



BUSINESS AND HUMAN RIGHTS POLICY

Our Commitment

Tata Chemicals recognizes that upholding human rights is an integral aspect of conducting business responsibly. We are committed to respecting and protecting human rights and to remediating adverse human rights impacts resulting from or caused by our business activities, consistent with the principle that our responsibility extends beyond legal compliance to acting in accordance with internationally recognized human rights standards.

This Policy is aligned with the principles contained in the Universal Declaration of Human Rights (UDHR), the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs), and is consistent with the Tata Code of Conduct. We are also committed to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and, where relevant to our operations, the Voluntary Principles on Security and Human Rights.

Tata Chemicals recognizes individuals and communities as holders of human rights and shall:

- Establish and maintain a governance structure to oversee human rights commitments, with clear accountability
- Integrate respect for and protection of human rights into business strategy, enterprise risk management frameworks, and decision-making processes, including in relation to new investments, mergers and acquisitions, and market entry decisions.
- Foster awareness and understanding of human rights among all relevant stakeholders and rightsholders, including employees, contract workers, suppliers, business partners, and affected communities.
- Respect and support the protection of human rights by preventing, mitigating, and addressing adverse impacts resulting from or caused by our business activities, including impacts linked to our operations, products, services, or business relationships.
- Establish fair, transparent, accessible, and consultative grievance and remediation mechanisms to address adverse human rights impacts, designed to meet the effectiveness criteria set out in the UNGPs, namely legitimacy, accessibility, predictability, equitability, transparency, rights compatibility, and continuous learning.
- Assess, monitor, and disclose progress on human rights performance in line with applicable national and international reporting frameworks.

The policy shall be applicable to Tata Chemicals & all its subsidiaries

A handwritten signature in blue ink, appearing to read 'S. Mukundan', is written over a horizontal line.

Managing Director & CEO

Date: 29th July, 2026