

# Responsible Steel™ Certified Site



Presented to

Certificate No.: IRQS/243700071

## TATA STEEL LIMITED Kalinganagar

### SITE NAME AND ADDRESS

TATA Steel Limited, Kalinganagar  
P.O. Duburi, Jajpur - 755026,  
Odisha, India

### CLIENT NAME AND ADDRESS

TATA Steel Limited, Kalinganagar  
P.O. Duburi, Jajpur - 755026,  
Odisha, India

### ISSUE DATE

JANUARY 15, 2024

### EXPIRY DATE

JANUARY 14, 2027

### NEXT SCHEDULED AUDIT

JULY 15, 2025

### CERTIFIED SINCE

JANUARY 15, 2024

### CERTIFICATION SCOPE

Development and production of Hot Metal, Semi-finished products, Hot Rolled Strip, Production of pig iron and by-products, production of coke, sinter, and internal transport of raw materials, intermediates and end products.

### AUDIT SCOPE

As per the Area of Influence of Tata Steel Kalinganagar

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- NIL

### CERTIFICATION BODY

Indian Register Quality Systems (IRQS)



### AUTHORISED CERTIFICATION BODY SIGNATURE

A handwritten signature in blue ink, appearing to read 'Shashi Nath Mishra'.

Shashi Nath Mishra  
Vice President



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](http://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.

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](http://www.irqs.co.in), [www.irclass.org](http://www.irclass.org)

# Responsible Steel™ Certified Site



## Annex

Certificate No.: IRQS/243700071

# TATA STEEL LIMITED

## Kalinganagar

### SITES AND FACILITIES COVERED BY THE CERTIFICATE

#### On Site Facilities-

- 1) Raw Material Management
- 2) Coke Sinter and Iron
  - Blast Furnace: 1
  - Coke Plant- Battery No. 1,2
  - By Product Plant
  - Sinter plant
- 3) Flat Product Area
  - LD and Slab Caster
  - Hot Strip Mill
- 4) Captive Power Plant (CPP)
- 5) Air Separation Unit (ASU)

### SUPPORT FUNCTIONS THAT CONTRIBUTED TO THE AUDIT

Tata Steel Limited  
P.O. Bistupur  
Jamshedpur - 831 001  
Jharkhand,  
India

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

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# PUBLIC SUMMARY AUDIT REPORT

This is a concise public summary of the audit report for Tata Steel Ltd Kalinganagar. The full version of the audit report is in the possession of the member company and the audited sites.

## Audit overview

<b>Member Name</b>	Tata Steel Limited
<b>Audited entity name</b>	Tata Steel Limited Kalinganagar
<b>Number of sites</b>	1
<b>Names &amp; location</b>	Tata Steel Kalinganagar, Duburi, Jajpur, Odisha, 755026, India
<b>Certification scope</b>	<p>Development and production of Hot Metal, Semi-finished products, Hot Rolled Strip, Production of pig iron and by-products, production of coke, sinter, and internal transport of raw materials, intermediates and end products.</p> <p><b><u>On Site Facilities-</u></b></p> <p>1) Raw Material Management</p> <p>2) Coke Sinter and Iron</p> <p>- Blast Furnace: 1</p> <p>- Coke Plant- Battery No. 1,2</p> <p>- By Product Plant</p> <p>- Sinter plant</p> <p>3) Flat Product Area</p> <p>- LD and Slab Caster</p> <p>- Hot Strip Mill</p> <p>4) Captive Power Plant (CPP)</p> <p>5) Air Separation Unit (ASU)</p>
<b>Standard version audited against</b>	<a href="#">ResponsibleSteel Standard V1-1</a>
<b>Audit type and outcome</b>	<p>Initial certification audit</p> <p>Initial certification</p>
<b>Certification body</b>	<p>Indian Register Quality Systems (IRQS)</p> <p>(A Division of IRCLASS Systems &amp; Solutions Pvt. Ltd.)</p> <p>52 A, Adi Shankaracharya Marg, New Wing, 2nd Floor,</p> <p>Opp. Powai Lake, Powai, Mumbai - 400 072, INDIA</p>
<b>Audit Dates</b>	<p>Stage 1: 19 October 2022 to 21 October 2022</p> <p>Stage 2: 09 January 2023 to 14 January 2023</p>

	Special Audit: 22 November 2023 to 24 November 2023
<b>Number of auditors and audit days</b>	3 auditors 50 days (stage 1, stage 2, special audit and reporting)
<b>Lead auditor declaration</b>	<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>
<b>Next audit type and date</b>	Surveillance Audit July 2025 TBC

