

Report under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

For the Financial Year 2025 (1 April 2024 – 31 March 2025)

Submitted by: Tata Steel UK Limited (TSUK)

In accordance with the requirements set out by the Government of Canada under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Tata Steel UK Limited (TSUK) submits this report for the financial year 2025 (FY25).

Tata Steel Group, including TSUK, is committed to conducting business ethically and responsibly. This includes ensuring that child labour and forced labour are not used in any aspect of our operations or supply chains. Such practices are severe violations of human rights with damaging effects on individuals, communities, and economies.

About Tata Steel Group and TSUK

Tata Steel is the 10th largest steel producer in the world, with an annual crude steel production capacity of 35 million tonnes. As one of the most geographically diversified producers, Tata Steel operates across five continents through subsidiaries, associates, and joint ventures, and employs over 70,000 people worldwide.

TSUK is based in the United Kingdom. It employs over 6,000 employees and agency workers. TSUK announced a strategic change in FY25, to move from Blast Furnace produced steel to a re-roller model whilst preparing to move to Electric Arc Furnace production. TSUK is a global steel supplier with key markets in United Kingdom and Europe and serves as a foreign importer of record into Canada for steel products manufactured in the United Kingdom.

Although TSUK does not maintain an office or have employees in Canada, it is deemed to be carrying on business in Canada through its use of a Canadian customs broker for the import of materials.

Policies, Due Diligence and Legal Compliance

Responsibility for compliance with forced and child labour regulations is split between TSUK's Human Resources function - in respect of employees and contract workers, TSUK's Procurement function for all contractors and workers in the wider supply chain into TSUK operations and TSUK's Commercial function which is responsible for compliance in relation to sourcing of steel intermediate products which are used in TSUK's facilities under the re-roller model.

In the case of TSUK's own employees and contract workers, TSUK complies with the requirements of the Modern Slavery Act 2015 which meets the requirements of the Canadian Act to which this declaration relates.

In the case of TSUK's Procurement function and Commercial functions, compliance with international requirements and norms related to child and forced labour is met through a robust suite of measures described in the section 'Risk Management and Remediation' below.

TSUK is indirectly owned by Tata Steel Limited, an Indian multinational steel-making company headquartered in Mumbai, India. Tata Steel is also subject to reporting obligations under the UK's *Modern Slavery Act 2015*.

TSUK adheres to Tata Steel's Code of Conduct, the linked Responsible Supply Chain Policy, and Vendor Processes which includes Vendor Qualification questionnaires for potential new suppliers. These processes and policies require compliance with all applicable laws, including those related to child and forced labour, in every jurisdiction in which TSUK operates. TSUK seeks to engage only with vendors and suppliers who share these principles. Suppliers are required to acknowledge the adherence to Tata Steel's Responsible Supply Chain Policy. The policy can be found on our website:

[Suppliers Hub | Tata Steel in Europe \(Tatasteeleurope.com\)](https://www.tatasteel.com/en/SuppliersHub).

Risk Management and Remediation

TSUK has established due diligence processes to identify, assess, and mitigate the risks of forced and child labour within its supply chain. These processes include the use of a Vendor Questionnaire, adherence to the Responsible Supply Chain Policy and acknowledgement of the Tata Steel Modern Slavery Policy. These assessments are aligned with the OECD Guidelines for Multinational Enterprises, which serve as the benchmark for Tata Steel's commitment to responsible business conduct in a global context. All of the products that Tata Steel manufactures in the UK are certified as conforming to the responsible sourcing standard BES6001. This requires that Tata Steel has in place detailed traceability for all the constituent materials in the products it supplies and enacts due diligence for all non-OECD suppliers to ensure their compliance with the ILO Declaration on Fundamental Principles and Rights at Work.

All potential employees are screened with regards to their Right to Work in the UK which includes providing to the Company satisfactory documentation in advance of commencement of employment for the purposes of satisfying sections 15 to 25 of The Immigration, Asylum and Nationality Act 2006, which requires all employers in the United Kingdom (UK) to undertake basic identity checks on each new employee. If this documentation shows that an individual is eligible to work in the UK for a limited period of time, the Company will check their continuing eligibility to work in the UK at least every twelve months.

To date, TSUK has not identified any red flags related to forced or child labour through its risk assessment processes, either within its operations or across its supply chain. In the event that such risks are identified, TSUK is committed to taking immediate and appropriate remedial action in accordance with its established procedures and due diligence framework.

Training and Awareness

TSUK provides mandatory training for management and employees engaged with external parties. Topics include Tata Code of Conduct & Modern Slavery which includes business ethics, human rights, and forced and child labour compliance. Awareness of these issues is reinforced through the company's Code of Conduct, Modern Slavery Statement and Sustainability Policy.

Conclusion and Attestation

TSUK has not identified any red flags regarding forced or child labour in its operations or supply chains. We remain committed to continuous monitoring and improvement in this area.

In accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Tata Steel UK Limited attests that it has reviewed this report. Based on knowledge and having exercised reasonable diligence, we attest that the information is true, accurate, and complete in all material respects for the reporting year stated above.



Alastair Page
Chief Legal Officer & Company Secretary
Tata Steel UK Limited

Date: 30 May 2025