While care has been taken to ensure that the information in this brochure is accurate, neither Tata Steel nor its subsidiaries accept responsibility or liability for errors or information which is found to be misleading.
THE WORLD OF STEEL

It's a world without boundaries. A world that is growing, changing and challenging everyday. A world that requires many different skills, continuous innovation and financial investment, and the responsible use of natural resources.

This is the world in which Tata Steel seeks to excel, by providing the best quality products and the best possible service to our customers. The stated purpose is to create solutions to the ever changing needs, using the material that plays a vital role in all everyone's lives. Steel is exceptionally strong, durable and versatile, as well as being 100% recyclable.

As a Fortune 500 company and one of the world's most geographically diversified steel producers, we are not only meeting the current needs of our global customer base but are also developing exciting new solutions in steel that will deliver additional value to our customers in the future.
Diversity enriches any large organisation and enhances its collective capabilities. A clear, shared vision is a key requisite for successful diversity management.

THE TATA STEEL VISION – To be the global steel industry benchmark for value creation and corporate citizenship.

We will achieve this through:
- **Our people** – by fostering team work, nurturing talent, enhancing leadership capability and acting with pace, pride and passion.
- **Our offer** – by becoming the supplier of choice, delivering premium products and services, and creating value for our customers.
- **Our innovation** – by developing leading-edge solutions in technology, processes and products.
- **Our conduct** – by providing a safe and healthy workplace, respecting the environment, caring for our communities and demonstrating high ethical standards.
They live in many different countries and come from many different backgrounds. But what binds together every member of the global Tata Steel family is a shared corporate culture—shaped by the value-based guiding principles that underpin every business decision.
Sustainable development means growth that places equal emphasis on economic, environmental and social considerations. It cannot be achieved by a single enterprise or even by the entire global business community in isolation. It is an all-embracing principle to which every stakeholder must contribute in order to make it a reality.

The performance culture that has been the heartbeat of Tata Steel since its birth in India over a century ago certainly embraces this principle. Every employee is expected to share an unwavering commitment to the pursuit of challenging performance targets and continuous improvement; to safety and protection of the environment; and to openness, fairness and responsibility with each other and with their local communities.

The four key areas in which every member of the Tata Steel family is committed to contribute personally are:

- Safety
- Value creation
- The environment
- People

School children celebrate completing the Corus Kids of Steel Triathlon in Newham, UK.
ONE BRAND

Based on the performance of all Tata Group companies over many years, the Tata brand has come to stand for quality, trust, business leadership, the highest ethical standards and respect for all its stakeholders.

The specific attributes associated with Tata Steel, including product excellence and safe, and sustainable manufacturing, have led the Tata Steel brand to represent reliability and quality to customers; fairness and opportunity to employees; creation of wealth to shareholders; and corporate responsibility to local communities and society at large.

Tata Steel has, in turn, created a number of sub-brands for its specialty businesses and products – each of which carries the same values and attributes.
Tata Steel has always believed that the principle of mutual benefit – between countries, corporations, customers, employees and communities – is the most effective route to profitable and sustainable growth.

Tata Steel was founded in 1907 in pursuit of Jamsetji Tata’s dream of a prosperous and independent India. More than 100 years later, the company continues on its successful journey, with its sights set on becoming the global steel industry benchmark for both value creation and corporate citizenship.

Today, it is one of the largest steel producers in the world with over 80,000 employees across five continents. It is one of the first integrated steel plants in Asia and the world’s second most geographically diversified steel producer.

In Jamshedpur, India, where the company was first established, Tata Steel has a 6.8 mtpa crude steel production plant with further capacity currently under construction. In Europe, it has total manufacturing capacity of 20 mtpa located in the UK and the Netherlands. Tata Steel’s South East Asian operations make it a key steel producer in the Asia-Pacific region with a presence across six countries.
A Lineage of Leadership with Trust

Tata Steel has in its lineage some of the world’s most pioneering and respected industrial entities – the Tata Group itself, British Steel, Koninklijke Hoogovens and NatSteel.

