

## ESG INDICATORS FACTSHEET

## Tata Steel ESG Indicators Factsheet FY 2021-22

Tata Steel Standalone, Tata Steel Long Products, Tata Steel United Kingdom (UK), Tata Steel Netherlands and Tata Steel Thailand account for ~ 90% of our global group turnover. This Factsheet represents our ESG performance for these entities.

Note: In FY 2021-22 Standalone figures include performance of the newly amalgamated erstwhile business of Tata Steel BSL Limited.

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Basic information</b>						
<b>Crude Steel Production</b>						
Tata Steel Standalone	MnT	12.48	13.23	13.16	12.19	18.38
Tata Steel Long Products Limited - Gamharia	MnT	-	-	0.59	0.65	0.68
Tata Steel UK	MnT	3.51	3.13	3.38	3.27	3.40
Tata Steel Netherlands	MnT	6.90	6.90	6.62	6.07	6.45
Tata Steel Thailand	MnT	1.20	1.03	0.99	1.09	1.31
<b>Environmental</b>						
<b>CO<sub>2</sub> emissions (based on worldsteel user guide V9.5)</b>						
<b>Tata Steel Standalone - Jamshedpur, Kalinganagar, Meramandali</b>						
Absolute emissions - Scope 1+1.1	MnT	30.5	31.7	31.1	29.4	46.2
Absolute emissions - Scope 2	MnT	1.2	1.2	1.1	1.0	1.7
Absolute emissions - Scope 3	MnT	-2.0	-1.8	-1.8	-2.0	-3.2
Total absolute emissions (Scope 1+1.1+2+3)	MnT	29.7	31	30.4	28.3	44.7
CO <sub>2</sub> emissions intensity	tCO <sub>2</sub> /tcs	2.37	2.35	2.31	2.32	2.43
<b>Tata Steel Long Products Limited - Gamharia</b>						
Absolute emissions - Scope 1	MnT	-	-	3.0	3.1	3.2
Absolute emissions - Scope 2	MnT	-	-	0.0	0.0	0.0
Absolute emissions - Scope 3	MnT	-	-	-0.3	-0.4	-0.3
Total absolute emissions (Scope 1+2+3)	MnT	-	-	2.7	2.8	3.0
CO <sub>2</sub> emissions intensity	tCO <sub>2</sub> /tcs	-	-	4.52	4.29	4.39
<b>Tata Steel UK</b>						
Absolute emissions - Scope 1	MnT	7.0	6.4	7.1	6.5	6.9
Absolute emissions - Scope 2	MnT	0.5	0.4	0.4	0.3	0.4
Absolute emissions - Scope 3	MnT	0.6	0.5	0.5	0.5	0.4
Total absolute emissions (Scope 1+2+3)	MnT	8.1	7.4	8.0	7.3	7.7
CO <sub>2</sub> emissions intensity (Port Talbot)	tCO <sub>2</sub> /tcs	2.18	2.21	2.22	2.14	2.16
<b>Tata Steel Netherlands</b>						
Absolute emissions - Scope 1+1.1	MnT	13	12	12	11	12
Absolute emissions - Scope 2	MnT	(0.15)	(0.18)	(0.13)	(0.06)	(0.10)
Absolute emissions - Scope 3	MnT	0.08	0.15	0.16	0.17	0.27
Total absolute emissions (Scope 1+1.1+2+3)	MnT	13	12	12	11	12
CO <sub>2</sub> emissions intensity (IJmuiden)	tCO <sub>2</sub> /tcs	1.79	1.77	1.76	1.77	1.78
<b>Tata Steel Thailand</b>						
Absolute emissions - Scope 1	MnT	0.2	0.2	0.2	0.2	0.2
Absolute emissions - Scope 2	MnT	0.4	0.4	0.4	0.4	0.5
Absolute emissions - Scope 3	MnT	0.1	0.1	0.1	0.1	0.1
Total absolute emissions (Scope 1+2+3)	MnT	0.7	0.7	0.7	0.7	0.8
CO <sub>2</sub> emissions intensity	tCO <sub>2</sub> /tcs	0.62	0.64	0.67	0.64	0.61

