



VISION

We aspire to grow significantly in line with stakeholder expectations by growing our existing businesses and developing into a leading integrated Mill Services Provider in India focussing on the areas of:

- ❖ Corrosion protection solutions and painting services,
- ❖ Sustainable creation of wealth from Industrial by-products & wastes and Other mill services

01 October, 2022
Jamshedpur

AKS Harshana
(Anil Kr. Singh Harshana)
Managing Director

THE **TATA** PIGMENTS LIMITED

Office of the Managing Director

Tel 91 657 2290277 (D) e-mail md@tatapigments.co.in

Registered Office Sakchi Boulevard Jamshedpur 831 002 India

Corporate Identity Number U24100JH1983PLC001836 Website www.tatapigments.co.in



MISSION

Tata Pigments will strive for significant sustainable profitable growth for enhanced stakeholders' value.

We will achieve this by :

- ❖ Engaging extensively with stakeholders to identify sustainable growth opportunities;
- ❖ investing and adopting modern technologies in existing and new businesses;
- ❖ application of Total Quality for operational excellence and cost effectiveness in all our activities;
- ❖ Continually driving innovation and research in our processes, products and services;
- ❖ Driving customer centricity across our value chain.

An engaged and skilled workforce with Tata values will ensure achieving our mission.

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VALUES

- ❖ Unity
- ❖ Integrity
- ❖ Understanding
- ❖ Responsibility
- ❖ Excellence

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INTEGRATED QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH & SAFETY POLICY

WE at TATA PIGMENTS LIMITED dedicate ourselves to "TOTAL QUALITY" with a commitment to produce and supply reliable and consistent quality Pigments and Flooring Colours. We are committed to enhance customers' satisfaction on a continuous basis through implementation of an effective Integrated Quality, Environment and Occupational Health & Safety Management System with innovation, keen involvement of employees, up-gradation of technology of human resource development.

OUR concern environment as a responsible corporate citizen shall be based on the following values:

- ❖ Conduct all our operations in an environmental friendly manner.
- ❖ Compliance with statutory regulations and wherever possible exceeding the standards by continual improvement.
- ❖ Conservation of resource like raw materials, water and energy by minimizing their waste and promoting their recovery, recycling and reuse.
- ❖ Prevent pollution; protect and promote health and welfare of the employees, community and environment.
- ❖ Enhance the environmental awareness of the employees and general populace.

As a responsible employer we shall give due importance to safety and occupational health of our employees based on the following guidelines:

- ❖ Preventing accidents, injury, ill health and loss of property.
- ❖ Implementation of and abiding by all statutory rules and regulations.
- ❖ Enhancing skills and knowledge of all the employees on all issues of safety and health.
- ❖ Undertaking continuous review and maintaining comprehensive safety and occupational health management system to achieve this goal.

WE seek the active involvement of our employees in successful implementation of this Integrated Management System Policy.

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HR POLICY

Tata Pigments believes "Human Resources" as its most important asset.

It shall strive towards :

- a) Creating an environment of mutual trust, openness and teamwork,
- b) Empowerment of employees for performance of their responsibilities,
- c) Fairness, equity and transparency in dealings with all the employees
- d) Motivating and developing employees to contribute optimally to the profitable growth of the Company,
- e) Promoting an environment for innovation, creativity and learning,
- f) Providing equal opportunities to all employees irrespective of religion, caste and gender
- g) Enriching the quality of life of its employees, developing their potential and maximizing their productivity

Tata Pigments aims to become a preferred employer for high quality and motivated talent to realise its Vision and Mission.

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ENERGY POLICY

Tata Pigments commits itself to efficient use of all forms of energy with a view to conserving natural resources, environment protection and mitigating climate change besides cost efficiency.

- ❖ It will comply with national and international regulations and norms for energy conservation
- ❖ It will adopt modern technologies for energy efficiency
- ❖ It will implement efficient operational practices for energy and resource efficiency
- ❖ It will build awareness around energy efficiency amongst its workforce and its communities
- ❖ It will constantly monitor its energy performance and drive continuous improvement

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CLIMATE CHANGE POLICY

Tata Pigments is aware that Climate Change is a serious problem for our planet going forward and commits itself toward taking steps for mitigation.

It will play a leadership role in climate change by being knowledgeable, responsive and trustworthy, and by adopting environment-friendly technologies, business practices and innovation, while pursuing its own growth aspirations and the enhancement of shareholder value.

Tata Pigments will strive to :

- ❖ Be the benchmark in their segment of industry in energy consumption, for their plants and operations.
- ❖ Engage actively in climate change advocacy and spreading awareness about climate change among its stakeholders
- ❖ Incorporate 'green' perspective in all key organizational processes.

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CORPORATE SUSTAINABILITY POLICY

Tata Pigments believes that the primary purpose of business is to improve the quality of life of its various stakeholders.

To achieve this primary purpose, Tata Pigments will strive to constantly operate efficiently to achieve a safe, healthy and environmentally friendly workplace.

It will commit resources to the extent it can reasonably afford, to improve the quality of life of its stakeholders near the area in which it operates.

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INTEGRATED QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH & SAFETY OBJECTIVES

- ❖ Improve productivity of operations by 10% on YoY basis.
- ❖ To achieve total internal & external rejections below 0.5%.
- ❖ To launch at least 2 (two) new products each year.
- ❖ To reduce cost of manufacturing of Pigments by 20% by FY'23.
- ❖ To achieve more than 90% delivery commitment to key customers & more than 70% to other customers.
- ❖ To achieve relative CSI score of more than 1 (one) in Pigments.
- ❖ To achieve Zero LTI & 5 Star Contractor Safety Management System.
- ❖ To achieve ESS score of more than 4 (four).
- ❖ To be 100% compliance to environment regulations.
- ❖ To reduce specific consumption of energy by 5% by FY'23.

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