

## HUMAN RESOURCE POLICY

ISWPL recognises that its people are most important assets & are the primary source of its competitiveness.

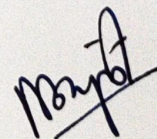
It is committed to equal opportunities for attracting the best available talent.

It will pursue management practices designed to enrich the quality of life of its employee, develop their potential and build competitiveness to achieve its vision.

ISWPL shall strive continuously to foster a climate of openness, continuous learning, mutual trust, teamwork and achieve Tata Values.



Date: 1<sup>st</sup> Feb'2023

A handwritten signature in black ink, appearing to read 'Abhijit A Nanoti'.

Abhijit A Nanoti  
Managing Director