Calculations of Scope 1, 2, 3 emissions are as per worldsteel methodology

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>GHG emissions (based on GHG Protocol)</b>						
<b>Tata Steel Standalone</b>						
Absolute emissions - Scope 1	MnT	-	-	-	32.5	49.7
Absolute emissions - Scope 2	MnT	-	-	-	3.9	5.1
Absolute emissions - Scope 3	MnT	-	-	-	5.2	6.4
Total absolute emissions (Scope 1+2+3)	MnT	-	-	-	41.5	61.2
<b>Tata Steel Long Products Limited</b>						
Absolute emissions - Scope 1	MnT	-	-	-	3.9	4.1
Absolute emissions - Scope 2	MnT	-	-	-	0.0	0.0
Absolute emissions - Scope 3	MnT	-	-	-	0.6	0.6
Total absolute emissions (Scope 1+2+3)	MnT	-	-	-	4.5	4.7
<b>Tata Steel UK</b>						
Absolute emissions - Scope 1	MnT	-	-	-	6.6	7.0
Absolute emissions - Scope 2	MnT	-	-	-	0.2	0.2
Absolute emissions - Scope 3	MnT	-	-	-	1.0	1.0
Total absolute emissions (Scope 1+2+3)	MnT	-	-	-	7.7	8.3
<b>Tata Steel Netherlands</b>						
Absolute emissions - Scope 1	MnT	-	-	-	11.0	11.7
Absolute emissions - Scope 2	MnT	-	-	-	0.7	0.8
Absolute emissions - Scope 3	MnT	-	-	-	1.8	1.8
Total absolute emissions (Scope 1+2+3)	MnT	-	-	-	13.6	14.2
<b>Tata Steel Thailand</b>						
Absolute emissions - Scope 1	MnT	-	-	-	0.2	0.2
Absolute emissions - Scope 2	MnT	-	-	-	0.4	0.5
Absolute emissions - Scope 3	MnT	-	-	-	0.2	0.2
Total absolute emissions (Scope 1+2+3)	MnT	-	-	-	0.8	0.9
<b>Tata Steel Consolidated (including other TSL entities)*</b>						
Absolute emissions - Scope 1	MnT	-	-	-	66.0	75.7
Absolute emissions - Scope 2	MnT	-	-	-	4.8	5.6
Absolute emissions - Scope 3	MnT	-	-	-	12.6	11.9
Total absolute emissions (Scope 1+2+3)	MnT	-	-	-	83.4	93.2

\* worldsteel methodology allows credits due to export to various co-products / byproducts (incl. gases). No such credits are included in GHG Protocol estimation. Scope 1.1 emissions under worldsteel scope considered direct emissions under scope 1 for steelmaking sites.

Consolidated emissions of Tata Steel has been arrived at by using equity based approach

For TJS, TSK and TSM, Absolute Scope 1 emissions are 46.7 MntCO<sub>2</sub>e, Absolute Scope 2 emissions are 4.4 MntCO<sub>2</sub>e, Absolute Scope 3 emissions are 1.5 MntCO<sub>2</sub>e.

<b>Air emissions</b>						
<b>Tata Steel Standalone</b>						
Stack dust emissions	Kilo tonnes	5.75	5.59	5.04	4.10	7.22
Dust emission intensity	kg/tcs	0.46	0.42	0.38	0.34	0.39
SOx emissions	Kilo tonnes	12.50	7.37	8.57	7.83	30.40
SOx emission intensity	kg/tcs	1.00	0.56	0.65	0.64	1.65
NOx emissions	Kilo tonnes	12.81	8.89	8.70	7.53	16.01
NOx emission intensity	kg/tcs	1.03	0.67	0.66	0.62	0.87
<b>Tata Steel Long Products Limited - Gamharia</b>						
Dust emissions	Kilo tonnes	-	-	1.69	1.17	1.03
Dust emission intensity	kg/tcs	-	-	2.86	1.81	1.50
SOx emissions	Kilo tonnes	-	-	5.11	4.88	6.01
SOx emission intensity	kg/tcs	-	-	8.66	7.53	8.79
NOx emissions	Kilo tonnes	-	-	0.97	1.08	1.21
NOx emission intensity	kg/tcs	-	-	1.64	1.67	1.77