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# Introduction

## About ResponsibleSteel

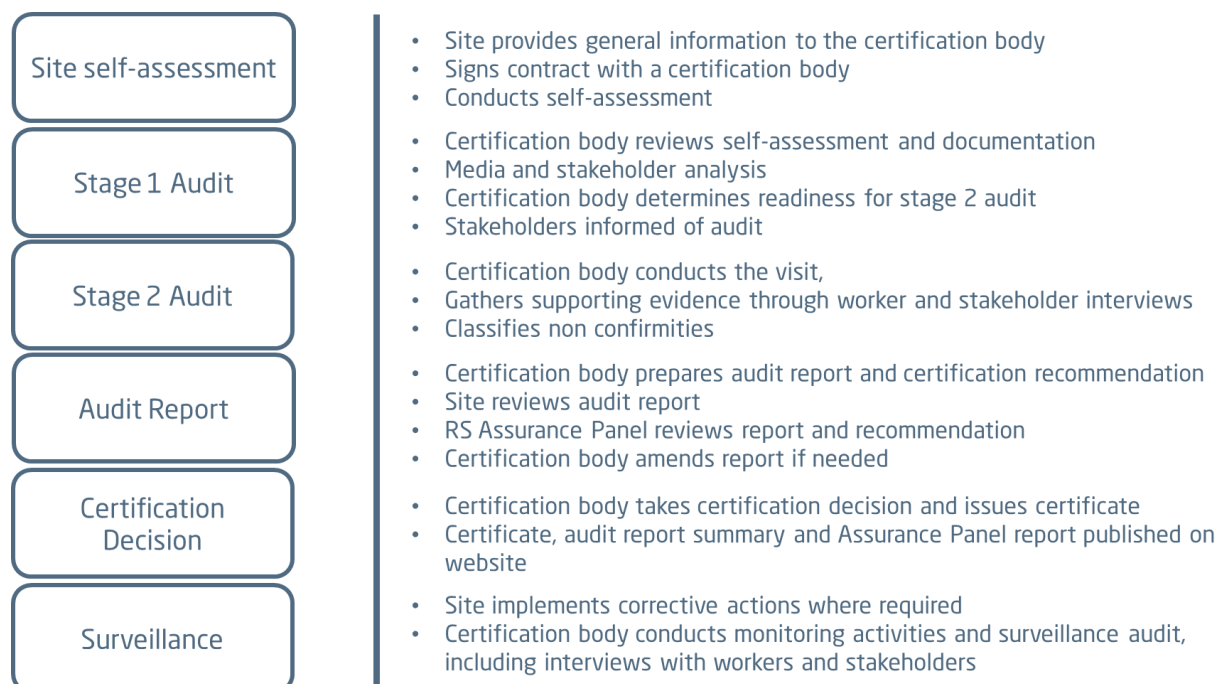
Our mission is to achieve net zero carbon emissions for the steel sector, and to enhance the responsible sourcing, production, use and recycling of steel.

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

Certification against the ResponsibleSteel Standard is voluntary and follows the process below:





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 laid out in the [Assurance Manual](#) and have been developed in line with the Assurance Code of Good Practice set by the ISEAL Alliance.

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

<b>Country and town</b>	India, Kalinganagar
<b>Activities and products</b>	<p>Development and production of Hot Metal, Semi-finished products, Hot Rolled Strip, Production of pig iron and by-products, production of coke, sinter, and internal transport of raw materials, intermediates and end products.</p> <p><b><u>On Site Facilities-</u></b></p> <ol style="list-style-type: none"> <li>1) Raw Material Management</li> <li>2) Coke Sinter and Iron <ul style="list-style-type: none"> <li>- Blast Furnace: 1</li> <li>- Coke Plant- Battery No. 1,2</li> <li>- By Product Plant</li> <li>- Sinter plant</li> </ul> </li> <li>3) Flat Product Area <ul style="list-style-type: none"> <li>- LD and Slab Caster</li> <li>- Hot Strip Mill</li> </ul> </li> <li>4) Captive Power Plant (CPP)</li> <li>5) Air Separation Unit (ASU)</li> </ol>
<b>Year site opened</b>	Started operation in the year 2016.
<b>Major extensions and / or refurbishments and year(s) when these occurred</b>	<p>CRM (Cold Rolling Mill)– operational by April 2023 (Not in certification scope)</p> <p>Pellet Plant operational by March-2023 (Not in certification scope)</p>
<b>Annual production</b>	3.31 MT (FY 22)- for plants under operation - Phase-1
<b>Number of employees and contractors</b>	<p>Total – 16808 (As on 1<sup>st</sup> November 2023)</p> <p>Employees: 3896 (Male), 352 (Female), total =<b>4248</b></p> <p>Contractors: 12219 (Male) , 431 (Female), total=<b>12650</b></p>
<b>Carbon reduction target</b>	<p>Tata Steel has an GHG reduction target on an intensity basis as per the below details:</p> <ul style="list-style-type: none"> <li>• To reduce carbon emission intensity to ~1.8 tco2/tcs by 2030</li> </ul>
<b>Further environmental and social information</b>	<p>Tata Steel has plans in place to reduce GHG emissions and has publicly announced to reach carbon net neutrality by the year 2045.</p> <p>(<a href="https://www.tatasteel.com/media/16206/1qfy23-press-release-2.pdf">https://www.tatasteel.com/media/16206/1qfy23-press-release-2.pdf</a>)</p> <p>Annual Integrated Report: <a href="https://www.tatasteel.com/media/18370/tata-steel-ir-2022-23.pdf">https://www.tatasteel.com/media/18370/tata-steel-ir-2022-23.pdf</a></p>



