

Tech Mahindra Water Management Policy

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1. PURPOSE

Tech Mahindra is committed towards responsible business growth and understands impacts of water scarcity, water stress and water risks arising out of climate change on our business and communities. We have taken roadmap target to reduce our water footprint, increase water efficiency and reuse waste-water after recycling it through treatment plants.

We believe in the sustainable management of water resources across our facilities. We are focused on increasing our understanding of water-related risks, setting meaningful goals, improving our water efficiency, and advancing innovative solutions to water challenges. We make our efforts transparent by disclosing our water footprints, our water-related risks and governance of water through our annual Integrated reports based on GRI standards. We also collaborate with our key vendors and suppliers on Water stewardship practices. Tech Mahindra complies to international standards to ensure optimum water usage and conservation of water resources.

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. POLICY STATEMENT

Tech Mahindra proactively addresses water sustainability issues by implementing this Water Policy, which will serve as a directive for establishing Water Management strategies, systems, processes and practices with respect to:

- Complying with legal requirements,
- Aligning with public policy initiatives like SDGs (Sustainable Development Goal).
- Acknowledging human rights on water and sanitation.
- Minimizing water footprint
- Maintaining desired water quality during procurement, processing, consumption. and discharges
- Report water performance to all stakeholders
- Co-create Solutions to reduce water footprints

Specific objectives and targets are set for the Water Management systems. The objectives of our Water Stewardship Programme are increasing efficiency, responsible sourcing and becoming water positive. Our policy also aims at the basic Human Right of ensuring Safe potable water and water for sanitation for all.

The 4 'R's namely Reduce, Recover, Recycle and Reuse shall remain the pillars for water conservation and water management enabling circular economy while carrying out our core business.

4. POLICY IMPLEMENTATION

The above policy shall be implemented by the following means:

4.1 STAKEHOLDER ENGAGEMENT

Tech Mahindra identifies internal and external stakeholders (such as employees, suppliers, opinion makers, media, community, District administration, and respective State Governments) list their water-

related expectations, prioritize and identify the areas which need action and then establish phase-wise goals and targets.

Required technological support that promote water sustainability are sought, by collaborating with:

- International and national research institutes.
- Equipment manufacturers and suppliers.
- Peer group/internal expertise.
- Align with public and private sector initiatives
- Committing to CEO Water mandate framework.
- India Water Tool
- Ecolab's Water Risk Monetizer Tool

We communicate key “water messages” to all stakeholders to promote awareness on water sustainability issues and enforce timely and informed decisions. We encourage our suppliers to improve their water conservation efforts, tracking and monitoring water consumption and have recycling practices to enable circular economy, through our sustainable supply chain assessments and capacity building workshops. We tie up with various NGOs to conduct Green initiatives and water-saving programs.

4.2 WATER MANAGEMENT SYSTEM

The primary water usage is for our employees and operations which include water for drinking, in cafeterias, washrooms, landscaping, adiabatic cooling and for infrastructure and equipment. We ensure appropriate access to safe water, sanitation and hygiene through implementing WASH tool in our operations. We are focusing on water stewardship through conserving water, reducing freshwater withdrawal by recycling wastewater through Sewage Treatment Plants, ground recharging through rainwater harvesting, installing water sensors and restrictors to increase water usage efficiency.

TechM has a robust Water Management System to optimize specific water consumption at TechM premises. TechM leaves water footprint across its entire value chain, and strives to reduce it, through Stakeholder Management. The Water Management System shall at minimum ensure:

- Enable water quality checks at every point of use, with zero deviation towards detrimental effects. Effective equipment used for treating and distributing water.
- Periodically review the quality and availability of water – from traditional and non-traditional resources – to ensure that TechM water supply requirements are met in the short, medium and long term.
- Right quality of water all the time at every point of the operation.
- Measure and track water consumption vis-à-vis Industry standards for optimization.
- Monitor, track, assess monthly/annual water consumption and make strategies to Recover, Reduce, Recycle and Reuse the wastewater
- Adoption of latest and efficient technologies to reduce water footprints achieve the desired results
- Modify and replace existing STP/WTP equipment to increase efficiency of water to be recycled
- Water from a public water system shall meet National Primary Drinking Water Regulations and state drinking water quality standards
- Water from a nonpublic water system shall meet state drinking water quality standards
- Performing periodic awareness training for employees to conserve water. Compliance and Assurance

TechM ensures that all business premises have and comply with applicable water-related regulations. Discharges, if any, shall be consistently as per stipulated norms, and efforts to be made to achieve

quality beyond norms. The Policy is in place to identify water-related risks and its mitigation strategies. Regular water audits are conducted, and the recommendations are deliberated and acted upon.

4.3 EMPLOYEE ENGAGEMENT

At TechM, specialized trainings and awareness programs are provided to focused groups at corporate levels to implement the policy and meet its objectives. We engage in a broad range of programmes, both, within Tech Mahindra and outside like recycling wastewater, use of water efficient fixtures, rainwater harvesting and Participative Ground Water Management. The engagement initiatives include:

- Providing training on water related awareness/sensitization for all employees and allied groups.
- Conducting campaigns and rally to promote Water conservation within employees, value chain and local community
- Subscribing and disseminating water-related study reports, researches, findings, innovations through different media to all employees.
- Encouraging discussion platforms such as Professional and Quality Circles focused on water conservation and sustainability issues (water waste, water quality)
- Setting a water division as Water Stewardship Month to engage employees on water conservation and efficiency issues.
- Conducting WASH tool survey through our associates highlighting awareness on water conservation; improve access to water and sanitation and advocate water stewardship.

5. STRUCTURE & RESPONSIBILITIES:

The overall responsibility is vested with TechM management, however, responsibility of implementation of this policy is of Corporate Sustainability team in-coordination with the Corporate Services team.

Key responsibilities:

- Strategy formulation, review and follow-up of all water management activities.
- Design prepare and support in formulating required budget to conserve water.
- Engage with external stakeholders and organization to improve water-related performance
- Provide inputs on water related schemes, projects, and planning.
- Collaborate to adopt next-gen technologies like IoT, AI, Analytics etc. to reduce impact of water risks

6. COMMITMENT AND REVIEW

TechM commits to support and implement this Water Policy. This policy shall be reviewed at least once a year or as and when there are any changes.