

Responsible Steel™ Certified Site



Presented to

Certificate No.: IRQS/263700222

Tata Steel Limited

SITE NAME AND ADDRESS

Tata Steel Jamshedpur,
P.O. Bistupur, Jamshedpur - 831001, Jharkhand, India

Tata Steel CRM Bara,
P.O. Sidhgora, Jamshedpur - 831009, Jharkhand, India

Tata Steel Tube Division,
P.O. Burma Mines, Jamshedpur - 831017, Jharkhand, India

CLIENT NAME AND ADDRESS

Tata Steel Limited
Bombay House, 24-Homi Mody Street Fort,
Mumbai – 400001

ISSUE DATE

OCTOBER 26, 2025

EXPIRY DATE

OCTOBER 25, 2028

NEXT SCHEDULED AUDIT

DECEMBER 25, 2026

CERTIFIED SINCE

OCTOBER 28, 2022

CERTIFICATION SCOPE

Development and production of hot metal, semi-finished products, hot rolled strip, cold rolled strip and coated coils and sheets, Bars and Rebars, Production of pig iron and by-products, production of coke, sinter, pellet and internal transport of raw materials, intermediates and end products, Tubes.

Any facilities and associated activities that are directly related to steel making or processing, that are on-site or near the site and that have not been included in the certification scope or audit scope- NONE

ResponsibleSteel™, 755 Hunter Street,
Newcastle West NSW 2303, Australia

Validity of this certificate is subject to continued conformity with the applicable ResponsibleSteel Standard and can be verified at www.responsiblesteel.org

This certificate does not constitute evidence that a particular product supplied by the certificate holder is ResponsibleSteel certified. Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required ResponsibleSteel claim is clearly stated on sales and delivery documents.

Version of the ResponsibleSteel Standard and Assurance Manual that the site was audited against

ResponsibleSteel Standard Version 2.0
ResponsibleSteel-Assurance-Manual- Version 2.2

CERTIFICATION BODY

Indian Register Quality Systems (IRQS)



Indian Register Quality Systems



AUTHORISED CERTIFICATION BODY SIGNATURE

Shashi Nath Mishra
Chief Operating Officer (COO)



Indian Register Quality Systems (A Division of IRCLASS Systems and Solutions Private Limited)

Head Office: 52A, Adi Shankaracharya Marg, Opp. Powai Lake, Powai, Mumbai - 400 072, India. Website: www.irqs.co.in, www.irclass.org

RSCS/IRQS/ISSPL/RS/Rev 01

Responsible Steel™ Certified Site



Annex

Certificate No.: IRQS/263700222

Tata Steel Limited

SITES AND FACILITIES COVERED BY THE CERTIFICATE

Tata Steel Jamshedpur: Raw Material Handling, Coke Plant, Sinter Plant, Pellet Plant, Blast Furnaces, Steel Making Shop, Hot Strip Mill, Wire Rod and Bar Mill, Cold Rolling and Utilities.

Tata Steel CRM Bara: Pickling Line, Reversing Cold Rolling Mill, Hot rolled skin pass mill, Inspection and Parting line.

Tata Steel Tube Division: Welding Mill, Forming Mill, Cold Draw, Pickling & Galvanizing, Heat treatment furnace, Stenciling, Straightening, Hydrotesting, Packaging and Finishing.

SUPPORT FUNCTIONS THAT CONTRIBUTED TO THE AUDIT –

Senior Management, Sustainability, Corporate Strategy & Planning, Procurement, Environment Management, Human Resources, Safety, Ethics, Water Management, Utility, Corporate Social Responsibility, Security, Legal, Learning & Development, TQM, Corporate Services, Plant Operations, Central Maintenance, Administration, Engineering Services & Shared Services

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Indian Register Quality Systems (A Division of IRCLASS Systems and Solutions Private Limited)

Head Office: 52A, Adi Shankaracharya Marg, Opp. Powai Lake, Powai, Mumbai - 400 072, India. Website: www.irqs.co.in, www.irclass.org

Public summary audit report

This is a concise public summary of the audit report for TATA Steel Limited, Jamshedpur. The full version of the audit report is in the possession of the member company and the audited sites.

Audit overview

Member name	TATA Steel Limited
Audited entity name	TATA Steel Limited, Jamshedpur
Number of sites Names & location	Three Jamshedpur Steel Works; location – Jamshedpur Tubes Division; location – Jamshedpur CRM Bara; location – Jamshedpur
Certification scope	Development and production of hot metal, semi-finished products, hot rolled strip, cold rolled strip and coated coils and sheets, Bars and Rebars, Production of pig iron and by-products, production of coke, sinter, pellet and internal transport of raw materials, intermediates and end products, Tubes
Standard version audited against	ResponsibleSteel Standard V2.1 – Certified Site
Audit type and outcome	Audit Type: Re-certification Stage 2 Outcome: The audit has been satisfactorily completed with three minor non-conformities; the report was reviewed by Assurance panel of ResponsibleSteel and certificate is recommended to be re-issued.
Certification body	Indian Register Quality Systems (IRQS) (A Division of IRCLASS Systems & Solutions Pvt Ltd.) 52 A, Adi Shankaracharya Marg, New Wing, 2nd Floor, Opp. Powai Lake, Powai, Mumbai – 400 072, INDIA

