

# AFFIRMATIVE ACTION POLICY

Tata Power recognizes that diversity in the workplace positively impacts business and the Company will ensure equal employment opportunities.

Tata Power will volunteer its training resources to the extent possible to improve employability of disadvantaged sections of society. The Company will encourage business entrepreneurs from socially disadvantaged communities through mentoring and inclusion in supply chain on the basis of equal merit.

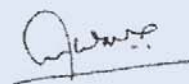
Tata Power will assist upward mobility of talented youth from marginalized communities by increasing their access to quality higher education.

Tata Power will report Affirmative Action initiatives in the annual sustainability report.

## CODE OF CONDUCT FOR AFFIRMATIVE ACTION

1. Tata Power affirms the recognition that its competitiveness is interlinked with the well being of all sections of the Indian society.
2. Tata Power believes that equal opportunity in employment for all sections of society is a component of its growth and competitiveness.
3. Tata Power affirms the recognition that the diversity to reflect socially disadvantaged sections of the society in the workplace has a positive impact on business.
4. Tata Power will not practice or support conscious discrimination in any form.
5. Tata Power does not bias employment away from applicants belonging to disadvantaged sections of society if such applicants possess competitive skills and job credentials are made public.
6. Tata Power's selection of business partners is not based on any considerations other than normal business parameters. In case of all business parameters being equal, the Company will select a business partner belonging to a socially disadvantaged section of society.
7. Tata Power will have a written policy statement on Affirmative Action in the workplace.
8. Tata Power will have an employment policy that is in the public domain. It may place such policies and employment opportunities on its website to encourage applications from socially disadvantaged sections of society.
9. Tata Power will make all efforts for upgrading the skill levels of employees from socially disadvantaged section of society by providing the required training/training facility.
10. Tata Power will have a partnership program with educational institutions to support and aid students from socially disadvantaged sections of society.
11. Tata Power will have a senior executive accountable to the MD to oversee and promote its Affirmative Action policies and programs. The senior executive will present a biannual report to the Company about such policies and programs.
12. Tata Power will also have a policy to maintain records on Affirmative Action.
13. Tata Power will make available its learning and experiences as a good corporate citizen in Affirmative Action to other companies desiring to incorporate such policies in their own business.

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(Anil Sardana)  
Managing Director

