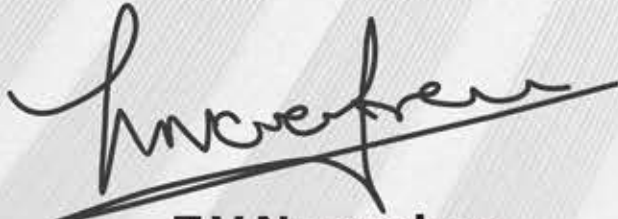


AFFIRMATIVE ACTION POLICY

- Tata Steel recognizes that diversity in the workplace positively impacts business. The company will ensure equal employment opportunities and provide training to develop the socially disadvantaged.
- Tata Steel 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 Steel will assist in upward mobility of talented youth from marginalized communities by increasing their access to quality higher education.
- Tata Steel will report Affirmative Action initiatives in its annual sustainability report.

Date : November 1, 2017



TV Narendran
CEO & Managing Director

