Business Responsibility and Sustainability Report

Business responsibility and sustainability report

Our Business Responsibility and Sustainability Report ("BRSR") for FY 2022-23 is enclosed as part of this annual integrated report. We engaged DNV Business Assurance India Private Limited ('DNV'), a third party to perform an independent assurance of the data published in this BRSR. The Independent Assurance Statement by DNV is enclosed at the end of this BRSR.

LTIMindtree Limited ("LTIMindtree") is a new kind of technology consulting firm. We help businesses transform – from core to experience – to thrive in the marketplace of the future. With a unique blend of engineering DNA with experience DNA, LTIMindtree helps businesses get to the future, faster. Together. We are a conscientious, futuristic, and sustainable organization committed to an inclusive vision, shared growth, and positive value creation with our stakeholders. We believe that moving beyond mere economic value towards shared value creation through the path of business responsibility and sustainability is what gives an organization greater relevance and success in the future.

Our vision is to enable businesses and communities to flourish in a hyperconnected world. Our people-centric approach holds our talent pool at highly engaged levels while our CSR cares for communities in life transforming ways. Our endeavors in resource conservation prove our sustainability strategy a smart one by accruing benefits to the business and the planet. We have consistently shown exemplary financial performance in globally challenging times with high customer satisfaction levels.

Our growth proves our ability to 'balance' multiple bottom lines with a high-tech, high-touch approach and the unique strength of our work ethos.

Section A: General Disclosures

I. DETAILS OF THE LISTED ENTITY

1. **Corporate Identity Number (CIN) of the Listed Entity:** L72900MH1996PLC104693
2. **Name of the Listed Entity:** LTIMindtree Limited
3. **Year of incorporation:** December 23, 1996
4. **Registered office address:** L&T House, Ballard Estate, Mumbai – 400 001, India
5. **Corporate address:** Technology Tower 1, Gate No. 5, Saki Vihar Road, Powai, Mumbai – 400 072
6. **E-mail:** sustainability@ltimindtree.com
7. **Telephone:** +91 22 6776 6776
8. **Website:** https://www.ltimindtree.com
9. **Financial year for which reporting is being done:** Financial Year 2022-23 (April 1, 2022 – March 31, 2023)
10. **Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange of India Limited (NSE) (Stock Symbol: LTIM) and BSE Limited (Stock Code: 540005)
11. **Paid-up Capital:** The paid-up equity share capital of LTIMindtree Limited as on March 31, 2023, is ₹ 295,822,779 comprising 295,822,779 equity shares of face value of ₹ 1/- each.

12. Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report:

S. No.	Particulars	Details
1.	Name	Paneesh Rao
2.	Designation	Chief Sustainability Officer
3.	Telephone Number	+91 80 67064000
4.	E-mail ID	sustainability@ltimindtree.com

13. Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):

Disclosures made in this report pertain to LTIMindtree Limited ("LTIMindtree"). It covers all global operations for economic and social category performance disclosures and environmental performance disclosures (using operational control approach) pertaining to India operations, where our largest employee-base and environmental impacts lie. We have included information relating to Subsidiaries wherever available.

External Assurance: DNV Business Assurance India Private Limited has assured the data presented in this BRSR with reference to SEBI guidance, prepared under GRI Universal Standards 2021 disclosures as specified in their Assurance Statement. The scope and basis of assurance have been described in their assurance statement. The data measurement techniques used, and the basis of calculations and estimates have been mentioned in the relevant areas of this report. LTIMindtree and the independent assuring agency do not believe there is any substantial divergence from SEBI Guidance, GRI Universal Standards 2021 Indicator Protocols and other Global Reporting Frameworks. The scope, boundaries, and methodology for data analysis in this report are mentioned above. Other supporting data is reviewed by relevant third-party assurers as part of ISO and financial audit.

II. PRODUCTS/SERVICES

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Information and communication (J6, J8)	Computer programming, consultancy, and related activities & other information & communication service activities, IT Software, Services, and related activities	100%

We provide IT services, consulting, and business solutions to many of the world's largest businesses in their transformational journeys. Further details are provided in the Management Discussion and Analysis section of this Integrated Annual Report.

