# Table of Content

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who We Are</td>
<td>3</td>
</tr>
<tr>
<td>World Leadership - Awards &amp; Recognitions</td>
<td>4</td>
</tr>
<tr>
<td>Integrated Report 2020</td>
<td>5</td>
</tr>
<tr>
<td>Sustainability Policy</td>
<td>6</td>
</tr>
<tr>
<td>Governance Review Mechanism</td>
<td>7</td>
</tr>
<tr>
<td>Materiality Assessment Process Issues Stakeholders Identified</td>
<td>8</td>
</tr>
<tr>
<td>Stakeholders Identified and Material Issues</td>
<td>9</td>
</tr>
<tr>
<td>Stakeholders Engagement and Roadmap</td>
<td>10</td>
</tr>
<tr>
<td>Building Enduring Business</td>
<td>11</td>
</tr>
<tr>
<td>Rejuvenating the Environment</td>
<td>11</td>
</tr>
<tr>
<td>Enabling Stakeholders to Rise</td>
<td>12</td>
</tr>
<tr>
<td>Our Journey</td>
<td>13</td>
</tr>
<tr>
<td>What Got Us Here</td>
<td>14</td>
</tr>
<tr>
<td>Making Supply Chain Sustainable</td>
<td>15</td>
</tr>
<tr>
<td>Supplier Performance review</td>
<td>16</td>
</tr>
<tr>
<td>Observations &amp; Recommendations Supplier Performance Review Feedback on</td>
<td>17</td>
</tr>
<tr>
<td>Risk Management at Tech Mahindra</td>
<td>18</td>
</tr>
<tr>
<td>Sustainable Development Goals</td>
<td>19</td>
</tr>
<tr>
<td>Sustainable Development Goals</td>
<td>20</td>
</tr>
<tr>
<td>Making Sustainability Personal</td>
<td>21</td>
</tr>
<tr>
<td>Promote Biodiversity</td>
<td>22</td>
</tr>
</tbody>
</table>
WHO WE ARE?

TECH MAHINDRA IS A COMPANY WITH PURPOSE FOR SUSTAINABILITY, NOT ONLY IN BUSINESS BUT ALSO BEYOND IT.

Driven by the purpose of endowing the society by creating imperishable future.

• To be rated amongst the Top-3 sustainable organizations within India.

• Focused responsible business growth

• Focus on enhance
World Recognitions

Dow Jones Sustainability World Index 2020
One amongst only 3 companies from India to make it to the DJSI World Index 2020

DJSI Emerging Markets Index 2020
One of only 11 Indian Companies to be part of DJSI Emerging Markets Index 2020

Carbon Disclosure Project 2019
Recognized with Leadership ranking of A- (Rising Star) in CDP Climate Change 2019. Recognized as CDP Global Supplier A List 2019

RobecoSAM 2020
Included in the RobecoSAM 2020 Sustainability Yearbook.

Telecom Industry Association
Awarded “Gold” rating by TIA (Telecom Industry Association) accredited by ANSI (American National Standards Institute)

Sustainalytics
Leader in Sustainalytics with 99 percentile, & an overall ESG Score of 84

ECOVADIS
Awarded Highest 'Gold CSR Rating-2019’ by EcoVadis with 94 percentile

FTSE4Good Index Series 2020
Constituent of FTSE4Good (Financial Times Stock Exchange-Russell Group) Index Series 2020

Morgan Stanley Capital International
Rated BBB in MSCI (Morgan Stanley Capital International) with an ESG quality score of 7.5

Awarded by ISS-
Awarded Prime status by ISS
The standalone report is prepared as per the Integrated Reporting Framework.

The report is aligned to include the recommendations of the Taskforce on Carbon Related Financial Disclosures (TCFD).

The disclosure on Natural Capital is in conformance with the Climate Change Reporting Framework issued by the Climate Disclosure Standards Board (CDSB).

The GRI Standards are the first global standards for sustainability reporting. The performance of the company in terms of achieving its strategic objectives and outcomes is reported using the GRI Standards.

Assurance of sustainability disclosures by KPMG (external third party).
Sustainability Policy

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.

