

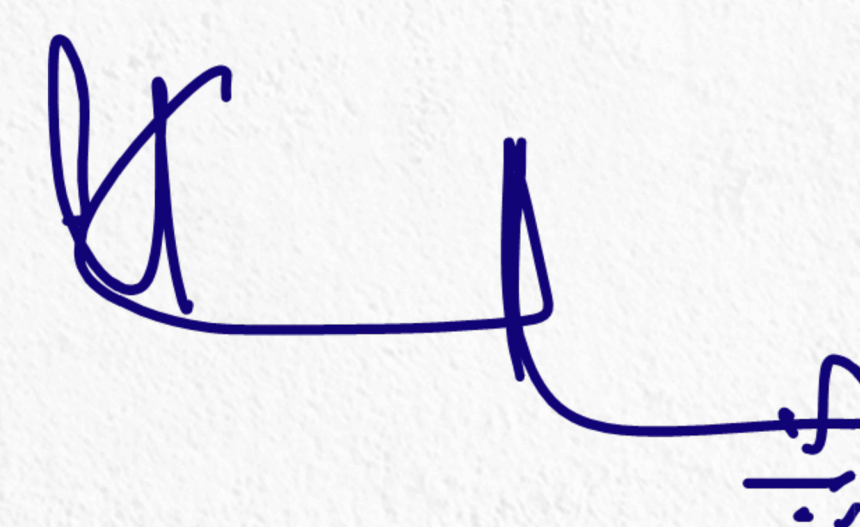
ALCOHOL AND DRUGS POLICY

Tata Steel Special Economic Zone Limited believes that the loyalty and commitment of its employees depend on the quality of life that they are offered at work and at home.

We recognise that indiscriminate use of alcohol and drugs is injurious to the well-being of individuals, their families and the community as a whole. We acknowledge that the misuse of these psychoactive substances is a major health and safety hazard. Tata Steel Special Economic Zone Limited is therefore committed to creating an alcohol and drug-free environment at the workplace. This would be achieved through the involvement of all employees along with the management in spearheading appropriate initiatives. The initiatives would include:

- Raising awareness, through the dissemination of information, education and training and by promoting healthy lifestyles among our employees and their families.
- Motivating employees having an alcohol/drug problem to seek assistance, while maintaining confidentiality about such cases.

Date: January 1, 2024



Manikanta Naik
Managing Director

