



THE TINPLATE COMPANY OF INDIA LIMITED

JAMSHEDPUR

SOCIAL ACCOUNTABILITY POLICY

TCIL is committed to protect workers' rights and improve labour conditions and social performance within the organization and also in all its stakeholder partnerships and relationships.

Management of TCIL has chosen to comply with SA 8000 Standard and is committed to conform to the following foundational elements:

Child Labour: TCIL is following the practice of not engaging workers who are less than 18 years of age in its workforce.

Forced or Compulsory Labour: TCIL does not engage or support the use of forced or compulsory labour. It promotes an environment for the workforce to work voluntarily, without any threat of punishment or retaliation.

Safety, Health, Environment & Legal (SHEL): TCIL is committed to comply with local, national and all other applicable laws and prevailing industry standards and providing a healthy and safe working environment for all personnel employed or contracted by TCIL.

Freedom of Association: TCIL respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination in the workplace.

Non Discrimination: In consonance with Tata Code of Conduct, TCIL provides equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind.

Disciplinary Practices: TCIL has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.

Security Practices: The security practices of TCIL are drafted to ensure due considerations of human rights under all circumstances.

Working Hours: TCIL complies with applicable laws and industry standards on working hours.

Wages: TCIL ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally or as per local industry standards.

Commercial Services (Supply Chain) Practices: TCIL promotes human rights practices in its supply chain through various engagement forums and training.

Management System: The Company continuously tracks its human rights and social performance through establishing effective management systems. Any complaint or grievance is addressed judiciously and used as input to further improve the systems and processes.

A handwritten signature in black ink, appearing to read 'R. N. Murthy', is written over a white background.

(R. N. Murthy)
Managing Director

10th July 2018