

## GRI Conformance Index

Our Corporate Responsibility Report 2007/08 was developed with reference to the performance indicators listed as core elements in the Global Reporting Initiative (GRI) G3 Sustainability Reporting Guidelines (October 2006) and the GRI Mining and Metals Sector Supplement (Pilot Version 1.0, 2005). Here we have provided a summary index for our CRR 2007/08 against each of the GRI guidelines. We have self-declared our report as meeting the criteria for Application Level B. This self-declaration has not been externally assured nor checked by GRI.

GRI (G3) core element (summarised)		Page reference in CRR 2007/08	Additional comments
<b>Strategy and analysis</b>			
1.1	Statement from the most senior decision-maker about the relevance of sustainability to the organisation and its strategy	5	
1.2	Description of key impacts, risks and opportunities	Various	The requirements of this disclosure item are found throughout the report
<b>Organisational profile</b>			
2.1	Name	Front cover	
2.2	Major products and services	1	
2.3	Operational structure	Inside cover, 7	
2.4	Location of headquarters	Back cover	
2.5	Countries in which organisation's operations are located	1	
2.6	Nature of ownership	Inside cover	
2.7	Nature of markets served	1	
2.8	Scale of reporting organisation	1	
2.9	Significant changes during the reporting period in size etc.	Inside cover, 3,7	The new operating structure is described on the inside cover, and subsequent pages detail the Tata Steel Group vision and performance culture. The effect on emissions and staffing of the sales during 2007/08 are described in the People and Environment sections
2.10	Awards received in the reporting period	-	Not reported specifically, with references made throughout the report.
<b>Report profile</b>			
3.1	Reporting period for information provided	1	Period from 1 January 2007 to 31 March 2008, which is the financial year-end of Tata Steel UK Limited. To allow comparison against previous years, health & safety and environmental data are also provided for calendar year 2007.
3.2	Date of most recent previous report	-	June 2007 (covering calendar year 2006)
3.3	Reporting cycle	-	We have produced a CRR or HSE Report each year since 2003
3.4	Contact point for questions	62	<a href="mailto:feedback@corusgroup.com">feedback@corusgroup.com</a>
<b>Report scope and boundary</b>			
3.5	Process for defining report content	62	GRI provides framework
3.6	Boundary of report	22, 34	
3.7	Specific limitations	60	Validation statement
3.8	Basis for reporting on joint ventures etc.	-	Data from joint ventures where Corus owns >50% shareholding is included
3.9	Data measurement techniques and basis of calculations	-	Detailed guidance exists for all reporters throughout the Company. This is acknowledged in the validation statement
3.10	Explanation of the effect of any re-statements of information	-	In limited cases data has been recalculated to align reporting protocols. Whenever previous data/statements have been changed, this is highlighted within the report
3.11	Significant changes from previous years in measurement methods	-	When there have been changes in measurement methods, these are highlighted in the report
<b>GRI content index</b>			
3.12	Table identifying the location of the Standard Disclosures in the report	61	Page 61 refers to this stand-alone index
<b>Assurance</b>			
3.13	Policy and current practice with regard to external assurance for report	60	Enviros is an independent consultant and has validated the CRR 2007/08

