

CSR Policy



TATA STEEL SPECIAL ECONOMIC ZONE



CSR Policy- 2025-26

TATA STEEL SPECIAL ECONOMIC ZONE CSR POLICY

Tata Steel Special Economic Zone (TSSEZ) envisions “to be a benchmark in value creation and corporate citizenship”. The Company has always endeavored to conduct its business in a responsible manner and be mindful of its social accountability, respecting applicable laws and with regard for human dignity. The Company’s long-term CSR objective is “to improve the quality of life of the communities we serve through long term value creation for all stakeholders”, which is in alignment with the Tata Group Core Purpose.

The Company shall allocate at least 2% of its average net profits before taxes of the preceding three financial years, towards CSR activities to sustain and improve a healthy and prosperous environment and to improve the quality of life of the communities it serves. Any surpluses arising out of CSR projects or programs or activities shall not form a part of the business profits of the Company and shall be utilized in the manner specified in the Companies Act, 2013 and Rules there under.

The company shall strive to positively impact and influence its employees and partners in fostering a sense of social commitment for their stakeholders.

Focused Geographic Spread

TSSEZ’s focus areas for developmental activities will be in urban as well as rural areas in the states in which it is located.

The Company may also support initiatives in other geographies, as approved by the Board of Directors.

While the Company will ensure that all communities benefit from its CSR activities, the focus will be on those groups that are socially and economically marginalized. These would include women, girl children and scheduled castes and tribes.

CSR Focus Areas

TSSEZ’s CSR in alignment with the Tata Group focus initiatives (Skills, Water, Governance, Education) will focus on four thrust areas – Education, Health, Livelihoods and Rural and Urban infrastructure. Besides, it will also undertake Interventions in the areas of sports, disaster relief, environment and ethnicity etc. (Refer **Annexure A**), all aimed at improving the quality of life of the communities.

Approach

The Company’s CSR will revolve around six guiding principles – Impact, Partnerships, Affirmative Action, Volunteerism, Communication and Innovation. (Refer: **Annexure B**)

Delivery Mechanism

Whilst a large part of the CSR efforts of the Company will be implemented by an in-house CSR department and through several Tata Steel Foundation (TSF) and other Societies, Trusts, Section 8 Companies. The Company will also partner with credible organizations – individually or as a consortium – to design, fund, implement and review projects in line with the provisions of the Companies Act, 2013 and Rules there under. Partner agencies will be selected based on well-defined selection criteria.

Governance Mechanism

TSSEZ's CSR will have a robust governance mechanism.

Board of Directors

- At the helm of the governance mechanism is the Board of Directors who shall have the overall responsibility to ensure that the funds disbursed towards CSR activities have been utilized for such purposes and in the manner as approved by the Board.

Chief Financial Officer

- The Chief Financial Officer of the Company shall, on an annual basis, certify to the Board of Directors with respect to the utilization of funds earmarked towards CSR Activities. CFO will recommend the Annual Action Plan for CSR to the Board for its approval.

Review of Policy

This CSR policy document will be reviewed from time to time and any changes, if necessary, will be approved by the Board.

Compliance Responsibility

Compliance of this Policy shall be the responsibility of the Company Secretary of the Company who shall have the power to ask for any information or clarifications from the management in this regard.six

Annexure A: CSR Interventions

CSR Themes	CSR Programs & Initiatives	Ref. Sr.No of Sch VII of Companies Act
Education	• Setting up and running educational institutions and hostels • Setting up and running mid-day meal kitchens • Training of teachers and headmasters • Improving quality of education in existing schools • Augmenting and supporting infrastructure in educational institutions • Offering scholarships and financial assistance to needy and meritorious students • Bridging drop-out children and mainstreaming them to formal schools • Developing educational material and methodologies • Supporting and promoting co-curricular activities • Advocacy of best practices • Education for mainstreaming disabled children	I & II
Health	• Setting up and running clinics and hospitals • Running mobile medical vans and ambulances • Organizing health camps • Providing financial assistance to needy patients, on a case-to-case basis • Reducing infants and maternal mortality • Preventing and treating communicable diseases like malaria, tuberculosis and HIV / AIDS • Treating and rehabilitating • Working on adolescent and reproductive sexual health issues • Promoting awareness about various health issues and generating demand for health services • Undertaking and supporting research on health-related issues • Ensuring access to potable drinking water and hygienic sanitation	I

