

Health, Safety and Environment Policy



Table of Contents

1	GENERAL	3
2	SCOPE.....	3
3	HEALTH SAFETY AND ENVIRONMENT POLICY	3
4	POLICY REVIEW.....	3

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 OHS international standards and regulations, 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 across operations, and to all associates, contractors and other key stakeholders working under the company's supervision in its premises.

3 HEALTH SAFETY AND ENVIRONMENT POLICY

Tech Mahindra is committed to provide healthy and safe working conditions to all its associates as well as stakeholders 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 continual 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.
- Maintain safe equipment in place and educate all associates and stakeholders on HSE policies and procedures.
- Set priorities for locating HSE risks and develop an action plan to reduce them.
- Maintain a zero-incident rate in order to meet our HSE benchmark and targets.
- 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 consultation and participation of associates/contract staff.

4 POLICY REVIEW

Health and safety committee, which constitutes the personnel from senior management, ensures the establishment, implementation, maintenance and continual improvement of Health and safety processes.

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.