

## **Policy on Affirmative Action for SC/ST communities**

Tata Capital believes in social equity

The Company adheres to the principle of equal opportunity, irrespective of caste, whether in recruitment or career advancement within the organization.

The Company is also committed to directly conducting or supporting initiatives to ensure an equal footing for socially and economically disadvantaged sections in the country at large, and specifically the Scheduled Caste and Scheduled Tribe communities.

Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, Tata Capital is committed to creating and promoting access to quality education and technical skills and competencies for members of the SC/ST communities. To enable these communities to overcome the social discrimination that has prevented them from realizing their potential, Tata Capital will assist members from these communities for employment opportunities and as business associates, with merit, cost and quality being equal.