IR Content	SEBI BRR Framework	Page No. of IR
<b>Section A: General information about the company</b>		
Investor Contact - Corporate Identity Number	A1	127
About Tata Steel	A2	4
Investor Contact - Registered Office	A3	127
Investor Contact -Website	A4	
Name, designation & address of Compliance Officer - Company Secretary email id	A5	
Reporting Period	A6	Front inside cover
Principle Activities and Revenue Streams	A7	6
Key Products and Market Segments	A8	7
Our Footprint	A9	9
Key Products and Market Segments, Our Footprint	A10	7, 9
<b>Section B: Financial details of the company</b>		
Statement of Profit and Loss	B1	195-199
	B2	
	B3	
Annexure 3 - Annual Report on Corporate Social Responsibility Activities: Financial Details	B4	111
Annexure to the Corporate Social Responsibility Annual Report	B5	112-113
<b>Section C: Other details</b>		
Annexure-9: Information on Subsidiaries, Joint Ventures or Associates, Statement of net assets and profit or loss attributable to owners and minority interest	C1	147, 378-386
Each subsidiary company located at India has its own CSR activities in its respective area of operations	C2	-
Tata Steel supports and encourages standalone/independent activities by other entities with the exception of its wholly owned subsidiary Jamshedpur Utilities & Services Company Limited (JUSCO). Some of the entities in the value chain including suppliers and channel partners participate in its BR initiatives but the percentage of such entities is less than 30%.	C3	-
<b>Section D: BR Information</b>		
Key Managerial Personnel, Table A: Composition of the Board and Directorships held as on March 31, 2018 (email: cosec@tatasteel.com)	D1	87, 114
Sustainability, weblink: <a href="http://www.tatasteel.com/corporate/our-organisation/policies/">http://www.tatasteel.com/corporate/our-organisation/policies/</a>	D2	66-72, 80-85
People – Safety and Health, Sustainability Review and Governance, Corporate Social Responsibility and Sustainability Committee, weblink: <a href="http://www.tatasteel.com/investors/integrated-reportannual-report/">http://www.tatasteel.com/investors/integrated-reportannual-report/</a>	D3	32, 70-72, 114-129

<b>Section E: Principle-wise performance</b>		
<b>Principle 1</b>		
Ethics and Governance, weblink: <a href="http://www.tatasteel.com/corporate/our-organisation/ethics/">http://www.tatasteel.com/corporate/our-organisation/ethics/</a> - Tata Code of Conduct, Vigil Mechanism	P1-1	66-68, 89, 121
Ethics and Governance – Concerns, Details of complaints received and resolved during the Financial Year 2017-18	P1-2	69, 119
<b>Principle 2</b>		
Customer Focus, Innovation; Sustainability, Environment, Climate Change, Health and Safety, New Product Development, Research and Development	P2-1	38-41, 47; 80-83
	P2-2	
Supply Chain – Key enablers and initiatives, Our Performance	P2-3	52-53
	P2-4	
Responsible Behaviour (Environment)-Slag utilization, GGBS	P2-5	54-55, 58
<b>Principle 3</b>		
Business Model: Key Inputs - Human Capital	P3-1	20
-	P3-2	-
Business Model: Outcomes - Human Capital (% women in workforce)	P3-3	21
People: Employer of Choice – Diversity and Inclusion	P3-4	35-36
Human Resources Management & Industrial Relations	P3-5	84
-	P3-6	-
Ethics and Governance – Concerns, Details of complaints received and resolved during the Financial Year 2017-18	P3-7	69, 119
People: Safety and Health, Capability Development	P3-8	32-34, 36
<b>Principle 4</b>		
Stakeholder Engagement	P4-1	22-25
Stakeholder Engagement, Responsible Behavior (Community), People – Diversity and Inclusion, Supply Chain - Key enablers and initiatives	P4-2	22, 36, 52, 60
Responsible Behavior (Community), Supply Chain, People – Diversity and Inclusion	P4-3	36, 52, 60-67
<b>Principle 5</b>		
Supply Chain, Stakeholder Engagement : Suppliers, <a href="http://www.tatasteel.com/corporate/our-organisation/ethics/">http://www.tatasteel.com/corporate/our-organisation/ethics/</a> , <a href="http://www.tatasteel.com/media/5823/social-accountability.pdf">http://www.tatasteel.com/media/5823/social-accountability.pdf</a>	P5-1	23, 51
Ethics and Governance – Concerns, Details of complaints received and resolved during the Financial Year 2017-18	P5-2	69, 119
<b>Principle 6</b>		
The Environmental Policy of Tata Steel cover all manufacturing & mining sites and own employees & contractors of the company. <a href="http://www.tatasteel.com/media/5806/envIRON.pdf">http://www.tatasteel.com/media/5806/envIRON.pdf</a>	P6-1	-
Responsible Behaviour (Environment)	P6-2	54-59
	P6-3	
	P6-4	
	P6-5	
-	P6-6	-
Show cause notices	P6-7	260-261

