

# AFFIRMATIVE ACTION POLICY

Tata Power believes in promoting social equity and opportunities that enable and empower socially and economically disadvantaged sections of society, specifically the Scheduled Caste, Scheduled Tribes, Persons with Disabilities and women from marginalised communities (AA group). The company recognises that diversity in the workplace positively impacts its business, partnerships and future-readiness. Tata Power will volunteer its training resources to the best extent to improve education, employability, financial & digital inclusivity of the AA group of the society. Tata Power will empower and encourage AA groups for entrepreneurship and inclusion in industrial value chains.

## Key Principles of Affirmative Action Policy

- Tata Power affirms the recognition that its competitiveness is interlinked with the well-being of all sections of society.
- Tata Power believes that diversity and social inclusivity is an enabler in its growth and competitiveness.
- 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.
- Tata Power will make all efforts for upgrading the skill levels of AA communities by providing required training and capability building.
- Tata Power will partner with relevant institutions to support AA communities.
- Tata Power will promote equal opportunities for livelihoods & employment of members from disadvantaged sections of society.
- Tata Power's selection of business partners will be done based on regular business parameters. In case of all parameters being equal, the company will positively prioritize business partners from AA groups.

Date: 14<sup>th</sup> January 2025



(Praveer Sinha)  
CEO & Managing Director

