

## **Sustainability Policy**

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## 1. INTRODUCTION

Sustainability management at Tech Mahindra is an integral part of our business and goes beyond economic, legal or regulatory motives. Tech Mahindra understands the social and ecological impact of our business and works towards being a responsible global organization by implementing the triple bottom line as part of our company's overall performance management practices. This policy defines the framework for Sustainability at Tech Mahindra and provides a governing platform for Sustainability work streams to create long lasting value for business, environment and society

## 2. SCOPE

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

## 3. VISION

To be an industry leader in implementing sustainable business practices which help maximize benefit to the environment and community.

## 4. OUR COMMITMENT

Tech Mahindra's undeterred focus on good corporate governance is strengthened by our commitment to Sustainable Development. We aim to follow and promote sustainable business practices and to co-create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally sustainable business operations will empower us to create a sustainable future.

## 5. POLICY

Tech Mahindra as a global IT services & consulting company, recognizes the impacts of its business operations on the 3 key pillars of Sustainability namely People, Planet & Profit. Hence it makes continuous efforts to optimize efficiency across the environmental, social and governance framework of the company. Tech Mahindra encourages involvement of all stakeholders & ensures that the policy is well communicated, implemented, monitored and reviewed periodically.

### **People Connect**

- Generating sustainability awareness among associates, customers, investors and society
- Ensuring a safe and motivated work environment for associates
- Fostering a climate of Social responsibility and volunteering towards the community

### **Environment**

- Resource optimization of electricity, energy & water so as to reduce carbon emissions & waste
- Comply with applicable statutory and regulatory requirements.
- Ensure appropriate access to safe water, sanitation and hygiene for all employees in our premises.

- Set, monitor and review environmental targets on a regular basis toward achieving continuous improvement.

**Business Model**

- De-risking and mitigating climate risks
- Co-creating sustainable business value for our clients, customers, investors and other stakeholders
- Leveraging industry best practices to help achieve stakeholder sustainability goals
- Engaging with other organisations and industry associations to actively advocate for positive change in the various sectors we operate
- Integrating Sustainability as part of our business strategies
- Maintaining accountability and transparency in our sustainability management system.
- Continually improving our sustainability performance

The Sustainability policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. This exercise shall be conducted once a year or as & when there are changes. We will build transparency by publishing the sustainability details to employees, customers and all other stakeholders.