Through the policy we shall contribute to development of a Sustainable future for our Business by:

• Making workplace sustainable
• Leveraging innovative green solutions and technologies
• Collaborating with Customers and partners to develop sustainable solutions to solve ecological problems
• Promoting Sustainability in Supply Chain

Tech Mahindra as a global IT services & consulting company, recognizes the impacts of its business operations on the 3 key pillars of Sustainability viz People, Planet & Profit. Tech Mahindra makes continuous efforts to optimize efficiency across the environmental, social and governance framework of the company.

Sustainability is a long-term issue that will require decades of persistence. At Tech Mahindra, we are committed to pursue plans that will have long-term impacts on the communities and will lead to a balance between sustainability and overall business profitability.

CP Gurnani
MD & CEO, Tech Mahindra
Governance & Policies

**Climate Change Policy**

**SSCM Supplier Code of Conduct**

**Human Right Policy**

**Environmental Policy**

**Green Procurement Policy**

**Health Safety and Environment Policy**

**Water Management Policy**

**Business Responsibility Policy**

**Sustainable Supply Chain Management Policy**
Materiality Assessment Process
Issues Stakeholders Identified

At Tech Mahindra, we understand materiality as one of the critical processes in identifying and prioritizing the most pertinent issues. We review the progress of our material matters annually after discussions with our stakeholders and also update some of the aspects of materiality matrix if needed.

In identifying our Stakeholders, we consider impact on:
- Revenue
- P&L
- Business Continuity
- Brand Value
- Operating Cost
- Compliance & Regulation
- Business Growth

External stakeholders include:
- Customers,
- Partners & collaborators,
- Academic institutions
- Suppliers & vendors
- External users of systems
- Government & authorities
- NGOs, local communities
- Regulators
- Society at large
- Investors & shareholders

Internal stakeholders include:
- Organization facility/Location
- Department Heads
- Associates

The materiality topics are identified and aligned after the inputs of stakeholders and peer benchmarking. Our material topics are aligned with roadmap targets, policies, procedures, risk register, strategies and BSC.
Stakeholders Identified and Material Issues....

Collaborators & Partners
- Innovation & Digitization
- Business Model
- New Services and Platforms
- Credit Worthiness

Investors & Shareholders
- Sustainable revenue growth & profitability
- Cash flows
- Innovation & Digitization
- Dividend payouts
- Ethical Governance & Compliance
- Transparency and disclosures

Customers
- Service Responsibility
- Delivery Capabilities and Quality
- Cyber Security & Customer Privacy
- Technology
- Customer Relationships
- Climate Impact

Suppliers & Vendors
- Health & Safety
- Environmental & Social Integration
- Credit worthiness
- Supplier Code of Conduct
- Knowledge Sharing and Capacity Building

Academic Institutions
- Career Development
- Job Creation
- Innovation
- Internship Opportunities
- Co-innovation Synergies

Organisation Facility/ Locations
- Biodiversity
- Energy, Water, E-waste
- Health and Safety
- GHG Emissions
- Data Centres

External Users of Systems & Processes
- Climate Change Risk
- Governance
- Ethics and Compliance
- Code of Conduct
- External Environment

Associates
- Re-skilling
- Career Development
- Attrition
- Human Rights, Safety, Security
- Code of Conduct
- Associate Engagement
- Engaging Assignments

Government & Local Bodies
- Job Creation
- Impacts on Local Communities
- Diversity & Inclusion
- Corporate Governance, Ethics & Compliance

NGOs & Local Communities
- Volunteering Activities
- Support for Development Programmes
- Awareness
- Impact Assessments
- Responsible Citizenry

Regulators
- Partnering in Research
- Environmental Disclosures
- Economic and Disclosures
- External Environment
- Digital Inclusion
- Compliance

Society at Large
- Climate Change
- Innovation
- Green IT
- Research and Development
- Product Innovation and Enhancement
- Ethical Business Practices
Stakeholders Engagement and Roadmap

Engagement with the stakeholders helps us understand their explicit and tacit needs that inform our strategy and operational decisions. We follow a robust process for engagement with both internal and external stakeholders based on the need and context. We adopt various methods to ensure that we understand stakeholder’s needs and concerns. We also effectively work towards addressing these needs.

