



AO / 226 / 2017

23 MAY 2017

WHISTLE BLOWER POLICY FOR BUSINESS ASSOCIATES

In compliance with Tata Code of Conduct and in furtherance with Tata Steel Limited's (Company's) policy to encourage and protect genuine Whistleblowing by Business Associates, a Business Associates' Whistleblowing Protection Policy ("Policy") has been developed.

Definitions:

"Protected Disclosure" means any communication in relation to matters concerning the Company, which is made in good faith and which discloses information that may evidence demand for illegal gratification and/or unethical or improper activity of serious nature, by any Employee, Director or Business Associate

"Business Associate Whistleblower" means a person/organization registered in the Vendor or Customer data base of the Company, making a Protected Disclosure and thereafter extending whatever assistance may be required in establishing facts mentioned in the Protected Disclosure.

Procedure:

Protected Disclosures should preferably be reported in writing i.e. in ink or electronically, and should be factual (not speculative) so as to ensure a clear understanding of the issues raised by the Whistle Blower.

Misconduct concerning the Ethics Counsellor and employees at the levels of Vice President and above, should be addressed to the Chairperson of the Audit Committee of the Company and those concerning other employees, should be addressed to the Ethics Counsellor of the Company.

The Whistleblower must disclose his/her identity in the covering letter forwarding such Protected Disclosure. Anonymous disclosures will not be entertained as it would not be possible to interview the Whistleblowers.

The contact details of the Chairperson of the Audit Committee and of the Ethics Counsellor of the Company are as under :

TATA STEEL LIMITED

Office of the Managing Director Jamshedpur 831 001 India

Tel 91 657 2424602 Fax 91 657 2431818 e-mail mdoffice@tatasteel.com

Registered Office Bombay House 24 Homi Mody Street Fort Mumbai 400 001

Tel 91 22 666 58282 Fax 91 22 66657724

Corporate Identity Number L27100MH1907PLC000260 Website www.tatasteel.com

