



CARDINAL RULES OF SAFETY

Tata Chemicals Cardinal Rules apply to all employees, contractors, transporters, and visitors across our manufacturing locations, mines, offices, research laboratories, and other sites. They operate under, and are to be read together with, our Safety, Health and Environment (SHE) Policy. Violation of any Cardinal Rule is treated with utmost seriousness and would invite appropriate disciplinary action, up to and including cessation of employment or business relationship, regardless of whether the violation resulted in actual harm.

The following acts are violations of our Cardinal Rules of Safety:

- Non-compliance and/or wilful disregard or violation of prescribed Safety Golden Rules, Standard Operating Procedures, and related policies, and acts of sabotage.
- Carrying, consuming, or storing alcohol, non-prescribed drugs, and other intoxicants in offices and workplaces, and/or working under the influence of such substances.
- Smoking in plant areas and other restricted places.
- Playing practical jokes, wrestling, fighting, or engaging in any other form of physical or violent act that could endanger personnel and property.
- Threatening anyone, in any manner, to do things that could endanger the safety of people, machinery, material, or the environment.
- Possession of firearms and/or other dangerous weapons or objects that can cause harm.
- Deliberately bypassing, defeating, or disabling safety devices, interlocks, alarms, or protective systems.
- Knowingly falsifying safety-related records, permits, inspection results, or incident reports.
- Retaliating, or threatening to retaliate, against anyone who reports a safety concern, near miss, or incident in good faith, or who exercises Stop Work Authority.
- Wilful violation, reckless disregard, deliberate concealment, or non-compliance with a Cardinal Rule will be treated with utmost seriousness, irrespective of whether harm resulted.
- Unauthorized access to, misuse of, manipulation of, theft of, disclosure of, or deliberate damage to Company information, data, digital systems, cybersecurity controls, or information technology assets; including any intentional action that compromises operational integrity, safety, security, regulatory compliance, or business continuity.

The Cardinal Rules set out above are illustrative and not an exhaustive list of the events or circumstances that may result in appropriate disciplinary action, including cessation of employment or business relationship.

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

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

Managing Director & CEO

Date: 29th July, 2026