GRI (G3) core element (summarised)		Page reference in CRR 2007/08	Additional comments
<b>Governance, commitments and engagement</b>			
4.1	Governance structure of the organisation	7	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	7	
4.3	Percentage of the highest governance body that are independent and/or non-executive directors	7	
4.4	Mechanism for shareholders to provide recommendations or direction to the highest governance body	-	Not relevant
4.5	Linkage between compensation for members of the highest governance body and the organisation's performance (including social and environmental performance)	-	Covered in Report & Accounts 2007/08*
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	-	Not specifically covered in CRR although pages 55-57 provide details of the company's framework for business integrity and code of ethics.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organisation's strategy on economic, environmental and social topics	-	Covered in Report & Accounts 2007/08*
4.8	Internally developed statements of mission or values, codes of conduct and principles relevant to economic, environmental and social performance and the status of their implementation	-	Not specifically covered in CRR although pages 55-57 provide details of the company's framework for business integrity and code of ethics.
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental and social risks and opportunities and adherence or compliance with internationally agreed standards, codes of conduct etc.	-	Covered in Report & Accounts 2007/08*
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental and social performance	-	Covered in Report & Accounts 2007/08*
<b>Commitments to external initiatives</b>			
4.11	Explanation of whether and how the precautionary approach is addressed in the organisation	-	Not specifically covered although details are provided in Report & Accounts 2007/08*
4.12	Externally developed economic, environmental and social charters, principles or other initiatives to which the organisation subscribes	-	Corus supports the International Chamber of Commerce (ICC) Business Charter for Sustainable Development
4.13	Memberships in associations and/or national/international advocacy organisations	-	Corus is a member (directly or through its sector associations) of many organisations including UK Steel, part of the UK's Engineering Employers' Federation (EEF), Confederation of British Industries (CBI), Confederation of the Netherlands Industry and Employers (VNO-NCW), European Confederation of Iron and Steel Industries (Eurofer) and the European Aluminium Association (EAA).
<b>Stakeholder engagement</b>			
4.14	List of stakeholder groups engaged by the organisation	9	
4.15	Basis for identification and selection of stakeholders with whom to engage		Stakeholders were identified during the planning process for the publication of the CRR 2004 and CRR 2005 as those groups that may be significantly impacted, positively or negatively, by Corus's worldwide products, services and activities.
4.16	Approaches to stakeholder consultation	9, 28	Examples provided throughout the report
4.17	Key topics and concerns that have been raised through stakeholder engagement	-	Examples provided throughout the report

Footnote: \* The 2007/08 Report & Accounts for Tata Steel UK will be publicly available from September 2008.

GRI (G3) core element (summarised)		Page reference in CRR 2007/08	Additional comments
<b>Economic performance indicators</b>			
<b>Management approach</b>			
<b>Goals and performance</b>		Covered in Report & Accounts 2007/08*	
<b>Policy</b>		Covered in Report & Accounts 2007/08*	
EC1	Net sales	Covered in Report & Accounts 2007/08*	
EC2	Geographic breakdown of markets		
EC3	Cost of all goods, materials and services purchased		
EC4	Percentage of contracts that were paid in accordance with agreed terms, excluding agreed penalty arrangements		
EC5	Total payroll and benefits broken down by country or region		
EC6	Distributions to providers of capital broken down by interest on debt and borrowings, and dividends on all classes of shares, with any arrears or preferred dividends to be disclosed		
EC6	Increase/decrease in retained earnings at end of period		
EC8	Total sum of taxes of all types broken		
EC9	Subsidies received broken down by country or region		
EC10	Donations to community, civil society and other groups broken down in terms of cash and in-kind donations per type of group		
MM1	Identify those sites where the local economic contribution and development impact is of particular significance and interest to stakeholders and outline policies with respect to assessing this contribution		
MM2	Value added disaggregated to country level		
<b>Environmental performance indicators</b>			
<b>Management approach</b>			
<b>Goals and performance</b>		We are committed to minimising the environmental impact of our operations and our products through the adoption of sustainable practices and continuous improvement in environmental performance. We manage our performance against clear and objective criteria, setting targets for improvement and then monitor, review and report against these targets. Six environmental KPIs have been developed with quantifiable targets to improve our regulatory compliance and environmental control procedures, to reduce our CO <sub>2</sub> emissions per tonne of liquid steel manufactured, to reduce waste to landfill and energy consumption, to increase recycling rates in the UK and the Netherlands, and to improve the environment within which we operate.	
<b>Policy</b>		Our environmental policy is set out on page 33 of the CRR, and communicated internally through the Corus Environment Online and externally at <a href="http://www.corusgroup.com">www.corusgroup.com</a>	
<b>Organisational responsibility</b>		Our organisational structure is detailed on the inside cover and page 7 of the CRR.	
<b>Training and awareness</b>		Our Corporate Environment department facilitate committees and working groups across the company to address all environmental aspects of our operations, with an Environmental Good Practice Assessment programme to encourage cross-business transfer of knowledge.	
<b>Monitoring and follow-up</b>		Our corporate governance and internal review processes are described on page 7. More specifically, our procedures for compliance are detailed on page 35. All Corus manufacturing sites operate environmental management systems certified to the ISO 14001 standard, with internal and external audits of compliance.	
<b>Additional information</b>		In 2007 Corus defined its Climate Change Vision and Strategy to reduce emissions, to invest in technology, to develop new products and services, to engage with our employees and to take the lead in global steel sector initiatives. Pages 42 to 47 detail our commitments, current level of performance and provisions to achieve future improvements within a defined timescale.	
EN1	Total materials use other than water, by type	11	100% of steel made in Corus's Electric Arc Furnace (EAF) plant in the UK comes from recycled steel scrap. Approximately 20% of steel made in Corus's integrated iron and steel works comes from recycled scrap. Similarly, a large proportion of aluminium scrap is used at Corus's secondary smelting plants
EN2	Percentage of materials used that are wastes from sources external to the reporting organisation		
EN3	Direct energy use segmented by primary source	44	Indirect energy use is covered in the life cycle inventories that Corus has produced for 88% of its products.
EN4	Indirect energy use	11	

