



Human Rights Policy

Tata Steel (Thailand) Public Company Limited Group

Tata Steel (Thailand) Public Company Limited realizes the problem of human rights violations in today's global society which becomes wider and increasingly complex. The Company, therefore, values and respects human rights as reflected in Tata Code of Conduct as well as compliance to the law, The United Nations Global Compact: UNGC and The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. To ensure that we are committed to operating our business in the value-chains without human rights violations, the Company considers appropriate to set out Human Rights Policy and practices towards all stakeholders in which all employees of the group companies shall strictly follow;

1. The way we treat our stakeholders

1.1 Our Employees

The Company treats employees fairly and provides equal opportunities of employment, development, rewarding, performance management, career growth without discriminating on any ground, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law. The decisions will be based solely on performance, merit, competence, and potential.

Everyone in our work environment must be treated with dignity and respect. The Company does not tolerate any form of harassment, whether sexual, physical, verbal, or psychological.

The Company does not employ children at our workplaces and does not use forced labor in any form.

1.2 Our Customers

The Company respects customers' right to privacy in relation to their personal data and shall safeguard the customers' personal data in accordance with Thailand's Personal Data Protection Act. BE 2562 and applicable law. The dealings with customers shall be professional, fair, and transparent.

1.3 Our Suppliers and Value-Chain Partners

The Company shall select, evaluate and treat suppliers and value-chain partners fairly and transparently. Fundamental criteria for selecting and evaluating suppliers and value-chain partners, apart from their committed and agreed performance, are management on safety, health and working environment, compliance to law and conducting business ethically.

The Company encourages suppliers and value-chain partners to apply the safety, health and working environment system in line with the Labor Law and international principle, including providing training on regulation and safety standards to their employees to understand and properly practice before working in any of the Company's premises.

The Company shall communicate, develop and support suppliers and value-chain partners to follow the law and related regulations along with conducting business in accordance with Tata Code of Conduct which regarded as part of the business contract. The Suppliers and value-chain partners must not employ children and does not use forced labor in any form. They must adhere to the principles of treating their employees and interacting with the communities by respecting human rights.

TATA STEEL (THAILAND)

บริษัท ทาตา สตีล (ประเทศไทย) จำกัด (มหาชน) Tata Steel (Thailand) Public Company Limited

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1.4 Our Communities

The Company commits to good corporate citizenship, and shall actively assist in the improvement of the quality of life of the people in the communities in which the Company operates, by supporting the exchange of ideas and knowledge with the communities and stakeholders regularly, respect the rights and protect actions that may violate the human rights of the communities and stakeholders appropriately.

2. Human Rights Management Process

The Company will implement the human rights management process by assessing and identifying risks, plan and define solutions to prevent and mitigate various impacts that may arise from human rights issues appropriately. This includes monitoring and following up to ensure that human rights of stakeholders have not been violated.

3. Employees' Commitment towards Human Rights

All employees of the group companies must be aware when performing duties to prevent the risk of human rights violations in business operations as well as helping to monitor, support and promote actions to protect human rights.

Employees must not neglect or ignore when seeing actions that violate human rights and shall report to the supervisors, ethics counsellor or responsible person through various channels determined by the Company. The investigation will be conducted and reported to the Senior Management Executives, Audit and Risk Review Committee and the Board of Directors in order to properly alleviate, correct and prevent human rights impacts under the Whistleblower Policy of the Company.

Dated March 1, 2025

Tata Steel (Thailand) Public Company Limited

(Tarun Daga)

President & CEO

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