

Environment Policy

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1. INTRODUCTION

Environment management at Tech Mahindra is based upon and guided by a well thought out and elucidated Environmental Policy. Originally formulated for Mahindra & Mahindra Limited, the policy has been cascaded across the Group Companies. Its objectives are to reduce the organization's carbon and ecological footprint, assist in climate change mitigation and create long lasting value for business and society.

2. SCOPE

This policy applies to all levels of the organization across Tech Mahindra facilities excluding Sales and Client Offices.

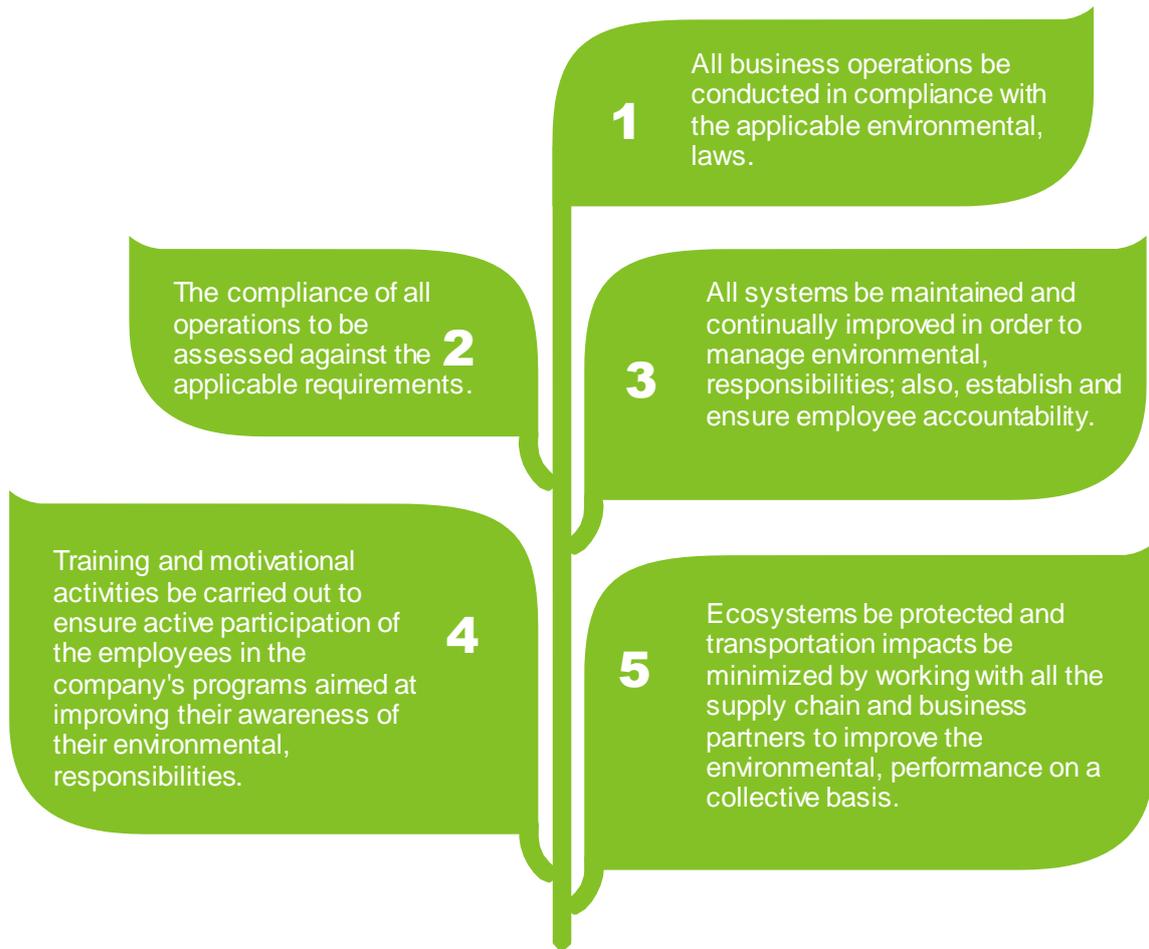
3. OUR COMMITMENT

Tech Mahindra's undeterred focus on good corporate governance is strengthened by our commitment to sustainable development. We believe that environmentally sustainable business operations are a key part of our governance practices and will empower us to create the next wave.

4. ENVIRONMENT POLICY

Tech Mahindra as a global IT services & consulting company, recognizes the impacts of its business operations on the environment due to consumption of resources like energy & water. Hence, it makes continuous efforts to optimize resource efficiency & reduce wastes as well as help customers reduce their environmental footprint.

Tech Mahindra's environmental management is anchored by an environmental policy. The group policy is based on central tenets of:



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

- Set, monitor, benchmark and review objectives and targets on an ongoing basis for achieving continuous improvement in environmental performance.
- Creating awareness at all levels of the organization on environmental issues and across all businesses on the laws and regulations applicable.
- Ensure optimum usage of energy that is both fuel & electricity. 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 transparent manner.
- Regular communication to executive management by way of Sustainability council meetings. Reduce our ecological footprint through energy & water efficient measures.
- Compliance with international standards like ISO 14001 with the concern to protect the Environment.
- Build transparency in organizational reporting of environmental performance to all stakeholders
- Preserve and enhance biodiversity in our campuses wherever possible.
- Improve water efficiency in operations.

- Adopting 3R policy that is reducing usage of natural resources and material, reusing such material wherever practicable and exploring opportunities to recycle.
- Ensure appropriate access to safe water, sanitation and hygiene for all employees in our premises.
- Encouraging the development and dissemination of environment-friendly technologies
- Developing and optimizing operations & processes that will minimize waste generation
- Disposal of wastes in an environment friendly & safe manner.
- For Electronic waste, identifying appropriate vendors who are authorized by Government with demonstrated capabilities to recycle the e-waste in eco-friendly manner.
- Comply with all the applicable regulatory and legal requirements relating to environment.
- Vigilant on environmental aspect in our due diligence processes
- Implement an effective Environmental Management System
- Reporting emissions from vendor accounts as well as urging suppliers to set targets, monitor, reduce & report their carbon emissions.
- Consult with essential stakeholders on environmental issues

The environmental policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations annually or whenever there is major change in process or management practices & building transparency by publishing it to employees, customers & other stakeholders.