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	IT and IT-enabled services including digital transformation services, enterprise solutions, technology consulting, IT consulting, application development and maintenance, business operations services and platforms, among others, are the predominant services which accounts for the entity's turnover.	62099, 892 (1987 NIC Code) & 620 (NIC Code)	100%

III. OPERATIONS

16. Number of locations where plants and/ or operations/ offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	Not Applicable*	Offices – 45 Data Centers – Nil	45
International	Not Applicable*	Offices – 72 Data Centers – 1	73

**As LTIMindtree is an IT Services Company, we do not have any manufacturing plants. More details at https://www.ltimindtree.com/global-footprints/*

17. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	34

- LTIMindtree has business activities in 11 National locations – Delhi, Karnataka, Tamil Nadu, Maharashtra, Madhya Pradesh, Rajasthan, Kerala, Telangana, West Bengal, Uttar Pradesh and Odisha
- LTIMindtree has business activities in 34 International locations – Australia, Belgium, Canada, China, Costa Rica, Cyprus, Denmark, Finland, France, Germany, Hungary, Italy, Ireland, Japan, Luxembourg, Malaysia, Mexico, Morocco, Netherlands, Norway, Philippines, Poland, Qatar, Saudi Arabia, Singapore, South Africa, South Korea, Spain, Sweden, Switzerland, Thailand, UAE, UK and USA

b) What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports as a percentage of total turnover of LTIMindtree is 93%

The geography wise revenue is as follows:

(₹ in Million)

Geography	Year ended 31-Mar-23	Year ended 31-Mar-22
America	239,431	181,978
Europe	49,952	44,327
Rest of the world	42,446	34,782
Total	**331,830**	**261,087**

c) A brief on types of customers

LTIMindtree works with leading corporations across the world – typically Fortune 1000 or Global 2000 corporations and the public sector. Industries served section in this Annual Report covers the details of our customer segments.

IV. EMPLOYEES

All of LTIMindtree' s workforce is categorized as Employees (Permanent and Other than Permanent) and none as 'Workers'.

We recognize that gender is beyond binary and some people prefer to eschew the traditional male/female identification and select 'Others'. This is an umbrella category which includes people who identify as non-binary, gender-fluid, trans or anything else which is not the traditional definition of male or female. In FY22-23 we have 26 of our employees identifying gender as 'Others' in our talent pool. In this BRSR report, we have reported the data of 'Other' gender category in addition to the conventional M/ F gender categorization wherever applicable and data available.

18. Details as at the end of Financial Year:

a) Employees (including differently abled):

S. No.	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
	EMPLOYEES							
1	Permanent (E)	84,546	58,528	69.23%	25,998	30.75%	20	0.02%
2	Other than Permanent (F)	4,334	3,356	77.43%	972	22.43%	6	0.14%
3	**Total employees (E + F)**	**88,880**	**61,884**	**69.63%**	**26,970**	**30.34%**	**26**	**0.03%**

b) Differently abled Employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	115	93	80.87%	22	19.13%
2	Other than Permanent (E)	0	0	0	0	0
3	**Total employees (D + E)**	**115**	**93**	**80.87%**	**22**	**19.13%**

Notes:

- *It is completely voluntary for our employees to declare their disability status and the number of PwD employees shown here are those who have declared their disability. So, this data represents a subset of actual PwD s currently working with LTIMindtree.*
- *Differently abled type includes Hearing, Visual, Locomotor, Orthopedic and Others.*

19. Participation/ Inclusion/ Representation of women

S. No.	Particulars	Total (A)	No. and percentage of Females	
			No. (B)	% (B/A)
1	Board of Directors	13	1	7.69%
2	Key Management Personnel	2	0	0%

Notes:

- *CEO&MD and two Whole-time Directors are included in the Board of Directors (BOD).*
- *Key Management Personnel (KMP) include Chief Financial Officer (CFO) and Company Secretary (CS).*

20. Turnover rate for permanent employees

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.1%	20.3%	20.2%	24.0%	23.1%	23.8%	15.33%	14.1%	14.9%

Notes:

- *Turnover rates mentioned above are for LTIMindtree' global headcount, excluding non-wholly owned subsidiaries.*
- *This data is Voluntary Attrition %.*
- *LTIMindtree has taken a multi-pronged approach towards workforce retention. To retain and attract the workforce, we provide upskilling opportunities, promotions, career growth, benefits and rewards, and long-term incentives to all. The turnover rate of LTIMindtree is less than the Indian IT sector turnover rate.*

