



TATA Power-DDL Equal Opportunity Policy

1.0 OBJECTIVE

As part of TATA Code of Conduct we are committed to provide equal opportunities to all our employees and to all eligible applicants for employment in our company.

2.0 SCOPE

All employees on the regular rolls of the Company and all eligible applicants as notified from time to time.

3.0 POLICY

Tata Power-DDL will not unfairly discriminate on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

When recruiting, developing and promoting our employees, our decisions will be based solely on performance, merit, competence and potential.

We shall have fair, transparent and clear employee policies which promote diversity and equality, in accordance with applicable law and other provisions of our Code of Conduct. Our policies shall provide for clear terms of employment, training, development and performance management.

4.0 GUIDELINES

4.1 In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and Rules, TATA Power-DDL shall ensure:

- a) that the work environment is free from any discrimination against persons with disabilities.
- b) that facilities and amenities are provided to the persons with disabilities to enable them to effectively discharge their duties in the establishment without any hindrance.
- c) preparation of a list of posts suitable for persons with disabilities in the establishment and shall notify such posts during the recruitment process.
- d) a Liaison Officer to look after the recruitment of persons with disabilities and provisions of facilities and amenities for such employees.

4.2 Any exception to the policy can be done only with the prior approval of CEO of the company.

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