Audit dates	Stage 1: 27 th to 30 th May 2025 Stage 2: 18 th to 22 nd August 2025
Number of auditors and audit days	Stage 1 – 4 Auditors x 4 days = 16 mandays Stage 2 – 5 Auditors x 5 days = 25 mandays 3 MD – Social governance Industry Expert)
Lead auditor declaration	<p>The findings in this report are based on an objective evaluation of evidence, derived from documents, first-hand observations at the sites and interviews with site staff, workers and stakeholders, as conducted during stage 1 and stage 2 audit activities. The audit team members were deemed to have no conflicts of interest with the sites. The audit team members were professional, ethical, objective and truthful in their conduct of audit activities. The information in this report is accurate according to the best knowledge of the auditors who contributed to the report.</p> <p>It should be noted that audits are snapshots that rely on sampling. Sampling of interview partners, of documentation and records, of observed operations and activities. The auditors can therefore not exclude the possibility that there are non-conformities in addition to the ones identified during the audit activities.</p>
Next audit type and date	Next audit type: Surveillance Date: December 2026

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Introduction

About ResponsibleSteel

Our mission is to be a driving force in the socially and environmentally responsible production of net-zero steel, globally.

We are a not-for-profit multi-stakeholder organisation founded to bring together business, civil society and downstream users of steel, to provide a global standard and certification initiative for steel. We have built a consensus on what sustainability looks like for steel – including the impacts of mining, steel production, the scrap metal supply chain, greenhouse gas emissions, water use, workers' rights, communities and biodiversity. We are the first global scheme for responsibly sourced and produced steel.

Our Members include steel makers, mining companies, automotive and construction companies as well as civil society organisations focused on labour rights, biodiversity, climate change and many other important issues.

Overview of the certification process

To become a 'Certified Site', the process below must be followed:



Sites can apply to be assessed against the ResponsibleSteel Standard on a voluntary basis. Conformity with the Standard is verified by independent certification bodies and auditors. They study documentation provided by the site, review relevant media and scientific publications on the site, visit the site to see operations first-hand, and interview site management, process owners, shopfloor workers and external stakeholders such as authorities, community and civil society representatives. The assessment is summarised in an audit report that is reviewed by an independent Assurance Panel. Only if that Panel is satisfied with the quality of the audit and the resulting report, can a site with a positive certification recommendation be certified. A ResponsibleSteel certificate is valid for three years and certified sites have to pass a surveillance audit after 18 months and subsequent re-certification audits to remain certified. The rules and processes for ensuring compliance with the Standard are outlined in the [Assurance Manual](#) and have been developed using the Assurance Code of Good Practice set by the ISEAL Alliance as a reference.

It should be noted that engagement of external stakeholders is not required for the additional responsible sourcing and GHG requirements. A site visit is only necessary for the additional requirements if the site's GHG data has not been independently verified before the ResponsibleSteel audit or if the site and their certification body agree that a site visit would be useful.

ResponsibleSteel provides an Issues Resolution System that any stakeholder may use to log a complaint about any aspect of the ResponsibleSteel programme. The [Issues Resolution System](#) can be accessed via the ResponsibleSteel website.

More information on ResponsibleSteel can be found on <https://www.responsiblesteel.org/>.

Site information

Country and town	India, Jamshedpur
Activities and products	<p>Activities:</p> <ol style="list-style-type: none"> 1. Steel Works: Raw Material Handling, Coke Plant, Sinter Plant, Pellet Plant, Iron Making- Blast Furnaces, Steel Making- BOF, Hot Rolling- Hot Strip Mill, Wire Rod and Bar Mill, Cold Rolling, Power & Utilities 2. Tubes Division: High Frequency Induction Welding Mill, Precision Tube mills, Cold Draw, Pickling & Galvanising, Heat treatment furnace, Stencilling, Straightening, Hydrotesting, Packaging, Finishing. 3. CRM Bara: Pickling Line, Reversing Cold Rolling Mill, Hot rolled skin pass mill, Inspection and parting line, Roll Grinder, Shot Blasting, Acid regeneration plant. <p>Products:</p> <ol style="list-style-type: none"> 1. Steel Divisions: Hot Roll Steel, Cold Rolled Steel, Coated Steel, Rebar Steel, Wire Rods 2. Tubes Division: Conveyance tubes, Structural Tubes, Precision tubes, Door and window frames 3. CRM Bara: Cold Rolled Full Hard, Hot Rolled Pickled & Oiled, Hot Rolled Pickled skin passed & Oiled (CRFH, HRPO, HRSP0)
Year site opened	Steel Works: Registered on 26 August 1907 as Tata Iron and Steel Company 115 years ago, at Jamshedpur. First cast of pig iron was produced on 2 December 1911.
Major extensions and / or refurbishments and year(s) when these occurred	Steel Works: Registered on 26 August 1907 as Tata Iron and Steel Company 115 years ago, at Jamshedpur. First cast of pig iron was produced on 2 December 1911. In 1955, 2 MTPA (Million Tonnes Per Annum) expansion programme was completed. In 1980 first phase of modernization started and the steel melting shop namely LD#1 was inaugurated in 1982-83. 1 million Tonnes per Annum Hot Strip Mill was commissioned in 1993-94 and first slab caster became operational. 3 million Tonnes per Annum crude steel capacity was achieved in 1995. In 2000, the Cold Rolling Mill

