



Governance Systems

A strong focus on Value Creation and Corporate Citizenship has helped the Tata Steel Group build an enviable corporate reputation founded on ethical and transparent approaches.

The Tata Code of Conduct

The Tata Code of Conduct is a periodically reviewed document that takes into account business practices in different parts of the globe. It is meant to be a guiding principle and is shared with all stakeholders – including employees, partners, vendors, suppliers, contractors, etc. – as it governs all aspects of fair practice.



Committees

Several focused Committees have been constituted by the Board who meet periodically to review their respective terms of reference. These include:

- The Audit Committee
- Executive Committee of the Board
- The Remuneration Committee
- Investors' Grievance Committee
- Ethics and Compliance Committee
- Safety, Health and Environment Committee
- Committee of Investments and Projects



Management of Business Ethics

The business ethos of the Tata Code of Conduct is deployed through a specially formulated structure called the Management of Business Ethics (MBE). It is based on the four pillars of:

- Leadership
- Communication and Awareness
- Compliance Structure
- Evaluation of Effectiveness



Policies

A number of policies have been put into place to ensure that governance standards are met. They are based on zero tolerance towards corruption and unethical behaviour. These include:

- The Gift Policy
- Whistle Blower Policy
- Whistle Blower Reward Policy
- Vendors Whistle Blower Policy
- Sexual Harassment Prevention and Redressal Guidelines

