



## AFFIRMATIVE ACTION POLICY

Tata Chemicals Limited abides by the Tata Group Affirmative Action Policy and commits to the following:

- Tata Chemicals believes in social equity.
- Tata Chemicals is committed to working towards ensuring an equal footing to socially and economically disadvantaged sections of the society in the country at large, and specifically the Scheduled Caste and Scheduled Tribes communities.
- Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, Tata Chemicals is committed to creating and promoting access to quality education, technical and future-ready skills and competencies for members of these communities.
- Tata Chemicals adheres to the principle of equal opportunity and inclusive growth for all sections of the society in employment and advancement in employment.

**R Mukundan**  
Managing Director

**Date:** 27<sup>th</sup> August 2020