	<p>was inaugurated. 5 million Tonnes per Annum expansion completed in 2005. In 2012-13 the facilities set up to increase the capacity to 9.7 million Tonnes per Annum were completed.</p> <p>Tubes Division: Established in 1985 after the merger of the erstwhile Indian Tube Company Limited with Tata Steel. Over the years, Tubes Strategic Business Units has emerged as one of the leading manufacturers of welded pipes in the country. Currently Tubes division is under expansion, and a new HSU mill is being commissioned inhouse which will increase the capacity by 0.1 MTPA.</p> <p>CRM Bara: CRM Bara was commissioned in 2010-11 at Jamshedpur with installed capacity of 0.5 million Tonnes per Annum. Phase 2 expansion completed in 2015-16 increasing the capacity to 0.68 million Tonnes per Annum. Major facilities addition in Phase 2 expansion was – one additional un-coiler and side trimmer, installation of extra pickling tank, commissioning of Shot Blasting Machine and Hot Skin Pass Mill.</p>
Annual production	<p>In 2024-25</p> <p>Steel Works: 10.5 million Tonnes Actual production (crude steel capacity)</p> <p>Tubes Division: 0.29 million Tonnes</p> <p>CRM Bara: 0.75 million Tonnes</p>
Capacity	<p>Steel Works: 11 million tonnes (crude steel capacity)</p> <p>Tubes Division: 0.34 million tonnes</p> <p>CRM Bara: 0.7 million tonnes</p>
Number of employees and contractors	<p>Own Employees (Nos.) – (Abbreviation: OPR – Officer on payroll. NOPR – Non officer payroll).</p> <p>1) Tata Steel Jamshedpur Works- 18750 (OPR – 5993, NOPR – 12757) (M- 16240, F – 2446, 3rd Gender – 64)</p> <p>2) CRM Bara- 114 (OPR – 9, NOPR, 105) (M – 109, F – 5)</p> <p>3) Tubes Division- 444 (M – 422, F – 21, 3rd Gender – 1)</p> <p>Contractors (Nos.)</p> <p>1) Tata Steel Jamshedpur Works- 24308 (M – 23136, F – 1172)</p> <p>2) CRM Bara- 545 (M – 527, F – 18)</p> <p>3) Tubes Division- 897 (M – 854, F – 43)</p>

Carbon reduction target	Tata Steel has GHG reduction target: <ul style="list-style-type: none"> • 10-15% reduction in emission intensity (over FY2024-25) for Tata Steel Limited by 2030 • Net Zero by 2045
Further environmental and social information	Tata Steel IR 2025 https://www.tatasteel.com/media/23973/fy25-integratedreport.pdf

Stakeholder engagement

External Stakeholders

We are pleased to confirm that our recent interactions with statutory authorities have yielded positive feedback, and there are no reported concerns or negative feedback from the involved parties. This reaffirms their commitment to maintaining strong relationships, transparency, and ethical practices in all aspects. The site has not been fined in recent years for any issues related to the regulatory non compliances

The local community is satisfied with the site's management with handling of their issues and concerns, and does not feel any adverse impact by the site's activities

Internal Stakeholders

Child Labour and Juvenile labour

No Child labour found engaged by the organization for any of its activities.

The employees of the Organization are aware of Prohibition of child labour requirements. The company's policy is not to employ any child labour. Social Accountability Policy on 'No child Labour Employed' is prominently displayed at various location within the site.

No employee below 18 years were noticed during the audit.

The company provides training to apprentices. However, no apprentices are involved in any of activities. Procedure documented by the Organization details, will not recruit / engage any employees below 18 Yrs. Birth Certificate, School Leaving Certificate, Passport, Election ID, Aadhar card and Driving license are considered for verification as proof of age.

Forced labour

The facility requires applicants or new hires to sign application forms and employment letters inclusive of a statement confirming that they voluntarily seek employment, including overtime and not under threat of any penalty. Same was confirmed during the interview employee's workers. Neither the organization / Top managements nor any entity supplying labour to the organization found not entertained and engage in or support human trafficking.

Organization is not involved in engaging illegal apprenticeship program and all workers are engaged on a regular employment basis.

No Forced & compulsory worker found. Appointment orders of workers were reviewed, and employment conditions were reviewed and found in compliance to the local law. No original documents retained by the organization.

Non-discrimination

The organization's intent of non-discrimination had been adequately communicated to the workers when they are recruited. It was evident through workers interview that discrimination is not being practiced in the organization.

The organization had established a recruitment procedure, in the advertisement released for employment the criteria defined to demonstrate non-discrimination. It's communicated to all employees through various communication methodology e.g; employment advertisement, notice board, induction program. The organization had committed itself to not to practice discrimination at hiring new personnel, remuneration, the access to training, promotion, retirement- on criteria such as sex, sexual orientation, age, colour. Transparency during audit process, same was confirmed. Organization has employed Trans Gender Personnel.

