



RALLIS INDIA LIMITED

A **TATA** Enterprise

Affirmative Action Policy

Rallis India Limited abides by the Tata Group Affirmative Action Policy and commits to the following:

- **Rallis India Limited 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, and specifically the Scheduled Caste and Scheduled Tribe communities.**
- **Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, Rallis India Limited is committed to creating and promoting access to quality education and technical skills and competencies for members of the SC/ST communities.**
- **Further, to enable these communities overcome the social discrimination that has prevented them from realizing their potential as productive members of society.**
- **Rallis India Limited will:**
 - ❖ **Assist members from these communities for employment opportunities and as business associates, provided everything else (merit for employment; cost and quality for business associates) is equal.**
 - ❖ **Actively seek out high concentrated areas in the proximity of our Manufacturing locations to conduct program for their upliftment.**
 - ❖ **Create social sensitivity within the organization through community discussion and dialogue.**

Mumbai
August 1, 2024

Dr. Gyanendra Shukla
Managing Director and CEO