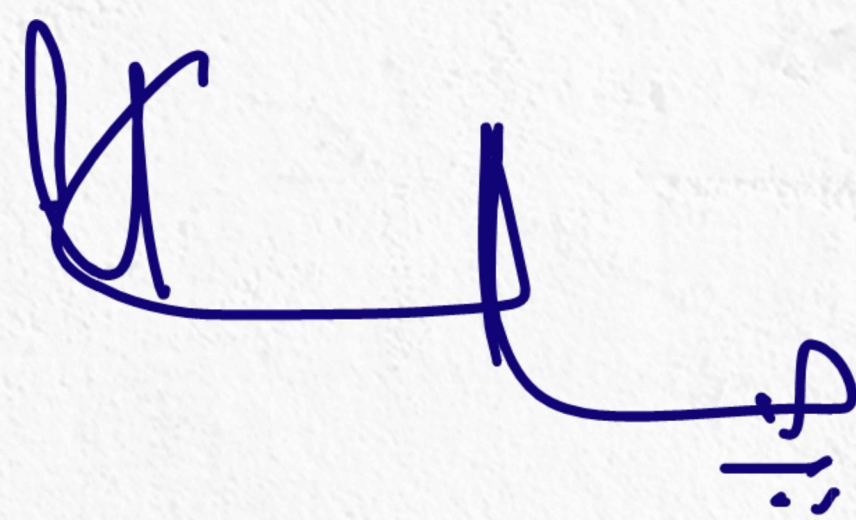


AFFIRMATIVE ACTION POLICY

- Tata Steel Special Economic Zone Limited recognizes that diversity in the workplace positively impacts business. The company will ensure equal employment opportunities and provide training to develop the socially disadvantaged individuals.
- Tata Steel Special Economic Zone Limited 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 the supply chain on the basis of equal merit.
- Tata Steel Special Economic Zone Limited will assist in upward mobility of talented youth from marginalized communities by increasing their access to quality higher education.

Date: January 1, 2024



Manikanta Naik
Managing Director