Selection is on the basis of the qualification and skill sets required for the position. Employees are not subjected to pregnancy test under any circumstances.

During worker interview to found workers have knowledge and aware of reported or register their complaint and grievance.

Association and collective bargaining.

Presently exist for company employees. Once in six years revision takes place. Committee members representing employees are elected members through open election process.

For contract employees the freedom of association and collective bargaining is open. However, presently not entered any such activities.

Disciplinary Practices

Disciplinary policies are communicated and explained to all employees, and all employees were aware about their rights. Process and procedure of opportunities for representing / defending the cases are made aware off. Awareness found adequate.

Remuneration

Workers are paid remuneration as per the government laws. Applicable minimum or higher wages paid to all employees. Wage slips issued to all employees, written employment contract issued to all employees, in local language as appropriate, employment card, wherein all information about their employment conditions in respect of wages and other employment conditions. Standard statutory deductions made from the wages of workers eg, Employee Provident Fund and Employee's State Insurance. The organization has a documented system to comply with applicable laws to ensure that the wages paid are in conformance to the standard and applicable local laws.

Periodic reporting done to regulatory authorities.

Working Hours

Working hours are defined and implemented in accordance with the Factories Act, 1948. Hours of normal work in a week is 48 hours. One day off is provided after 6 days of work.

We can conclude that working hours and overtime hours meet local laws.

Worker's well-being and Health & Safety

It was confirmed during interview safety and health is given utmost importance and priority. Organization has a well-structured safety induction program established and linked with issuance of gate pass. Followed up with regular periodic safety training, toolbox talk, awareness sessions at different levels within the organization. During the assessment of health and safety practices were evident.

Overall, can conclude:

Workers are aware of Labour rights and associated established process and procedure by the organization.

Communication of employment through appointment letters, employment card, the applicable terms and conditions are well established and informed.

Safe work environment and personal safety conditions are maintained satisfactorily.

Knowledge of salary and other benefits is well known to workers. Workers confirmed that wages are to their account latest by 7th of every month.

No extra deductions done other than the statutory deduction as per Wages Act.

All employees are made aware of the procedures for grievance, disciplinary practices.

No discrimination among workers evidenced. They are treated by decent manner.

Cordial relationship between management and workers.

Periodical safety and other appropriate trainings provided to workers.

Upgradation, promotion is based upon their competency and skill level.

Workers feedback they are getting all legal benefits of PF, Group Insurance, Bonus and leave wages.

The management provide free transportation, free tea in the morning and evening and subsidized food. Employees in all department have medical check-up Yearly.

The complaint procedures are made available to all the employees, and the committee meeting is regularly conducted to have interaction with the employees by their committee representatives.

The toilet facilities are adequate for male and female employees are hygienic. Portable water, including chillers are provided at convenient points within the facility. Periodic checks are undertaken.

Most of the workers are aware of the fire alarm and emergency exit. Workers are fully aware of the different Committees their roles & functions.

Summary of audit findings

Conform	Conformity, the requirement is fulfilled.
Opportunity for improvement (OFI)	The respective requirement or criterion has been implemented, but effectiveness or robustness might be increased, or it is a situation that could lead to a future non-conformity if not addressed.
Minor non-conformity (NC)	Isolated, unusual or non-systemic lapse. Or a lapse with limited temporal and organisational impacts. A non-conformity that does not result in a fundamental failure to

	achieve the objective of the relevant requirement or related criterion. Sites can become certified with minor non-conformities, but they must have addressed them by the time of their next audit.
Major non-conformity (NC)	A non-conformity that, either alone or in combination with further non-conformities, results in or is likely to result in a fundamental failure to achieve the objective of the relevant requirement or related criterion. For example, non-conformities that continue over a long period of time, are systemic, affect a wide range of the site's production or of the site's facilities. Sites with major non-conformities cannot be certified.
Exclusion	The requirement is either not applicable : excluded from the audit since it is not applicable to the sites; or not rated : the requirement is very closely linked to another requirement where a non-conformity (NC) or opportunity for improvement (OFI) has already been raised. Sometimes, when requirements are linked to one and the same subject-matter, it is appropriate to count NCs or OFIs only once to avoid repetition.

Principles and criteria (# of requirements)	Conformi	OFI	Minor NC	Major NC	Exclusion
Principle 1. Corporate Leadership					
Criterion 1.1: Corporate Values and Commitments (6)	6	0	0	0	0
Criterion 1.2: Leadership and Accountability (5)	5	0	0	0	0
Principle 2. Social, Environmental and Governance Management Systems					
Criterion 2.1: Management System (5)	5	0	0	0	0
Criterion 2.2: Responsible Sourcing (5)	5	0	0	0	0
Criterion 2.3: Legal compliance and signatory obligations (6)	6	0	0	0	0
Criterion 2.4: Anti-Corruption and Transparency (8)	5	0	0	0	3
Criterion 2.5: Competence and awareness (5)	5	0	0	0	0
Principle 3. Responsible Sourcing of Input Materials :					
Criterion 3.1: Commit to responsible sourcing (18)	N A	N A	NA	NA	18
Criterion 3.2: Know your upstream supply chains (10)	N A	N A	NA	NA	10
Criterion 3.3: Understand supplier ESG performance (15)	N A	N A	NA	NA	15
Criterion 3.4: Strengthen and account for responsible sourcing (23)	N A	N A	NA	NA	23
Criterion 3.5: Report publicly on responsible sourcing (11)	N A	N A	NA	NA	11
Criterion 3.6: Commit to responsible sourcing and incorporate it in key functions and processes. (15)	N A	N A	NA	NA	15
Criterion 3.7: Know your upstream scrap supply chain (8)	N A	N A	NA	NA	8
Criterion 3.8: Understand supplier ESG performance and promote improvement (12)	N A	N A	NA	NA	12
Criterion 3.9: Strengthen and account for responsible sourcing (1)	N A	N A	NA	NA	1
Criterion 3.10: Report publicly on responsible sourcing (16)	N A	N A	NA	NA	16