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Tata Steel UK (CY*)</b>						
Dust emissions	Kilo tonnes	2.05	1.96	1.94	2.23	1.96
Dust emission intensity	kg/tcs	0.57	0.64	0.57	0.69	0.55
SOx emissions	Kilo tonnes	7.19	7.07	7.09	6.61	4.96
SOx emission intensity	kg/tcs	2.02	2.29	2.10	2.04	1.40
NOx emissions	Kilo tonnes	4.97	3.84	4.83	5.14	5.05
NOx emission intensity	kg/tcs	1.39	1.24	1.43	1.58	1.43
<b>Tata Steel Netherlands® (CY*)</b>						
Dust emissions	Kilo tonnes	1.91	1.80	1.88	1.80	1.57
Dust emission intensity	kg/tcs	0.28	0.26	0.28	0.30	0.24
SOx emissions	Kilo tonnes	3.23	3.13	3.16	3.04	2.79
SOx emission intensity	kg/tcs	0.47	0.46	0.48	0.50	0.42
NOx emissions	Kilo tonnes	5.78	5.73	6.03	5.13	5.35
NOx emission intensity	kg/tcs	0.85	0.84	0.91	0.85	0.80
<i>*Calendar year reporting (1 January - 31 December)</i>						
<b>Water</b>						
<b>Tata Steel Standalone</b>						
Fresh water consumption	Million m <sup>3</sup>	48.7	46.3	40.8	32.9	50
Specific fresh water consumption	m <sup>3</sup> /tcs	3.90	3.50	3.10	2.7	2.71
Effluent discharge volume	Million m <sup>3</sup>	11.5	10.3	9.5	8.3	9
Effluent discharge intensity	m <sup>3</sup> /tcs	0.92	0.78	0.72	0.68	0.52
<b>Tata Steel Long Products Limited - Gamharia</b>						
Fresh water consumption	Million m <sup>3</sup>	-	-	6.79	6.78	6.99
Specific fresh water consumption	m <sup>3</sup> /tcs	-	-	7.71	7.53	6.23
Effluent discharge volume	Million m <sup>3</sup>	-	-	Zero process water discharge		
Effluent discharge intensity	m <sup>3</sup> /tcs	-	-	Zero process water discharge		
<b>Tata Steel UK (CY*)</b>						
Fresh water consumption	Million m <sup>3</sup>	17	19	22	28	31
Specific fresh water consumption	m <sup>3</sup> /tcs	4.83	6.01	6.51	8.73	8.70
Effluent discharge volume	Million m <sup>3</sup>	17	33	20	18	21
Effluent discharge intensity	m <sup>3</sup> /tcs	4.71	10.79	5.76	5.40	6.02
<b>Tata Steel Netherlands® (CY*)</b>						
Fresh water consumption	Million m <sup>3</sup>	34	34	33	32	33
Specific fresh water consumption	m <sup>3</sup> /tcs	4.95	4.96	4.93	5.20	4.76
Effluent discharge volume <sup>#</sup>	Million m <sup>3</sup>	179	182	194	185	204
Effluent discharge intensity	m <sup>3</sup> /tcs	26.3	26.6	29.0	30.4	30.6
<b>Tata Steel Thailand</b>						
Fresh water consumption	Million m <sup>3</sup>	-	1.85	1.95	1.72	1.73
Specific fresh water consumption	m <sup>3</sup> /tcs	-	1.80	1.59	1.28	1.22
Effluent discharge volume	Million m <sup>3</sup>	Zero process water discharge				
Effluent discharge intensity	m <sup>3</sup> /tcs	Zero process water discharge				
<i>*Calendar year reporting (1 January - 31 December)</i>						