<b>Principle 7</b>		
Thought Leadership with Participation in National and International Forums, Our Partnerships	P7-1	71, 72
	P7-2	
<b>Principle 8</b>		
Responsible Behavior (Community), Annexure 3 - Annual Report on Corporate Social Responsibility Activities	P8-1	60-65, 111-113
	P8-2	
	P8-3	
Performance Highlights – Social Capital, Responsible Behavior (Community), Annexure 3 - Annual Report on Corporate Social Responsibility Activities	P8-4	3, 60-65, 111-113
Responsible Behavior (Community), Annexure 3 - Annual Report on Corporate Social Responsibility Activities	P8-5	60-65, 111-113
<b>Principle 9</b>		
Performance Highlights: Relationship Capital, Customer Focus: Our Performance, Business Model: Outcomes – Relationship Capital	P9-1	3, 40, 21
-	P9-2	-
-	P9-3	-
Performance Highlights: Relationship Capital, Customer Focus: Our Performance, Business Model: Outcomes – Relationship Capital	P9-4	3, 40, 21

## II. MAPPING OF INTEGRATED REPORT FOR FINANCIAL YEAR 2017-18 (IR) WITH GRI G4 GUIDELINES

IR Content	GRI G4 Guideline	Page No. of IR
<b>Strategy and Analysis</b>		
Chairman’s Message, A Dialogue with the CEO and CFO	G4-1	12-17
Risk Management	G4-2	30-31
<b>Organizational Profile</b>		
Front cover	G4-3	
Principle Activities and Revenue Streams, Key Products and Market Segments	G4-4	6-7
Investor Contact - Registered Office	G4-5	127
Key Products and Market Segments, Our Footprint	G4-6	7,9
Ownership Structure	G4-7	6
Key Products and Market Segments, Our Footprint	G4-8	7,9
Performance Highlights, Our Footprint, Business Model: Inputs - Human Capital	G4-9	2-3, 9, 20
Business Model: Inputs - Human Capital, Business Model: Outcomes - Human Capital (% women in workforce), People – Our Performance	G4-10	20, 21, 37
Supply Chain	G4-12	50-53
Our Footprint, Ownership Structure	G4-13	9, 6
Thought Leadership with Participation in National and International Forums, Our Partnerships	G4-15, G4-16	71-72
Our Approach to Reporting	G4-17, G4-18	Front inside cover
Our Approach to Reporting, Stakeholder Engagement – Material issues	G4-19, G4-20, G4-21	Front inside cover, 20
Our Approach to Reporting	G4-23	Front inside cover
<b>Stakeholder Engagement</b>		
Stakeholder Engagement	G4-24, G4-25, G4-26, G4-27	22-25
<b>Report Profile</b>		
Our Approach to Reporting	G4-28, G4-29, G4-30	Front inside cover
Name, Designation & Address of Compliance Officer	G4-31	127
Assurance Statement	G4-32, 33	<a href="http://www.tatasteel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/">http://www.tatasteel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/</a>
<b>Governance</b>		
Board of Directors, Sustainability Review and Governance, Annexure 4 - Corporate Governance Report	G4-34	10-11, 70, 114-121
<b>Ethics and Integrity</b>		
Ethics and Governance, Vigil Mechanism	G4-56	66-69, 89, 121
<b>Category: Economic</b>		
<b>Aspect: Economic Performance</b>		
Employee benefits expense, Employee benefits, Retirement benefit obligations	G4-EC1, G4-EC3, G4-EC4	249, 252-258, 245
Risks Management, Responsible Behavior (Environment)	G4-EC2	30-31, 54-58
<b>Aspect: Market Presence</b>		
Annexure 7: Particulars Of Remuneration	G4-EC5	135

