

## **Policy on Affirmative Action for SC/ST communities**

## TFSL 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.

Towardstheultimategoalofenhancingtheiremployabilityandentrepreneurshipabilities,TFSL iscommittedtocreatingandpromotingaccessto qualityeducationandtechnicalskillsand competencies for members of the SC/ST communities. To enable these communities to overcome the social discrimination that has prevented them from realizing their potential, TFSL will assist members from these communities for employment opportunities and as business associates, with merit, cost and quality being equal