Principles and criteria (# of requirements)	Conformi	OFI	Minor NC	Major NC	Exclusion
Principle 4. Decommissioning and closure					
Criterion 4.1: Decommissioning and closure (14)	N A	N A	NA	NA	14
Principle 5. Occupational Health & Safety					
Criterion 5.1: OH&S policy (6)	5	0	1	0	0
Criterion 5.2: Health and Safety (OH&S) management system (10)	10	0	0	0	0
Criterion 5.3: Leadership and worker engagement on OH&S (9)	9	0	0	0	0
Criterion 5.4: Support and compensation for work-related injuries or illness (8)	8	0	0	0	0
Criterion 5.5: Safe and healthy workplaces (5)	3	0	1	0	1
Criterion 5.6: OH&S performance (2)	2	0	0	0	0
Criterion 5.7: Emergency preparedness and response (6)	6	0	0	0	0
Principle 6. Labour Rights					
Criterion 6.1: Child and juvenile labour (10)	10	0	0	0	0
Criterion 6.2: Forced or compulsory labour (7)	7	0	0	0	0
Criterion 6.3: Non-discrimination (9)	9	0	0	0	0
Criterion 6.4: Association & collective bargaining (12)	10	0	0	0	2
Criterion 6.5: Disciplinary practices (5)	5	0	0	0	0
Criterion 6.6: Hearing and addressing worker concerns (5)	5	0	0	0	0
Criterion 6.7: Communication of terms of employment (5)	5	0	0	0	0
Criterion 6.8: Remuneration (11)	9	0	0	0	2
Criterion 6.9: Working time (7)	7	0	0	0	0
Criterion 6.10: Worker well-being (2)	2	0	0	0	0
Principle 7. Human Rights					
Criterion 7.1: Human rights due diligence (5)	5	0	0	0	0
Criterion 7.2: Security practice (9)	9	0	0	0	0
Criterion 7.3: Conflict-affected and high-risk areas (5)	0	0	0	0	5
Principle 8. Stakeholder engagement and communication					
Criterion 8.1: Stakeholder engagement (10)	10	0	0	0	0

Principles and criteria (# of requirements)	Conformi	OFI	Minor NC	Major NC	Exclusion
Criterion 8.2: Grievances and remediation of adverse impacts (12)	11	0	1	0	0
Criterion 8.3: Communicating to the public (7)	7	0	0	0	0
Principle 9. Local Communities					
Criterion 9.1: Commitment to local communities (8)	8	0	0	0	0
Criterion 9.2: Free, Prior & Informed Consent (3)	3	0	0	0	0
Criterion 9.3: Cultural heritage (6)	0	0	0	0	6
Criterion 9.4: Displacement and Resettlement (9)	0	0	0	0	9
Principle 10. Climate Change and GHG emissions					
Criterion 10.1: Corporate commitment to achieve the goals of the Paris Agreement (7)	7	0	0	0	0
Criterion 10.2: Corporate Climate-Related Financial Disclosure TCFD (2)	2	0	0	0	0
Criterion 10.3: Determination of GHG emissions for the purpose of site level GHG emissions reduction targets and planning (4)	4	0	0	0	0
Criterion 10.4: Determination of site level GHG emissions for the purpose of reporting the GHG emissions intensity for the production of crude steel (29) (NOTE: applicable if site seeks certification to the additional requirements. If not applicable, mark as n/a)	0	0	0	0	29
Criterion 10.5: Site-level GHG emissions reduction targets and planning (11)	11	0	0	0	0
Criterion 10.6: Requirements to market or sell products as ResponsibleSteel certified (8) (NOTE: applicable if site seeks certification to the additional requirements. If not applicable, mark as n/a)	0	0	0	0	8
Criterion 10.7: GHG emissions disclosure and reporting (8) (NOTE: 10.7.2 and 10.7.3 only applicable if site seeks certification to the additional requirements)	3	0	0	0	5
Principle 11. Noise, emissions, effluents and waste					

