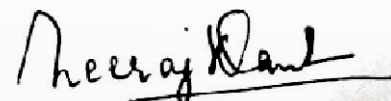


## HUMAN RESOURCE POLICY

- ISWPL recognizes that its people are the primary source of its competitiveness.
- It is committed to equal employment opportunities for attracting the best available talent and ensuring a cosmopolitan workforce.
- It will pursue the management practices designed to enrich the quality of life of its employees, develop their potential and build competitiveness to achieve its vision.
- ISWPL strives continuously to foster a climate of openness, continuous learning, mutual trust, teamwork and adhere to Tata Values.

2<sup>ND</sup> April 2015



(Neeraj Kant)  
Managing Director



THE INDIAN STEEL & WIRE PRODUCTS LIMITED  
A SUBSIDIARY OF TATA STEEL LTD.