@ All figures for primary steelmaking, IJmuiden production site

@ Total (scope 1+2+3): based on methodology of worldsteel, including credits for slag delivery to cement industry., Primary Steelmaking, IJmuiden production site

# sea water intake and return to sea ~161 million m<sup>3</sup>/year as for cooling Calculations of Scope 1, 2, 3 emissions are as per worldsteel V9.5 methodology

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Waste</b>						
<b>Tata Steel Standalone</b>						
Solid waste generated	Kilo tonnes	-	-	9,967	9,427	15,041
Solid waste utilised	Kilo tonnes	-	-	9,967	9,417	14,815
Solid waste sent to landfill / incineration	Kilo tonnes	-	-	-	-	-
Solid waste utilisation	%	-	-	100	99.9	98.5
<b>Tata Steel Long Products Limited - Gamharia</b>						
Solid waste generated	Kilo tonnes	-	-	-	947.2	1023.4
Solid waste utilised	Kilo tonnes	-	-	-	1,057.1	851.2
Solid waste utilisation	%	-	-	-	100	87
<b>Tata Steel UK (CY*)</b>						
Solid waste generated	Kilo tonnes	-	-	230.8	186.3	111.4
Solid waste utilised	Kilo tonnes	-	-	221.2	112.7	84.8
Solid waste sent to landfill / incineration	Kilo tonnes	-	-	4.27	3.62	6.58
Solid waste utilisation	%	-	-	95.9	60.5	76.1
<b>Tata Steel Netherlands® (CY*)</b>						
Solid waste generated	Kilo tonnes	228	193	218	201	170
Solid waste utilised	Kilo tonnes	187	143	170	159	127
Solid waste sent to landfill	Kilo tonnes	35	48	42	36	38
Solid waste utilisation	%	82.0	74.1	78.3	79.1	74.7
<b>Tata Steel Thailand</b>						
Solid waste generated	Kilo tonnes	199.7	211.1	200.7	221.6	265.9
Solid waste utilised	Kilo tonnes	199.3	210.4	200.3	221.1	265.2
Solid waste sent to landfill / incineration	Kilo tonnes	0.35	0.70	0.36	0.46	0.69
Solid waste utilisation	%	99.9	99.7	99.8	99.8	99.7
<i>*Calendar year reporting (1 January - 31 December)</i>						
<b>Energy</b>						
<b>Tata Steel Standalone</b>						
Specific energy consumption	GJ/tcs	25.11	24.35	24.17	24.11	23.62
<b>Tata Steel Long Products Limited - Gamharia</b>						
Specific energy consumption	GJ/tcs	-	-	29.16	29.25	32.47
<b>Tata Steel UK</b>						
Specific energy consumption	GJ/tcs	23.60	24.20	23.80	22.80	23.10
<b>Tata Steel Netherlands®</b>						
Specific energy consumption	GJ/tcs	20.06	19.99	19.79	20.22	20.38
<b>Tata Steel Thailand</b>						
Specific energy consumption	GJ/tcs	9.50	9.90	10.00	9.86	9.30
<b>Biodiversity</b>						
<b>Tata Steel Standalone</b>						
Total sites covered under Biodiversity Management Plans (BMPs)	%	-	-	-	52.3	61.9
<b>Tata Steel Long Products Limited - Gamharia</b>						
Total sites covered under Biodiversity Management Plans (BMPs)	Nos.	-	-	-	-	Initiated at 3 sites
<b>Tata Steel UK</b>						
Discrete sites under biodiversity management	Nos.	-	-	-	-	7

# based on crude steel production volumes

EMS - Environment Management System ®primary steelmaking, IJmuiden production site

