

AFFIRMATIVE ACTION POLICY

Tata Power recognises that diversity in the workplace positively impacts business and the Company will ensure equal employment opportunities. The Company believes that its interventions need to encompass socially economically backward sections of the society. Tata Power will volunteer its training resources to the extent possible to improve employability of the disadvantaged sections of society. Tata Power will empower and encourage socioeconomically derived communities for entrepreneurship and quality based inclusion in supply chain. The Company will enable disadvantaged communities to imbibe quality education and essential services.

CODE OF CONDUCT FOR AFFIRMATIVE ACTION

1. Tata Power affirms the recognition that its competitiveness is interlinked with the well-being of all sections of the Indian society.
2. Tata Power believes that equal opportunity in employment for all sections of society is a component of its growth and competitiveness.
3. Tata Power affirms the recognition that the diversity to reflect socially disadvantaged sections of the society in the workplace has a positive impact on business.
4. Tata Power will not practice or support conscious discrimination in any form.
5. Tata Power does not bias employment away from applicants belonging to disadvantaged sections of society if such applicants possess competitive skills and job credentials are made public.
6. Tata Power's selection of business partners is not based on any considerations other than normal business parameters. In case of all business parameters being equal, the Company will select a business partner belonging to socially disadvantaged section of society.
7. Tata Power will have an employment policy that is in public domain. It may place such policies and employment opportunities on its website to encourage applications from socially disadvantaged sections of society.
8. Tata Power will make all efforts for upgrading the skilled levels of employees from socially disadvantaged sections of society by providing the required training.
9. Tata Power will have partnership with educational institutions to support and aid students from socially disadvantaged sections of society.
10. Tata Power will have Affirmative Action Apex committee which is led by MD to oversee and promote Affirmative Action policies and interventions.
11. Tata Power will share Affirmative Action updates, learning and experiences with Key stakeholders.
12. Tata Power will follow positive discrimination during employment opportunities for disadvantaged sections of society.



(Praveer Sinha)
CEO & Managing Director

Date: 16th October 2018

