



BUSINESS AND HUMAN RIGHTS POLICY

Tata Chemicals recognizes upholding of human rights as an integral aspect of doing business.

We commit to respect and protect human rights and remediate adverse human rights impacts resulting from or caused by our businesses.

The policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights and is consistent with the Tata Code of Conduct.

Tata Chemicals shall recognize individuals and communities as holders of human rights and shall:

- Constitute a governance structure to oversee human rights commitments;
- Integrate an approach that respects and protects human rights in business strategy and risk frameworks;
- Foster an understanding of human rights across all rightsholders of the business;
- Advocate protection of human rights from adverse impacts resulting from or caused by business;
- Set up a fair, transparent and consultative remediation framework to address adverse human rights impacts;
- Disclose progress of human rights performance in line with national and/or global reporting frameworks.

This Policy will apply to Tata Chemicals (and all its subsidiaries).

Date: 12th March 2021

R Mukundan
Managing Director

