

What Tata Code of Conduct (TCoC) means to me

national interest

I am committed to contribute to the country, localities and communities in which NSH operates, to the best possible extent and in an affordable manner.

equal opportunities employer

On behalf of the company, I promise to provide equal opportunities to all colleagues / qualified applicants for employment, irrespective of their race, religion, marital status, sex or age.

quality of products & services

I am committed to supplying materials / services of the highest quality standard, ensuring total customer satisfaction.

concurrent employment

I will not, without the prior approval of NSH's CEO, accept employment with any other company, nor provide freelance services to anyone.

citizenship

In my private life, I am free to pursue an active role in civic and political affairs, as long as it does not adversely affect NSH's business or interests.

ethical conduct

My dealings on behalf of NSH will be fair, transparent, professional and will show the highest standards of ethics, honesty and integrity.

conflict of interest

I will not engage in any business relationship or activity, which might be in conflict with NSH's interests.

regulatory compliance

I will ensure that my business conduct complies with all applicable laws and regulations in the territories in which I operate.

integrity of data furnished

I will ensure, at all times, the integrity of information furnished by me to NSH.

gifts & donations

NSH and I will not receive or offer any gifts / donations either directly or indirectly in order to grant or obtain business favours.

reporting concerns

I will promptly report to the NSH management any violation of the TCoC, or any event I become aware of, that could affect our business or reputation.

government agencies

NSH and I will not offer any funds / property as donation to any government agency, directly or through intermediaries, in order to obtain decisions in our favour.

What Tata Code of Conduct (TCoC) means to NatSteel Holdings (NSH)

financial reporting & records

NSH will maintain accounts fairly; adopt internal accounting procedures which will reflect our business transactions accurately and will ensure that there are no wilful omissions in our records.

competition

NSH will support a competitive market economy and cooperate with efforts to promote liberalisation of trade and investment.

corporate citizenship

NSH will not only comply with all relevant laws and regulations, but will also assist in improving the quality of life of the people in the community in which we operate.

health, safety & environment

NSH will provide a safe and healthy working environment and comply with all environmental regulations in the area.

third party representation

Consultants, agents, sales representatives, distributors, contractors, suppliers, etc. who are not part of the Tata group will not be allowed to represent NSH if their conduct is known to be inconsistent with the TCoC.

co-operation of Tata companies

NSH will share its physical and intellectual resources with other Tata companies and procure products / services from other Tata companies as long as they are competitive, relative to third parties.

public representation of NSH & the Tata group

NSH will be represented by specific authorised personnel for disclosing corporate information to the public.

political non-alignment

NSH will support a democratic constitution and system with a transparent and fair electoral system. We will not support any electoral party, directly or indirectly.

use of the Tata brand

The use of the Tata brand is governed by manuals, codes and agreements issued by Tata Sons.

shareholders

NSH will enhance shareholder value and comply with all regulations and laws that govern shareholder rights.

group policies

NSH will recommend to its Board of Directors the adoption of policies and guidelines periodically formulated by Tata Sons.

securities transactions & confidential information

My immediate family and I will not derive any benefit or assist others to derive any benefit from inside information possessed by me about NSH.

protecting company assets

NSH assets will not be misused but employed for the purpose of the business for which they are duly authorised.

Tata Values

integrity
understanding
excellence
unity
responsibility

TCoC was officially re-affirmed by senior management at the Steel-A-Moment session on 16 May 2008.

This was followed by individual department pledging.