

AFFIRMATIVE ACTION POLICY

Tata Steel is committed to ensuring equal opportunity for socially and economically disadvantaged sections of society.

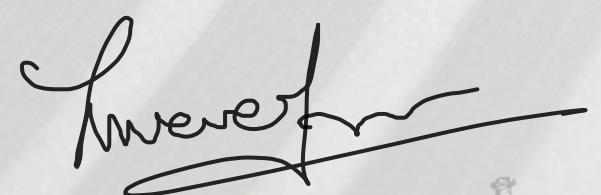
The company believes in social equity as an integral aspect of doing business, recognises diversity in the workplace and value chain as a positive for society and business and commits to a focus on working with disadvantaged communities in pioneering models for social mobility.

Tata Steel shall integrate affirmative action across its business by:

1. Identifying potential entrepreneurs from disadvantaged sections and promote business opportunities in chosen areas through incubation, development and positive discrimination to create a pool of capable partners who can support and grow along with the company
2. Ensuring equal opportunity in employment and advancement of employment in the company and beyond
3. Enhancing the access of disadvantaged communities to quality education and technical and future-ready skills and competencies
4. Building social impact programmes which address core challenges of disadvantaged communities
5. Advocating for affirmative action for disadvantaged communities within business, public policy and society

This policy is applicable for Tata Steel India and covers socially and economically disadvantaged sections of society, specifically scheduled caste, scheduled and other tribes, persons with disabilities and marginalised women.

Tata Steel will have a strategic framework underpinning each aspect of its affirmative action policy and disclose progress on affirmative action programmes in line with national and/or global reporting frameworks.



T V Narendran
CEO & Managing Director