CSR Themes	CSR Programs & Initiatives	Ref. Sr.No of Sch VII of Companies Act
Livelihoods	• Setting up and running skill development centers, industrial training centers, diploma and polytechnic institutes, community colleges, etc. • Sponsoring candidates for skill development and vocational training programs offered at identified institutions • Coaching candidates to appear for entrance examinations of different institutions • Creating, training and supporting entrepreneurs • Supporting Persons with Disabilities to lead a life of self-dependence and dignity • Creating, training and supporting self-help groups, federations, co-operatives, societies and similar institutions • Building capacities of farmers on improved methods of agriculture and other allied sectors • Developing water harvesting structures and irrigation facilities • Supporting farmers with quality input, technical know-how and timely information • Creating markets and marketing links for farm and forest-based produce	II
Rural Development	• Rural development projects of building and maintaining community-based rural infrastructure like roads, bridges, culverts, drains, rural electrification, water infrastructure, community centers, youth clubs, etc.	X
Sports	• Setting up and running academies and sports training centers for supporting grassroots sports talent • Organizing sports tournaments and coaching camps for community • Supporting sportspersons to participate in state, national and international events • Offering scholarships and sports equipment to deserving sportspersons • Promoting adventure sports • Organizing leadership and motivational camps • Constructing stadia and sports infrastructure	VII

CSR Themes	CSR Programs & Initiatives	Ref. Sr.No of Sch VII of Companies Act
Ethnicity	• Preserving and promoting tribal languages, scripts and literature • Preserving and promoting fine arts and performing arts • Preserving and promoting indigenous sports • Preserving and promoting various aspects of folk and tribal cultures • Organizing cultural events • Restoring and renovating memorials, monuments and heritage structures • Mainstreaming Particularly Vulnerable Tribal Groups (PVTGs) • Undertaking and supporting research on anthropological and ethnic issues	V
Environment	• Undertaking plantations and afforestation activity • Promoting renewable sources of energy • Recharging ground water levels • Conserving biodiversity and supporting research, awareness and advocacy on issues related to biodiversity • Promoting awareness about environmental issues	IV
Disaster Relief	• Extending relief measures during times of natural disasters anywhere in the country • Undertaking and supporting rehabilitation measures post-disasters	XII
Support to Technology Incubators	• Funding research projects at technology hubs for environmental and social sustainability	IX

The Board may, from time to time, recommend donating or making grants to the PM's fund or funds set up the State Governments or to non-profit organizations and other institutions whose activities are aligned with the CSR programs and activities of the Company.

Annexure B: Guiding Principles for CSR

- **Impact** – All CSR initiatives will have well-defined Key Performance Indicators to measure impacts on target communities and groups.
- **Partnerships** – The Company will forge collaborations with business partners, other Tata Group Companies and like-minded corporate organizations, funding agencies, non-government organizations, community-based organizations, Governments and Government organizations, based on well-defined selection criteria. Partners will bring in complementary resources, expertise and influence which would be leveraged to force-multiply the company's CSR initiatives.

The Company will engage closely with **Tata Trusts and TSF** and work jointly on projects which are aligned to the Company's CSR strategy and in its operational areas. The Company will also leverage the products and services of Tata Group Companies for its CSR initiatives in alignment with its CSR strategy.

- **Affirmative Action** – The Company will design targeted interventions for Scheduled Castes and Scheduled Tribes to promote Education, Employability, Employment and Entrepreneurship. The Company will also work on promoting Ethnicity to preserve the cultural fabric of these communities.
- **Volunteerism** – Tata Steel SEZ is committed to providing opportunities to its employees, their families and the larger Company ecosystem to engage in volunteering activities that will benefit the communities in which they live and work, and at the same time, support Company's own CSR efforts. This will not only deepen local community connection but will also leverage in-house skills in addressing social challenges, thereby creating both social and business impacts.
- **Communication** – The Company will have a two-way communication channel, so that the stakeholders' needs, expectations and aspirations can be mapped and their feedback and satisfaction levels can be obtained and assessed for the purposes of design and improvement of initiatives.
- **Innovation** – Tata Steel SEZ will endeavor to develop innovative solutions to solve seemingly intractable social problems. These will encompass technology, as well as models for sourcing, partnering and delivery of initiatives.