

Report under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

For the Financial Year 2025 (1 April 2024 – 31 March 2025)

Submitted by: Tata Steel IJmuiden BV (TSIJ)

In accordance with the requirements set out by the Government of Canada under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Tata Steel IJmuiden BV (TSIJ) submits this report for the financial year 2025 (FY25).

Tata Steel Group, including TSIJ, is committed to conducting business ethically and responsibly. This includes ensuring that child labour and forced labour are not used in any aspect of our operations or supply chains. Such practices are severe violations of human rights with damaging effects on individuals, communities, and economies.

About Tata Steel Group and TSIJ

Tata Steel is the 10th largest steel producer in the world, with an annual crude steel production capacity of 35 million tonnes. As one of the most geographically diversified producers, Tata Steel operates across five continents through subsidiaries, associates, and joint ventures, and employs over 70,000 people worldwide.

TSIJ, based in the Netherlands, is one of mainland Europe's largest steel manufacturers. It employs over 11,000 employees and agency workers and produces approximately 7 million tonnes of steel annually. TSIJ supplies high-quality steel products to customers mainly in Europe and the United States and serves as a foreign importer of record into Canada for steel products produced in the Netherlands.

Although TSIJ does not maintain an office or have employees in Canada, it is deemed to be carrying on business in Canada through its use of a Canadian customs broker for the import of materials.

Policies, Due Diligence and Legal Compliance

Responsibility for compliance with forced and child labour regulations resides within TSIJ's Sustainability (Strategy and Reporting) and Procurement department. TSIJ is AEO-certified in Europe, and this certification is mutually recognized under the U.S. CTPAT program, demonstrating compliance with international supply chain security standards, including CTPAT requirement 3.9.

Secretariat Tata Steel IJmuiden BV

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TSIJ is part of Tata Steel Nederland B.V. and is indirectly owned by Tata Steel Limited, an Indian multinational steel-making company headquartered in Mumbai, India. Tata Steel is also subject to reporting obligations under the UK's *Modern Slavery Act 2015*. Compliance is further supported by relevant European legislation (such as the EU Charter of Fundamental Rights and EU directives on human trafficking) and Dutch national laws (including the Dutch Criminal Code, the Working Conditions Act, and the Foreign Workers Act).

TSIJ adheres to Tata Steel's Code of Conduct the linked Responsible Supply Chain Policy, and Vendor Processes which includes Vendor assessments for potential new suppliers. These processes and policies require compliance with all applicable laws, including those related to child and forced labour, in every jurisdiction in which TSIJ operates. TSIJ seeks to engage only with vendors and suppliers who share these principles. Suppliers are required in the Vendor Qualification form (paragraph 11.3) to acknowledge the adherence to Tata Steel's Responsible Supply Chain Policy. The policy can be found on our website:

<https://www.tatasteelnederland.com/contact/leveranciers>.



Tata Code of
Conduct.pdf



Responsible
Procurement policy (2



AEO-certificaat
TSIJ.pdf



Tata Steel
Responsible-supply C



Vendor Qualification
Form.pdf

Risk Management and Remediation

TSIJ has established robust due diligence processes to identify, assess, and mitigate the risks of forced and child labour within its supply chain. These processes include the use of a Vendor Questionnaire, adherence to the Responsible Supply Chain Policy, and regular risk assessments based on severity and likelihood. These assessments are aligned with the OECD Guidelines for Multinational Enterprises, which serve as the benchmark for Tata Steel's commitment to responsible business conduct in a global context. To ensure accountability and continuous improvement, TSIJ also conducts regular internal and external audits, including certification audits such as BES 6001, providing independent validation of our practices.

To date, TSIJ has not identified any red flags related to forced or child labour through its risk assessment processes, either within its operations or across its supply chain. In the event that such risks are identified, TSIJ is committed to taking immediate and appropriate remedial action in accordance with its established procedures and due diligence framework.

Training and Awareness

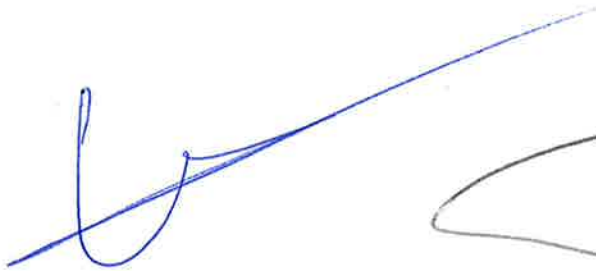
TSIJ provides mandatory training for management and employees engaged with external parties. Topics include business ethics, human rights, and forced and child labour compliance. These are regularly reviewed and audited to ensure continued effectiveness. Awareness of these issues is reinforced through the company's Code of Conduct and Social Responsibility Statement.

Conclusion and Attestation

TSIJ has not identified any red flags regarding forced or child labour in its operations or supply chains. We remain committed to continuous monitoring and improvement in this area.

In accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Tata Steel IJmuiden BV attests that it has reviewed this report. Based on knowledge and having exercised reasonable diligence, we attest that the information is true, accurate, and complete in all material respects for the reporting year stated above.

Signed,



Hans van den Berg
Director (CEO) Tata Steel IJmuiden B.V.



Hans Turkesteen
Director (CFO) Tata Steel IJmuiden B.V.

Date: 23 May 2025