



DIVERSITY, EQUITY AND INCLUSION POLICY

Our Vision

As a responsible corporate citizen, we envision an organization with an inclusive culture that embraces diversity and advances equity to meet the evolving needs and aspirations of all our stakeholders.

Our Commitment

Tata Chemicals is committed to building and sustaining a diverse, equitable, and inclusive workforce. We believe that leveraging diversity strengthens our ability to create value for all stakeholders. Equity is a distinct and essential commitment, and we will continuously identify and remove barriers that limit equal access to opportunities.

We commit to:

- Foster a supportive and inclusive work environment grounded in fairness, respect, integrity, equal opportunity, and collaboration, where individuals from diverse backgrounds and experiences are valued as equal partners.
- Promote and sustain workforce diversity across dimensions including gender, social and economic background, disability status, age and generation, sexual orientation, gender identity and expression, experience, geography, race, ethnicity, and other characteristics relevant to our operating geographies.
- Design, implement, and periodically review policies, systems, processes, programmes, and practices to ensure equitable opportunities and an inclusive employee experience across all our businesses and entities.
- Support initiatives, partnerships, and talent development programmes, particularly for communities and groups that have historically faced barriers to opportunity, enabling them to realize and contribute their full potential.
- Maintain a workplace free from discrimination, harassment, bullying, and retaliation, with accessible and trusted channels for grievance redressal, including a robust Prevention of Sexual Harassment (POSH) framework.
- Provide DEI awareness and unconscious bias training for employees and people managers, and inclusive leadership development programmes for senior leaders.
- Promote pay equity through periodic reviews and pay-gap analyses across gender and other relevant dimensions, and implement corrective actions wherever disparities are identified.
- Advance workplace accessibility and provide reasonable accommodation for persons with disabilities, in accordance with applicable laws and disability rights regulations.
- Measure, monitor, and transparently report our progress in building a diverse, equitable, and inclusive culture through applicable regulatory requirements and voluntary disclosure frameworks.

The policy shall be applicable to Tata Chemicals & all its subsidiaries

A handwritten signature in blue ink, appearing to read 'R. Mukundan', is written over a horizontal line.

Managing Director & CEO

Date: 29th July, 2026