Roadmap:
Our materiality topics are aligned and dully approved by the respective department heads. The performance of relevant personnel is linked to the Balance Score Cards and KRA’s. The targets have been set by the department heads based on materiality issues. Environmental, strategy and people related risks were evaluated in terms of likelihood of occurrence and its impact on business.


For more on roadmaps, please refer to page 48 onwards of Integrated Report FY 19-20.
# Building Enduring Business

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Mahindra Sustainability Framework</th>
<th>Target</th>
<th>Baseline year 2015-16</th>
<th>Target 2019-20</th>
<th>Achieved</th>
<th>Target year 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoting Innovation</td>
<td>Embrace technology and Innovation</td>
<td>Number of Innovation contests and events per year</td>
<td>18</td>
<td>54</td>
<td>80</td>
<td>85</td>
</tr>
<tr>
<td>Promoting Innovation</td>
<td>Embrace technology and Innovation</td>
<td>Number of ideas incubated in Labs (including IRIS, IP and Makers Lab) per year</td>
<td>2</td>
<td>14</td>
<td>15</td>
<td>20</td>
</tr>
<tr>
<td>Realization of opportunities from Innovation</td>
<td>Embrace technology and Innovation</td>
<td>Revenues from Innovative Solutions (USD in Million)</td>
<td>40</td>
<td>208</td>
<td>250</td>
<td>300</td>
</tr>
<tr>
<td>Connecting with Customers</td>
<td>Enhance Brand equity</td>
<td>Customers connected</td>
<td>8</td>
<td>154</td>
<td>175</td>
<td>200</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>Make supply chain sustainable</td>
<td>Number of top Suppliers to be audited yearly on Sustainability parameters</td>
<td>2</td>
<td>7</td>
<td>23</td>
<td>10</td>
</tr>
<tr>
<td>Reducing Carbon Footprint in Supply Chain</td>
<td>Make supply chain sustainable</td>
<td>Engaging with IT suppliers to estimate GHG emission from products manufactured for Tech Mahindra</td>
<td>-</td>
<td>4</td>
<td>2</td>
<td>5</td>
</tr>
</tbody>
</table>

# Rejuvenating the Environment

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Mahindra Sustainability Framework</th>
<th>Target</th>
<th>Baseline year 2015-16</th>
<th>Target 2019-20</th>
<th>Achieved</th>
<th>Target year 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>GHG Emissions</td>
<td>Achieve Carbon Neutrality</td>
<td>Reduction in Scope 1 -2 GHG emissions in MTCO2</td>
<td>114309</td>
<td>100592</td>
<td>107511.98</td>
<td>97163</td>
</tr>
<tr>
<td>Renewable energy</td>
<td>Achieve Carbon Neutrality</td>
<td>Renewable energy as percentage of total electricity used</td>
<td>1.77%</td>
<td>12%</td>
<td>17.60%</td>
<td>15%</td>
</tr>
<tr>
<td>Water</td>
<td>Becoming water positive</td>
<td>Reduction in per capita fresh water consumption kl/employee</td>
<td>13.73</td>
<td>12.63</td>
<td>12.4</td>
<td>12.36</td>
</tr>
<tr>
<td>Water</td>
<td>Becoming water positive</td>
<td>Number of rain water harvesting units</td>
<td>2</td>
<td>4</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Waste Management</td>
<td>Ensure no waste to landfill</td>
<td>Reduction in Paper Consumption in kg</td>
<td>93379.46</td>
<td>12%</td>
<td>41.88%</td>
<td>15%</td>
</tr>
<tr>
<td>Waste Management</td>
<td>Ensure no waste to landfill</td>
<td>Composting food waste at owned locations</td>
<td>2 locations</td>
<td>6 locations</td>
<td>5 locations</td>
<td>9 locations</td>
</tr>
</tbody>
</table>
## Enabling Stakeholders to Rise

