

Ticker: TATA IN Equity

Periodicity: Annuals

Currency: INR

Note: Years shown on the report are Fiscal Years

Company: Tata Steel Ltd

Filing: Most Recent

Consolidation Basis: Consolidated Data

Overview

	Restated:2016 A 2016-3-31	Restated:2017 A 2017-3-31	Restated:2018 A 2018-3-31	Restated:2019 A 2019-3-31	Restated:2020 A 2020-3-31	Restated:2021 A 2021-3-31	Original:2022 A 2022-3-31	Original:2023 A 2023-3-31	Original:2024 A 2024-3-31	Original:2025 A 2025-3-31
For the period ending										
ESG Financial Materiality Scores										
ESG Disclosure Scores										
Environmental										
Air Quality										
Nitrogen Oxide Emissions										
Particulate Emissions										
Sulphur Dioxide / Sulphur Oxide Emissions										
Climate Change										
Emissions Reduction Initiatives	Yes									
Transition Plan Claim	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes	Yes	Yes
Climate Change Policy	Yes									
Climate Change Opportunities Discussed	No	No	Yes							
Risks of Climate Change Discussed	No	Yes								
CO2 Scope 1	23,298.30	38,757.40	46,723.80	55,796.80		55,641.10	74,543.00	74,246.90	75,072.30	
GHG Scope 1	23,298.30	38,757.40	47,025.10	56,093.00	77,800.00	66,000.00	75,700.00	75,341.60	76,679.50	64,000.00
GHG Scope 2	1,409.82	3,979.12	3,344.95	4,137.58	4,500.00	4,800.00	5,600.00	5,167.53	5,429.40	5,000.00
Location-Based GHG Scope 2 Market-Based			3,922.00	3,331.61	3,400.00	2,501.53	3,490.54	3,781.29	4,831.13	
GHG Scope 3	11,200.90	27,491.00	26,223.80	14,226.00	21,099.70	20,486.50	14,302.00	13,399.70	19,651.20	23,000.00
Scope of Disclosure	1.00	1.00	3.00	3.00	3.00	3.00	3.00	3.00	1.00	
Carbon per Unit of Production	1.96	2.04	2.01	2.16	2.18	2.20	2.20	2.21	2.43	
Energy										
Energy Efficiency Policy	Yes									
Total Energy Consumption	63,174.30	141,391.00	39,633.20	97,131.60	99,884.80	92,722.90	106,650.00	104,735.00	122,677.00	230,781.00
Renewable Energy Use Electricity Used	0.00	0.00	1,638.82	457.95	2,537.32	105.79	666.19	1,600.53	2,372.90	
Self Generated	3,729.31	8,085.75	25,031.00	9,626.47	20,358.20	20,788.40	20,021.80	22,994.90	43,693.50	22,788.90
Renewable Electricity Fuel Used - Coal/ Lignite			1,215.10	453.52	1,054.78	3,890.18	11.35	11.24		
Fuel Used - Natural Gas										
Fuel Used - Crude Oil/ Diesel	1.87	4.53	63.99	130.41	136.63	400.43	843.28	859.98	258.59	
Energy Per Unit of Production	5.92	6.17	6.14	6.08	6.58	6.81	6.39	6.51	7.31	7.44

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Materials & Waste													
Waste Reduction Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Hazardous Waste													
Total Waste													
Waste Recycled													
Waste Sent to Landfills													
Supply Chain													
Environmental Supply Chain Management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Water													
Water Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Total Water Withdrawal													
Total Water Discharged													
Water Consumption													
Water per Unit of Production													
Ecological & Biodiversity Impacts													
Biodiversity Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Adopts TNFD Recommendations	n/a	n/a	n/a	n/a	n/a	n/a	No	No	No	No	No	Yes	
Zero Deforestation Policy	n/a	n/a	n/a	n/a	n/a	n/a	No	No	No	No	No	n/a	
Board Level Oversight of Biodiversity	n/a	n/a	n/a	n/a	n/a	n/a	No	Yes	Yes	Yes	Yes	n/a	
Executive Level Oversight of Biodiversity	n/a	n/a	n/a	n/a	n/a	n/a	No	Yes	Yes	Yes	Yes	n/a	
Social Community & Customers													
Human Rights Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Policy Against Child Labor	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Quality Assurance and Recall Policy	No	No	No	No	No	No	No	No	Yes	Yes	Yes	Yes	
Consumer Data Protection Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Community Spending													
Number of Customer Complaints													
Diversity													
Equal Opportunity Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Gender Pay Gap Breakout	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	