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Management</b>						
<b>Tata Steel Standalone</b>						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
<b>Tata Steel Long Products Limited - Gamharia</b>						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
<b>Tata Steel UK</b>						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
<b>Tata Steel Netherlands</b>						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
<b>Tata Steel Thailand</b>						
Workforce (permanent+contract) working in EMS (ISO 14001) certified steel production facilities	%	-	-	100	100	100
<b>Scrap recycling</b>						
<b>Tata Steel Standalone</b>						
Steel scrap recycled (internal & external)	Kilo tonnes	-	-	-	598	1,252
Steel scrap recycled (internal & external)	%	-	-	-	4.9	6.8
<b>Tata Steel Long Products Limited - Gamharia</b>						
Steel scrap recycled (internal & external)	Kilo tonnes	-	-	21.9	20.4	29.7
Steel scrap recycled (internal & external)	%	-	-	3.7	3.2	4.3
<b>Tata Steel UK</b>						
Steel scrap recycled (internal & external)	Kilo tonnes	559	531	497	554	596
Steel scrap recycled (internal & external)	%	16.0	17.1	14.7	16.9	17.5
<b>Tata Steel Netherlands</b>						
Steel scrap recycled (internal & external)*	Kilo tonnes	1,095	1,140	1,150	1,019	1,137
Steel scrap recycled* (internal & external)	%	15.9	16.5	17.4	16.8	17.6
<b>Tata Steel Thailand</b>						
Primary raw material used is steel scrap which is 100% recyclable						
<b>Spend on Climate Change and Environment</b>						
<b>Tata Steel Standalone</b>						
Spend on Climate Change and Environment (Capex)	₹ crore	544	286	283	139	554
<b>Tata Steel Long Products Limited - Gamharia</b>						
Spend on Climate Change and Environment (Capex)	₹ crore	-	-	-	7.9	8.7
<b>Tata Steel Netherlands</b>						
Spend on Climate Change and Environment (Capex)	Million Euros	6.9	16.9	48.3	51.0	33.5
<i>Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM). We are horizontally deploying best practices of our Jamshedpur and Kalinganagar facilities at Meramandali and plan to improve its environmental performance to best possible level in due course of time.</i>						
<b>Social</b>						
<b>Health &amp; Safety</b>						
<b>Tata Steel Standalone</b>						
Fatalities	Nos.	3	2	3	3	3
Lost-time Injury (LTI) - employee	Nos.	42	38	58	48	58
Lost-time Injury (LTI) - contractor	Nos.	22	30	69	47	107
Lost-time Injury (LTI) - Total	Nos.	64	68	127	95	165
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	0.50	0.47	0.78	0.63	0.67
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	0.16	0.19	0.4	0.49	0.55
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	0.29	0.29	0.52	0.55	0.59
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	-	-	-	100	100
Organisational Health Index	Score out of 16	12.47	12.62	12.7	12.83	13.05

