

Tata Steel Colors Private Limited Environmental, Social, and Governance (ESG) Policy

1. Introduction

Tata Steel Colors Pvt. Ltd. ("TSCPL"), formerly known as Tata BlueScope Steel Pvt Ltd, is committed to conducting its business responsibly, ethically and sustainably across all its operations and value chain. As a leading manufacturer of colour-coated steel and building solutions, we recognise our responsibility to minimise our environmental footprint, advance the well-being of our people, strengthen our supply chain, and uphold the highest standards of governance and integrity.

This ESG Policy sets out TSCPL's commitments and guiding principles on Environmental, Social and Governance (ESG) performance. It applies to the entire TSCPL, including manufacturing plants at Jamshedpur (Jharkhand), Bhiwadi (Rajasthan), and Sriperumbudur (Tamil Nadu) — as well as all offices, warehouses, business units and support functions.

The policy is applicable to all employees, contract workers, suppliers, service providers, distributors and other stakeholders working for or on behalf of TSCPL.

2. ESG Purpose and Vision

Purpose

To lead the coated steel and building solutions industry toward a sustainable future, creating value through responsible operations, innovative solutions, and a commitment to preserving our planet, empowering our people, and maintaining principled governance.

Vision

To be a global leader in sustainable steel solutions, transforming the built environment with innovative, responsible and regenerative practices that enhance the planet and empower people.

3. Environmental Commitments

TSCPL is committed to responsible environmental stewardship and efficient use of natural resources.

3.1 Energy Transition and Efficiency

- We shall enhance energy efficiency through operational excellence and adoption of improved technologies.
- We shall progressively increase the use of cleaner and sustainable energy sources.
- We shall conduct periodic energy audits and implement continual improvement measures.
- We shall integrate energy-efficient systems into new projects and upgrades.

3.2 Climate Action

- We shall work towards reducing greenhouse gas emissions across our operations.
- We shall assess and manage climate-related risks, including physical and transition risks.
- We shall integrate climate considerations into enterprise risk management processes.

3.3 Water Stewardship

- We shall optimise freshwater consumption through efficient processes and monitoring.
- We shall promote recycling and reuse of treated water across operations.
- We shall strive towards water efficiency and long-term water sustainability at all locations.
- We shall strengthen water conservation and management practices.

3.4 Waste Minimisation and Circularity

- We shall reduce waste generation through process improvements and efficiency measures.
- We shall promote reuse, recycling and resource recovery across operations.
- We shall minimise waste sent to landfill and promote circular economy practices.
- We shall work towards structured waste management systems, including zero-waste-to-landfill initiatives.

3.5 Pollution Prevention and Responsible Materials

- We shall ensure compliance with applicable environmental regulations relating to air, water, noise and hazardous waste.
- We shall prevent pollution through responsible management of emissions, effluents and materials.
- We shall promote responsible use of raw materials and explore sustainable alternatives.
- We shall strengthen chemical management practices across operations.

4. Social Commitments

TSCPL is committed to fostering a safe, inclusive and empowering work environment, upholding human rights and contributing to the well-being of employees, communities and stakeholders across the value chain.

4.1 Workplace Safety and Health

- We shall provide a safe and healthy workplace and strive towards a zero-harm environment.
- We shall conduct regular safety training for employees and contract workforce.
- We shall implement health monitoring practices, including periodic medical examinations.
- We shall monitor and continually improve health and safety performance.

4.2 Diversity, Inclusion and Equal Opportunity

- We shall promote diversity and inclusion across the workforce.
- We shall ensure equal opportunity and fair treatment for all employees.
- We shall maintain a workplace free from discrimination, harassment and bias.
- We shall strengthen awareness and access to grievance redressal mechanisms.

4.3 Human Capital Development

- We shall promote continuous learning, skill development and capability building.
- We shall enhance employee engagement and support career development.
- We shall ensure fair, transparent and competitive compensation practices.

4.4 Human Rights

- We shall uphold human rights across our operations and value chain.
- We shall prohibit child labour, forced labour and any form of exploitation.
- We shall respect freedom of association and employee rights.
- We shall build awareness on human rights principles across the organisation.

4.5 Community Development

- We shall engage with communities in areas of our operations.
- We shall support inclusive development initiatives aligned with community needs.
- We shall assess, monitor and enhance the impact of community programmes.

5. Governance Commitments

TSCPL upholds strong governance practices to ensure ethical conduct, transparent disclosures, responsible decision-making and robust oversight of sustainability performance.

5.1 Ethics and Integrity

- We shall uphold the highest standards of ethics, integrity and responsible conduct.
- We shall ensure compliance with all applicable internal policies and codes.
- We shall promote awareness of ethical practices through training and communication.
- We shall encourage reporting of concerns without fear of retaliation.

5.2 ESG Reporting and Transparency

- We shall measure, monitor and disclose ESG performance in a transparent manner.
- We shall progressively align disclosures with recognised frameworks such as GRI, BRSR, and other relevant standards.
- We shall participate in external assessments, audits and ESG ratings.
- We shall strengthen communication of ESG commitments and progress to stakeholders.

5.3 Responsible Value Chain and Product Stewardship

- We shall promote responsible sourcing and integrate ESG considerations into supplier selection and evaluation.
- We shall engage with suppliers to enhance sustainability performance across the value chain.
- We shall promote sustainable product attributes including durability, recyclability and responsible manufacturing.
- We shall ensure responsible and transparent communication with customers and stakeholders.

5.4 ESG Integration into Risk and Leadership

- We shall integrate ESG considerations into business strategy and risk management processes.
- We shall strengthen leadership accountability for sustainability performance.
- We shall build organisational awareness and capability on ESG-related risks and opportunities.

6. ESG Governance Structure

TSCPL shall establish and maintain an appropriate governance structure to oversee ESG implementation and performance across the organisation.

7. Stakeholder Engagement

We shall engage with our stakeholders, including employees, customers, suppliers, communities and regulators, to understand their expectations and strengthen our ESG performance through continuous dialogue and feedback.

8. Compliance

- We shall comply with all applicable laws and regulations relating to environment, labour, safety, governance and sustainability.
- Where applicable standards are less stringent, we shall strive to uphold our internal sustainability principles across all locations.

9. Implementation, Monitoring and Review

- We shall implement this policy through defined plans, responsibilities and processes.
- We shall monitor ESG performance, conduct periodic reviews and strive for continual improvement.
- This policy shall be reviewed periodically and updated as required.

10. Communication

- We shall communicate this policy to all employees and relevant stakeholders and make it publicly available.

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