The Tata Group, headquartered in India, can trace its history back to 1868, when Jamsetji Tata founded a textile trading company. Today, the Group has operations in over 80 countries across the globe. As India’s largest industrial conglomerate, the Tata Group has 28 publicly listed companies with a combined shareholder base of 3.5 million. It is also the largest private sector employer in India with some 360,000 employees.

The Group is continuing to build multinational businesses that achieve profitable growth through excellence and innovation, while balancing the interests of shareholders, employees and society in general. These businesses span seven major sectors: communications and information technology, engineering, materials, services, energy, consumer products and chemicals. Two-thirds of the Group’s total revenues now come from international markets.

The Tata Group’s largest companies include:
- Tata Motors – now among the top five commercial vehicle manufacturers in the world and the owner of Jaguar Land Rover;
- TCS – one of the world’s leading software companies;
- Tata Tea – the second largest branded tea company in the world through its UK-based subsidiary Tetley;
- Tata Chemicals – the world’s second largest manufacturer of soda ash; and
- Tata Communications – one of the world’s largest wholesale voice carriers.

In 2007, Tata Steel acquired Corus with the idea of collaborative growth – an approach particularly relevant in the global market today. With their very different but equally proud and long histories, Tata Steel and Corus have much in common in terms of business culture and global vision.

The lineage of Corus can be traced back to the earliest days of steel production in the UK and the Netherlands, although the name Corus came into being relatively recently. In 1988, the British Steel Corporation as it was then known was privatised, and 12 years later it merged with Koninklijke Hoogovens of the Netherlands to form Corus, which is now Tata Steel.

In 2005, Tata Steel acquired NatSteel Asia, now known as NatSteel Holdings. A strong partnership was forged, enabling the Group to tap on growth opportunities in Asia and create a formidable pan-Asian steel business.

Started in 1964, NatSteel was actively involved in Singapore’s nation-building efforts, providing much needed steel for public housing and infrastructural works as the nation industrialised. NatSteel has since expanded beyond Singapore to establish a strategic footprint in the Asia Pacific, and built a premium brand name for its quality steel solutions and expertise.

Tata companies have always adhered to the principle of returning wealth to the society they serve. Two-thirds of the equity of Tata Sons, the Tata holding company, is held by philanthropic trusts. The combined development-related expenditure of the trusts and the companies on social initiatives around the world amounts to approximately four per cent of the total net profits of all the Tata companies.
The Tata Steel Works, Jamshedpur, India.

Tata Steel’s operations in Jamshedpur are among the most cost competitive in the global steel industry.

Throughout its century-long history, Tata Steel in India has been a pioneer in industrial and employment practices. Today it has a 6.8 mtpa crude steel production plant as well as a significant presence in all the key product segments.

Capacity expansion is a key strategy for Tata Steel in India, where it derives much of its competitive advantage as a low-cost producer from the quality and yield of its raw material sources. The mines have provided raw material security and also partially insulated Tata Steel from the volatility within the global markets for these raw materials. Work is currently under way to increase steelmaking capacity at Jamshedpur to 9.7 mtpa of crude steel by 2012. This additional capacity will enable the company to increase its market share in flat products and to use its existing resources more efficiently, including manpower, utilities and its captive mines.

Looking further into the future, the company plans to continue to increase its capacity significantly through both brownfield and greenfield developments.

An employee at work in Jamshedpur, India.
The acquisition of Corus in 2007 transformed Tata Steel’s manufacturing capacity, capability and market position to a global scale. Today the European operations employ some 35,000 people.

Tata Steel has a crude steel production capacity of over 20 mtpa in Europe – more than two thirds of the Group’s total capacity – with major steelmaking centres in Port Talbot, Rotherham and Scunthorpe in the UK and Ijmuiden in the Netherlands. Ijmuiden is currently the Group’s largest single steel plant with a crude steel production capacity of 7.6mtpa.

Tata Steel has additional manufacturing operations in Germany, France and Belgium, backed by a global network of sales and service centres offering a wide range of products and service solutions to customers throughout the world.

