

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. This policy establishes a common framework for the definition of our objectives and the implementation of activities that contribute to the continuous improvement of the environmental management system.

2. SCOPE

This policy shall apply to all establishments of Tech Mahindra Ltd, 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 prioritize the prosperity of planet, generating the value for our investors, employees, and business partners. 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 GHG emissions and improve environmental performance
- 2) Conserve natural resources through reduce, recover, recycle and reuse
- 3) Prevent pollution through effective measures
- 4) Comply with applicable laws and regulations
- 5) Improve resource efficiency and reduce energy consumption in operations
- 6) Encourage and enable environmental awareness and training to encourage employees to adopt green initiatives and practices
- 7) Engage our customers, suppliers, and other key business partners to adopt environmental commitments
- 8) Assess, monitor, and mitigate climate change risks
- 9) Implement and consider guidelines of environmental Management
- 10) Preserve and enhance biodiversity
- 11) Create long-lasting value for business and society.

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

- The Board oversees the sustainability and climate strategy through CSR committee who reviews and guides major plans of action, risk management policies, opportunities, budget plans as well as Sustainability performance of the company.
- The roadmap to carbon neutral and net zero targets are monitored, and benchmarked, and various initiatives/projects are implemented to achieve them.
- We have reduced energy consumption in datacenters.
- We 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 economy pathway and adopt clean and efficient technology and practices.
- We shall strive to adopt the practices of environmental standards like ISO 14001:2015 (environmental management system), LEED certifications, zero waste to landfill and ISO 50001 guidelines. We track and externally assure our environmental data and systems to build transparency in reporting the environmental performance.
- We take various measures to adopt clean energy sources and improve air quality (indoor and outdoor) to reduce pollution in the environment.
- We preserve and enhance biodiversity wherever possible.
- We are taking various steps to conserve water, reduce freshwater withdrawal and adopt water efficiency projects to reduce our water footprints.
- We are adopting 4R policy, that is reducing usage of natural resources and materials, recovering resources as much as possible, reusing resources wherever practicable and exploring opportunities to recycle materials and thus move towards a circular economy.
- We will maximize opportunities offered by circular economy, promote the eco-design of our products and services, and minimize the impact of our waste by promoting recover, reuse, recycle, and reduce the generation of waste.
- 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 marshals (employees volunteering towards green initiatives) and provide environmental and climate change learning opportunities for them We send the waste (e-waste, scrap, paper) to authorized and Pollution Control Board-approved vendor/recycler wherever possible and dispose it off in an ecofriendly manner
- We are vigilant on the environmental aspect in all our due diligence processes, including for mergers and acquisitions.
- We are monitoring our value chain's environmental impact, including logistics and distribution.

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 and other stakeholders.