Footnote: \* The 2007/08 Report & Accounts for Tata Steel UK will be publicly available from September 2008.

GRI (G3) core element (summarised)		Page reference in CRR 2007/08	Additional comments
EN8	Total water withdrawal by source	38	
EN11	Location and size of land owned, leased or managed in protected or biodiversity-rich habitats		This information is not collated at Group level.
EN12	Description of the significant impacts of activities, products and services on biodiversity in protected areas and biodiversity-rich habitats	41	
EN16	Total direct and indirect greenhouse gas emissions	43	
EN17	Other relevant indirect greenhouse gas emissions	43	
EN19	Emission of ozone-depleting substances	36-37	Corus is not a significant emitter of ozone depleting substances. Halons, a family of ozone depleters, have now been removed from most of Corus's sites worldwide, thereby negating the risk of accidental release.
EN20	NOx, SOx and other significant air emissions by type	36-37	
EN21	Total water discharge by quality and destination	38	
EN21	Total weight of waste by type and disposal method	39	
EN23	Total number and volume of significant spills		No significant spills occurred during 2007/08. In the event of minor spills, these are managed at a local level. Our sites have a wide range of risk management measures in place to minimise the risk of spills and to respond to them effectively if they do occur
EN24	Initiatives to mitigate environmental impacts of products and services	8-19	
EN25	Percentage of products sold and their packaging materials that are reclaimed by category	16-17	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance.	35	There were no environmental prosecutions or fines in relations to our activities in 2007/08
MM3	The number/percentage of sites identified as requiring biodiversity management plans and the number/percentage of sites with plans in place	-	None of Corus's sites are required to have biodiversity management plans
MM4	Percentage of products derived from secondary materials	10	
MM5	Describe policies for assessing the eco-efficiency and sustainable attributes of products	8-9	
MM6	Describe approach to management of overburden, rock, tailings and sludges/residues	-	This indicator relates to large volume mining and mineral processing waste and is not applicable to Corus's operations.
<b>Social performance indicators</b>			
<b>Management approach</b>			
<b>Goals and performance</b>	We are committed to conducting our business in a way that ensures the health and well-being of our employees, contractors and any person affected by our activities. We do not tolerate corrupt or fraudulent practices and expect transparency, integrity and honesty in all aspects of our business, from our employees, contractors and other business counterparts. We aim to play a positive role in the communities and societies within which we operate, promoting and encouraging economic, environmental, social and educational development where possible.		
<b>Policy</b>	Our health and safety policy is set out on page 21 with the framework for our business principles on page 55 of the CRR. These policies are communicated internally through Corus Online and external at <a href="http://www.corusgroup.com">www.corusgroup.com</a>		
<b>Organisational responsibility</b>	Our organisational structure is detailed on page 7 of the CRR		
<b>Training and awareness</b>	Training and development is detailed on page 26-29 of the CRR, with specific training sessions on safety awareness, leadership, continuous improvement and ethics rolled out across the company from the Executive Committee. Our work on producing a new Company wide Code of Ethics for Corus in 2007 was refocused following the acquisition by Tata Steel UK Ltd. We are now, in partnership with our new parent company, supporting the development of and implementation plans for the roll out of a new Tata Steel Group Code of Conduct.		
<b>Monitoring and follow-up</b>	Our corporate governance and internal review processes are described on page 7.		
<b>Additional information</b>	-		
LA1	Breakdown of workforce by region/country, status, employment type, employment contract	27	