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Tata Steel Long Products Limited</b>						
Fatalities	Nos.	-	-	0	1	0
Lost-time Injury (LTI) - employee	Nos.	-	-	-	3	7
Lost-time Injury (LTI) - contractor	Nos.	-	-	-	21	7
Lost-time Injury (LTI) - Total	Nos.	-	-	15	24	14
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	-	-	1.07	1.38	0.66
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	-	-	100	100	100
<b>Tata Steel UK</b>						
Fatalities	Nos.	0	0	2	0	0
Lost-time Injury (LTI) - employee	Nos.	25	19	36	30	33
Lost-time Injury (LTI) - contractor	Nos.	7	8	7	9	15
Lost-time Injury (LTI) - Total	Nos.	32	27	43	39	48
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	1.47	1.13	2.25	1.93	2.1
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	1.42	1.61	1.43	2.1	3.17
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	1.46	1.24	2.06	1.97	2.35
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	-	-	4.76	15	16.66
<b>Tata Steel Netherlands</b>						
Fatalities	Nos.	1	0	0	0	0
Lost-time Injury (LTI) - employee	Nos.	19	19	18	17	19
Lost-time Injury (LTI) - contractor	Nos.	11	20	13	9	8
Lost-time Injury (LTI) - Total	Nos.	30	39	31	26	27
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	1.02	1.03	0.99	0.93	1.01
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	2.24	3.71	3.31	2.81	2.36
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	1.27	1.63	1.40	1.21	1.21
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	0	0	24	28	36
<b>Tata Steel Thailand</b>						
Fatalities	Nos.	0	0	0	0	1
Lost-time Injury (LTI) - employee	Nos.	1	4	0	0	0
Lost-time Injury (LTI) - contractor	Nos.	0	3	0	1	3
Lost-time Injury (LTI) - Total	Nos.	1	7	0	1	3
Lost-time Injury Frequency Rate (LTIFR) - employee	Index	0.35	1.5	0	0	0
Lost-time Injury Frequency Rate (LTIFR) - contractor	Index	0	1.07	0	0.42	1.34
Lost-time Injury Frequency Rate (LTIFR) - Total	Index	0.17	1.28	0	0.21	0.63
Sites with Safety Management System (ISO 45001/OHSAS 18001)	%	100	100	100	100	100
<i>Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM).</i>						
<b>Human Resource Management</b>						
<b>Tata Steel Standalone</b>						
Nos. of employees*	Nos.	34,072	32,984	32,364	31,189	35,927
New employee hires	Nos.	-	1,977	1,820	2,129	1,704
Employee productivity (steel volume)	tcs/employee/year	768	800	803	745	854
Female employees in workforce	%	6.1	6.5	6.9	7.4	6.9
Female employees in management positions in workforce	%	11.1	11.6	12.0	12.6	11.7
Age break-up of the workforce (<30 years)	%	-	15.1	15.5	18	23
Age break-up of the workforce (30 - 50 years)	%	-	54.8	55.3	57	59
Age break-up of the workforce (>50 years)	%	-	30.1	29.2	25	17
Employee turnover rate	%	6.1	6.4	6.8	7.5	6.9

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Workforce covered through formal trade unions	%	89.3	88.9	87.4	86.1	79.6
Diversity Mix (% of employees who belong to categories of - Affirmative Action/Women/PWD/LGBTQ+)	%	-	-	19	20	18
Investment in employee training and development	₹ crore	-	-	133	152	159
Employee training	Thousand person days	194	248	253	199	413
Employee training	person-days/employee/year	5.62	7.52	7.81	6.38	11.51
<b>Tata Steel Long Products Limited</b>						
Nos. of employees	Nos.	-	-	2,496	2,395	2,357
New employee hires	Nos.	-	-	51	19	106
Employee productivity (steel volume)	tcs/employee/year	-	-	456	548	665
Female employees in workforce	%	-	-	2.2	2.4	2.8
Female employees in management positions in workforce	%	-	-	0.6	0.7	1.2
Age break-up of the workforce (<30 years)	%	-	-	9.9	8.0	6.6
Age break-up of the workforce (30 - 50 years)	%	-	-	67.7	69.6	70.7
Age break-up of the workforce (>50 years)	%	-	-	22.5	22.5	22.7
Employee turnover rate	%	-	-	1.2	1.2	2.5
Employee training	Thousand person days	-	-	10.2	30.46	43.04
Employee training	person-days/employee/year	-	-	4.09	12.72	18.26
<b>Tata Steel Europe (UK + Netherlands business)</b>						
Nos. of employees	Nos.	21,247	21,454	20,379	20,047	20,161
New employee hires	Nos.	1,855	1,881	1,077	923	1,708
Female employees in workforce	%	11.1	11.1	11.2	11	10.8
Female employees in management positions in workforce	%	16.9	18.1	18.2	18	18.1
Age break-up of the workforce (<30 years)	%	13.9	15.1	14.2	13.7	14.2
Age break-up of the workforce (30 - 50 years)	%	43	42.2	41.5	41.5	41.8
Age break-up of the workforce (>50 years)	%	43.1	42.7	44.3	44.8	44.0
Employee turnover rate	%	14.4	7.2	9.3	5.5	7.1
Employee productivity (steel volume) <sup>®</sup>	tcs/employee/year	490	467	491	466	489
<b>Tata Steel Thailand</b>						
Nos. of employees	Nos.	1,236	1,187	1,151	1,101	1,092
New employee hires	Nos.	91	60	35	2	26
Employee productivity (steel volume)	tcs/employee/year	985	972	1,043	1,184	1,221
Female employees in workforce	%	16.7	17.4	17.4	17.3	17.2
Female employees in management positions in workforce	%	19.8	19.2	18.4	16.4	15.7
Age break-up of the workforce (<30 years)	%	24.3	22.8	23.5	17.4	14.7
Age break-up of the workforce (30 - 50 years)	%	65.8	66.0	63.3	67.9	68.6
Age break-up of the workforce (>50 years)	%	9.90	11.10	12.90	14.60	16.70
Employee turnover rate	%	4.40	6.50	4.40	2.00	1.60
Employee training	thousand person-days	7.6	7.3	4.5	6.6	7.4
Employee training	person-days/employee/year	6.2	6.2	4.3	6	6.8

