



TATA CONSULTING ENGINEERS LIMITED

ENGINEERING A BETTER TOMORROW SINCE 1962

Affirmative Action Policy

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

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

To fulfil this commitment, TCE will create equal opportunities for the marginalised sections in the following areas as an effort toward positive discrimination.

- a. Employment - Recruitment and career advancement in the organisation.
- 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.

A handwritten signature in blue ink, appearing to read 'Amit Sharma'.

Amit Sharma
Managing Director

27th September 2015