

Business and Human Rights Policy

Tata Steel Colors Pvt. Ltd. recognizes upholding of human rights as an integral aspect of doing business.

We are committed to respecting and protecting human rights across our business and value chains.

We shall recognize individuals and communities as holders of human rights and shall:

- Constitute a governance structure to oversee human rights commitments
- Integrate an approach that respects and protects human rights in business strategy and risk frameworks
- Foster an understanding of human rights across the business
- Advocate protection of human rights from adverse impacts potentially resulting from or caused by business
- Encourage employees, contractors, and other stakeholders to speak up if they become aware of, or reasonably suspect, any violation of human rights at Tata Steel Colors Pvt. Ltd. – including modern slavery* or other labour rights violations in our operations or supply chains
- Set up a fair, transparent, and consultative remediation framework to address adverse human rights impacts
- Disclose progress on human rights performance on applicable platforms

Date: 17th January 2026



Praveen V Thampi,
Managing Director,
Tata Steel Colors Pvt. Ltd.

The policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights and is consistent with our Code of Conduct.

* Modern Slavery means compelled servitude, bonded/forced labour, child labour and trafficking.