

## HUMAN RIGHTS POLICY

Our belief in human rights is at the core of sustainability approach of Tata Housing. We are committed to treat every individual with dignity and respect. Our Human Rights Policy is guided by international human rights principles ingrained in the United Nations Global Compact and Universal declaration of Human Rights. The Human Rights Policy applies to the Tata Housing and all its subsidiaries and associates. The company is committed to work with all partners to uphold the principles of the policy.

**Respect for Human Rights:** Tata Housing respects human rights. We commit to proactively identify, prevent, and mitigate any adverse human rights impacts resulting from our operations. We value all our stakeholders particularly communities in which we operate and are committed for continuous engagement to ensure we listen to their voices and conduct our business without any adverse impact on their rights.

**Valuing Diversity:** Across its locations, Tata Housing provides equal opportunities to all its employees and all qualified applicants for employment irrespective of their race, caste, religion, color, ancestry, marital status, sex, age, state, nationality, sexual orientation, political opinion and different ability status. We are dedicated to maintain workplaces free from discrimination or harassment on any basis.

**Freedom of Association and Collective Bargaining:** The Company respects employees' right to join, form or not to join a labor union without any fear of reprisal, intimidation or harassment. The employee if form such union the company is committed to have constructive dialogue with their elected representative. The company also commits itself to bargaining in good faith with the elected representative.

**Safe and Healthy Workplace:** The Company is committed to provide a safe and healthy workplace to employees, partners, customers, workers, visitors and public. It complies with applicable safety and health laws, regulations and internal requirements.

**Workplace Security:** The Company is committed to maintain a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.

**Forced Labor and Child labor:** The Company prohibits the use of all forms of forced labor and hiring any individual under 18years of age.

**Work Hours, Wages and Benefits:** The Company compensates employees competitively relative to the industry and local labor market without any kind of discrimination. The company will operate in full compliance with applicable wage, work hours, overtime and benefits as per the laws of land in which it operates.

**Guidance and Reporting for Employees:** The Company has a mechanism for employees to report any violation of the policy in ethics council & internal complaint committee, the guidelines and all the details are made available online as well as in all offices.



Brotrin Banerjee  
Managing Director & CEO

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