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM).

<sup>®</sup> Definition includes all employees at TSE which is different from India definition.

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Economic &amp; Governance</b>						
<b>Ethics</b>						
<b>Tata Steel Standalone</b>						
Whistleblower cases* - Received	Nos.	-	436	881	777	845
Whistleblower cases* - Closed	Nos.	-	334	602	541	601
Whistleblower cases* - Open	Nos.	-	102	279	236	244
Sexual harassment cases - Received	Nos.	16	20	34	21	22
Sexual harassment cases - Closed	Nos.	8	19	26	15	18
Sexual harassment cases - Open	Nos.	24	1	8	6	4
Training on Tata Code of Conduct - officers	person-hours	-	4,003	17,064	26,458	31,142
Training on Tata Code of Conduct - frontline employees	person-hours	-	7,080	2,763	5,086	14,630
Training on Tata Code of Conduct - contract employees	person-hours	-	23,798	24,307	15,380	60,898
Business associates** trained on Tata Code of Conduct	Nos.	-	-	-	1,747	2,114
<b>Tata Steel Long Products Limited</b>						
Whistleblower cases* - Received	Nos.	6	5	19	31	34
Whistleblower cases* - Closed	Nos.	6	5	19	31	30
Whistleblower cases* - Open	Nos.	0	0	0	0	4
Sexual harassment cases - Received	Nos.	1	0	2	1	0
Sexual harassment cases - Closed	Nos.	1	0	1	2	0
Sexual harassment cases - Open	Nos.	0	0	1	0	0
Training on Tata Code of Conduct - officers	person-hours	0	0	1,209	1,142	541
Training on Tata Code of Conduct - frontline employees	person-hours	-	-	1,060	636	828
Training on Tata Code of Conduct - contract employees	person-hours	-	-	896	454	9,092
Business associates** trained on Tata Code of Conduct	Nos.	-	-	-	35	235
<b>Tata Steel Europe (UK + Netherlands business)</b>						
Whistleblower cases - Received	Nos.	40	33	51	48	34
Whistleblower cases - Closed	Nos.	40	33	51	48	34
Training on Tata Code of Conduct	No. of persons	-	75	180	135	105
<b>Tata Steel Thailand</b>						
Training on Tata Code of Conduct	No. of persons	91	60	35	2	26
<i>*exclusive of sexual harassment cases</i>						
<i>**Business Associate means suppliers, customers, vendors, dealers, distributors, franchisees, lessors, lessees or such other persons with whom Tata Steel has any business or transactional dealings including the Business Associate's employees, agents and other representatives.</i>						
<b>Supply Chain</b>						
<b>Tata Steel Standalone</b>						
Active supplier base	Nos.	-	>5,000	5,132	5,071	6,264
Local suppliers	Nos.	-	1,316	1,806	1,671	1,944
Critical suppliers	Nos.	-	-	-	-	450
Business volume of local suppliers	₹ crore	-	-	-	2,397	4,587
Number of Affirmative Action (AA) suppliers	Nos.	-	70	70	71	71
Business volume of Affirmative Action (AA) suppliers	₹ crore	-	75	61	53.5	70
Suppliers assessed based on safety	Nos.	-	1,035	850	745	1,022
Suppliers trained through Vendor Capability Advancement Program (VCAP)	Nos.	-	1,426	1,330	844	450
Critical suppliers made aware on Responsible Supply Chain Policy	Nos.	-	-	-	223	327
Critical suppliers assessed on Responsible Supply Chain Policy	Nos.	-	-	-	200	258
Steel Processing Centers (SPC) assessed on Responsible Supply Chain Policy	Nos.	-	-	-	-	31
Distributors assessed on Responsible Supply Chain Policy	Nos.	-	-	-	-	106

