



## Diversity & Inclusion Policy

### Our Vision:

As a responsible corporate citizen we envision an organization with an inclusive culture that leverages diversity, to meet the varied and changing needs of our stakeholders.

### Our Commitment:

Tata Chemicals is committed to building and sustaining diversity in its workforce with an intention to leverage such diversity for delivering its commitments to all its stakeholders.

We commit ourselves to -

- A supportive, inclusive work environment – built upon fairness, respect, integrity, equal access and collaborative team work where members from diverse origin/backgrounds are equal partners.
- Encourage and invest in sustaining workforce diversity in terms of gender, social origin, abilities, age, experience, region, race etc.
- Design, deploy and review effectiveness of Policies, Systems, Processes, Programmes and plans that provide opportunities to nurture diversity across all our entities.
- Support initiatives and partnerships, especially for groups within society who have not had equal access to opportunities, to unlock, develop and harness their talent.
- Create an environment free of harassment and discrimination and create platforms and forums for redressal.
- Measure and report on our progress towards building a diverse and inclusive culture.

**Date:** 10<sup>th</sup> February 2020

**R Mukundan**  
Managing Director

