

HUMAN RIGHTS POLICY

The Company shall recognize individuals and communities as holders of human rights and shall:

1. Deploy established governance framework to ensure compliance with human rights commitments.
2. Integrate an approach that respects and protects human rights in business strategy and risk frameworks.
3. Foster an understanding of human rights across all stakeholders of the business.
4. Promote the protection of human rights through established fair, transparent & consultative remediation mechanisms and address any negative impacts arising from or related to business activities.
5. Disclose progress on human rights performance in line with national and/or global reporting frameworks.
6. Adhere to the principle of non-discrimination in process of hiring, remuneration, training, promotion, and separation.
7. Deploy established governance framework to ensure the right to privacy for all employees.
8. Inclusion of environmental stewardship in the human rights policies.

The policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights and is consistent with the Tata Code of Conduct.