<table>
<thead>
<tr>
<th>Aspect</th>
<th>Mahindra Sustainability Framework</th>
<th>Target</th>
<th>Baseline year 2015-16</th>
<th>Target 2019-20</th>
<th>Achieved</th>
<th>Target year 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Engagement and Retention</td>
<td>Build a great place to work</td>
<td>Improvement in Employee Engagement Score</td>
<td>3.7</td>
<td>3.86</td>
<td>3.92</td>
<td>3.9</td>
</tr>
<tr>
<td>Gender Diversity</td>
<td>Foster inclusive development</td>
<td>Increasing percentage of women in Senior Management</td>
<td>8%</td>
<td>11.2</td>
<td>8.81%</td>
<td>12%</td>
</tr>
<tr>
<td>Integrating Sustainability into Business</td>
<td>Make Sustainability Personal</td>
<td>Sustainability training of total associates</td>
<td>25%</td>
<td>60%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Talent Retention</td>
<td>Build a great place to work</td>
<td>Attrition rate (%)</td>
<td>20%</td>
<td>17.6%</td>
<td>19.1%</td>
<td>17%</td>
</tr>
<tr>
<td>Learning and Development</td>
<td>Build a great place to work</td>
<td>Continuous Learning for all Associates (Hours Per Person Per Year)</td>
<td>40</td>
<td>40</td>
<td>47.08</td>
<td>40</td>
</tr>
<tr>
<td>Health &amp; Safety</td>
<td>Build a great place to work</td>
<td>Health, Safety and Ergonomics Trainings at locations</td>
<td>83% (10 locations)</td>
<td>97% (11 locations)</td>
<td>100% (12 locations)</td>
<td>100% (12 locations)</td>
</tr>
<tr>
<td></td>
<td>Build a great place to work</td>
<td>Telephonic and Face to face Counselling facility for associates and contract employees at locations</td>
<td>58% (7 locations)</td>
<td>92% (11 locations)</td>
<td>100% (12 locations)</td>
<td>100% (12 locations)</td>
</tr>
<tr>
<td>CSR</td>
<td>Foster inclusive development</td>
<td>Direct &amp; indirect beneficiaries of (Figures in Lakhs)</td>
<td>3.85</td>
<td>5.08</td>
<td>19.1</td>
<td>5.39</td>
</tr>
<tr>
<td></td>
<td>Foster inclusive development</td>
<td>SMART Vocational Training centres across all locations of operations with 80% placement</td>
<td>75</td>
<td>119</td>
<td>109</td>
<td>130</td>
</tr>
</tbody>
</table>
Our Journey

- Recognized as part of CDP Global Supplier A List & Leadership ranking of A- in CDP
- Made it to DJSI World Ranking & DJSI Emerging Markets Index
- World Leader for Supplier engagement on Climate Change by CDP
- Included in the RobecoSAM 2019 Sustainability Yearbook with a Silver Class distinction
- Awarded Prime status by ISS-OEKOM, our sustainability
- Achieved ‘Silver CSR rating’ by ECOVADIS
- Constituent of FTSE4Good Index Series
- Signatory to UNGC
- SBT targets approved

2019

- DJSI World Index & Emerging market
- Silver Class distinction in the DJSI Sustainability Yearbook
- Listed as ‘Rising Star’ in the CDP’s India Leaders
- Member of UNGC
- CDP Global Supplier A List
- FTSE4Good Emerging Index
- Winner of the Mahindra Group Grand Master Sustainability Award

2018

- Listed as a ‘Rising Star’ in the CDP’s India Leaders
- Emission targets approved by SBTi
- Awarded Prime status by ISS-oekom,
- Included in the RobecoSAM Sustainability Yearbook & received Silver Class distinction
- Awarded ‘Silver CSR Rating’ by EcoVadis
- Constituent of the FTSE4Good Index

2017

- Microsoft Global Supplier Leadership Award on Climate Change 2019.
- Achieved GOLD performance level in TIA which is accredited by ANSI
- Awarded Prime status by ISS, our sustainability performance among the best 10% in the sector
- Signatory to UNGC

2016

- Listed in Dow Jones Sustainability Indices (DJSI)
- and rated “A
- Won ASSOCHAM Award
- Constituent of the FTSE4Good Emerging Index
- Green Marshals won the M&M Harish Mahindra Memorial Trophy
- Rated Gold in CII Sustainability Plus Corporate Assessments

2015

- Leader in CDP Supply Chain “A” rating
- 1st time made it to DJSI under both Emerging Markets & World category
- Ranked 3rd in top 100 Asian companies
- Channel News Asia Sustainability Ranking
- Included in RobecoSAM’s “The Sustainability Yearbook”
- Gold Rated at CII Sustainable Plus
WHAT GOT US HERE!!

