

Tata Code of Conduct (TCoC) sets out how we behave with our employees, or those who work with us; our customers; the communities and the environment in which we operate; our value- chain partners, including suppliers and service providers, distributors, sales representatives, contractors, consultants, intermediaries and agents; our joint venture partners; our financial stakeholders; the governments of the countries in which we operate; and our group companies.

The 13 Core Principles of TCoC are:

1. Conforming to the highest moral & ethical standards and zero tolerance towards bribery or corruption in any form.
2. Committed to good corporate citizenship and treating community development activities as integral part of business plan.
3. To contribute to the economic development of the communities of the countries and regions we operate in, while respecting their culture, norms and heritage and restrain from projects or activities that is detrimental to their interests.
4. No compromise on safety and make provisions for safe, healthy and clean working environment for employees and other stakeholders.
5. Act with professionalism, honesty and integrity while representing our Company. Display culturally appropriate behaviour in the countries we operate and be perceived as fair and transparent by third parties.
6. Respect human rights and dignity of our stakeholders.
7. Fair treatment towards the stakeholders to balance their interests avoid any unfair discrimination.
8. Make bonafide and truthful statements to our stakeholders.
9. Not engage in any restrictive or unfair trade practices.
10. Provide avenues to stakeholders to raise concern or queries in good faith & report instances of actual or perceived violations.
11. Create an environment free from the fear of retaliation or fear of reprisal or punishment for raising concerns or making disclosures.
12. Business Leaders to demonstrate their commitment to ethical standards through their own behaviour & by establishing adequate processes.
13. We shall adhere to the laws of the land as well as Code of Conduct and accord preference to the set of guidelines higher in standards.

For any ethical complaint please contact

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