Sustainability Policy

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1. INTRODUCTION

Sustainability management at Tech Mahindra is an integral part of our business and goes beyond economic, legal or regulatory motives. Tech Mahindra understands the ethical, ecological and economic impact of our business and works towards being a responsible global organization by implementing the triple bottom line as part of our company's overall performance management practices. This policy defines the framework for Sustainability at Tech Mahindra and provides a governing platform for Sustainability work streams to create long lasting value for business, environment and society at large.

2. SCOPE

This policy applies to all levels of the organization across Tech Mahindra Ltd facilities excluding Sales and Client Offices.

3. VISION

To be an industry leader in implementing sustainable business practices and reducing any adverse environmental, social or economic impact on business or society.

4. OUR COMMITMENT

Tech Mahindra's undeterred focus on good corporate governance is strengthened by our commitment to Sustainable Development. We aim to follow and promote sustainable business practices and to co-create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally sustainable business operations will empower us to create a sustainable future.

5. POLICY

Tech Mahindra as a global IT services & consulting company, recognizes the impacts of its business operations on the 3 key pillars of Sustainability namely: Environmental protection, Social and Ethical equity and Economic viability. Tech Mahindra makes continuous efforts to optimize efficiency across the environmental, social and governance framework of the company. Tech Mahindra encourages involvement of all stakeholders & ensures that the policy is well communicated, implemented, monitored and reviewed periodically.

People Connect
- Generating sustainability awareness among associates, customers, investors, and society
- Ensuring a safe and motivated work environment for associates
- Fostering a climate of Social responsibility and volunteering towards the betterment of communities
- Implementing Ethical practices at workplace
- Fostering Sustainability training across the value chain
- Implementing and communicating policies to all stakeholders

Environmental Protection
- Optimize electricity, energy & water resources so as to reduce carbon and water footprints and minimize waste
- Adopt clean and renewable sources of energy
- Comply with applicable statutory and regulatory requirements.
- Ensure appropriate access to safe water, sanitation and hygiene for all employees in our premises.

- ➢ Set, monitor, review, analyze and evaluate environmental targets on a regular basis toward achieving continuous improvement.
- ➢ Enable, encourage, and promote eco-friendly products and activities

Economic Viability
- ➢ Ensure Compliance, Good Corporate Governance, and Risk Management
- ➢ Ensure Responsible Business growth
- ➢ Implement Operational efficiency in Business to increase profits
- ➢ Eliminate redundant processes and operations to reduce energy consumption and increase productivity by preventing repetitive tasks
- ➢ Adopt low emission technology to save operational expenses
- ➢ Implement friendly policies and employee engagement to increase employee productivity
- ➢ Implement Business Continuity Planning and Disaster Recovery processes to mitigate Climate change and other business risks

Business Model
- ➢ Leadership commitment to the principles and requirements of being a sustainable organization
- ➢ Become Carbon Neutral by 2030 and be Net Zero before 2040
- ➢ Adopt low emission technologies and continually improve our Sustainability performance
- ➢ Engage employees, customers and partners to adopt Sustainability practices and co-create sustainable solutions to solve social and environmental issues
- ➢ De-risking and mitigating climate change, human rights and supplier risks.
- ➢ Encourage Sustainable consumption of energy, water and other resources and enable circular economy towards waste management. Engaging with other organisations and industry associations to actively advocate for positive change in the various sectors we operate.
- ➢ Maintaining accountability and transparency of our Sustainability Management System and reporting.
- ➢ Accelerate our Sustainability journey by integrating technologies like AI, IoT, Predictive Analytics, Block-Chain with Business to solve social and climate change issues

The Sustainability policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. This exercise shall be conducted once a year or as & when there are changes. We will build transparency by publishing the sustainability details to employees, customers and all other stakeholders.