



TATA CONSULTING ENGINEERS LIMITED

ENGINEERING A BETTER TOMORROW SINCE 1962

Whistleblower Policy

In line with the Tata Code of Conduct (The Code), Tata Consulting Engineers Limited (TCE) has formulated this Whistleblower Policy under the provisions of which all employees are encouraged to promptly report to the management genuine instances of any actual or possible violation of The Code or an event of misconduct, act of misdemeanour or act not in the company's interest.

Genuine whistleblowers would be accorded complete protection from any unfair treatment, and any attempts to intimidate them would be treated as a violation of The Code.

However, such protection does not cover disciplinary action arising out of false or bogus allegations made by the whistleblower, knowing them to be false, bogus or with malafide intentions.

Any communication made under the provisions of this policy, which discloses or demonstrates information that may evidence unethical or improper activity, would be appropriately dealt with by the Chairman of the Audit Committee.

The whistleblower's identity would be kept confidential to the extent possible, given the legitimate needs of the law and the investigation.

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

Amit Sharma
Managing Director

27th September 2015