IR Content	GRI G4 Guideline	Page No. of IR
<b>Aspect: Indirect Economic Impacts</b>		
Responsible Behavior (Community), Annexure 3 - Annual Report on Corporate Social Responsibility Activities, Supply Chain – Affirmative Action	G4-EC7, G4-EC8	60-65, 111-113, 52
<b>Aspect: Procurement Practices</b>		
Our Approach to Reporting, Supply Chain – Affirmative Action	G4-EC9	Front inside cover, 50-53
<b>Category: Environmental</b>		
<b>Aspect: Materials</b>		
Responsible Behaviour (Environment), Operational Excellence	G4-EN1, G4-EN2	54-55, 42-45
<b>Aspect: Energy</b>		
Responsible Behaviour (Environment), Operational Excellence	G4-EN3, G4-EN5, G4-EN6	54-55, 42-45
<b>Aspect: Water</b>		
Responsible Behaviour (Environment) - Water	G4-EN8, G4-EN10	56-57, 59
<b>Aspect: Biodiversity</b>		
Responsible Behaviour (Environment) - Biodiversity	G4-EN11, G4-EN12, G4-EN13, MM2	54, 56-57
<b>Aspect: Emissions</b>		
Responsible Behaviour (Environment) – GHG Emissions	G4-EN15, G4-EN16, G4-EN17, G4-EN18, G4-EN19,	54-55, 59
Responsible Behaviour (Environment) – SOx and NOx Emissions	G4-EN21	59
<b>Aspect: Effluents and Waste</b>		
Responsible Behaviour (Environment) - Water	G4-EN22, G4-EN23	56-57, 59
Responsible Behaviour (Environment) – Waste Management, GGBS, Slag Utilization	G4-EN25	54-55, 57-59
<b>Aspect: Products and Services</b>		
-	G4-EN27, G4-EN28	-
<b>Aspect: Transport</b>		
Supply Chain	G4-EN30	50-53
<b>Aspect: Overall</b>		
Business Model: Key Inputs – Financial Capital	G4-EN31	20
<b>Aspect: Supplier Environmental Assessment</b>		
-	G4-EN32, G4-EN33	-
<b>Aspect: Environmental Grievance Mechanisms</b>		
-	G4-EN34	-
<b>Category: Social</b>		
<b>Sub-category: Labor Practices and Decent Work</b>		
<b>Aspect: Employment</b>		
Business Model: Outcomes - Human Capital	G4-LA1	21
-	G4-LA2, G4-LA3	-
<b>Aspect: Labor/Management Relations</b>		
-	G4-LA4	-
<b>Aspect: Occupational Health and Safety</b>		
People -Safety and Health, Sustainability Review and Governance	G4-LA5	32, 70

<b>IR Content</b>	<b>GRI G4 Guideline</b>	<b>Page No. of IR</b>
People -Safety and Health	G4-LA6, G4-LA7, G4-LA8	32-34
<b>Aspect: Training and Education   Aspect: Diversity and Equal Opportunity   Aspect: Equal Remuneration for Women and Men</b>		
People – Employer of Choice	G4-LA9, G4-LA10, G4-LA12	35-37
-	G4-LA11, G4-LA13	-
<b>Aspect: Supplier Assessment for Labor Practices</b>		
-	G4-LA14, G4-LA15	-
<b>Aspect: Labor Practices Grievance Mechanisms</b>		
Ethics and Governance	G4-LA16	69
<b>Sub-category: Human Rights – All aspects</b>		
Supply Chain, Stakeholder Engagement – Suppliers	-	51, 23
<b>Sub-category: Society</b>		
<b>Aspect: Local Communities</b>		
Stakeholder Engagement – Community, Responsible Behavior (Community)	G4-S01, G4-S02	22-23, 60-65
<b>Aspect: Anti-corruption</b>		
Ethics and Governance	G4-S03, G4-S04, G4-S05	66-69
<b>Sub-category: Product Responsibility</b>		
Performance Highlights: Relationship Capital, Customer Focus: Our Performance, Business Model: Outcomes – Relationship Capital	G4-PR5	3, 40, 21

