

Health, Safety, and Environment Policy

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1. INTRODUCTION

The health, safety and environmental (HSE) policy of Tech Mahindra is defined with an intent to protect the environment and maintain the health and safety of our associates. The practices are 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 complying with HSE international standards and regulations, Tech Mahindra has also implemented business excellence framework such as TMW (The Mahindra Way) which is a Mahindra group level business excellence model.

Aligning to the organizations vision, "sustainable development" is considered as the "organization strategic initiative" which is then linked to the function strategic priority "environment, health and safety".

TechM strives to establish, implement, maintain, and continually improve the processes needed and their interactions, in accordance with the requirements of this policy.

2. SCOPE

The HSE policy is applicable across operations, and to all associates, contractors and other key stakeholders working under the company's supervision on its premises.

3. POLICY

Tech Mahindra is committed to provide healthy and safe working conditions to all its associates as well as stakeholders and is focused on protecting and preventing any adverse impact to the environment, wherever it operates, through training, communication, and performance measurement of identified HSE criteria and ensure continual improvement. To achieve this, we are committed to:

- Provide and maintain a healthy, safe workplace and lifestyle.
- Maintain safe equipment in place and provide training to all associates and stakeholders on HSE policies and procedures.
- Set priorities for locating HSE risks and develop an action plan to reduce them.
- Maintain a zero-incident rate to meet our HSE benchmark and targets.
- Protect and prevent any adverse impact to the environment and adhere with applicable HSE legal and global standards such as ISO 14001 and ISO 45001 and other requirements.
- Improving environmental quality, by minimizing energy and GHG emissions to achieve Net Zero, adopt circular economy to minimize waste to landfill, reducing the use of natural resources and conserving water to become water positive, promoting pollution prevention efforts throughout the facilities.
- Conducting operations to ensure culture and values.
- Promote the consultation and participation of associates/contract staff to continually improve HSE management systems.

4. GOVERNANCE

The Board oversees and reviews the company's obligation towards meeting environment, health, and safety obligations towards all stakeholders through Stakeholders Relationship Committee (SRC). It is supported by the Head of Engineering Maintenance, HSE Manager, Regional E&M and CS Admin, Location BHR, and Quality Managers who drive the HSE programs at their respective geographies.

This policy shall be reviewed annually or as and when there are any changes. The effectiveness of the policy shall be checked during the governance reviews.