	<p><u>For Sustainability:</u></p> <p><a href="https://www.tatasteel.com/sustainability/governance/sustainability-governance/">https://www.tatasteel.com/sustainability/governance/sustainability-governance/</a></p> <p><u>For Social:</u></p> <p><a href="https://www.tatasteel.com/sustainability/social/human-resource-management/">https://www.tatasteel.com/sustainability/social/human-resource-management/</a></p> <p><u>Business Responsibility and Sustainability Report:</u></p> <p><a href="https://www.tatasteel.com/media/18371/brsr.pdf">https://www.tatasteel.com/media/18371/brsr.pdf</a></p>
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## Stakeholder engagement

Stakeholder engagement is an integral part of a ResponsibleSteel audit and ensures a rich and balanced collection of information and evidence. The auditors followed the methodology outlined in the [Guidance on Stakeholder Engagement](#) provided by ResponsibleSteel as well as the [Introduction to ResponsibleSteel for stakeholders](#). To ensure effective audit and closure of the NCs raised against principles 4 & 5 we have included social auditor for interview with the external and internal stakeholder.

### External Stakeholders-

Tata Steel, Kalinganagar (TSK ) has determined the stakeholders that include communities i.e. Women Self Help groups, Cluster level federations, Gram Panchayat Level Federation, children, School management committees, adolescent groups, marginal farmers, tribal groups, Govt. Bodies, civil society etc.

Tata Steel Foundation the CSR wing of Tata Steel undertakes development interventions for the community in consultation with the community.

There are different forums through which Tata Steel, Kalinganagar (TSK ) engage with stakeholders i.e. through village level meetings, meetings and trainings for women groups, adolescent groups, school management committee, farmer groups etc. Most of the stakeholders are from Marginalised community which includes small and marginal farmers, land less and tribal and other back ward class community. The meeting is done as per SOP maintained for regular interaction vide TSK/QMS/CS-TSK/CS/SOP/01. The SOP provides detailed procedure to engage & communicate with the external stakeholders, capture their interests/concerns and address them. Some of the examples from the SOP and actual meeting MoM as evidenced is below:

Category	Designation/office of stakeholder	Mode of communication	Frequency of meeting	Mode of capturing concern	Process owner
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Women self help group	Members of SHG	Formal/informal discussions, verbal/written communications	Monthly	Minutes of Meeting,	Unit Head TSF (Tata Steel Foundation)
Marginal farmer group	Members of farmer group	Formal/informal discussions, verbal/written communications	Bi-Monthly	Minutes of Meeting,	Unit Head TSF (Tata Steel Foundation)

Tata Steel, Kalinganagar (TSK) also engages with different external stakeholders on regular basis, e.g. vendor and distributor meets. Events are being organised every year for community connect on important environment topics like Environment meet, Environment camps, Quiz, Greenathon Tree plantation, Poster Competition for children, Exhibition, Inter school Elocution Competitions, Swachata Abhiyan, Drive against Polythene Bags.

Tata Steel in its Code of Conduct has outlined in core principle, point 7, which states that it will treat all its stakeholders fairly and without discrimination. This principle is followed in all the engagement process across the organisation.

Tata Steel shares CSR interventions through local media; annual reports; organised programmes like ARUNIMA etc.

Stakeholder's issues and concerns are discussed, scrutinised and appropriate action is taken and communicated through formal / informal means. All inputs received through formal /informal modes are recorded, tracked and implemented accordingly.

## **Resettlement & Rehabilitation: Tata Steel Kalinganagar**

A 'New Life' – a 'New Hope' was the commitment given by Tata Steel through the Tata Steel Parivar Resettlement & Rehabilitation Plan. The principal purpose was to improve the quality of the lives of 1234 enumerated families at Kalinganagar out of which 1200 families have been relocated and resettled till date in four different Rehabilitation colonies, namely Birsa Munda Rehab Colony, Gobarghati Phase-I and Phase-II, Dr. B.R. Ambedkar Rehab Colony, Trijanga and Sansailo Rehab Colony. Apart from these four colonies, two Self-Rehab Colonies, namely Ramthenga Self-Rehab Colony and Bharadapusi Self-Rehab Colony have also been developed for the relocated families who have opted for self-rehabilitation.

### **Status of these 34 families at the time of special audit:**

Formal letter from Additional District Magistrate (ADM) Kalinganagar to Tata Steel requesting to support construction of South Corridor Road through resettlement and rehabilitation (R&R) of 30 families remaining in Baligotha village (part of 34 families not relocated till date - balance 4 families are in a different location far from the proposed area for road construction) - Letter No.1605(KN) dated 12 June 2023 received by Tata Steel from ADM Kalinganagar.