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For the period ending													
Pct Women in Senior Management					7.00		7.10		7.30	8.10	13.00		
Pct Women in Middle and/or Other Management					13.90		13.70		13.15	12.20	11.30		
Pct Women in Workforce			6.50	6.50	6.90		6.90		8.11	8.48	8.90		
Pct Disabled in Workforce								0.22	0.11	0.06			
Ethics & Compliance													
Business Ethics Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Anti-Bribery Ethics Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Health & Safety													
Health and Safety Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Fatalities - Employees									1.00	1.00	1.00		
Fatalities - Contractors									6.00	5.00	4.00		
Fatalities - Total						4.00	4.00	7.00	6.00	5.00			
Lost Time Incident					0.18	0.20	0.17	0.14	0.13				
Rate - Employees								0.09	0.09	0.06			
Lost Time Incident													
Rate - Contractors													
Lost Time Incident													
Rate - Workforce										0.31	0.20		
Total Recordable													
Incident Rate - Employees													
Total Recordable										0.47	0.23		
Incident Rate - Contractors											0.39		
Total Recordable													
Incident Rate - Workforce													
Human Capital													
Training Policy	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Fair Remuneration Policy	No	No	No	No	No	No	No	No	No	No	No	Yes	
Number of Employees - CSR	76,952.00	67,902.00	65,144.00	75,294.00	70,212.00	73,962.00	72,551.00	118,298.00	125,216.00	272,962.00			
Number of Contractors										143,741.00	155,229.00		
Employee Turnover Pct			6.10	6.40	6.80	7.50			7.90	5.00			
Pct Employees Unionized			89.30	88.90	87.38				60.90	56.96			
Employee Training Cost											2,050.00		
Company Discloses Employee Engagement Score	n/a	n/a	n/a	No	No	No	No	No	No	No	n/a		

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Supply Chain Social Supply Chain Management	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Governance Audit Risk & Oversight													
Years Auditor Employed	10.00	11.00	1.00	2.00	3.00	4.00	5.00	6.00	7.00	8.00			
Size of Audit Committee	4.00	4.00	4.00	4.00	5.00	5.00	5.00	4.00	4.00	4.00			
Number of Independent Directors on Audit Committee	3.00	3.00	3.00	3.00	4.00	4.00	4.00	3.00	3.00	3.00			
Audit Committee Meetings	5.00	7.00	5.00	5.00	7.00	8.00	6.00	7.00	6.00	7.00			
Audit Committee Meeting Attendance Percentage	95.00	100.00	96.67	85.00	91.17	97.50	96.55	90.90	96.15	100.00			
Board Composition Company Conducts Board Evaluations	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Board Size Number of Executives / Company Managers	11.00 3.00	10.00 2.00	10.00 3.00	10.00 3.00	10.00 3.00	10.00 3.00	11.00 3.00	10.00 3.00	10.00 3.00	10.00 3.00			
Number of Non Executive Directors on Board	9.00	8.00	8.00	8.00	8.00	8.00	9.00	8.00	8.00	8.00			
Number of Board Meetings for the Year	9.00	11.00	7.00	7.00	5.00	6.00	6.00	7.00	6.00	6.00			
Board Meeting Attendance Pct	91.92	93.82	97.66	94.12	92.00	100.00	100.00	95.16	100.00	100.00			
Compensation Company Has Executive Share Ownership Guidelines	No	No	No	No	No	No	No	No	No	No	No	No	
Director Share Ownership Guidelines	No	No	No	No	No	No	No	No	No	No	No	No	
Size of Compensation Committee	4.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00			
Num of Independent Directors on Compensation Cmte	3.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00			
Number of Compensation Committee Meetings	3.00	4.00	5.00	5.00	2.00	4.00	5.00	2.00	3.00	2.00			
Compensation Committee Meeting Attendance %	100.00	91.66	100.00	100.00	100.00	91.66	100.00	100.00	100.00	100.00			
Diversity Number of Female Executives	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

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For the period ending												
Number of Women on Board	1.00	1.00	1.00	1.00	1.00	1.00	2.00	2.00	2.00	1.00		
Age of the Youngest Director	47.00	48.00	48.00	49.00	50.00	51.00	52.00					
Age of the Oldest Director	74.00	74.00	71.00	72.00	73.00	74.00	72.00					
Independence Number of Independent Directors	6.00	5.00	5.00	5.00	5.00	5.00	6.00	5.00	5.00	5.00	5.00	
Nominations & Governance Oversight												
Size of Nomination Committee	4.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	
Num of Independent Directors on Nomination Cmte	3.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	
Number of Nomination Committee Meetings	3.00	4.00	5.00	5.00	2.00	4.00	5.00	2.00	3.00	2.00	2.00	
Nomination Committee Meeting Attendance Percentage	100.00	91.66	100.00	100.00	100.00	91.66	100.00	100.00	100.00	100.00	100.00	
Sustainability Governance												
Verification Type	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	
Employee CSR Training	No	No	No	No	No	No	No	No	No	No	n/a	
Tenure												
Board Duration (Years)	3.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	

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