

## **Health, Safety and Environment Policy**

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## 1 GENERAL

The HSE Policy of Tech Mahindra is defined with an intent to protect the Environment and maintain the Health and Safety of our Associates. The practices are aligned to the Organization's Vision and Mission. One of the key drivers to delivering quality services to our customers is building, adopting and improving our standard process framework across the organization. Along with industry standards/models, Tech Mahindra has also implemented Business Excellence framework such as TMW (The Mahindra Way) which is a Mahindra group level Business excellence model.

Aligning to the Organizations Vision, "Sustainable Development" is considered as the "Organization Strategic Initiative" which is then linked to the Function Strategic Priority "Environment, Health and Safety".

TechM strives to establish, implement, maintain and continually improve the processes needed and their interactions, in accordance with the requirements of this policy.

## 2 SCOPE

The HSE Policy is applicable to all Associates and other staff members working on the premises.

## 3 HEALTH SAFETY AND ENVIRONMENT POLICY

Tech Mahindra is committed to provide healthy and safe working conditions to all its associates and is focused on protecting and preventing any adverse impact to the environment, wherever it operates, through training, communication & performance measurement of identified HSE criteria and ensure improvement.

Tech Mahindra is committed to conduct its operations in adhere with Legal regulations & other requirements and in line with interested party concerns. We are committed to:

- Provide and maintain a healthy, safe workplace and lifestyle
- Provide and maintain safe equipment with appropriate safety training
- Protect and prevent any adverse impact to the environment and adhere with applicable legal and other requirements.
- Improving environmental quality, by minimizing waste and emissions, reusing and recycling, reducing the use of natural resources, and promoting pollution prevention efforts throughout the facility.
- Conducting operations to ensure culture and values.
- Promote the consultation and participation of associates/Contract staff.

## 4 POLICY REVIEW

This policy shall be reviewed annually or as and when there are any changes. The effectiveness of the policy shall be checked during the governance reviews.