Tata Steel is the second largest steel producer in Europe with a diversified presence across the continent.
NatSteel delivers high steel solutions for the construction industry including both upstream as well as customised downstream products and services. Headquartered in Singapore, it has operations in Australia, China, Thailand, Vietnam, and Philippines. Employing over 3000 people across the region, NatSteel has a total production capacity of over 2 mtpa, and is poised for further growth.

Tata Steel Thailand is the largest producer of long steel products in Thailand, with a manufacturing capacity of 1.7 mtpa and further expansions planned.
Raw Material Security
A pioneer in prospecting, discovering and extracting iron ore, coal and other minerals required for steelmaking, Tata Steel has almost a century of experience in mining raw materials safely, efficiently and sustainably. The company’s long-term strategy is to have as much control as possible over its raw material resources and to ensure security of supply for its operations globally.

Company-owned and operated mines and collieries have met most of the raw material needs of the Jamshedpur steel plant since its inception. Tata Steel’s raw materials division in India produces over 14 million tonnes of ores a year from its captive collieries, iron ore mines and quarries in the states of Jharkhand and Orissa.

Other significant investments in raw materials include a recently enhanced holding in the Riversdale Mining Limited coal project, development of an iron ore project with New Millennium Capital Corporation, and Dhamra Port Company Limited – a 50:50 joint venture between Tata Steel and Larsen & Toubro to construct a deepwater port on the eastern coast of India. Tata Steel also has several joint ventures in Africa, Australia and Canada to further increase its raw material security.

Research and Development
A collaborative approach, cross-fertilisation of better practices and technology absorption through integration of processes have led to measurable and continuous improvement in many aspects of Tata Steel’s performance. In addition to its ongoing drive to improve the quality and quantity of the steel it produces, Tata Steel continues to conduct extensive research with the objective of making its steel production operations more energy efficient, cost-effective and environmentally sustainable.

The research and development (R&D) centres are located at IJmuiden in the Netherlands, Rotherham and Teesside in the UK, and Jamshedpur in India. A clear focus on development of cutting edge technology has enabled Tata Steel to become one of the lowest cost steel producers worldwide. Current activities in this area include research on agglomerates chemistry, blast furnace burden distribution, integrated through-process modelling, reduced zinc consumption during tube galvanising, and many others.

A number of research groups in India and Europe are actively engaged in developing new products. Research relating specifically to the automotive sector, for example, includes the development of advanced high strength steels, new forming techniques, new and improved joining techniques, innovative coatings, and improved fatigue life of components. Tata Steel’s R&D centres also conduct many programmes to improve the life cycle and sustainability of its products. These include projects to reduce energy consumption, CO₂ and other emissions.
Steel is an essential material used in many industries – it’s the backbone to countless products, structures and services that shape the everyday lives of people throughout the world.

Tata Steel serves customers in all the major market sectors globally, and recognises that each sector, such as automotive or construction or packaging, requires different solutions to meet its specific needs. Depending on market, region and specification of the product, we serve our customers directly or through various steel service centres.

For Tata Steel, the constant focus is on delivering total dependability, assured quality, responsive service and added value to customers in every market sector.
The automotive sector accounts for roughly 16% of all European steel consumption, and for a rapidly growing proportion of steel demand in India and other developing countries. Steel makes up more than half the weight of a car and is used not only for the body and chassis but also the powertrain, gearbox, wheels and tyres.

Tata Steel provides numerous steel products to all the major vehicle manufacturers and component suppliers. Sector specialists with in-depth understanding of the global automotive industry work closely with customers from the initial design stage of a new vehicle.

Tata Steel is continually developing a wide range of steel products and new, higher-performance products that offer improved formability and corrosion resistance, ductility, affordability and advanced high-strength steels. These steels offer significant weight loss – and thus greater fuel economy and lower emissions – without compromising structural strength.

Main Brands:
- Galvano
- Galvator®
- HyPerform® - advanced Dual Phase steels
- MagZinc® Auto Precision Tubes
- Vegter Model
- Vegter Lite
- Ymagine®
- Ympress®
- Tata Wiron®
- Tata Bearings
- Tenform®
From helping to build the world’s most impressive buildings to providing the metal and expertise for infrastructure projects, Tata Steel has the products and services to meet the needs and standards of the global construction sector.

