

Environment Policy

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1. INTRODUCTION

As a responsible entity, Tech Mahindra demonstrates a high level of commitment to protect the environment and minimize the impact of its operational activities. Environment Sustainability at Tech Mahindra is based upon and guided by our sustainability strategy and strong governance which is elucidated in the Environmental Policy.

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's undeterred focus on good corporate governance is strengthened by our commitment to environment protection and sustainable development. We believe that environmentally sustainable and responsible business operations are a key part of our governance practices and will empower us to create the next wave. We are committed to reduce our carbon footprints to become carbon neutral and water positive, increase environmental awareness and create long-lasting value for the society.

We aim to fulfill our commitment to environmental stewardship through the following actions:

- 1) reduce the organization's carbon footprint and improve environmental performance
- 2) comply with laws and legislations
- 3) improve resource efficiency in operations
- 4) encourage employees to adopt green initiatives and practices
- 5) assess, monitor and mitigate climate change risks
- 6) implement and consider guidelines of Environmental Management
- 7) preserve and enhance biodiversity and
- 8) create long-lasting value for business and society.

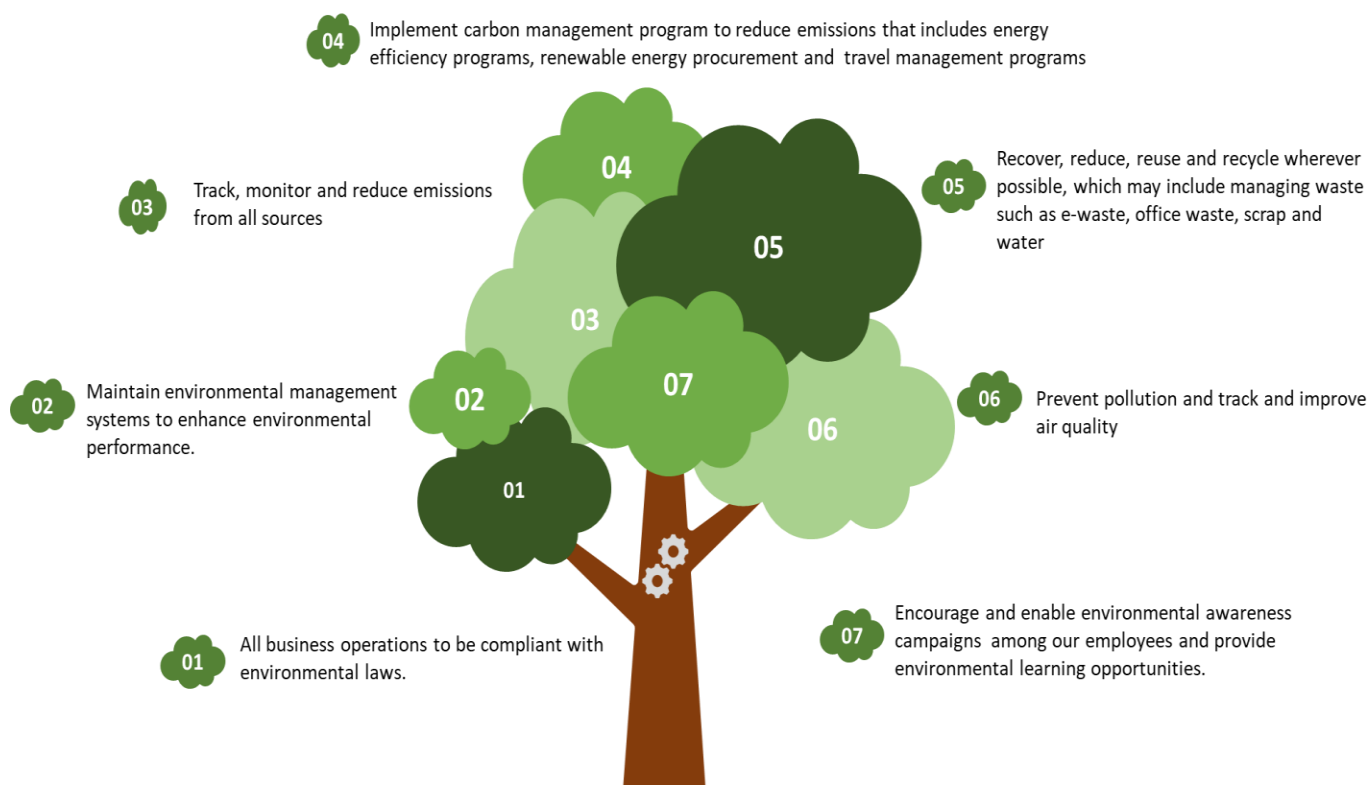
We are adopting seven high-level tenets in our environmental policy to achieve our commitment,

4. ENVIRONMENT POLICY

Tech Mahindra is a global IT Services & Consulting company with significant consumption of energy and water in its operations. As a responsible entity, we are taking various measures to be eco-friendly, conserve energy and water and use them optimally.

Tech Mahindra is making a continuous effort to obtain clean and efficient sources of energy. We are fostering environmental awareness and responsibility among our Customers, Suppliers and other stakeholders.

Tech Mahindra's commitment to protecting environment is anchored by the Environmental policy. The policy is based on central tenets of:



Tech Mahindra has a governance mechanism to track the enforcement of environmental policy and monitor the resulting environmental performance & its effectiveness. Tech Mahindra aims to fulfil its environmental commitments and goals through the following broad-level actions

- The CSR committee appointed by the Board reviews and guides Sustainability and climate strategy, major plans of action, risk management policies, opportunities, budget plans as well as Sustainability performance of the company.
- The roadmap targets are monitored and benchmarked and various initiatives are implemented to them
- We shall ensure our business operation is compliant with all environmental laws and regulations.
- We report our contribution to environmental and climate-change-related issues through relevant international and national forums and to our stakeholders through appropriate communication channels in a transparent manner.
- We maintain regular communication with the Executive Management by way of Sustainability Council meetings.
- We have implemented a Carbon Pricing mechanism to boost our green investments and reduce our GHG emissions. This will help us to move towards low carbon technology and adopt clean and efficient technology and practices. -
- We shall strive to adopt the practices of Environmental standards like ISO 14001 (Environmental Management System) and GRI. We track and externally assure our environmental data to build transparency in organizational reporting of environmental performance to all stakeholders
- We take various measures to improve air quality (Indoor & Outdoor) and reduce pollution in the environment.
- We preserve and enhance biodiversity on our campuses wherever possible.

- We are taking various steps to conserve water, reduce freshwater consumption and adopt water efficiency projects to reduce our water footprints
- We are adopting 4R policy, that is **recovering** resources as much as possible, **reducing** usage of natural resources and materials, **reusing** waste wherever practicable and exploring opportunities to **recycle** materials and thus move towards a circular economy.
- We ensure appropriate access to safe water, sanitation and hygiene for all our employees at the facilities and continuously improve the quality of care by identifying issues through use of WASH tool.
- We are developing programs and conducting awareness campaigns to optimize processes that will minimize waste generation.
- We encourage and enable environmental awareness initiatives and campaigns through our Green Marshal (Employees volunteering towards green initiatives) and provide environmental and climate change learning opportunities for them.
- We send the waste (E-waste, Scrap, Paper etc.) to authorized and Pollution Control Board approved Vendor/recycler wherever possible and dispose it off in an ecofriendly manner.
- We are vigilant on environmental aspect in our due diligence processes

The Environmental policy shall be reviewed annually or whenever there is a major change in process or management practices to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. We build transparency by publishing it online for easy access to employees, customers & other stakeholders.