Tata Steel has gone beyond the statutory rehabilitation requirements to extend the benefits to the displaced families under its Tata Parivar Plan. Prior to the relocation, most of the families lived in thatched houses but today they are owners of well formulated concrete homes and are living a quality life. From having no electricity and no direct water connections to their homes, they now have 24x7 access to electricity and running water at the R&R (RESETTELEMENT & REHABILITATION) colonies. In the line of improving the health of the displaced families, world class medical facilities are being provided through Tata Steel Medica Hospital, where they are getting free of cost medical treatment. Children have access to free education facilities through best academic centres like Loyola school. Under the Tata Parivar plan, it has been ensured that all the families are covered under Food Security scheme by getting free groceries till they get employment in Tata Steel or avail Cash in Lieu of Employment. Beyond the mandatory payment (As per Govt. Policy) of Maintenance allowance, House Building Allowance, and other entitlements, all the relocated families are paid Additional House building allowance, House Maintenance Allowance, Electricity Maintenance Allowance and other entitlement benefits till they get employed with Tata Steel or avail the benefit of Cash in Lieu of Employment. All families who used to be depended only on rain-fed agriculture have multiple sources of income now. Most of the people have been developed as vendors and are currently working with Tata Steel towards their economic growth as well as development of the organisation. Nominated members of relocated families are being provided scholarship for pursuing higher technical studies and to make their skills upgraded and employability more enhanced. Till date 210 candidates have been benefitted through the Tata Parivar Scholarship scheme, this includes 154 Diploma Engineering, 49 B. Tech and 6 MBAs (Master in business Administration) and 1 MBBS (Bachelor of Medicine, Bachelor of Surgery) till 2022-2023 session.

**Entitlement Benefits: R&R (RESETTELEMENT & REHABILITATION) Entitlement (Govt. of Odisha Policy)**

S. N.	Onetime Entitlements	Descriptions	Amt. (In Indian Rupees))
I	Temporary Shed Allowance (TSA)	Temporary Shed Allowance to each displaced family:	17,165
ii	Payment for structure value compensation from Govt.	Compensation payment for the dismantled Structure in the village	As per the measurement
iii	House Building Assistance (HBA)	To help the DPs to build new house after shifting from their original village	257,425
iv	Cash in lieu of Plot (10 Decimal) (Govt.) (CILP)	Provided to the DPs who does not take plot in the RR colony and opt for self-rehabilitation instead.	85,825
v	Maintenance allowance (MA) to DPs	Monthly Maintenance allowance by Govt. (Rs. 3,433 per person, Given for 2 years)	40,800

**Entitlement Benefits: R&R (RESETTELEMENT & REHABILITATION) Entitlement (TSL Policy)**

S.N.	Entitlements	Amt. (Indian Rupees)
I	Onetime payment for Additional House Building Assistance (AHBA)	100,000

<b>ii</b>	Payment for structure value compensation from Govt.	As per the measurement
<b>iii</b>	Onetime payment for Old Cash in lieu of Employment (CILE)	3,00,000
<b>iv</b>	Monthly payment of CILE pension	20,000 (With increment of Rs. 600/- per year till the nominee attains the age of 60.
<b>v</b>	Maintenance allowance (MA)	Monthly Maintenance allowance by TSL (Rs. 3,433 per person, given till the family gets employment in TSL or avails CILE scheme)
<b>vi</b>	Electricity Maintenance Allowance (EMA)	Monthly EMA by TSL (Rs. 1,000 per person, given till the family gets employment in TSL or avails CILE scheme)
<b>vii</b>	Medical Facility	Complete Medical facilities including coverage of all critical illness provided to all the members of relocated families.
<b>VIII</b>	Education	Complete free education (Apprx.35000/- per annum) to all the students of relocated families in Loyola School.  100% scholarship to one nominated member of relocated families for Diploma, Degree, MBA and MBBS courses  Free Transportation facilities for the Children studying in schools other than Loyola school.

**External Stakeholders, interview summary of DP families as part of special audit:**

1. Families who have already successfully shifted, obtaining land titles (patta) for their chosen plots and benefiting from essential amenities such as housing, water, electricity, and educational facilities.
2. .Pond cleaning project –  
The Pond Cleaning Project was initiated in response to a request from a community group that had undergone awareness training on basic cleanliness, health and hygiene, and women empowerment. This group, equipped with newfound knowledge, approached the Tata Steel team for support. The Tata Steel team played a significant role in guiding and motivating villagers to actively participate in the continuous improvement of the village. With collective effort and guidance from the Tata Steel team, the villagers successfully cleaned and maintained the pond.