The construction industry is Tata Steel’s largest single market globally, and we produce an extensive and innovative range of steel construction products and systems, all manufactured to the same high quality.

Tata Steel offers a range of products and systems that can be segmented according to their primary function – the structural frame (sections, tubes, composite floor), infrastructure, building envelope (roof and wall products) and internal fit-out applications (products used for heating and ventilation, partition walls, etc).

Construction is a highly localised industry with significant variances between countries and regions. In all markets, we work closely with our customers to deliver solutions aimed at improving cost-effectiveness and speed of construction, increasing the functionality and performance of buildings and infrastructure, and reducing the consumption of resources, including energy, both in the original construction process and in ongoing usage.

Main Brands:
- Advance®
- Aquasteel®
- Bi-Steel®
- Bor Lor Sor
- Catnic®
- Cellius® 355
- Colorcoat®
- Colorcoat HP5200
- Utopia®
- Colorcoat Prisma™
- Colorcoat Urban®
- Confidex®
- Confidex Sustain®
- Contiflo™
- Durbar®
- Hypot®
- Hybox® 355
- Install®
- Ibife®
- Kabzip®
- MagiZinc®
- Slimdek®
- Strongbox®
- Tata Shaktee®
- Tata Tiscen®
- Tata Tubes
- Tata Structura
- Tata Wiron®
- Trisomet®

Tata Structura was used in Mumbai airport, India.
Tata Steel manufactures and processes steel for a wide range of customers across the Consumer Goods sector worldwide. Our product and service solutions range from hot rolled coil through to high-gloss pre-finished steel perforated blanks. These products are primarily used in domestic appliances, lighting, furniture and office equipment, racking and shelving, battery cases, bake-ware, enamel-coated applications and decorative pre-finished metals.

Customers in this sector want a variety of quality products – often tailored individually to their specifications – from a single point of contact; reliability and flexibility in supply and service; innovation, and technical support to provide them with differentiation and competitive advantage.

**Main Brands:**
- Advantica®
- Galvano
- HBBRT®
- HILUN®
- HILAN®
- MagZinc®
- Motiva®
- NICOR®
- Tata Steelium®
- Tata Wiron®
- Tenform®
- Ymikut®
- Ymagine®
General Engineering
Tata Steel manufactures a range of steel products, encompassing hot rolled and cold rolled sheets, wire rod and wire, sections, plate, bearings and tubes, which serve a multitude of small and medium-sized engineering companies in Europe, India and South East Asia.

Main Brands:
Celsius® 355 | Tata Steelium®
Galvano | Tata Wiron®
Hybox® 355 | Tata Bearings

A variety of high-quality agricultural implements marketed as Tata Agrico are widely used throughout rural India. Similarly a range of wire products has many applications in farming and fencing.

Engineering Services, Plant & Equipment
Multi-disciplinary engineering expertise relating to the design, manufacture and supply of high-precision equipment is offered to various industry sectors. Services range from routine testing, erection and commissioning to full business consulting.
Tata Steel supplies a range of steel products in both the consumer and industrial packaging sectors. In the Consumer Packaging sector, we provide high quality packaging steels for the worldwide canmaking industry including tinplate, ECCS and Protact® polymer coated steel. These are primarily used in the light metal packaging for food and beverage cans, as well as for paint, aerosols, closures and promotional packaging. Globally, more than two-thirds of all steel cans are recycled – well ahead of the recycling rates for plastic and aluminium containers.

In the Industrial Packaging sector, Tata Steel provides formable steels for large and intermediary steel drums and also small pails. These can be supplied in coil, blanks and pressed circles. Metallic-coated products are also produced for the Industrial Bulk Container frame and base; these are supplied in both coil and tubular form. Ranges of bottle grades are also available for the gas cylinder market.

Our products and services have helped our customers develop cans that are easier to open, cans that are more sustainable and cans with high performance coatings for demanding applications.