CHANGING CLIMATE

- Scope 1 + 2 reduced by 3.10% against FY 2019 and 6% against baseline year FY 2016
- Reduction of 23683+ MTCO2e emissions through Renewable energy
- Supporters of TCFD and Caring for Climate

WATER STEWARDSHIP

- Recycled more than 590 million liters of water in FY 2020
- 1 mn liters of ground water level recharged through Rain Water Harvesting plants in FY2020
- 5.4% reduction in water intensity (kl/employee) against FY 2019

ENERGY UTILIZATION

- Increase RE from 1.77% (in baseline year FY 2016) to 17.60% this year
- Energy intensity reduced by 4% against FY 2019 & 24.03% against baseline year FY 2016
- Reduction of 6000+ MTCO2e through LEDs, occupancy sensors, AC sensors and efficient equipment

NEW TERRAIN

- Reduction in Paper Consumption by 21% as compared to previous year FY 2019
- Planted 26,000 trees in FY 2020
- 92% of waste reused / recycled / upcycled/ sold to recycler

INDUSTRIAL IMPACT

- Virtualized 30,000 servers saving more than 1 lakh MTCO2e
- Audited and assessed 66 suppliers and conducted workshops for 80 key suppliers till FY 2020.
- Joined SBTi Business Ambition to support reduction of emissions & hold further increase to 1.5°C.

“COVID-19 has made businesses realize the importance of adopting strategies which will deliver innovative solutions without adversely affecting the environment. Our commitment towards going carbon neutral, conserving, and deploying resources efficiently will help us to accelerate our transition to a low carbon economy while creating sustainable value for our stakeholders.

- Sandeep Chandna
Making Supply Chain Sustainable

Tech Mahindra recognizes that our suppliers are independent entities; however, the business practices and actions of a supplier may impact on or reflect upon Tech Mahindra.

Sustainability is deemed to make significant contribution to company’s success, and suppliers play a major role in this.

We bind all our suppliers to the following social, ethical and environmental minimum standards of conduct and encourage each supplier to adopt practices with preferred and favored standards.

We actively engage with our key suppliers for making our Supply Chain sustainable.

Suppliers must share our commitment to best practice, continuous improvement, and collaborative approaches, and commit to our requirements as per the SSCM Supplier Code of Conduct.

OUR SUSTAINABLE SUPPLY CHAIN MANAGEMENT POLICY INCLUDES:

Seek high standard performance from our key suppliers through SSCM questionnaire and Supply Chain Code of Conduct.

Deliver social and environmental benefits for Tech Mahindra, our suppliers and the broader community, by encouraging practical and effective social, ethical and environmental responsibility by our supplier.

Encourage our suppliers to make available cost-effective, environmentally and socially responsible products and services.

Create other benefits for our company, such as reduced costs, improved risk management, enhanced quality, and product or service innovation.
Supplier Performance review

- We evaluate and review performance for supplier’s targets (both quantitative and qualitative) taken on ESG aspects and their future plans.

- We look ethical and human right practices and beyond compliance at their connect with their employees, how they communicate, details of compliance processes and polices, capacity building and awareness on green and environment.

- We evaluate our suppliers on the basis of their transparency in reporting their sustainability details publicly and their participation in indices like CDP, CDP Supply Chain, DJSI etc.

- We prefer suppliers who
  - Set environmental/social targets
  - Report publicly on these indicators
  - Conduct independent audits against appropriate standards or certification schemes.

- We ensure that all our suppliers are aligned to the minimum social, ethical and environmental standards of conduct set out in the Supplier Code of conduct and encourage them to adopt our preferred and favored standards.

- We encourage our Suppliers to track and reduce GHG emissions and encourage Sustainability practices.

