

AFFIRMATIVE ACTION POLICY

- ▶ Tata Metaliks recognizes that diversity in the workplace positively impacts business. The company will ensure employment opportunities and provide training to develop the socially disadvantaged.
- ▶ Tata Metaliks will volunteer its training resources to the extent possible to improve employability of disadvantaged sections of society. The company will encourage business entrepreneurs from socially disadvantaged communities through monitoring and inclusion in supply chain on the basis of equal merit.
- ▶ Tata Metaliks will assist in upward mobility of talented youth from marginalized communities by increasing their access to quality higher education.
- ▶ Tata Metaliks will report Affirmative Action initiatives in its annual report.

November 12, 2013



Sanjiv Paul
Managing Director