



Whistleblower Policy

Tata BlueScope Steel believes in conducting business in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour.

Our Code of Conduct lays down the principles and standards that should govern the actions of the Company and their employees and Directors.

Any actual or potential violation of the Code of Conduct, howsoever insignificant or perceived as such, would be matter of serious concern for the Company. The role of our stakeholders in pointing out such violations cannot be undermined.

We allow for good faith disclosure of confidential complaints internally, without fear of reprisal, discrimination or adverse employment or commercial consequences. The identities are kept confidential to the extent possible, as per legitimate needs of law and investigation.

We aim to address such disclosures or complaints by taking appropriate action, against those responsible for any substantiated wrongdoing and further seek to undertake remedial action to correct, undo or otherwise address the wrongdoing.

We will not tolerate any retaliation against any employee, customer and/or third-party intermediary for reporting in good faith any inquiry or concern.

This policy applies to all individuals associated with the company in varied capacities.

Date: 6th August 2025

Praveen V Thampi,
Managing Director,
Tata BlueScope Steel Pvt Ltd.,