Principles and criteria (# of requirements)	Conformi	OFI	Minor NC	Major NC	Exclusion
Criterion 11.1: Noise and vibration (7)	7	0	0	0	0
Criterion 11.2: Emissions to air (8)	8	0	0	0	0
Criterion 11.3: Spills and leakage (9)	9	0	0	0	0
Criterion 11.4: Waste, by-product and production residue management (11)	11	0	0	0	0
Principle 12. Water Stewardship					
Criterion 12.1 Water-related context (7)	7	0	0	0	0
Criterion 12.2 Water balance and emissions (8)	7	0	0	0	1
Criterion 12.3 Water-related adverse impact (6)	6	0	0	0	0
Criterion 12.4 Managing water issues (8)	8	0	0	0	0
Principle 13: Biodiversity					
Criterion 13.1: Biodiversity commitment and management (25)	7	0	0	0	18
	Conformi	OFI	Minor NC	Major NC	Exclusion
Total (534) * (NOTE: Total number has to be reduced accordingly if site does not seek certification to the additional requirements)	29	0	3	0	232

* Note that the Total in the table does not correspond to the sum of Conform, OFI, Minor NC, Major NC and Exclusion due to the way that requirements and conformity classifications are counted.

Exclusions

Criterion	Requirement	Justification for Exclusion
2.4.2	The site implements processes to verify the legitimacy of cash transactions, and limits cash transactions to a maximum of US\$10,000 (or the approximate equivalent in local currency) or lower where required by law.	Financial transactions are done through digital payment mode (online transaction). Cash transactions cannot be made as per Gift and Hospitality Policy. As per ABAC policy, All Tata Steel Personnel must ensure that we maintain accurate book records and financial reporting.
2.4.5	The site reports to the public the names of political parties, politicians, public officers and other politically exposed persons (PEP) that have received financial or in-kind contributions directly or indirectly from the site, and the total monetary value they have received	The site is not allowed to pay financial aid to any political parties, politicians, public offices and other politically exposed persons (PEP) directly or indirectly
2.4.6	The site regularly reports to the public the names of business associations, charities and think tanks that have received financial or in-kind contributions directly or indirectly from the site, citing the total monetary value they have received.	The site is not allowed to contribute directly or indirectly to any business associations, charities and think tanks. The financial aids are given through TATA STEEL group corporate level. The records are available, but the names are not disclosed to the public.
3	Responsible sourcing of input materials	This principle is an additional requirement for 'Certified Steel' certification.
4	Decommissioning and closure	There is no plan for decommissioning and closure of any sites in near future
5.5.3	If workers are provided with on-site housing, the site ensures that the housing is maintained to a reasonable standard of safety, security, repair and hygiene, and is provided with sufficient and proper sanitation facilities, drinking water, and access to an adequate power supply.	No on-site housing is provided

6.4.2	Where national law restricts workers' organizations, the site has evidence showing that it respects and does not obstruct legal alternative means for workers to associate freely.	There is no National Law in India that restricts workers to organize. Freedom of association is a fundamental right as per the Constitution of India.
6.4.3.c	There is a documented process for engaging in collective bargaining processes that shows the site: Does not hire replacement workers or use agency workers as a strategy to prevent or break up a legal strike, support a lockout, or avoid negotiating in good faith.	Tata Steel has the Union agreement in place in which there is mutual agreement with the Union that they will never go on strike. Hence this point is not applicable to Tata Steel.
6.8.7	If requested by the workers' representatives, the site commits to introducing a living wage for its workers. The commitment requires the site to: <ul style="list-style-type: none"> a) Work with the regional government, other companies and, where they exist, trade unions to define the regional living wage, unless it has already been defined b) Develop a time-bound plan to implement the living wage over time. 	There is no demand which has been made by the union since their current wages are already more than the living wages
7.3	Conflict-affected and high-risk areas	There is no conflict affected and high-risk areas in the Area of influence.
9.3	Cultural heritage	There is no cultural heritage site in Jamshedpur, so the requirement is not applicable for Tata Steel Jamshedpur.
9.4	Displacement and Resettlement	Tata Steel has expanded within its perimeter. The surrounding of the company is all inhabited. There is no expansion, where need for displacement or rehabilitation of nearby communities was required. No new development activities/site expansion are envisaged in near future.
10.4	Determination of site level GHG emissions for the purpose of reporting the GHG emissions intensity for the production of crude steel.	These are additional requirement for 'Certified Steel' certification.

10.6	Requirements to market or sell products as ResponsibleSteel certified.	These are additional requirement for 'Certified Steel' certification.
10.7.2	Crude steel GHG emissions intensity performance	These are additional requirement for 'Certified Steel' certification.
10.7.3	The product carbon footprint for any product, co-product or by-product that is marketed or sold as ResponsibleSteel certified as determined in 10.6.4 is made publicly available, together with:	These are additional requirement for 'Certified Steel' certification.
12.2.4	In the absence of applicable regulatory standards, the site adopts and makes publicly available specific water quality objectives for the site, that have been established using credible methodologies and that are in line with prevailing water quality standards.	It is not applicable since the regulatory standards are in place (Central Pollution Control Board guideline).
13.1.2	site is not allocated close to: world heritage site, IUCN protected areas; Key Biodiversity Areas (KBAs).	NO world heritage site, IUCN protected areas; Key Biodiversity Areas (KBAs) near to TSJ
13.1.3	In the case of natural habitat, the site does not significantly convert or degrade them	There is no natural habitat
13.1.4	In the case of critical habitat, the site does not implement any activities or plan infrastructure.	The Red list Species classified by IUCN as listed species, there are no such species found in the influence area i.e. the Tata Steel Plant area and the surrounding 10 km radius. Thus, there's no critical habitat in and around Tata Steel Plant.
13.1.5	In the event of downgrading, downsizing or de gazettment of World Heritage Sites, Ramsar sites or protected areas of the IUCN categories I–VI, the site continues its no-go policy.	There are no World Heritage Sites, Ramsar sites or IUCN sites in the influence area (10 km radius).
13.1.6	Where a World Heritage site, Ramsar site or officially protected area is established in, around or adjacent to the area of activity of an existing site, the site ensures that its activities do not lead to adverse impacts on those values for which the World Heritage site, Ramsar site or protected area was designated.	There is no World Heritage site, Ramsar site or officially protected area is around or adjacent to the area of activity.

