

## TMILL GROUP OF COMPANIES

**TM International Logistics Limited**

**TKM Global Logistics Limited**

**International Shipping and Logistics FZE**

**TKM Global GmbH**

**TKM Global China Limited**

<b>Policy Title</b>	Tata Affirmative Action Policy		
<b>Policy Custodian</b>	Chief Ethics Counsellor	<b>Approved By</b>	Managing Director
<b>Policy Basis</b>	Tata Steel	<b>Stakeholders</b>	All Personnel (TMILL Group)
<b>Policy Version</b>	1.0	<b>Effective Date</b>	17.03.2020

## TATA AFFIRMATIVE ACTION POLICY

Dinesh Shastri  
Managing Director

## CS Trainee

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**From:** Farha Ahmed on behalf of TMILL MD Office  
**Sent:** 17 March 2020 12:46  
**To:** TMILL MD Office; TMILL Staff; TKM Officers; TKM Staff; TKM GmbH; ISL All Staff  
**Subject:** FW: TAAP Policy  
**Attachments:** TAAP Policy.pdf

Tracking:	Recipient	Delivery
	TMILL MD Office	Delivered: 17-03-2020 12:48
	TMILL Staff	
	TKM Officers	
	TKM Staff	
	TKM GmbH	
	ISL All Staff	

Dear All,

In furtherance to the appended mail and going by the Tata group initiative, we are happy to adopt the policy as it is, details of which are attached herewith for your reference. Let us all work together, towards the pursuit for social equity, inclusion and diversity into the workforce.

Regards,  
Farha S Ahmed  
E.A. to M.D.

TM International Logistics Limited  
43 Jawaharlal Nehru Road | Kolkata-700071

Desk +91 33 66339102 | Mobile +91 9874225552  
[farha@tmilltd.com](mailto:farha@tmilltd.com) | [www.tmilltd.com](http://www.tmilltd.com)

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**From:** S. Padmanabhan <[spadmanabhan@tata.com](mailto:spadmanabhan@tata.com)>  
**Sent:** Thursday, February 27, 2020 8:06 AM  
**To:** Ashish Gupta  
**Cc:** Anurag Garg; Abhijit Mitra; N K Sharan  
**Subject:** TAAP Policy

Dear Ashish,

The Tata group has a proud legacy of productive engagement with the socially and economically excluded sections of society dating back to its founding fathers. The Tata Affirmative Action Programme (TAAP), adopted in April 2007 is aimed at enabling pathways for equal opportunities for these communities in the areas of education, employability entrepreneurship and employment. TAAP completed a decade of external assessments in 2019. TAAP is not only touching the poorest of the poor but also working towards our pursuit for social equity, inclusion and diversity into the workforce.

I am pleased to attach the new and revised TAAP policy signed by our Group Chairman. The revised policy is focused on 'Social equity' with an enhanced importance given to 'Inclusive growth'.

Request you to kindly adopt this policy appropriately at your company to reflect the revised changes. I am marking my colleagues on this mail, who will be available for any clarifications on the policy.

The journey of Affirmative Action excellence is both challenging and highly fulfilling and we look forward to your continued support in this journey.

Regards,

Paddy

S.Padmanabhan

Tata Business Excellence Group  
A Division of Tata Sons Private Ltd.

UG Floor, Fort House, 221 DN Road, Fort  
Mumbai 400001

Tel: 022-66657504; Direct: 022-66658833

Email: [spadmanabhan@tata.com](mailto:spadmanabhan@tata.com) | Website: [www.tata.com](http://www.tata.com)

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# TATA AFFIRMATIVE ACTION POLICY

Tata Group believes in social equity.

The Tata Group is committed to working towards ensuring an equal footing to socially and economically disadvantaged sections of the society in the country at large, and specifically the Scheduled Caste and Scheduled Tribes communities.

Towards the ultimate goal of enhancing their employability and entrepreneurship abilities, Tata Group is committed to creating and promoting access to quality education, technical and future-ready skills and competencies for members of these communities.

Tata Group adheres to the principle of equal opportunity and inclusive growth for all sections of the society in employment and advancement in employment.

02 January, 2020  
Mumbai

A handwritten signature in blue ink, appearing to read 'N Chandrasekaran', with a horizontal line underneath.

N Chandrasekaran  
Group Chairman





# Thank You



**1800 102 0875**



**tatasteel@ethicshelpline.co.in**



**[www.in.kpmg.com/ethicshelpline/tslindia](http://www.in.kpmg.com/ethicshelpline/tslindia)**



**P. O. Box No 71, DLF Phase 1,  
Qutub Enclave, Gurgaon - 122002, Haryana, India**