Main Brand:
Protact®
LIFTING AND EXCAVATING

Tata Steel supplies many of the world’s largest players in the lifting and excavating sector, which manufactures machinery used in the movement or extraction of materials and goods. This includes heavy construction and earth moving equipment, mining machinery, cranes and fork lift trucks, as well as agricultural and forestry equipment and trailers.

All of these sub-sectors are highly steel intensive and require a wide range of steel products including high strength strip and coil, quenched and tempered plate, special profiles for track shoe and forklift masts, engineered steel bar and tubes - all of which we can provide globally from our extensive product range.

Tata Steel delivers a multi-product solution to the Lifting and Excavating sector. We manage the complexity of products and services we supply via multiple supply chains, through an extensive global network.

Main Brands:
- Abrazo®
- Actis®
- Celsius® 355
- Hybox® 355
- RQT®
- Strongbox® 235
- Tata Bearings
- Tata Wiron®
- Tenform® XK
- Tenform® XF
- Ympress®
- Ympress® Laser

Tata Steel supplies many agricultural equipment customers.

Providing solutions to the construction and earthmoving equipment sector.
Tata Steel has a long-standing presence and significant technical expertise within the international energy and power sector, and an increasing involvement in the growing renewable energy industry.

Tata Steel offers product packages for wide ranging energy applications as well as quality base steel products. These include high quality welded pipeline packages, prefabricated structural products for wind as well as oil and gas structures, light fabricated systems for solar farm foundations and semi finished steel components for drilling and power generation.

A leading position is held in the supply of offshore oil and gas pipelines and our electrical and speciality engineering steels can be found in many of the world’s power generation applications.

**Main Brands:**
- BSR Pipe coatings
- Durehete®
- Inject
- Jethete®
- Linepipe
- Tata Wiron®

**KEY MARKET SECTORS**

Tata Steel is used in wind tower components.

Tata Steel is an important supplier of steel to the energy sector.
Tata Steel offers a comprehensive range of products and services to the shipbuilding industry. Our steels are used in the construction of a wide range of vessels including cruise liners, ferries, offshore support vessels, tankers, container ships, aircraft carriers and other military vessels.

We offer an approved range of products for shipbuilding, including plates, bulb flats, angles, tubes, sections, bar and multi-product packages.

Tata Steel’s rigorous manufacturing systems are approved by nine major international classification societies.

Main Brands:
- Install®+
- Infire

Aerospace

Aerospace is a high value and technically demanding industry, in which the supply chains are global, requiring stringent approvals and participation in long-term supply agreements.

Customers in this sector require bespoke steel products and services. Our commitment to quality and product excellence is underpinned by a philosophy of ‘right first time’ and continued investment in new technology.

Main Brands:
- Jethete® M152
- Jethete® M160

Landing gear is manufactured using high integrity steel.

Tata Steel offers a comprehensive range for shipbuilding.
In a world where protecting people, assets and infrastructure is increasingly critical and complex, steel plays a vital role in safeguarding society. Tata Steel in Europe supplies a number of specialist solutions that address current defence and security challenges, ranging from products that provide robust protection against bomb attacks to highly engineered components for use in the defence equipment.

Tata Steel’s range of materials, products and services, include: steel plate and sections, armoured steel, blast protective structures, perimeter security, anti-attack vehicle barriers, as well as engineering consultancy and solutions. Whatever the specific requirement, Tata Steel will tailor an individual solution that delivers assured quality and reliability at a competitive cost.

Global expenditure on defence and homeland security continues to grow. This is an extremely demanding market in which the three most critical priorities are: delivery time, quality and cost. Our major segments are: ships and submarines, armoured vehicles, defence and protective construction, perimeter security and specialist engineering solutions. Whatever the specific requirement, Tata Steel will tailor an individual solution that delivers assured quality and reliability at a competitive cost.

Main Brand:
Bi-Steel®

RAIL

Tata Steel has a long history of supplying track infrastructure and today supplies an extensive range of rail sections, steel sleepers and other components for different types of railway and tramway including high-speed, mixed traffic, heavy haul, urban transport and underground.

Tata Steel produces a comprehensive range of rail sections sizes, steel sleeper products, noise reduction system and other specialised track components. We manufacture rails for high-speed lines, tramways and metros as well as conventional track.