- While reviewing we encourage vendors to use increasing amount of recycled and recyclable content into making of new products to support progress towards circular economy.
Observations & Recommendations
Supplier Performance Review Feedback on

Good Points

- Code of conduct and workplace management:
  - Workplace management policies
  - Training/Induction program
  - Written labor policy in place
  - Written Diversity/equal opportunity for employment policy
  - Proactive in learning/development for employees

- Occupational health & safety:
  - Written safety & health policy
  - Strictly following health & safety checklist for employees
  - Conducting safety related training for employees

- Environment management:
  - Written environment policy

Focus Areas

- Tracking GHG emissions (Scope 1 & 2) for operation
- Reporting the emission on global platform
- Establish the environmental targets & objectives to improve environment performance
- Set up sustainability target & goal in order to minimize impact on environment.
- Should have a written BCP policy
Risk Management at Tech Mahindra

<table>
<thead>
<tr>
<th>Which Risks</th>
<th>Strategic, Business, Operational, Climate Change Risks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who Manages</td>
<td>Enterprise Risk management Team (Risk officers &amp; Heads of Business Units) headed by CRO and Risk Management Committee</td>
</tr>
</tbody>
</table>
| How Manages | **Approach:** Bottom Up approach  
**Through:** Risk Register  
**Internal Process:** Critical risks prioritized reviewed with Feedback and guidance form Senior Leaders assessment report is updated. Mitigation **Strategies and Business Contingency Plans developed** **Monitored by:** Corporate Auditing team  
Chief Risk Officer and the Chief Sustainability Officer are engaged through a structured process to deliberate on possible risks and opportunities from Technology-Economic-Media-Political-Legal-Environmental-Social perspective |

Diagram:
- Privacy Risk
- Indoor Air Quality
- Employees Health Risk
- Carbon Tax
- Fuel & Energy Tax
- Regulatory Change/ Visa Risk
- Global Economic Risk
- Currency Risk
- Occupational Health & Safety
- Natural Disaster
- Climate Risk in Supply Chain
- Water Quality & Security Risk
- Competition Risk
<table>
<thead>
<tr>
<th>Sustainable Development Goals</th>
<th>Project implemented and impacts of action</th>
</tr>
</thead>
</table>
| **SDG 3 Good Health and Well Being** | • Relief work during COVID-19 by graduates from Tech Mahindra Foundation (TMF) ‘Healthcare Academies’  
• Makers Labs (R&D centers) developed an AI enabled Chatbot & a healthcare App to assist government & citizens during Covid-19  
• Tele-health services for ‘ArogyaSetu’, a mobile application developed by Government of India during COVID-19  
• ‘Health ATM’, a digital health kiosk, developed by Tech Mahindra to enable affordable healthcare for all  
• ‘Your Dost’-online wellness platform to support for emotional difficulties |
| **SDG 4 Quality Education** | • Education for Skilling and School Education at Tech Mahindra Foundation ensure quality education to youth and children from urban marginalized sections of society  
• Shikshaantar, our teacher capacity building program ensures quality education for children to constantly evaluate and introduce new teaching and learning methods and have better learning outcomes among children in primary schools. |
| **SDG 5 Gender Equality** | • Inclusivity, pillar of TMF’s CSR programs is a cross-cutting theme across our skilling and school education programs  
• 50% of the beneficiaries of the CSR interventions are female. This is part of commitment to gender equality and empowerment of women & girls. |
| **SDG 6 Clean Water and Sanitation** | • We are constantly working with our suppliers on effective water management through predictive AI model and development of New product and services that help reduce operational water consumption, predict water availability and prepare better for water related impacts |
| **SDG 7 Affordable and clean energy** | • By enabling technologies like AI, IoT, 5G etc, we are bringing efficiency in the use of energy  
• Renewable energy efficient solutions are removing inefficiency & enabling reliable energy  
• ‘Microgrid as a Solution’ enables easy access to sustainable energy for communities  
• IoT-based solution ‘Connected Solar Plants’ can connect solar plants globally, and helps in forecasting production, monitoring substations, analyzing real-time trends and graphs, auditing and reporting energy production. The plug-and-play device support sends timely alerts and notifications during critical events to avoid any inadvertent incidents. |
| **SDG 8 Decent Work and Economic Growth** | SMART Academies of TMF are catalysts to furthering the principle of assuring a dignified living to young beneficiaries. Youths are trained from socio-economic less privileged backgrounds in various specialized skill courses and assisting them with job opportunities |
| **SDG 9 Industry, Innovation and Infrastructure** | GAiA, is our open source AI platform to solve business and environmental problems  
IoT based Micro grid As A Service to promote Sustainable living integrated with Smart Grid  
CAPE - Renewable energy projects for improving community housing, lowering CO2 emissions, reducing energy poverty, generating savings for communities, and developing the local economy through employment generation |
### Sustainable Development Goals

