



# TATA STEEL MINERALS CANADA

## Business Associates CODE OF CONDUCT

The Tata Code of Conduct (TCoC) represents the values and core principles that guide the conduct of every Tata business



This Document is applicable to the Business Associates of Tata Steel Minerals Canada. “Associate” here means suppliers, customers, vendors, dealers, distributors, franchisees, lessors, lessees or such other persons with whom TSMC has any business or transactional dealings including the Business Associate’s employees, agents and other representatives.

## **Legal and Regulatory Compliance**

Associates must comply with all applicable local, provincial, and federal laws and regulations in Canada and any other jurisdictions relevant to their operations. They are expected to stay informed about legal requirements affecting their business activities and to operate within the boundaries of those laws at all times

## **Products and Services**

Associates are expected to deliver products and services that meet high standards of quality, safety, and reliability. All goods and services provided to TSMC must conform to the agreed-upon specifications, contractual obligations, and relevant industry standards. Associates must implement appropriate quality control and assurance processes to ensure consistency and compliance.

## **Conflict of Interest**

Associates must avoid situations where personal, financial or other interests could conflict with their duties to TSMC and refrain from engaging in business or personal relationships with TSMC employees that may improperly influence decision-making. Associate must disclose any or potential conflicts of interest immediately to TSMC,

## **Health and Safety**

Associates are expected to provide a safe and healthy work environment, comply with occupational health and safety laws, and take appropriate measures to prevent accidents and injuries.

## **Environment**

Associates must operate in an environmentally responsible and sustainable manner, complying with all environmental laws and standards applicable to their activities.

## **Protecting Company Assets**

Associates must protect TSMC's physical, intellectual, and digital assets from loss, theft, misuse, or unauthorized access. Assets must only be used for approved business purposes and returned upon completion of work or contract termination.

## **Labour and Human Rights**

Associates must support equal opportunity, non-discrimination, and fair treatment of employees. and shall not use child labor in any form.

## **Bribery and Corruption**

Associates shall not engage in any form of bribery

## **Money Laundering**

Associates must not directly or indirectly engage in or facilitate money laundering or any activity that conceals the origin of illegally obtained funds.

## **Third-Party Representation**

Associates shall not represent themselves as agents or representatives of TSMC unless specifically authorized in writing and ensure that any subcontractors or intermediaries they engage comply with this Code of Conduct.

## **Confidentiality and Data Privacy**

Associates must protect all confidential and proprietary information shared by TSMC and use such information only for authorized purposes and prevent unauthorized disclosure.

## **Gifts and Hospitality**

Associates shall not offer or accept gifts, entertainment, or hospitality that may influence or appear to influence business decisions and ensure that any gifts or hospitality provided are reasonable, infrequent, and in line with local customs and TSMC's internal policies.

## **Reporting a violation**

Associates must report any concerns, violations, or unethical practices to TSMC by:



**email to: [ethicsoffice@tatasteelcanada.com](mailto:ethicsoffice@tatasteelcanada.com)**



**phone: 514-764-6700 ext. 608**