Based on our long experience and extensive research within this sector we are able to offer national and local network operators and installation and maintenance contractors a comprehensive array of services that included consultancy, welding, noise reduction, catenary gantries and modular platform construction.

There is a growing demand for longer, harder rail sections. Our facility in Europe has the capability to produce rails with longer length, premium grade rails with longer life, as well as the world leading rail noise reduction system SilentTrack®.

Main Brands:
HPRail™
RAILCOTE™
Silent Track®

Bi-Steel® anti-attack vehicle barriers in use in the UK.
Corporate citizenship means taking all necessary steps to maintain a safe, healthy and fair workplace for all our employees and contractors, protecting the environment, respecting and engaging with local communities, and maintaining high ethical standards wherever we operate.

Environmental sustainability has become an increasingly important item on the Tata Steel agenda. The new basic oxygen steelmaking (BOS) gas recovery project at Port Talbot in the UK will reduce the site’s CO₂ emissions by some 240,000 tonnes per year and its dust (PM10s) emissions by 40 tonnes.

In Singapore, environmental sustainability initiatives implemented over the past few years have enabled NatSteel to reduce its CO₂ emissions to below 0.5 tonnes per tonne of crude steel. Besides having one of the most energy efficient operations in Asia, NatSteel’s products are also made from at least 85% recycled material.

In Thailand, Tata Steel continues to make significant reductions in its electricity consumption, to eliminate dust and improve its wastewater treatment processes through its Total Productive Maintenance programme. Tata Steel Thailand has also set a target of reducing its CO₂ emissions to 1 tonne per tonne of liquid steel produced by 2012.

Our other current environmental initiatives include ‘The Big Cleaning Day,’ ‘The Local Forest Rehabilitation,’ ‘The Steel Products For Environmental Preservation’ and ‘Save Our Earth’ projects. Initiatives include reducing plastic bag usage, giving global warming guidelines to employees, fish freeing and canal cleaning project, coral planting, building dams and saline soil to improve food resources for wildlife animals.

Tata Steel is committed to playing an active and constructive role in addressing climate change – both by reducing its own carbon footprint and by creating high-performance steels that will make it possible to produce lighter, more fuel-efficient vehicles and energy-efficient buildings.

Having already halved the amount of energy needed to make a tonne of steel over the last 40 years, Tata Steel has set itself a target of reducing CO₂ emissions by a further 20% within the next decade.

**SAFEGUARDING THE PLANET FOR FUTURE GENERATIONS IS A RESPONSIBILITY WE TAKE SERIOUSLY IN EVERYTHING WE DO.**

Dimna Lake, Jamshedpur, India. A new habitat created for a protected species of newt, Scunthorpe Works, UK (top), ‘Save Our Earth’ programme at Tata Steel Thailand (bottom).
COMMUNITY INITIATIVES

Every major business has an impact on the communities and societies in which it operates. In all its operations throughout the world, Tata Steel contributes to local and regional economic and social development in a myriad of ways.

Health – Tata Steel has introduced numerous community health programmes in India addressing such important issues as mother and child health, adolescent reproductive and sexual health and HIV/AIDS. The Lifeline Express, the world’s first hospital on rails, offers on-the-spot diagnostic, medical and advanced surgical treatment for preventive and curative interventions across rural India.

Water and sanitation – In remote Indian villages where safe drinking water is scarce, Tata Steel provides potable water to communities through tankers or piped water distribution systems and hand pumps. The company has also constructed or reinstated wells that have so far made over 50,000 people self-sufficient in water, and the Tata Steel Rural Development Society has set a goal of providing every single household within the company’s operating areas with a secure supply of safe water.

Human capital – Tata Steel helps to create sustainable livelihoods for people in all its communities around the world. UK Steel Enterprise, a wholly-owned subsidiary of Tata Steel, was established to improve the economies of areas most affected by plant closures within the UK steel industry. It has helped to establish many new and successful businesses, providing practical advice and information as well as loans and investment funds. NatSteel’s programme, ‘Building Beyond Borders’ empowers the disadvantaged youth and children.