13.1.7	The site has identified and assessed the biodiversity risks and adverse impacts in its area of influence that result from its activities. The assessment has taken account of risks to and adverse impacts on the following:	There is no on Protected and community-conserved areas and Ramsar sites; Species on the IUCN Red List of Threatened Species, categorised as vulnerable, endangered or critically endangered; Key Biodiversity Areas; Natural and critical habitat. Hence, it's not applicable.
13.1.11	Where the site has been the subject of controversy, its activities have been verified by a competent independent party as having no adverse impact on World Heritage sites, protected and conserved areas, indigenous and community-conserved areas, Ramsar sites or Key Biodiversity Areas.	Tata Steel Jamshedpur has not been involved in any biodiversity related controversy.

Strengths

General: Improvement seen in the understanding of Responsible Steel standard requirement.

- Continual process improvement.
- Process of Stakeholders engagement.
- Positive feedback for external stake holders.
- Number of CSR activities initiated.
- Enhanced focus on Biodiversity

Principle 1: Established Values, policies, and commitments deployed through Corporate and plant level

- Business Objectives & Standards (BO&S) and dovetailed Key performance Indicators (KPIs) at department level (1.2.2) Established number of "Documented procedures" with respect to safety and health. Imparting of training on Health and Safety to cover maximum
- number of both company and contract employees.

Principle 5 : Occupational Health & Safety:

- Publicly available OH&S policy.
- Established process of Consultation and participation. Multiple level of safety committee.

- Imparting of safety and health related training, creating awareness. The site has Safety
- Leadership Development Centre (SLDC) at Tata Steel Jamshedpur and other Safety centres at
- different locations for providing OH & S related training to workers.
- Practical Safety Training Centre (PSTC) established at Tata Steel Jamshedpur to provide various safety standard, training to vendor employees.
- Established SOPs based on Hazard and Risk assessment.
- Process of Consultation and participation.

Principle 6: Appointment process to prevention employment of Child labour and juvenile workers. (Principle 6.1)

- Promotion of workforce diversity and inclusion of Male, female and Transgender. (Principle 6.3).
- Monitoring process of contractor payment through Contractor Labour Management portal. (Principle 6)
- Tata Steel is the signatory to United Nations Global Compact since 9th March 2001. (Principle 6 & 7)

Principle 6 and 7:

- Availability of public policy.
- Creation of awareness on Labour and Human rights.
- Well established Ethics process for grievance reporting and handling.

Principle 8:

- Robust grievance mechanisms for both internal and external stakeholders. It is available in public domain and user friendly (Principle 8), except for the noted minor nonconformity.
- Consultative & participative approach for CSR activities, through Tata Steel Foundation focusing on community development (Principle 8)
- Timely communication on material social and environmental issues using public media platform of website, social media communication. (Principle 8.3).

Stakeholder engagement and communication:

- An independent department under Corporate Social Responsibility (CSR) is established and organises various scheme(s), initiatives for the development of society at large. Eg: The Stake holders Engagement Plan FY24- TSF (Excel sheet) – where total and month-wise Engagement Plans and
- Actuals based on interactions with Representatives of Local communities from various adjoining locations (e.g. Kitadih, Bhalubasa, Sonadih etc.) as well as State & Central Govt. Elected
 - Members have been adequately documented wrt Stakeholders Key Interests and

- Concerns or Agenda of Engagement (e.g. Civic amenities, Public Health services, coaching
- centers, Sewing class, Beautician class, Dance class, Issues of Rural Infrastructure and
- Water, Issues of Youth development and sports).
- Free and Fair communication with stakeholders.

Principle 9: Local communities: Through CSR activities local communities are involved, protected.

Established process found good. Eg; The thrust areas of Tata Steel's CSR include Education, Health, Livelihoods,

- Water both drinking water and water for irrigation, ground water recharge, Ethnicity, Sports and Rural and Urban infrastructure and these focus areas maintain and improve social and economic -being of local communities around the site's operations.
- The Indigenous community (schedule Tribe) and Dalit Communities of Tata Steel's operation area are in the range of 33% to 34% of the total population of Tata Steel operating location who are the main marginalized community.
- Tata Steel has since begun, given due importance to these groups through various programs. In addition to various development programmes, there is a unique programme on Ethnicity to address the issues of marginalized, indigenous (ST) community. In the BO&S FY 23- the "column K" one of the strategies is: Empowered tribal communities with voice and agency to lead their development agenda, residing in an ecosystem that recognizes and appreciates tribal values and living. Tata Steel organizes SAMVAAD conclave at Jamshedpur.
- Similarly, other strategies taken are in the field of livelihood is: Ensuring irreversible increase in aggregate, real annual income for marginalized and excluded households.
- In all the objectives, due importance has been given to marginalized and underprivileged communities with work done to improve the overall society at large.