**Summary of the interview with the families of the 13 deceased**

The families of the 13 deceased persons, each family of the deceased was paid ex-gratia amount of Rs. 10 Lakhs by the Govt. of Odisha and one of their family members received Govt. job. Three out of the 13 deceased persons are non-Displaced Person (DP) families. Tata Parivar Plan does not apply to non-DP persons. Plot allotment and House Building Assistance and Other Entitlements have been availed by the following 9 DP families.

Out of 9 DP families, the nominated members of 8 families have got employment in Tata Steel. Nominee of one of the DP family is studying B.Tech with Tata Parivar Scholarship, he will be employed after completion of the study

1 more DP family has now given consent to relocate.

## **Interview with Internal Stakeholders**

**Internal Stakeholders covering**, officers and non-officers of Tata Steel Kalinganagar, contract workmen, transgender, and displaced person who got job in Tata Steel as part of Resettlement & Rehabilitation (R&R) policy, deployed at site.

Salient features of internal workmen interview.

### **Summary of the findings:**

#### **Child Labour**

No Child labour found engaged by the organization for any activities and the employees of the Organisation is aware of Prohibition of child labour requirements. The company's policy is not to employ any child labour. A board depicting that 'No child Labour Employed' is prominently displayed at the entrance of the factory. No employee below 18 years was noticed during the audit. The company does not engage any apprentices for any of its activities. Procedure documented by the Organisation details, Organisation will not recruit / engage any employees below 18 Yrs. Birth Certificate, School Leaving Certificate, Passport, Election ID, Aadhar card (Government Issued ID Proof) and Driving licence is widely considered for proof of age.

#### **Forced labour**

During the interviews, employees did not appear to be fearful and can freely move within the facility premises. 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. And the same was confirmed during the interview employees. Neither the organization / top management nor any entity supplying labour to the organization not entertained and engage in or support human trafficking. And the same was confirmed through entire audit process. 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 and employment conditions were reviewed which were found in compliance to the local law.

#### **Discrimination**

The organization's intent of non - discrimination had been adequately communicated to the workers when they are recruited. As per the workers interview, discrimination is not being practiced in the organization. The organization has established a recruitment procedure and has communicated the same to all employees through its notice board. The organization has committed itself to not to practice discrimination at hiring new personnel, remuneration, the access to training, promotion, retirement- on criteria such as: gender, sexual orientation, age, colour. The same was confirmed during entire audit process. Personnel have equal opportunities to get employed or promoted. Interview with the top management suggested that the all

employees have an equal chance to apply for any post . They are selected only based on the qualification and skill sets required for the position. Employees are not subjected to virginity or pregnancy test under any circumstances. During worker interview it was found workers were having knowledge and awareness of reporting or registering their complaint and grievance.

### **Disciplinary Practices**

Disciplinary policies had been explained to all employees and all employees were aware about their rights.

### **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. Overtime work was evidenced during the audit period but the limit not exceeded. We can conclude that working hours and overtime hours meet local laws.

### **Remuneration**

Applicable minimum wages, as prescribed by government, are paid to the all employees. Wage slips are issued to all employees. Written employment contract are issued to all employees, in local language, wherein all information about their employment conditions in respect of wages and other employment conditions are mentioned. Deductions are made from the wages of workers towards statutory Social Security benefits viz., Employee Provident Fund (EPF) and Employee's State Insurance (ESI). 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.

### **Over all Feedback:-**

1. Workers are aware of Child Labour procedure. Appointment letters has been received and terms and conditions are informed.
2. Safe environment and personal safety conditions are maintained satisfactory.
3. Knowledge of salary and other benefits is well known to workers.
4. Workers are satisfied with their remuneration and mode of payment.
5. Found no evidence for discrimination among workers during worker's interview.
6. Workers get yearly increment in their wages.
7. Options for grievance and complaints are taken care.
8. No discrimination among workers. They are treated by decent manner.
9. Cordial relationship between management and workers.
10. Periodically safety trainings are imparted.
11. Workers are getting promotion based upon their skill level.
12. Workers feedback- They are getting all legal benefits of EPF, Group Insurance, Bonus, leave and wages.
13. The management provide free transportation, free tea in the morning and evening and subsidized food.
14. Employees in all department have medical check-up yearly.
15. Induction training given to all employees during recruitment.

16. The complaint procedures are made available to all the employees and the committee meetings are regularly conducted to interact with the employees by their committee representatives.
17. The toilet facilities are adequate and are hygienic.
18. Potable water is delivered at convenient points within the facility and the Tata Steel does check-up once in a year.
19. Most of the workers were aware of fire alarm and emergency evacuation method.
20. Tata Steel had frequently conducted mock drill training and awareness training.

The staff members were actively involved in the audit process. They were open & transparent to the audit team in providing information. All support & cooperation have been provided to the auditors by the staff and other employees. No negative feedback reported by the employee, and they are happy with the management.