### III. MAPPING OF INTEGRATED REPORT FOR FINANCIAL YEAR 2017-18 (IR) WITH GRI STANDARDS

IR content	GRI Standard	Page No.
About Tata Steel	GRI 102-1,3,5	4-5
Principle Activities and Revenue Streams, Key Products and Market Segments	GRI 102-2	6-7
Key Products and Market Segments, Our Footprint	GRI 102-4,6,7	7, 9
Business Model: Inputs - Human Capital	GRI 102-8	20
Performance Highlights: Relationship Capital, Supply Chain	GRI 102-9	3, 50-53
Thought Leadership with Participation in National and International Forums, Our Partnerships	GRI 102-12,13	71-72
Chairman's Message, A Dialogue with the CEO and CFO	GRI 102-14	12-17
Risk Management	GRI 102-15	30-31
Ethics and Governance	GRI 102-16,17	66-69
Sustainability Review and Governance, Annexure 4 - Corporate Governance Report	GRI 102 – (18-34)	70-72, 114-121
Annexure 6 -Remuneration Policy of Directors, KMPs and other employees, Annexure 7 – Particulars of Remuneration	GRI 102 – (35-39)	133-138
Stakeholder Engagement	GRI 102 - 40,41,42,43,44	22-25
Annexure-9: Information on Subsidiaries, Joint Ventures or Associates, Statement of net assets and profit or loss attributable to owners and minority interest	GRI 102-45	147, 378-386
Stakeholder Engagement - Top Material Issues	GRI 102-47	22
Our Approach to Reporting	GRI 102-46, 49,50,51,52,54	Front inside cover
Name, Designation & Address of Compliance Officer	GRI 102-53	127
Mapping sheet	GRI 102-55	<a href="http://www.tatasteel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/">http://www.tatasteel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/</a>
External Assurance	GRI 102-56	<a href="http://www.tatasteel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/">http://www.tatasteel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/</a>
Corporate Governance Report, Board of Directors, Sustainability Review and Governance	GRI 102-(18-34)	10-11, 70
People -Safety and Health, Sustainability Review and Governance	GRI 102-21	32, 70
Annexure 7: Particulars Of Remuneration	GRI 102-35-39	135
Strategy Planning and Deployment Process, Sustainability Review and Governance	GRI 103-1,2,3	26-29, 70

<b>IR content</b>	<b>GRI Standard</b>	<b>Page No.</b>
Statement of Profit and Loss	GRI 201-1	195-199
Risks Management, Responsible Behavior (Environment)	GRI 201-2	30-31, 54-58
Employee benefits expense, Employee benefits, Retirement benefit obligations	GRI 201-3	249, 252-258, 245
Statutory Reports	GRI 202	-
Responsible Behavior (Community), Annexure 3 - Annual Report on Corporate Social Responsibility Activities, Supply Chain – Affirmative Action	GRI 203	60-65, 111-113, 52
Supply Chain	GRI 204	50-53
Ethics and Governance	GRI 205	66-69
Responsible Behaviour (Environment), Operational Excellence	GRI 301, 302	54-55,42-45
Responsible Behaviour (Environment)	GRI 303-307	54-59
People	GRI 401, 402, 403, 404, 405	32-37
Supply Chain, Stakeholder Engagement – Suppliers	GRI 406-412	51, 23
Stakeholder Engagement – Community, Responsible Behavior (Community)	GRI 413-1	23, 60-65
Supply Chain	GRI 308, 414	50-53
Customer Focus	GRI 416,417,418	38-41
Details of non-compliance	GRI 419	120



**IV. MAPPING OF INTEGRATED REPORT FOR FINANCIAL YEAR 2017-18 (IR) WITH UNGC PRINCIPLES**

IR content	UNGC COP element and Principles covered	Page No.
Strategic Objectives and Enablers, Sustainability Review and Governance	Strategy, Governance and Engagement	28-29, 70-72
Our Approach to Value Creation	UN Goals and Issues	16-17
Responsible Behaviour (Environment)	Environment (Principles 7,8,9)	54-59
People	Labour (Principles 3,4,5,6)	32-37
Supply Chain, Stakeholder Engagement – Suppliers	Human Rights (Principles 1,2)	51, 23
External Assurance	Verification and Transparency	<a href="http://www.tatateel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/">http://www.tatateel.com/investors/integrated-reportannual-report/integrated-report-annual-accounts-2017-18-111th-year-and-related-documents/</a>
Ethics and Governance	Anti-corruption (Principle 10)	66-69
Annexure 4 - Corporate Governance Report, Stakeholder Engagement	Governance	114-121, 22-25

**V. MAPPING OF INTEGRATED REPORT FOR FINANCIAL YEAR 2017-18 (IR) WITH WSA INDICATORS**

<b>IR content</b>	<b>WSA indicator</b>	<b>Page No.</b>
Responsible Behaviour (Environment) -Our Performance, Business Model: Outcomes – Natural Capital	Greenhouse gas emissions	59, 21
Business Model: Key Inputs – Natural Capital, Operational Excellence – Our Performance	Energy Intensity	20, 45
Responsible Behaviour (Environment) – Year-on-year increase in the utilisation of LD slag, Our Performance <i>(we report on solid waste utilization in the report)</i>	Material Efficiency	54, 59
Environment, Tata Steel Group Operations -TSK	Environmental Management Systems	81, 96
People	Lost time injury frequency rate	32, 34
People – Our performance	Employee training	37
Innovation: Our Performance - R&D Spend	Investment in new processes and products	49