<table>
<thead>
<tr>
<th>SDG prioritized and identified</th>
<th>Project implemented and impacts of action</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SDG 10 Inequalities</strong></td>
<td>• Equal access to opportunities is critical to reduce inequalities. TMF facilitates the employment of the youth after providing them training in specialized vocational courses. This enables the Foundation to remain committed to achieving the greater good for the communities while alleviating economic inequalities</td>
</tr>
</tbody>
</table>
| **SDG 11 Sustainable Cities & communities** | • In-house Smart Solutions like Smart Street Light, Smart Waste Management Systems, Smart Meter, and Smart Parking can be managed remotely through a smart city portal using Unified Monitoring and Command Centre (UMACC)  
• Smart Building Management solutions help in managing energy, efficiently within buildings and also help in reducing energy |
| **SDG 13 Climate Action**     | • Developed by Tech Mahindra, #AI4Action, global collaborative community of thinkers, tinkerers, innovators and researchers from educational institutes and corporations focused on solutions to tackle climate change.  
• AI-powered ACUMOS platform helps addresses environmental challenges impacting the world. It provides access to, participants to access, build, share and deploy AI-powered applications to tackle climate changes.  
• We are signatory to Caring for Climate and are supporters of TCFD  
• Our commitment to reduce our Scope 1 and 2 emissions by 22% until 2030 and 50% until 2050 is approved by SBT  
• Our employees are advocating the use of eco-friendly products to protect the environment and ensure a sustainable future.  
• Our organization wide initiatives like ‘3-4-3 for Individual Social Responsibility’, ‘Ride for Pride’ etc., and the current ‘work from home’ are ensuring carbon neutral future |
| **Partnerships for Goals**     | • Our Collaborative approach to address some of the global challenges like health care, climate change, inequality etc. is accelerated by partnering with government, NITI Aayog and global organization like UNGC, CDP etc. (as evidenced during the Covid-19 Crisis), industry, academia and thinkers (as in the case of climate action)  
• Our Innovation across the globe is facilitated through Makers Labs (our R&D centers), and powered through partnership and collaboration ecosystem to develop sustainable and inclusive solutions for the future.  
• We have partnered with University of Sydney where students are working on projects across areas like community development, sustainability, law, technology, farming, banking and health. Our Partnerships work on the foundation of trust and is based on models that are scalable and sustainable in the long run.  
• TMF works in partnership with 139 NGOs to create an atmosphere and ecosystem of collaboration, cross-learning, mutual benefit of partners and communities alike. |
Making Sustainability Personal

We have increased our volunteer hours participation by 93% from **8581 hours** in FY 2019 to **16633 hours** in FY 2020.

- Go-Green through CNG service
- Terrace Gardening (To grow own food)
- Bamboo product & paper bag stall
- Awareness session by Greenpeace
- Sapling distribution on Earth day
- Green food festival
- Free PUC check up camp
- World Environment Day
- Swachh Bharat Abhiyan
- Awareness session on Water conservation
- Plantation Drive
Promote Biodiversity

- Tech Mahindra is committed to protecting the natural resources spread across its campuses.
- We protect 81 birds including lovebirds, fantails and swans in our Hyderabad campus with objective to increase awareness of the associates on Biodiversity
- There are no IUCN Red List species or national conservation list species in the vicinity of our locations.
- Conducted painting contest to raise awareness on Biodiversity
- Conducted awareness session on plastic pollution disturbing aquatic life
- Conducted green quiz on biodiversity theme in order to aware associates
- We target to plant 165000 trees in next 5 years
- To promote bio diversity we have increased our tree plantation by 16% from 22197 in FY 2018-19 to 25934 in FY 2019-20