### **Human rights**

Respecting and upholding human rights in factory settings is imperative to ensure the dignity, well-being, and fair treatment of all individuals involved in the production process. This commitment involves several key principles and practices which is confirmed in interaction:

**Dignity and Equality :** All workers, regardless of their background, treated with dignity and respect.

**Safe Working Conditions:** Workers have the right to a safe and healthy working environment. This includes proper safety protocols, access to necessary safety equipment, and regular training on workplace hazards.

**Fair Wages and Benefits:** Employees receiving fair compensation for their work, including wages that meet or exceed legal minimums. Additionally, access to benefits such as healthcare, social security, and other essential provisions were provided.

**Reasonable Working Hours:** Workers have the right to reasonable working hours, including breaks and days off. Overtime is voluntary.

**Ethical Treatment:** Harassment, abuse, and any form of exploitation were strictly prohibited. Employees feel secure in reporting any unethical behavior without fear of retaliation.

**Environmental Responsibility:** Factories operating in an environmentally sustainable manner, minimizing negative impacts on the surrounding ecosystem and community.

**Transparency and Accountability:** There is transparency in factory operations, and mechanisms for accountability in place. This includes regular audits, reporting mechanisms, and adherence to ethical standards.



**Interaction with Stakeholder:**

We are pleased to confirm that our recent interactions with stakeholders 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. We recommended to prioritize open communication and collaboration with their stakeholders to ensure their satisfaction and address any potential concerns proactively.

## Summary of Audit Findings

<b>Conform</b>	Conformity, the requirement is fulfilled.
<b>Opportunity for Improvement (OFI)</b>	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.
<b>Minor non-conformity (NC)</b>	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.
<b>Major non-conformity (NC)</b>	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.
<b>Exclusion</b>	The requirement is either <b>not applicable</b> : excluded from the audit since it is not applicable to the sites; or <b>not rated</b> : 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)	Conform	OFI	Minor NC	Major NC	Exclusion
<b>Principle 1. Corporate Leadership</b>					
Criterion 1.1: Corporate Values and Commitments (6)	5	1			

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 1.2: Leadership and Accountability (5)	5				
<b>Principle 2. Social, Environmental and Governance Management Systems</b>					
Criterion 2.1: Management System (6)	5		1		
Criterion 2.2: Responsible Sourcing (6)	6				
Criterion 2.3: Legal compliance and signatory obligations (6)	6				
Criterion 2.4: Anti-Corruption and Transparency (8)	8				
Criterion 2.5: Competence and awareness (5)	3	1	2		
<b>Principle 3. Occupational Health and Safety</b>					
Criterion 3.1: OH&S policy (6)	6				
Criterion 3.2: Health and Safety (OH&S) management system (10)	9		1		
Criterion 3.3: Leadership and worker engagement on OH&S (10)	8		2		
Criterion 3.4: Support and compensation for work-related injuries or illness (8)	8				
Criterion 3.5: Safe and healthy workplaces (5)	3		2		
Criterion 3.6: OH&S performance (2)	2				
Criterion 3.7: Emergency preparedness and response (6)	6				
<b>Principle 4. Labour Rights</b>					
Criterion 4.1: Child and juvenile labour (9)	7	1	1		
Criterion 4.2: Forced or compulsory labour (7)	7				
Criterion 4.3: Non-discrimination (9)	6		2		1
Criterion 4.4: Association & collective bargaining (12)	6	4	1		1
Criterion 4.5: Disciplinary practices (5)	4		1		
Criterion 4.6: Hearing and addressing worker concerns (5)	1	1	3		
Criterion 4.7: Communication of terms of employment (5)	4				1
Criterion 4.8: Remuneration (11)	8				3
Criterion 4.9: Working time (7)	7				

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 4.10: Worker well-being (2)	2				
<b>Principle 5. Human Rights</b>					
Criterion 5.1: Human rights due diligence (5)	3		2		
Criterion 5.2: Security practice (9)	8	1			
Criterion 5.3: Conflict-affected and high-risk areas (5)					5
<b>Principle 6. Stakeholder Engagement and Communication</b>					
Criterion 6.1: Stakeholder engagement (10)	10				
Criterion 6.2: Grievances and remediation of adverse impacts (12)	12				
Criterion 6.3: Communicating to the public (7)	7				
<b>Principle 7. Local Communities</b>					
Criterion 7.1: Commitment to local communities (8)	6	2			
Criterion 7.2: Free, Prior & Informed Consent (3)	3				
Criterion 7.3: Cultural heritage (7)	6				1
Criterion 7.4: Displacement and Resettlement (9)	8	1			
<b>Principle 8. Climate Change and Greenhouse Gas Emissions</b>					
Criterion 8.1: Corporate commitment to achieve the goals of the Paris Agreement (8)	8				
Criterion 8.2: Corporate Climate-Related Financial Disclosure (2)	2				
Criterion 8.3: Site-level GHG emissions measurement and intensity calculation (3)	3				
Criterion 8.4: Site-level GHG reduction targets and planning (11)	11				
Criterion 8.5: Site-level GHG or CO2 emissions reporting and disclosure (8)	8				
<b>Principle 9. Noise, Emissions, Effluents and Waste</b>					
Criterion 9.1: Noise and vibration (7)	7				
Criterion 9.2: Emissions to air (8)	8				
Criterion 9.3: Spills and leakage (9)	9				

