

Modern slavery and human trafficking statement

Tata International Metals (UK) Ltd is making a modern slavery statement relating to section 54 of the Modern Slavery Act 2015.

Introduction

We oppose slavery and human trafficking in all its forms and make this statement to convey our values and stance against slavery and human trafficking.

We are committed to improving our practices to combat slavery and human trafficking.

About us

Tata International Metals (UK) Ltd is a global steel trading organization and a part of the global Tata Group. Our main activity is the sourcing and sales of steel from our global network of offices and selling to our customer base in Europe, North and West Africa. We operate in the steel trading sectors in the UK.

Our supply chains are mainly made up of steel producers, steel service centres, distributors and end-users.

Our employees remain at the core of our business success. All Tata International Metals (UK) employees are recruited in accordance with clear HR policies and procedures designed to comply with all applicable legislation, including checks for immigration status and ensuring compliance with national minimum wage and other employment regulations.

Tata International Metals (UK) supplements its internal resources from time to time with support from third party services. This can range from the use of specialist consultants on secondment to the business for a short period, to outsourcing non-core services to third party suppliers. This includes the use of temporary agency workers to provide the flexibility to react to and support operating requirements across all areas of the organisation as required.

For more information regarding our Group values, to which we adhere, please see: <https://tatainternational.com/about-us/vision-mission-values/>

For more information regarding our Group ethics, to which we adhere, please see: <https://tatainternational.com/about-us/ethics/>

Policies

Our Modern Slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Tata International Metals (UK) Ltd is proud of its ethical values and principles, as articulated in the Tata Code of Conduct, to which all Tata Group companies subscribe.

The Code of Conduct can be found at: <https://tatainternational.com/wp-content/themes/ti/downloads/TCOC.pdf>

The Code requires Tata companies and employees to act with professionalism, honesty and integrity, and to preserve the human rights of every individual and the community.

Tata International Metals (UK) Ltd is aligned to the Tata Group's core purpose of improving the quality of life of the communities we serve through long term stakeholder value creation. Enlarging the scope of Affirmative Action, which gained positive momentum since 2009, through its CSR strategy, Tata International Metals (UK) Ltd will continue to make need, based, focused and exhaustive interventions in identified issues for the economically and socially disadvantaged sections of the society. Tata International Metals (UK) Ltd focuses its CSR initiatives in localities surrounding its business operations especially in Dewas and Chennai, taking concrete steps in areas of:

1. Skill Development
2. Employability
3. Education

For more information concerning the Tata Group's CSR strategy:

<https://tatainternational.com/corporate-sustainability/community/>

In addition, Tata International Metals (UK) Ltd supports the Tata Group initiatives on Affirmative Action that are focused on measures towards creating an inclusive society by addressing the need to mainstream a sizeable disadvantaged section of the population in India.

For more information concerning the Tata Group's Affirmative Action:

<https://tatainternational.com/corporate-sustainability/affirmative-action/>

For more information concerning the Tata Group's governance:

<https://tatainternational.com/about-us/governance/>

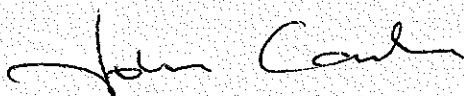
Due diligence and risk assessment

As part of our initiative to identify and mitigate risk we have in place:

- Pre-employment and employment related due diligence systems.
- Financial systems to help identify and assess potential risk areas in our supply chains.
- Protect whistle blowers.

As part of the agent, customer and vendor qualification process, due diligence is undertaken to determine whether the minimum standards of our Tata Code of Conduct are met. Such checks are embedded into our 'business as usual' sourcing processes.

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31 March 2019. It was approved by the board on 18 November 2019.



Tata International Metals (UK) Ltd

Date: 20 November 2019