

MPHASIS LIMITED

Global Environment, Health and Safety Policy

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Preamble

Mphasis recognizes that robust environmental, health, and safety practices are essential to responsible business performance and long-term organizational resilience. This EHS Policy sets the foundation for how we integrate environmental stewardship, employee well-being, and safe workplace practices into our day-to-day operations and strategic decisions. It reflects our commitment to proactive risk management, ethical operations, and continuous improvement, ensuring that sustainability and safety considerations remain central to how we serve our clients, engage with stakeholders, and operate across all locations and adhering to international standards ISO 14001 and ISO 45001.

Scope of Policy

This policy applies to:

- All Mphasis operations, facilities, and employees
- Subsidiaries, joint ventures, and business units
- Key suppliers, vendors, and business partners wherever operationally feasible

Stakeholders are expected to uphold environmental standards aligned with Mphasis and support efforts to reduce environmental impacts across the value chain.

Governance and Allocation of Responsibilities

- The Mphasis Board of Directors has endorsed this policy and provides strategic oversight and governance. The Board ensures environmental risks and opportunities are considered as part of the company's overall risk management and sustainability strategy.
- Executive Management is responsible for policy implementation, while the Board reviews policy effectiveness and approves major environmental goals and initiatives.
- The EHS Function Head defines roles, responsibilities, and resources needed for implementation.
- Operational teams across facilities are responsible for compliance, reporting, and continuous improvement.

Consulting External Stakeholders

Mphasis has actively collaborated with key external stakeholders throughout the development and implementation of our EHS policy. We work closely with customers, vendors, contractors, and business partners on our environmental sustainability journey, fostering collaboration to achieve shared environmental goals.

Review

Mphasis upholds its EHS policy as an ongoing, long-term commitment to strengthening our environmental, health, and safety performance across the organization. The policy is reviewed annually to ensure its continued relevance and effectiveness, considering input from departmental leadership and other key stakeholders. This periodic review helps us drive continuous improvement and align our EHS practices with evolving business needs and sustainability objectives.

Environmental Policy

Mphasis is committed to upholding the highest standards of environmental stewardship in alignment with ISO 14001, by systematically identifying, assessing, and mitigating environmental impacts across its operations. We strive to enhance resource efficiency, reduce our environmental footprint, and promote sustainable practices to support a low-carbon and resilient future. Our commitment is reinforced by the widespread adoption of certified environmental management systems across our facilities and the integration of green building standards, including LEED Platinum-certified infrastructure, into our operations.

Environmental Policy Commitments

- Strengthening climate action efforts by identifying, managing, and progressively reducing greenhouse gas emissions across operations and the value chain, integrating climate considerations into business planning, operational decisions, and stakeholder engagement.
- Enhance sustainability initiatives to reduce the company's carbon footprint and thereby continuously monitor the carbon data.
- Conserve natural resources by minimizing usage, reusing, and recycling material and by purchasing recycled material.
- Ensure the optimum consumption of energy throughout our business, including conserving energy, improving energy efficiency by using energy efficient devices, and giving preference to renewable over non-renewable energy sources wherever feasible.
- Measures to raise internal and external stakeholders' awareness / training on environmental management policy and environmental impacts to also ensure supplier code of conduct.
- Implement structured and measurable training programs for employees, contractors, and partners on environmental impacts and sustainable practices, tracking participation and periodically assessing effectiveness to ensure compliance and reinforce behavioral change.
- Set a commitment to ensure optimum utilization of natural resources and reduction in wastage by determining life cycle perspective and minimizing the amount of waste to landfill.
- Determine the environmental aspect and associated impact of the products and services which may lead to pollution and landfill. This shall be controlled in house operation and influence the stakeholder towards the same.
- Risk and opportunities arising out of activities and services shall be identified, analyzed, and mitigated. This shall be determined by associated risk matrix.

Environmental Targets

Mphasis establishes quantitative, time-bound targets to reduce environmental impacts across our operations and supply chain. Key metrics include carbon footprint, energy efficiency, water usage, and waste minimization. Progress is tracked through periodic audits, management reviews, and publicly reported sustainability disclosures to ensure accountability and continuous improvement.

