

Policy on Affirmative Action for SC/ST Communities

(Adopted by the board of Directors in its meeting held on 30th July 2007)

Tata Hitachi Construction Machinery Company Private Limited (**THCM**) 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, specifically the Scheduled Caste and Scheduled Tribe communities.

Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, **THCM** 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, **THCM** will assist members from these communities for providing employment opportunities and as business associates, provided everything else (merit for employment; cost and quality for business associates) is equal.



Sandeep Singh
Managing Director

Adopted on : 1st January 2007