



TATA STEEL (THAILAND) SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct is a set of standards and guidelines that covers Environmental, Social and Governance (ESG) practices to develop correct understanding and the company's commitment to support suppliers in operating ethically and responsibly towards society. Tata Steel (Thailand)'s Supplier Code of Conduct comprises of following principles.

1. PRODUCTS AND SERVICES
2. REGULATORY COMPLIANCE
3. BRIBERY AND CORRUPTION
4. HEALTH AND SAFETY
5. LABOR AND HUMAN RIGHTS
6. ENVIRONMENT
7. PROTECTING COMPANY ASSETS
8. THIRD PARTY REPRESENTATION
9. GIFTS AND HOSPITALITY
10. CONFLICT OF INTEREST
11. REPORTING VIOLATION

This Supplier Code of Conduct shall be effective from October 1, 2024.

Dated September 26, 2024

(Mr. Tarun Kumar Daga)

President and Chief Executive Officer

TATA STEEL (THAILAND)

SUPPLIER CODE OF CONDUCT

The Tata Code of Conduct (TCoC) represents the values and core principles that guide the conduct of every Tata business. At the Tata Group, we are committed to improve the quality of life of the communities we serve globally through long-term stakeholder value creation based on 'Leadership with Trust'. Tata Steel has epitomized the true spirits of ethics in its interactions with all its stakeholders. Tata Steel (Thailand) Plc. (TSTH) follows the Tata Code of Conduct (TCoC) globally and expects our supply chain partners to adhere to the same principles of TCoC

1. PRODUCTS AND SERVICES

The Suppliers shall be committed to supplying products and services of high quality that meet all applicable standards. The products and services offered shall comply with applicable laws, including product packaging, labelling and after-sales service obligations. The Supplier shall market its products and services on their own merits and not make unfair or misleading statements about the products and services of competitors

2. REGULATORY COMPLIANCE

The Supplier shall comply with all applicable laws and regulations, both in letter and in spirit, in all the territories in which it operates.

3. BRIBERY AND CORRUPTION

The Suppliers shall not engage in any form of bribery or corruption.

4. HEALTH AND SAFETY

The Suppliers shall strive to provide a safe, healthy and clean working environment for its employees.

5. LABOR AND HUMAN RIGHTS

The Suppliers shall not employ children at their workplaces.

The Suppliers shall not use forced labor in any form.

The Suppliers shall pay workers' wages, overtime pay and provide any legally mandated benefits accurately, fairly and in accordance with the legal minimum and provided within time set.

The Suppliers shall not require employees to work longer than the legally mandated hours, and any overtime or work on holidays must be on a voluntary basis for the employees.

6. ENVIRONMENT

The Supplier shall strive for environmental sustainability, particularly with regard to the emission of greenhouse gases, consumption of water and energy and the management of waste and hazardous materials. The Supplier shall endeavor to offset the effect of climate change in its activities

7. PROTECTING COMPANY ASSETS

The assets of Tata Steel shall not be misused; they shall be employed primarily and judiciously for the purpose of conducting the business for which they are duly authorized. These include tangible assets such as equipment and machinery, systems, facilities, materials and resources as well as intangible assets such as proprietary information and intellectual property.

8. THIRD PARTY REPRESENTATION

- a) The Supplier shall represent our company (including Tata brand) only with duly authorized written permission from our company. They are expected to abide by the Code in their interactions with, and on behalf of us, including respecting the confidentiality of information shared with them.
- b) The Supplier shall safeguard the confidentiality on the use of intellectual property and data of TSTH

9. GIFTS AND HOSPITALITY

Business gifts and hospitality are sometimes used in the normal course of business activity. However, if offers of gifts or hospitality (including entertainment or travel) are frequent or of substantial value, they may create the perception of, or an actual conflict of interest or an 'illicit payment'. Therefore, gifts and hospitality given or received should be modest in value and appropriate, and in compliance with TSTH's Gifts and Hospitality policy. The Suppliers shall neither receive nor offer or make, directly or indirectly, any illegal payments, remunerations, gifts, donations or comparable benefits that are intended, or perceived, to obtain uncompetitive favors for the conduct of its business with TSTH

10. CONFLICT OF INTEREST

The Supplier shall not engage into a financial or any other relationship with a TSTH employee that creates any actual or potential conflict of interest for TSTH. The Supplier understands that a conflict of interest arises when the personal interests of the TSTH employee are inconsistent with the responsibilities of his/her position with the company. All such conflicts must be disclosed. Even the appearance of a conflict of interest can be damaging to TSTH and to the Suppliers, and are to be disclosed and approved in advance by TSTH management.

11. REPORTING VIOLATION

The Supplier shall notify TSTH regarding any known or suspected improper behavior by the supplier relating to its dealings with TSTH or any known or suspected improper behavior by TSTH employees.

Reported violations will be treated confidentially without retaliation.



Please call the **TCOC Helpline Services** at
1-800-292-777 (Toll Free) or 02-677-2800
Call times: **8:30 am - 5:30 pm**
Monday - Friday (Except public holidays)



Email: **tell@thailand-ethicsline.com**
Subject: **TCOC Helpline Services**



Post: **TCOC Helpline Services**
P.O. Box 2712, Bangrak Post Office,
Bangkok 10500

Reference: TSTH Business Ethic Policy

<https://www.tatasteeltailand.com/en/sustainability/business-ethics-policy/>