GRI (G3) core element (summarised)		Page reference in CRR 2007/08	Additional comments
LA4	Percentage of employees represented by collective bargaining agreements	-	Not specifically covered although page 28 describes consultation arrangements. Corus encourages freedom of association.
LA7	Rates of injury, occupational diseases, lost days, absenteeism, and number of other work related fatalities by region.	22-23	
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases.	23-25	
LA10	Average hours of training per year per employees by employee category.	23	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group, and other diversity indicators.	27, 29	
HR5	Description of freedom of association policy	-	Not specially covered although page 28 describes consultation arrangements. Corus encourages freedom of association.
HR6	Description of policy excluding child labour	55	
HR7	Description of policy to prevent forced and compulsory labour	55	
SO1	Description of policies to manage impacts on communities, including entering, operating and exiting	49-50	
SO3	Percentage of employees training in organisation's anti-corruption policies and procedures	55-57	
SO4	Actions taken in response to incidents or corruption	57	
SO5	Public policy positions and participation in development and lobbying	55-57	
SO8	Monetary value of significant fines and total number of non-monetary sanctions	-	No fines during 2007/08 in this respect
PR1	Life-cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services subject to such procedures	11,40	
PR3	Type of product and service information required by procedures, and percentage subject to information requirements		Corus provides material safety data sheets for its products. Environmental Product Declarations (EPDs) are now being produced for certain products to provide additional information about the environmental impacts of our products
PR2	Monetary value of significant fines for non-compliance with laws and regulations on the provision and use of products and services	-	No fines during 2007/08 in this respect
MM7	Describe significant incidents affecting communities during the reporting period and grievance mechanisms used to resolve the incidents and their outcomes	35-40	Each site has complaint handling systems in place – these are part of our certified environmental management systems.
MM8	Describe programmes in which the reporting organisation has been involved that addressed artisanal and small-scale mining within company areas of operation	-	Not directly relevant to our operations
MM9	Describe resettlement policies and activities	-	Not directly relevant to our operations
MM10	Number or percentage of operations with closure plans covering social – including labour transition -, environmental and economic aspects	-	All Corus sites covered by the Integrated Pollution Prevention and Control regime (this covers most of our manufacturing operations in Europe) have in place decommissioning plans covering environmental risks associated with closure. Corus has an internal procedural document on managing health, safety and environmental risks associated with closure.
MM11	Describe process for identifying local communities' land and customary rights, including those of indigenous peoples etc.	-	Not directly relevant to our operations

GRI (G3) core element (summarised)		Page reference in CRR 2007/08	Additional comments
MM12	Describe approach to identifying, preparing for and responding to emergency situations affecting employees, communities or the environment.	-	Our largest and most complex sites within Europe are subject to stringent major accident risk assessment/ management requirements arising from the EU Seveso II Directive
MM13	Number of new cases of occupational disease by type. Describe programmes to prevent occupational disease	24-25	Corus has put in place robust systems for diagnosing and recording the incidence of occupational diseases amongst its employees. A wide range of measures exists across all locations to prevent occupational disease, to provide health surveillance to vulnerable individuals and to support the rehabilitation of individuals suffering from ill health. Furthermore, in 2007 the Executive Committee together with senior managers and health and hygiene professionals, developed the basis for a Company-wide strategy on improving health within the workforce.

Further documents are available to download at <http://www.corusgroup.com/en/responsibility>