

## SUSTAINABLE SUPPLY CHAIN POLICY

Tata Communications Limited and its direct and indirect subsidiaries (collectively, the "Company") is committed to conducting its business with the highest ethical standards and integrity, with an emphasis on corporate responsibility and sustainability. The company's suppliers are also held accountable to the same high ethical, environmental, social and governance standards.

**Policy Objective:** This policy aims to promote sustainability for our suppliers and business partners. It enables Environmental, Occupational Health & Safety (EOHS), and ethical performance of suppliers in line with Tata Communications' Supplier Code of Conduct. The Company recommends that all its suppliers follow at least the minimum environmental, social, and ethical standards and encourage each supplier to adopt practices with standards preferred under Tata Communications' Supplier Code of Conduct.

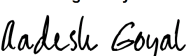
**Scope:** This policy applies to all suppliers of Tata Communications across all geographies.

**Commitment:** Central to our Tata Code of Conduct and Supplier Code of Conduct, the Company aims to establish a robust Sustainable Supply Chain Management System by partnering with our suppliers who commit to:

- Comply with all local and international laws and regulations on social and environmental issues.
- Proactively sharing our Environmental and OH&S policy, objectives, best practices, and encouraging their suppliers to achieve the same through participation in the process.
- Advocate for protecting the environment by optimizing the use of natural resources, preventing pollution, reducing emissions, and waste generation.
- Foster commitment to upholding labour and human rights of workers such as child labour, forced labour, freedom of association, non-discrimination, and to treat them with dignity and respect as specified under the International Labour Organization (ILO) standards and conventions.
- Follow safe and hygienic working conditions and take initiatives to promote the well-being of their workers.
- Promote diversity and inclusivity.
- Transparently measure, monitor, and report the supply chain performance as per the national obligations or international practices.
- Encourage the availability of cost-effective, environmentally, and socially responsible products and services.
- Comply with all anti-bribery and anti-corruption laws.

This policy shall be reviewed regularly and updated as necessary to deliver on the Company's sustainability commitments.

DocuSigned by:

  
E727DD8D964F40D...

Aadesh Goyal  
Chief Human Resource Officer  
Date:

Version Control

1.0

Description

Original Policy

Date of issue

01-02-2022

For more information, visit us at [www.tatacommunications.com](http://www.tatacommunications.com)

© 2022 Tata Communications Ltd. All rights reserved. TATA COMMUNICATIONS and TATA are trademarks or registered trademarks of Tata Sons Private Limited in India and certain countries.