

AFFIRMATIVE ACTION POLICY

IHCL abides by the Tata Group's Affirmative Action Policy and commits towards building Social Equity.

IHCL is committed to working towards ensuring an equal footing to socially and economically disadvantaged sections of the society in the country at large, and specifically the Scheduled Caste, Scheduled Tribes, Persons with Disabilities and Women from marginalised communities.

Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, IHCL is committed to creating and promoting access to quality technical and future ready skills and competencies. The company will volunteer its training resources to the extent possible for disadvantaged sections of this society.

IHCL adheres to the principle of equal opportunity and inclusive growth for all sections of the society in employment and advancement in employment.

IHCL will report Affirmative Action initiatives in its public disclosures annually.

April 23, 2024, Mumbai