

Biodiversity Policy

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1. INTRODUCTION

Habitat protection is recognized as a prerequisite for species survival and thus there is a need to protect their habitat and ensure the survival of species in the ecosystem. Business and societal activities can adversely affect habitats and endanger biodiversity. So there is a heightened need to protect and conserve the natural resources across our operations and campuses.

The Biodiversity Policy is an integral part of our Sustainability policy. This policy outlines Tech Mahindra's procedures, practices and considerations for conserving and protecting the biodiversity around us.

2. SCOPE

This policy shall apply to all establishments of Tech Mahindra, and each employee shall be made a partner in implementing the policy

3. OUR COMMITMENT

Tech Mahindra understands the importance of biodiversity as an important resource for our growth and development. We are committed to conserve and enhance biodiversity, to incorporate biodiversity into our day-to-day operations and promote sustainable business practices that will not harm any species.

4. POLICY

Biodiversity forms a support system used by millions for growth and development. The rich biodiversity has been instrumental in providing humanity with food security, healthcare and industrial goods, all that is required for fulfilling the basic necessities of life and leading to a better standard of living. The diversity of life on earth is so rich that if we use it sustainably, we can preserve it for generations to come.

Our policy is a habitat directive, a water saving directive, and an environmental Sustainability directive.

Our priority objectives are:

- 1) Protect habitat and local species
- 2) Adapt to climate change
- 3) Increase plantation and its awareness
- 4) Minimize impact of operations on environment
- 5) Develop policy and regulations on biosafety
- 6) Environmental and biodiversity awareness and training
- 7) Promote bio diversity across the organisation

To achieve these objectives, TechM is engaged in developing initiatives to promote awareness about our diverse surroundings. TechM has passionate associates who spearhead the cause of environment and sustainability across all our centres, who encourage and initiate activities and advocacy campaigns that bring about awareness about the need and urgency of sustaining nature.

We also connect and convince associates to focus on less wastage of food, water, electricity and optimize use of natural resources. We have even motivated external vendors to use less plastic in their businesses. We ensure that none of our operations have a negative impact on biodiversity by complying with all the conditions identified and recommended during environmental audits and assessments.

Tech Mahindra shall include the following factors in our commitment towards protecting our surroundings:

- Plantation drives to increase its coverage
- Beautification of campus
- Prefer products that are eco-friendly, energy efficient and less polluting
- Dispose goods through authorized agencies in an environmentally-friendly manner
- Use of less toxic products
- Reduce environmental footprint by means of material, energy & water conservation

- Segregation of waste bins
- Move towards zero wood usage for packaging
- Co-create innovations like installation of bottle crusher to prevent plastic bottles being dumped in landfills.
- Capacity building on biodiversity for stakeholders
- Raise awareness on conservation of biodiversity among local communities, employees and value chain
- Maintain Air Quality and Noise Levels within prescribed limits