



# SUSTAINABILITY REQUIREMENTS

## TATA STEEL MINERALS CANADA (TSMC)

### 1. *PURPOSE*

TSMC IS COMMITTED TO RESPONSIBLE MINING AND SUSTAINABLE DEVELOPMENT. THESE SUSTAINABILITY REQUIREMENTS DEFINE THE EXPECTATIONS WE PLACE ON SUPPLIERS, CONTRACTORS, AND BUSINESS PARTNERS TO ENSURE THAT GOODS AND SERVICES ARE DELIVERED IN WAYS THAT RESPECT THE ENVIRONMENT, PROTECT COMMUNITIES, AND SUPPORT LONG-TERM VALUE CREATION.

### 2. *SCOPE*

THESE REQUIREMENTS APPLY TO ALL SUPPLIERS, CONTRACTORS, AND SERVICE PROVIDERS WORKING WITH TSMC ACROSS OUR MINE SITES, CORPORATE OFFICES, AND PORT OPERATIONS.

### 3. *KEY SUSTAINABILITY EXPECTATIONS*

#### ➤ **ENVIRONMENTAL RESPONSIBILITY**

SUPPLIERS MUST:

- COMPLY WITH ALL FEDERAL, PROVINCIAL, AND MUNICIPAL ENVIRONMENTAL LAWS AND REGULATIONS.
- IMPLEMENT PRACTICES TO MINIMIZE EMISSIONS, ENERGY USE, WATER CONSUMPTION, AND WASTE GENERATION.
- USE PRODUCTS, EQUIPMENT, AND PACKAGING THAT ARE ENVIRONMENTALLY RESPONSIBLE WHENEVER POSSIBLE.
- SAFEGUARD BIODIVERSITY AND AVOID HARMFUL IMPACTS ON LAND, WATER, AND WILDLIFE.

#### ➤ **HEALTH & SAFETY**

SUPPLIERS MUST:

- DEMONSTRATE A STRONG SAFETY CULTURE ALIGNED WITH TSMC'S "SAFETY FIRST" PRINCIPLES.
- COMPLY WITH ALL WORKPLACE NL AND CNESST STANDARDS, AS APPLICABLE.
- PROVIDE APPROPRIATE TRAINING, PROTECTIVE EQUIPMENT, AND SAFE WORKING CONDITIONS FOR ALL WORKERS.
- PROMPTLY REPORT AND INVESTIGATE INCIDENTS, NEAR MISSES, OR HAZARDS.

#### ➤ **INDIGENOUS & LOCAL ENGAGEMENT**

SUPPLIERS ARE ENCOURAGED TO:

- SUPPORT EMPLOYMENT, TRAINING, AND BUSINESS OPPORTUNITIES FOR INDIGENOUS AND LOCAL COMMUNITIES IN THE LABRADOR TROUGH.
- BUILD RESPECTFUL, TRANSPARENT, AND LONG-TERM RELATIONSHIPS WITH LOCAL STAKEHOLDERS.



➤ **ETHICAL LABOUR PRACTICES**

SUPPLIERS MUST:

- PROHIBIT FORCED, CHILD, OR UNDERAGE LABOUR.
- ENSURE FAIR WAGES, WORKING HOURS, AND CONDITIONS IN LINE WITH CANADIAN LABOUR LAWS.
- RESPECT THE RIGHTS OF WORKERS TO FREELY ASSOCIATE AND ENGAGE IN COLLECTIVE BARGAINING.
- PROMOTE DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE.

➤ **BUSINESS INTEGRITY & TRANSPARENCY**

SUPPLIERS MUST:

- AVOID PRACTICES THAT CAUSE ENVIRONMENTAL OR SOCIAL HARM IN THEIR OPERATIONS OR SUPPLY CHAINS.
- DISCLOSE MATERIAL SUSTAINABILITY RISKS, CERTIFICATIONS, AND IMPROVEMENT INITIATIVES WHEN REQUESTED BY TSMC.
- SUPPORT CONTINUOUS IMPROVEMENT IN SUSTAINABILITY PERFORMANCE.

#### 4. *MONITORING & COMPLIANCE*

- TSMC RESERVES THE RIGHT TO ASSESS SUPPLIER COMPLIANCE THROUGH AUDITS, REPORTING, OR SITE VISITS.
- SUPPLIERS FOUND IN BREACH OF THESE REQUIREMENTS MAY FACE CORRECTIVE ACTION, SUSPENSION, OR TERMINATION OF CONTRACTS.
- PREFERENCE WILL BE GIVEN TO SUPPLIERS WHO DEMONSTRATE PROACTIVE SUSTAINABILITY INITIATIVES AND CERTIFICATIONS.

#### 5. *CONTACT INFORMATION*

SUSTAINABILITY & PROCUREMENT DEPARTMENT  
TATA STEEL MINERALS CANADA (TSMC)

✉ [PROCUREMENT@TATASTEELCANADA.COM](mailto:PROCUREMENT@TATASTEELCANADA.COM)

☎ +1 (514) 764-6700

---

**NOTE:** THESE REQUIREMENTS COMPLEMENT TSMC'S PROCUREMENT GUIDELINES AND SUPPLIER CODE OF CONDUCT. COMPLIANCE IS MANDATORY FOR ALL SUPPLIERS AND CONTRACTORS.