Principle 10: Climate change and GHG emissions: Tata Steel has created its short term and long-term plan for the production and based on the same it calculates its associated its GHG emissions.

- Tata Steel has commitment to Net Zero by 2045.
- 10-15% reduction in emission intensity (over FY2024-25) for Tata Steel Limited by 2030
- Emissions reduction pathway for short term, midterm and long term is in synch and compatible.
- Principle 11: Noise, emissions, effluents and waste: Compliance to legal and statutory requirements.
- No show cause notice received from Statutory authorities.
- Society around the industries not complained about dust, noise or water pollution issues.

Principle 12 Water Stewardship: with Tata Steel Jamshedpur (TSJ) and government officials. 100% of water

- withdrawal from the source is metered, and readings are recorded on a regular basis by the government and TSJ.
On a monthly basis, the influence area water quality report (River water quality & Ground water quality) is submitted to the Jharkhand State Pollution Control Board (JSPCB), and on a half-yearly basis to the Central Pollution Control Board (CPCB) as part of Environmental Clearance (EC) compliance. The site conducts water conservation awareness programs, engages with the local communities and participates in various platforms for water resource management. The site also engages with other commercial water users such as Tata group companies, river basin stakeholders (local

communities small & medium scale industries, as well as associated businesses through various water campaign platforms, on water conservation, water efficiency and zero discharge. Water performance is one of the major KPI in the Annual Business Plan of Tata Steel Jamshedpur (TSJ) and is reviewed by the highest authority on a regular basis. For sustainable business, TSJ have a long-term plan to reduce the dependency on river water by maximizing the usage of treated sewage from the city for its process requirement and to become water positive by creating more water bodies in its surrounding areas.

- Tata Steel Indian operations aim to reduce freshwater consumption to <1.5 m³/tcs by 2030 across all steelmaking sites. The long-term goal of Tata Steel is to achieve water neutrality and water positive aligned with the Alingana commitment of Tata Group constantly working on various water Initiatives for local community, In the last 5 year the Major Interventions are Ponds (1162 no's) ; Watershed Projects , Rejuvenation of springs; Lakes, Check Dams, Dug wells, Roof Rainwater Harvesting Structures which is having 162 million-cubic feet of water stored and recharged annually.

Areas for improvement

During the audit, a few areas were identified that require the attention of the sites and three minor non-conformities against requirements of the ResponsibleSteel Standard were raised. The sites are required to effectively address the non-conformities before the next audit. The non-conformity findings are related to:

- 1) Principle 6 Labour rights, Criterion 6.1.2 b, 6.2.2 a, 6.3.2, requires analysis and document the results, can look in to consolidating them at a single location / document.
- 2) Principle 6 Rights Labour rights Criterion 6.2, 6.8 Labour rights: Work order Terms and conditions are generic with respect to RS Standard.
- 3) No grievances reported under Infrastructure for Quarter 1 of current financial year. Needs to consider strengthening the process of grievance.
- 4) Signages and Marking of Emergency exit found inadequate at few of the location.

Current assessment raised Minor non-conformities – 03

01) Principle 5 : Occupational health and safety

Criterion 5.1.1 c: The site has a public, formal OH&S policy that has been formally endorsed by the site's senior management and workers are consulted when changes are made to the policy – Evidence for consultation with workers while reviewing the current policy not evidenced.

02) Principle 5 : Occupational health and safety

Criterion 5.5.2 a: Clean and hygienic workplaces, including factories, offices, sanitation areas, food storage and meals break areas with seating for Women and contract employees sanitation areas at few places found not in hygienic condition.

O3) Principle 8 Criterion 8.2.1 b

Requirement: Includes an explanation of how the site will consider concerns or grievances that are raised, describing the process, responsibilities, contact details, approximate timeframe and how the party raising the issue will be informed of outcomes. A structured Feedback mechanism with approximate timeframe and how the party raising the issue will be informed of outcome is not evidenced.

Partial Assurance Panel Report Review Declaration

In line with the ResponsibleSteel Assurance Manual, the Assurance Panel reviewed the relevant part of the audit report for Tata Steel Jamshedpur, including the auditors' findings for applicable requirements of the ResponsibleSteel Standard. ResponsibleSteel Secretariat sought clarification and asked for reconsideration of conformity classifications where the auditors' conclusions were not sufficiently substantiated. Following review of the changes that were made by the auditors, Assurance Panel supports the certification recommendation for Tata Steel Jamshedpur.

The Assurance Panel's conclusions on the final audit report are as follows:

- The audit report contains sufficient detail to support an informed certification decision
- The supporting evidence and rationales given in the audit report support the auditors' conformity classifications
- The certification recommendation based on the audit report is conclusive

This statement has been approved by the Assurance Panel following its review of the applicable part of the audit report. The review process was concluded on 2 February 2026.