

AFFIRMATIVE ACTION POLICY

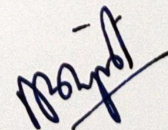
The Indian Steel & Wire Products Limited, believes in social equity.

The company is also committed to working towards ensuring an equal footing to socially and economically disadvantaged sections of the society, and specifically the Schedule Caste and Schedule Tribes Communities.

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

The Company shall adhere to the principle of equal opportunity and inclusive growth for all sections of the society in employment and advancement in employment.

Date: 1st Feb'2023



Abhijit A Nanoti
Managing Director