

Water Management Policy

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1. PURPOSE

Water is the basic amenity for domestic, agricultural and industrial use. As a responsible corporate citizen, Tech Mahindra is committed to be a flag-bearer by optimizing the consumption of water by creating awareness and implementing the technical solutions for an efficient water management system without impacting the availability of water and smooth functioning of business

At Tech Mahindra, we believe in the sustainable management of the water resources we use across our operations. To support this, we are focused on increasing our understanding of water-related risks and impacts to our business and to the communities we serve, setting meaningful goals, improving our water efficiency, and advancing innovative solutions to water challenges. We make our efforts transparent by disclosing our annual water use, our water-related risks and governance of water through our annual Integrated reports. Further, we collaborate with our top spend production suppliers to achieve 95% reporting of water usage also through Reports. Since the environment is changing rapidly and the scarcity of water has led Tech M's aim to reduce water consumption by 5% for next five years. Tech M widely complies to the international standards & water initiatives for which the below policy has been placed.

2. SCOPE

This policy shall apply to all establishments of Tech Mahindra in India, and each employee shall be made a partner in implementing the policy.

3. POLICY STATEMENT

Tech Mahindra commits to proactively address water sustainability issues by implementing this Water Policy, which will serve as a directive for establishing Water Management strategies, systems, processes, practices and research initiatives keeping in view sustainability aspect, to:

- Comply with legal requirements
- Minimize its water footprint
- Maintain desired water quality during processes and discharges, if any.

Tech M shall ensure Associates have access to

- Safe drinking water at any given point of time, shall
- Ensure grey water is recycled for optimal usage and treated water from Sewerage treatment plant is utilised for landscaping causing no harm to the environment.
- Specific Objectives and Targets shall be set for the Water Management systems.
- Our policy also aims at the Human right of safe drinking water & right to sanitation.

The 3 Rs namely Reduce, Recycle and Reuse shall remain the pillars for water conservation and management while carrying out our core business.

4. POLICY IMPLEMENTATION

The above policy shall be implemented by the following means:

4.1 STAKEHOLDER ENGAGEMENT

We at Tech Mahindra, identify internal and external stakeholders (such as employees, Opinion makers, media, community, District administration, and respective State Governments etc), and list their water-

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

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

- International and national research institutes.
- Equipment manufacturers and suppliers.
- Peer group/internal expertise.
- Align with public and private sector initiatives

Communicate key “water messages” to all the stakeholders to promote awareness on water sustainability issues and enforce timely and informed decisions.

4.2 WATER MANAGEMENT SYSTEM

Tech M has robust Water Management System to optimize specific water consumption at Tech M premises. Tech M leaves water footprint across its entire value chain, and strive to reduce it, through Stakeholder Management. The Water management system shall ensure:

- Ensuring right quality of water at every point of use, with zero deviation.
- Effective operation of all the equipment used for treating water.
- Break down water consumption for all processes individually and benchmark the same internally with other plants and outside
- Regularly review the quality and availability of water – from traditional and non-traditional resources – to ensure that Tech M’s water supply requirements are met in the short, medium and long term.
- Measure and track water consumption vis-à-vis Industry standards, for optimization.
- Adoption of latest technologies to achieve the desired results shall be encouraged and promoted.
- Adoption of science to inform water targets in integrated reports. It helps in removing subjectivity from the decision-making process, and it provides a common language and understanding of sustainable water use and basin limits to facilitate communication between all stakeholders.
- 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

4.3 COMPLIANCE AND ASSURANCE

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

4.4 EMPLOYEE ENGAGEMENT

At TechM specialized trainings are provided to focused groups at corporate levels to implement the policy and meet its objectives. The engagement initiatives include:

- Providing training on water related awareness/sensitization for all employees and allied groups.

- Subscribe and disseminate 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 (like: water waste, water quality)
- Corporate sustainability has set a water division as Water Stewardship Month to engage employees on water conservation and efficiency issues.

5. STRUCTURE & RESPONSIBILITIES:

Overall responsibility is vested with Tech M management; however, responsibility of implementation of this policy is of Corporate Sustainability team in-coordination with the Corporate Services team.

A “**Corporate Centre**” shall be formed which shall be a dedicated cross-functional group responsible for:

- Strategy formulation, review and follow-up of all water management activities.
- Design, prepare and support in formulating required budget and its implementation.
- Provide inputs on water related schemes, projects, and planning.

6. COMMITMENT AND REVIEW

Tech M 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.