

**Health, Safety and Environment Policy Manual**

## 1 GENERAL

This manual describes the HSE Policy of Tech Mahindra and is designed to ensure that all the requirements relating to HSE management system ISO 14001:2015 and ISO 45001:2018 are recognized. The HSE Management System is 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 excellence model. The Function Strategic Priority is therefore set on focusing on Environment, Health and Safety.

### 1.1 PURPOSE

With the concern to protect the Environment and maintain the Health and Safety of our Associates, Investors, Customers and Society, Tech Mahindra has initiated a journey to be in conformance with international standards like ISO 14001 and ISO 45001.

Conformance to HSE (Health, Safety and Environment) at Tech Mahindra is viewed as its responsibility for the future condition of our Environment and Health and Safety of Associate, Investor, Customer and Society (AICS).

### 1.2 SCOPE OF THE HSE MANAGEMENT SYSTEM

The HSE Management System applies to operations related to Corporate Services & Human Resources, to facilitate software project execution at HSE certified locations.

This has been aligned to conform with the requirements of ISO 14001:2015 and ISO 45001:2018.

Areas covered are as below:

- Engineering and Utilities
- Administrative Services
- Human Resources

### 1.3 HSE MANAGEMENT SYSTEM

Tech M has established, implemented, maintained and continually improve an HSE management system, including the processes needed and their interactions, in accordance with the requirements of this document.

## 2 HSE 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 compliance 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 by eliminating hazards and reducing risks.
- Provide and maintain safe equipment with appropriate safety training
- Protect and prevent any adverse impact to the environment and comply 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.
- Periodic review of our Objectives, targets and HSE Management Systems for its adequacy and effectiveness.
- Promote the consultation and participation of associates/Contract staff.