



Date: 24th September 2012

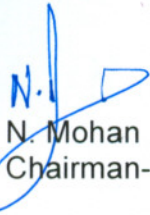
CIRCULAR

**TATA INTERNATIONAL LIMITED'S
AFFIRMATIVE ACTION POLICY**

Tata International Limited (TIL) recognizes that diversity in the workplace positively impacts business. The Company will ensure equal employment opportunities and provide training to develop the socially disadvantaged.

TIL 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.

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



N. Mohan
Chairman- Affirmative Action Committee

TATA INTERNATIONAL LIMITED

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