



TATA CONSULTING ENGINEERS LIMITED

ENGINEERING A BETTER TOMORROW SINCE 1962

Anti-Bribery and Anti-Corruption Policy

Tata Consulting Engineers Limited (TCE) dedicates itself to the belief of Tata Group and the Tata Code of Conduct (TCoC), and one of the core principles set out in the Tata Code of Conduct 2015 states - "We are committed to operating our businesses conforming to the highest moral and ethical standards. We do not tolerate bribery or corruption in any form. This commitment underpins everything we do." TCE has adopted the Tata Code of Conduct 2015 and Anti-Bribery & Anti-Corruption (ABAC) policy and is committed to acting professionally, fairly, and with integrity in all its business dealings and relationships. This commitment extends to implementing and enforcing effective systems to counter bribery. This entails compliance with all laws, domestic and foreign, prohibiting improper payments, gifts or inducements of any kind to or from any person, including officials in the private or public sector, customers and suppliers. Our Company is equally committed to preventing, deterrence, and detecting bribery and other corrupt business practices.

The ABAC Policy & guidelines supplement the Tata Code of Conduct 2015 ("TCoC 2015") and should be read in conjunction with:

- a) TCoC 2015;
- b) The Whistleblower Policy;
- c) The Gift & Hospitality Policy;
- d) any guidance published pursuant to this policy;
- e) any other relevant policies as may be implemented from time to time.

This Policy is designed to reiterate and articulate the Company's commitment to counter corruption and ensure that all employees and third-party representatives fully understand the scope and application of these ABAC laws. The ABAC laws must be complied with in all countries that our Company engages in business with. If ABAC laws are more stringent than the applicable local laws, the ABAC laws prevail. If the local laws and those with respect to an extraterritorial application are more stringent, then these local laws override the ABAC laws. For all queries pertaining to the ABAC laws, the questions may be raised with designated persons who will, in turn, contact our Company's Compliance Officer (as defined in the policy).

Integrity and trust, our core values, provide the foundation for our Company policies and your continued commitment to our high ethical standards is expected and very much appreciated.

Amit Sharma
Managing Director

Sachin Mishra
Compliance Officer

15th March 2021