Principles and criteria (# of requirements)	Conform	OFI	Minor NC	Major NC	Exclusion
Criterion 9.4: Waste, by-product and production residue management (11)	11				
<b>Principle 10. Water Stewardship</b>					
Criterion 10.1 Water-related context (7)	7				
Criterion 10.2 Water balance and emissions (8)	7				1
Criterion 10.3 Water-related adverse impact (6)	4	1	1		
Criterion 10.4 Managing water issues (8)	8				
<b>Principle 11. Biodiversity</b>					
Criterion 11.1: Biodiversity commitment and management (25)	9	1	1		14
<b>Principle 12. Decommissioning and closure</b>					
Criterion 12.1: Decommissioning and closure (13)					13
	Conform	OFI	Minor NC	Major NC	Exclusion
<b>Total (370) *</b>	<b>292</b>	<b>14</b>	<b>20</b>	<b>0</b>	<b>36</b>

\* 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

Clause	Requirement	Justification for Exclusion
4.3.4	The site's contracts with employment and recruitment agencies and with other external providers of workers explicitly prohibit discrimination	No recruitment agencies
4.4.2	Where national law restricts workers' organisations, 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
4.4.4	Where collective bargaining agreements exist, the site has evidence showing that it adheres to their provisions	Collective bargaining agreement yet to come into force.
4.7.1 "c"	Applicable collective agreements;	It is not applicable as There is no workmen union
4.8.7	If requested by the workers' representatives, the site commits to introduce a living wage for its workers	There is no workmen union
4.8.7 "a"	trade unions to define the regional living wage, unless it has already been defined	There is no workmen union

4.8.7 "b"	a time-bound plan to implement the living wage over time	There is no workmen union
5.3	Conflict-affected and high-risk areas-	It is not applicable as regulatory standards are in place.
7.3.3	Where critical cultural heritage exists in the site's area of influence.....	No critical cultural heritage site
10.2.4	In the absence of applicable regulatory standards	is not applicable as regulatory standards are in place.
11.1.2 a,b, d & e	<b><i>site is not allocated close to: world heritage site, IUCN protected areas; Key Biodiversity Areas (KBAs).</i></b>	
11.1.3	In the case of natural habitat, the site does not significantly convert or degrade them, unless all of the following are demonstrated:	No natural habitat.
11.1.4 a & c	In the case of critical habitat, the site does not implement any activities or plan infrastructure, unless all of the following are demonstrated	No critical habitat
11.1.5	In the event of downgrading, downsizing or degazettement of World Heritage Sites, Ramsar sites or protected areas of the IUCN categories I-VI, the site continues its no-go policy.	No world heritage site, No Ramsar Sites
11.1.6	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
11.1.7 b & d	Protected and community-conserved areas and Ramsar sites	No Protected and community-conserved areas and Ramsar sites
11.1.9, b.c.& d	If residual impacts are expected, the plan aims to achieve no net loss for natural habitat and a net gain for critical habitat;	No natural habitat
12	Decommissioning and closure	There is no plan for decommissioning and closure of any sites in near future.

## Strengths

- Set-up of a steering level committee and different cross-functional teams to drive and implementation of ResponsibleSteel standards. (1.1.1a).
- values, policies and commitments deployed through plant level Business Objectives & Standards (BO&S) and further deployed as Key performance Indicators ( KPIs) at department level ( 1.2.2)
- Management systems certification like ISO 9001, ISO 45001, ISO 14001 complementing ResponsibleSteel (2.1).
- Key performance indicators for the personnel responsible for the site's procurement of raw materials have been specified and are aligned with the corporate owner's commitment to responsible sourcing (2.2.3)
- Compliance tracking mechanism through "Evolve" of applicable Environment & OH&S laws (3.2.2).
- State of the Art Learning and Development, for skill and competency enhancement which including subcontractor's workmen also (L&D) (3.2.2).
- Tata Steel Kalinganagar, has robust grievance mechanisms for both internal and external stakeholders. It is available in public domain and user friendly (4.6 and 6.2).
- CSR activities through Tata Steel Rural Development Society, focusing rural development and community development of communities including local indigenous peoples and vulnerable groups (7.1).
- GHG reduction strategy and robust review of mechanism to track the progress (8.1.4 & 8.1.5).

Water stewardship to achieve water positive target by 2045 (10.2.3).

## Areas for improvement

During the audit, a few areas were identified that require the attention of the sites and 20 minor non-conformities against requirements of the ResponsibleSteel Standard were raised. The sites are required to effectively address the non-conformities before the surveillance audit. The non-conformity findings are related to:

### **Corporate Values and Commitments (Criterion 1.1.1 e)**

Responsible sourcing policy is not specific to RS principles and criteria, it does not match the RS requirement, such as commitment to responsible sourcing.

