

# Affirmative Action Policy

Tata AutoComp Systems Limited 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 AutoComp is committed to creating and promoting access to quality education and technical skills and competencies for members of the SC/ST communities.
- Further, to speedily enable these communities overcome the social discrimination that has prevented them from realizing their potential as productive members of society, Tata AutoComp will assist members from these communities for employment opportunities and as business associates, provided everything else (merit for employment; cost and quality for business associates) is equal.



# Sustainability Policy

## Our Philosophy

Tata AutoComp is committed to integrate environmental, social and ethical principles into its business which is central to improving the quality of life of the communities we serve globally and enhancing long-term stakeholder value.

## Our Principles

Our companies shall:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Follow the highest standards of governance and transparency.
- Embody principles of product stewardship by enhancing health, safety, environmental and social impacts of products and services across their lifecycles.
- Provide employees and business associates with working conditions that are clean, safe, healthy and fair.
- Strive to be neighbours of choice in the communities in which we operate and contribute to their equitable and inclusive development.

## Our Commitments

Our companies will aspire for sustainability leadership in the sectors in which we operate. To achieve this, we will:

- Constitute a governance structure to oversee our sustainability commitments.
- Identify relevant and material sustainability issues and develop comprehensive sustainability strategies with goals, targets, mitigation and adaptation action plans to address them under the aegis of our boards.
- Undertake natural and social capital valuation to assess business risks.
- Report in line with TATA Group reporting frameworks.

Revision No.: 02  
Date: 06.09.2018  
Pune

A handwritten signature in black ink, appearing to read 'Arvind Goel'.

**Arvind Goel**  
Chairman

**TATA AUTOCOMP SYSTEMS LIMITED**