

## **Affirmative Action Policy**

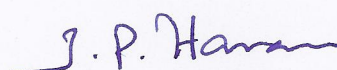
Tata Consulting Engineers (TCE) recognizes that in a free enterprise all sections of the community are stakeholders in business and, in fact, the very purpose of it.

As a consequence, TCE is committed to Affirmative Action for social justice for the disadvantaged sections of society (particularly Scheduled Castes and Scheduled Tribes).

To fulfill this commitment, TCE will create equal opportunities for the marginalized sections in the following areas as an effort towards positive discrimination.

- a) Employment - Recruitment and career advancement in the organization.
- b) Entrepreneurship - Sustenance and means of livelihood through support to entrepreneurship.
- c) Education & Employability - Undertake to support through initiatives such as scholarships, mentoring & training to enhance employability.

TCE will align its Affirmative Action to its overall Corporate Sustainability Policy.



J P Haran  
Managing Director