Education – Support for education is an area of special emphasis for all Tata companies, and Tata Steel provides a wide range of scholarships and programmes in all our main operating locations to encourage quality education, to enable the least privileged people to achieve functional literacy, and to support deserving students financially.

Agriculture – The Tata Steel Rural Development Society is undertaking several projects in India to improve agricultural productivity and so raise the living standards of poor farmers and their families. These initiatives are making a real difference: improved crop yields have led to a dramatic increase in household income, every household now has year-round food security, almost all the children in these households go to school, and health has improved measurably among both young and old.

Sports – Tata Steel has always recognised the value of sport in contributing to both physical and mental well being, and sponsors many sporting events and activities.

In the UK, for example, the company sponsors the British Triathlon Foundation, and its ‘Kids of Steel’ programme encourages the development of triathletes from an early age.

In the Netherlands, Tata Steel sponsors the Telstar Football Club, near the IJmuiden Works, helping to improve facilities at the Club’s stadium in Velsen.

In India, the Tata Football Academy develops and trains young footballers in a scientific way, and has an outstanding record of producing players for the national team.

Disaster relief – The Tata Relief Committee (TRC) is a voluntary organisation to serve society’s poorest, whose lives have been affected by natural calamities. Tata Steel and TRC aided the people in the state of West Bengal in the wake of cyclone “Aila” and also at Leh soon after a cloud burst, which destroyed villages, leaving hundreds of people homeless. NatSteel was also active in the support of people affected by the floods in Vietnam’s Quang Binh province.

CONTRIBUTING POSITIVELY TO THE QUALITY OF LIFE WITHIN OUR LOCAL COMMUNITIES IS A FUNDAMENTAL PRINCIPLE OF TATA STEEL’S BUSINESS PHILOSOPHY.
Tata Steel believes that being the best possible employer helps to attract and retain the best employees. Since its foundation more than a century ago, the company has been a pioneering and enlightened employer. Long before the Tata Steel Human Resources Policy was formally written down in 2001, its employment philosophy and practices were based on the recognition that the people of Tata Steel are the primary source of its competitiveness. Nothing is more important than ensuring our employees and contractors carry out their work without injury or harm. Tata Steel aspires to be the health and safety benchmark for the global steel industry, and while further improvement must and will be pursued, progress towards that goal has been significant and encouraging. All Group businesses provide health-screening checks and many operate structured wellness programmes, which educate and motivate employees and their families about the benefits of maintaining healthy lifestyles.
Tata Steel has, over the years, been conferred several awards that have stood witness to its commitment to excellence across its various lines.

Some of these include:

**Corporate Awards:**
- The Deming Application Prize in 2008.
- One of the world’s top ten “Most Admired Companies” by FORTUNE Magazine and the Hay Group in the Industry-Metal category.

**Award For Excellence In Knowledge:**
- The Most Admired Knowledge Enterprise (MAKE) Asia Award 2009 for the sixth time.

**Awards For Excellence In CSR:**
- The Golden Peacock Global Award.
- Recognition from World Steel Association for demonstrating excellence in safety and health programmes in 2009.
- The UKTI India Business Award in 2009.
- The Rashtriya Khel Protsahan Puraskar from the President of India for the second consecutive year in 2010 for excellence in sports.
- The Xiamen Safe Work Place Enterprise Award to NatSteel.
- Singapore Environmental Achievement (Merit) Award 2010 by the Singapore Environmental Council.
- HEALTH (Helping Employees Achieve Attain Life Time Health) Platinum Award by the Health Promotion Board, Singapore.
- Work-Life Excellence Award for the fourth time since its inauguration in 2004 by the Ministry of Manpower, Singapore.
- The Excellence in Manufacture Award to Siam Construction Steel Company for Quality, Environment and Safety Management from the Department of Primary Industries and Mines, Ministry of Industry.
- The Outstanding Award for Employee Relations & Welfare 2009 to Siam Industrial Wires (SIW), Thailand.

Tata Steel’s commitment to excellence, to stakeholders and to the society at large endures. And it is this commitment that will take us into the future.