	UOM	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
<b>Tata Steel UK</b>						
Active suppliers	Nos.	3,735	3,584	3,354	2,808	2,851
<b>Tata Steel Netherlands</b>						
Active suppliers	Nos.	3,914	3,901	3,462	3,129	3,329
<b>Tata Steel Europe (UK + Netherlands business)</b>						
Active suppliers	Nos.	7,649	7,485	6,816	5,937	6,180
Active suppliers made aware on Responsible Procurement Policy (RPP)*	%	83	86	88	90	91
<i>*The percentage of active suppliers made aware on the RPP is the same across UK and Netherlands</i>						
<b>Intellectual Capital</b>						
<b>Tata Steel Standalone</b>						
Collaborations/memberships of academia and technical institutes	Nos.	34	40	50	20	35
Patents filed	Nos.	-	-	119	119	125
Patents granted	Nos.	-	-	58	109	121
New products developed	Nos.	-	114	155	79	62
R&D employees*	Nos.	-	-	-	246	270
R&D Spend	₹ crore	182	216	259	231	213
R&D Spend	% of revenue	0.30	0.31	0.43	0.36	0.17
Investment in new processes and products (Capex + R&D)	₹ crore	2,709	3,893	5,008	2,353	6,501
Investment in new processes and products (Capex + R&D)**	% of revenue	4.6	5.65	8.52	3.71	5.1
<b>Tata Steel UK</b>						
Collaborations/memberships of academia and technical institutes	Nos.	-	-	-	-	7
New products developed	Nos.	8	5	2	4	3
R&D employees	Nos.	64	76	75	70	65
R&D Spend	Million Euros	9	11	9	7	10.5
R&D Spend	% of revenue	0.38	0.46	0.42	0.35	0.34
Investment in new processes and products (Capex + R&D)	Million Euros	159	148	264	211	93.5
Investment in new processes and products (Capex + R&D)**	% of revenue	6.67	6.15	12.32	10.68	2.99
<b>Tata Steel Netherlands</b>						
Collaborations/memberships of academia and technical institutes	Nos.	-	-	-	-	158
Patents granted	Nos.	155	137	133	142	202
Patents filed***	Nos.	32	32	36	19	15
New products developed	Nos.	15	17	20	12	10
R&D employees	Nos.	311	316	311	300	299
R&D Spend	Million Euros	63	63	57	54	62
R&D Spend	% of revenue	1.23	1.16	1.20	1.24	0.90
Investment in new processes and products (Capex + R&D)	Million Euros	160	129	111	64	73
Investment in new processes and products (Capex + R&D)**	% of revenue	3.10	2.40	2.36	1.47	1.06

Standalone figures of FY 2021-22 includes performance of the recently merged business of erstwhile TSBSL now renamed as Tata Steel Meramandali (TSM).

\*includes contract employees

\*\*based on worldsteel association methodology

\*\*\*The patents filed refer to priority (i.e. first) filings.

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