



TATA POWER-DDL

with you *Non-Stop*

Affirmative Action Policy

Tata Power-DDL believes in the principle of **social equity and justice** and hence the interventions encompass needs of the socially & economically weaker sections at large, specifically Scheduled Caste and Scheduled Tribes. Tata Power-DDL recognises in bringing about an overall economic development in the society by creation of **equal opportunities and inclusive growth** for all sections of the society.

CODE OF CONDUCT

- TATA Power-DDL will neither practice nor support conscious discrimination in any form and recognises that diversity in the workplace positively impacts business.
- TATA Power-DDL will promote positive discrimination in the employment of applicants belonging to disadvantaged sections of the society including Scheduled Caste & Scheduled Tribe communities, if such applicants possess competitive skills and job credentials.
- TATA Power-DDL's selection of the business partner is not based on any consideration other than normal business parameters. In case of equal business offers, TATA Power-DDL will encourage business partners belonging to a socially disadvantaged sections of the society including Scheduled Caste & Scheduled Tribe community.
- TATA Power-DDL will make all efforts for up skilling the employees and upgrading the skill level of the employees from disadvantaged sections of the society by providing the required trainings.
- TATA Power-DDL will have a partnership program with Schools and Educational Institutes to assist in upward mobility of talented children and youth from marginalised communities by increasing access to quality education through Financial Aid, Trainings & Counselling etc.
- TATA Power-DDL will have policy and necessary information available on its internal and external communication channels to encourage application from disadvantaged sections of the society including Scheduled Caste & Scheduled Tribe community

TATA Power-DDL will have a Cross Functional AA Apex Committee which is led by CEO. The Committee will guide and review the AA initiatives, incorporate the Principles and provide strategic direction.

Date: 23rd March, 2020

GANESH SRINIVASAN
Chief Executive Officer