- **Energy Consumption & Greenhouse Gas Emissions (GHGs)**

Improve energy efficiency across operations, reduce reliance on non-renewable energy, and progressively lower carbon emissions through technology upgrades, optimized building operations, and greater use of renewable energy.

- **Materials, Chemicals & Resource Consumption**

Conserve resources by reducing material consumption, promoting the use of recycled and responsibly sourced materials, and minimizing chemical usage where alternatives exist.

- **Waste Management**

Reduce the volume of waste generated, improve segregation, increase recycling rates, and minimize waste sent to landfill by implementing circularity principles and supplier engagement.

- **Water Management**

To progressively reduce freshwater consumption and enhance water efficiency across all operations through conservation, reuse, and recycling practices, while ensuring responsible wastewater management and regulatory compliance.

Environmental Enablement for Customers

Mphasis is committed to enabling sustainable outcomes for our clients by integrating environmental considerations into the design and delivery of its services. Through our digital transformation solutions, cloud services, analytics platforms, and sustainability consulting offerings, we help customers diagnose, monitor, and mitigate their environmental impacts. Our objective is to deliver technologies that enhance energy efficiency, reduce carbon emissions, optimize resource consumption, and support customers in achieving their environmental and ESG goals. In addition, Mphasis provides sustainability-linked financial, risk, and data solutions that support customers in integrating environmental factors into decision-making. Our green finance, risk analytics, CO₂ accounting, ESG performance management, and sustainability reporting capabilities help clients assess climate-related risks, manage environmental impacts, meet regulatory requirements, and improve transparency. Through advanced analytics and digital solutions, we enable customers to embed environmental sustainability into core operations and achieve measurable environmental outcomes.



Health and Safety Policy

Mphasis is committed to upholding the highest standards of Occupational Health and Safety (OHS) in alignment with ISO 45001 to proactively identify, assess, and mitigate risks to ensure a safe, healthy, and resilient workplace for all employees, contractors, and visitors.

Our Key Occupational Health and Safety (OHS) Commitments:

- **Emergency Action Plan:** We have established and maintained a robust Emergency Action Plan (EAP) that includes fire safety protocols, evacuation procedures, medical emergency response, and communication channels. Regular drills and scenario-based simulations ensure preparedness and minimize response time.
- **Hazard Prevention and Risk Control:** Prevent occupational hazards, injuries, and illnesses through effective control measures, engineering solutions, and administrative safeguards. This includes proactive identification of workplace risks and implementation of corrective actions.
- **Structured Training Programs:** Drive EHS awareness through structured training covering fire safety, ergonomic practices, hazard identification, and emergency response. Encourage active participation and consultation across all levels of our employees.
- **Regular Risk Assessments:** Conduct periodic workplace risk assessments to evaluate existing controls and identify additional measures needed to protect health and safety. These assessments will be documented and reviewed for continuous improvement.
- **Promotion of Healthy Lifestyles:** Encourage employees and vendor staff to adopt healthy lifestyles through wellness campaigns, ergonomic support, and mental health resources. Increase awareness of occupational risks and preventive practices.
- **Compliance and Continuous Improvement:** Ensure compliance with all applicable OHS laws, regulations, and international standards. Commit to continual improvement of the OHS management system through audits, feedback loops, and performance reviews.
- **Stakeholder Engagement and Representation:** Foster a participatory culture by seeking input from senior management, associates, consultants, and support staff. Their insights guide prioritization of action plans and enhance the effectiveness of our OHS initiatives.
- We have also adopted a **zero-fatality target** across all operations, reinforcing our unwavering commitment to safeguarding life and preventing serious injuries. This goal is supported by stringent safety protocols, continuous monitoring, and proactive elimination of high-risk conditions.

Conclusion

- Mphasis committed to maintaining high standards of Environment, Health, and Safety (EHS) across all its operations and workplaces. We strive to provide a safe and healthy work environment, prevent occupational injuries and illnesses, minimize environmental impact, and ensure compliance with all applicable legal and regulatory requirements.
- Through responsible resource utilization, pollution prevention, risk management, employee participation, and continuous improvement, the company aims to build a sustainable and resilient workplace culture. Every employee, contractor, and stakeholder shares the responsibility of supporting and adhering to this EHS Policy to promote environmental stewardship, workplace safety, and organizational excellence.

Document Revision History:

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