### **Criterion 2.1.1: Management System**

*ResponsibleSteel requirements are not part of any management system, additional requirements not mapped at Apex Level documentation and record level. E.g., exclusion of principles of RS no documentation evident except site application.*

### **Criterion 2.5.1: Competence and awareness**

*Contractor M/s Genius, has s employed Mr. Sagarika, 2 months back, when interviewed Verified for Salary and TATA code of Conduct/Ethics training not provided, she was not aware of TATA code of Conduct/Ethics, resulted into minor non-conformity*

### **Criterion 2.5.5: Competence and awareness**

*Verified driver simulation training equipment. It is used for the drivers' of hired vehicles of subcontractors. But this training did not provide to the drivers who are deployed on outstation duty.*

### **Criterion 3.2.2 "b": OH&S Management System**

*Dust generation is high during evening hour at BPP plant due to project work is going on adjacent area within the plant*

### **Criterion 3.3.2 "b": Leadership and worker engagement on OH&S**

*The process for individual workers participating in the Safety committee freely is yet to be established*

### **Criterion 3.3.2 "c": Leadership and worker engagement on OH&S**

*The mechanism for a balanced composition of management and workers in the Safety committees is yet to be implemented*

### **Criterion 3.5.1: Safe and healthy workplace**

1. *Rusting of Steel structures observed in BPP department*
2. *Non-functional safety EYE-WSH shower noticed at RM-05*



**Criterion 3.5.2 'a': Safe and healthy workplace**

*Break area with seating facility available but cleanliness & hygiene not maintained e.g. Coal & Coke, OvenTop Battery-*

**Criterion 4.1: Child and juvenile labour**

As there is no risk analysis done to ensure child labour as well procedure to perform risk analysis, investigation and mitigation in case such incidences occur.

**Criterion 4.3.1 'a': Non-discrimination**

*It observed that Periodic Medical /Premedical Checkup (PME) charges are to be borne by contract labourers.*

**Criterion 4.3.1 'b': Non-discrimination**

TSK does not have internal verification process to prohibits discrimination in its hiring and other employment practices

**Criterion 4.4.5 "c": Association and collective bargaining**

*Requires employment and recruitment agencies to comply with Public policy for freedom of collective bargaining it Is not explicitly included in the Terms and Condition of Work order issued to Contact employers.*

**Criterion 4.5.1: Disciplinary Practices**

*The requirement is 'The site has a public policy that prohibits threats or use of disciplinary practices that undermine workers' dignity (called 'undignified disciplinary practices' hereafter).' The TSK policy states 'all disciplinary procedures are in line with the law' – but there is no commitment/ statement that prohibits undignified disciplinary practices.*

**Criterion 4.6.1 'a': Hearing and addressing workers' concerns:**

The site has NOT documented and effective procedures in place that can be used by workers and workers' representatives to voice concerns and for the investigation of concerns.

**Criterion 4.6.1 'c': Hearing and addressing workers' concerns:**

The site has NOT documented and effective procedures to records of raised concerns, investigation processes and outcomes are maintained, ensuring that confidentiality in relation to the party or parties that raised the concern is maintained

**Criterion 4.6.2: Hearing and addressing workers' concerns:**

Workers and their representatives are NOT made aware of the site's procedures and how to access reporting mechanisms using languages, methods and channels that are understood and are easily accessible to them.

**Criterion 5.1.2: Human rights due diligence**

Established procedure that guides the implementation of the human rights risk assessment not evident.

**Criterion 5.1.3: Human rights due diligence**

No established Procedure to identify the root causes and to define actions to prevent and mitigate these risks and adverse impacts.

**Criterion 5.1.5: Human rights due diligence**

No evidence of Procedure and the effectiveness of the site's procedures for preventing and mitigating human rights-related risks and adverse impacts is regularly verified by a competent independent party.

**Criterion 10.3.1 c: Water related adverse impact**

The site has identified and assessed its current and potential future water-related environmental and social adverse impacts, stakeholder inputs are not analysed, although proposed future work plan is evident.

**Criterion 11.1.11: Biodiversity commitment and management**

TSK has been the subject of controversy, there is no verification by a competent independent party ensuring no adverse impact on, indigenous and community-conserved areas because of TSK's activities.

## Assurance Panel Declaration

In line with the ResponsibleSteel Assurance Manual, three members of the Assurance Panel reviewed the full audit report for Tata Steel Kalinganagar, including the auditors' findings for each individual requirement of the ResponsibleSteel Standard. Subsequently, the Assurance Panel members met online to discuss individual findings and to align their views on the audit report. We 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, we support the certification recommendation for Tata Steel Kalinganagar.

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 three members of the Assurance Panel who reviewed the audit report on 15 January 2024.