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

21.(a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Larsen and Toubro Limited	Holding	NA	Yes
2	LTIMindtree GmbH (Previously known as Larsen & Toubro Infotech GmbH)	Subsidiary	100	Yes
3	LTIMindtree Canada Ltd. (Previously known as Larsen & Toubro Infotech Canada Limited)	Subsidiary	100	Yes
4	LTIMindtree LLC (Previously known as Larsen & Toubro Infotech LLC)	Subsidiary	100	Yes
5	LTIMindtree Financial Services Technologies Inc. (Previously known as L&T Infotech Financial Services Technologies Inc.)	Subsidiary	100	Yes
6	LTIMindtree South Africa (Pty) Ltd. (Previously known as Larsen and Toubro South Africa (Pty) Limited)	Subsidiary	69.6	Yes
7	L&T Information Technology Services (Shanghai) Co. Ltd.	Subsidiary	100	Yes
8	L&T Information Technology Spain SL	Subsidiary	100	Yes
9	LTIMindtree S.De. RL.De. C.V (Previously known as L&T Infotech S.de. RL. De. C.V)	Subsidiary	100	Yes
10	Syncordis S.A. Luxembourg	Subsidiary	100	Yes
11	Syncordis PSF S.A.	Subsidiary	100	Yes
12	Syncordis Limited, UK	Subsidiary	100	Yes
13	Syncordis SARL, France	Subsidiary	100	Yes
14	LTIMindtree Norge AS (Previously known as Larsen & Toubro Infotech Norge AS)	Subsidiary	100	Yes
15	Nielsen + Partner Unternehmensberater GmbH	Subsidiary	100	Yes
16	Nielsen + Partner Unternehmensberater AG	Subsidiary	100	Yes
17	Nielsen + Partner PTE. Ltd.	Subsidiary	100	Yes
18	Nielsen & Partner PTY. Ltd.	Subsidiary	100	Yes
19	Nielsen & Partner Company Limited	Subsidiary	100	Yes
20	Ruletronics Limited [1]	Subsidiary	100	Yes
21	Ruletronics Systems Inc. [2]	Subsidiary	100	Yes
22	Lymbyc Solutions Private Ltd.	Subsidiary	100	Yes
23	Lymbyc Inc.	Subsidiary	100	Yes
24	Powerupcloud Technologies Private Limited	Subsidiary	100	Yes
25	LTIMindtree UK Limited (Previously known as Larsen & Toubro Infotech UK Limited)	Subsidiary	100	Yes
26	LTIMindtree Middle East FZ-LLC (Previously known as LTI Middle East FZ-LLC)	Subsidiary	100	Yes
27	Cuelogic Technologies Private Ltd. [3]	Subsidiary	100	Yes
28	Cuelogic Technologies Inc. [3]	Subsidiary	100	Yes
29	Mindtree Software (Shanghai) Co. Ltd.	Subsidiary	100	Yes
30	Bluefin Solutions Sdn Bhd - Malaysia[4]	Subsidiary	100	Yes

Notes:

1. During the year, Ruletronics Limited is liquidated w.e.f., May 10, 2022.

2. During the year, Ruletronics Systems Inc. is liquidated w.e.f., February 16, 2023

3. During the previous year, the Company acquired Cuelogic Technologies Private Limited along with its wholly owned subsidiary in US, Cuelogic Technologies, Inc., on July 7, 2021, with the effective date of acquiring control being July 1, 2021.

4. During the year, Bluefin Solutions Sdn. Bhd. is liquidated w.e.f., January 25, 2023.

VI. CSR DETAILS

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover: ₹ 331,830 Million

(iii) Net worth: ₹ 159,991 Million (Standalone); ₹ 165,992 Million (Consolidated)

(iv) CSR threshold limit: ₹ 674.71 Million

(v) CSR spend: ₹ 679.77 Million.

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. CSR team makes frequent field visits, discusses any issues directly with the beneficiaries and NGO partners, and takes corrective & preventive actions.	Nil	Nil	Nil	Nil	Nil	Nil
Investors* (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes, as per SEBI Listing Regulations, we have a designated e-mail ID, investor@ltimindtree.com and centralized web-based complaints redress system.	28	2	Nil	28	Nil	Nil
Employees	Yes, we have an internal mechanism and policies for grievance redressal.	228	Nil	Nil	168	Nil	Nil
Customers	Yes. Escalation mechanisms are defined in individual client contracts and escalation matrix is provided with various modes including tool-based system. We obtain ongoing, project based and annual feedbacks from our customers.	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes, escalation matrix provided in contracts and Whistleblower policy. https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify) **	NA	NA	NA	NA	NA	NA	NA

Notes:

** The Company has only category of Investor - Equity shareholder. Hence Investors (other than shareholders) is not applicable.*

***We don't have any other stakeholder group from whom complaints are received.*

The Business Responsibility policies guiding LTIMindtree's conduct with all its stakeholders including grievance mechanism are available at https://www.ltimindtree.com/investors/corporate-governance/

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk-along with its financial implications, as per the following format:

Our approach to identifying the most material issues for us stems from recognizing the importance of creating value for all our stakeholders. Incorporating the range of our stakeholder interests and expectations help to provide an unbiased view of the most important emerging issues. Our established materiality assessment process is based on the GRI Universal Standards 2021. It aligns with the core value of 'doing good' makes business sense. We consider both internal and external factors to prioritize the material issues. Internal factors include leadership change, strategy, and the business model while external factors include economic conditions, natural disasters, resource availability and customer and partner needs and expectations. Materiality determination for is based on a comprehensive process

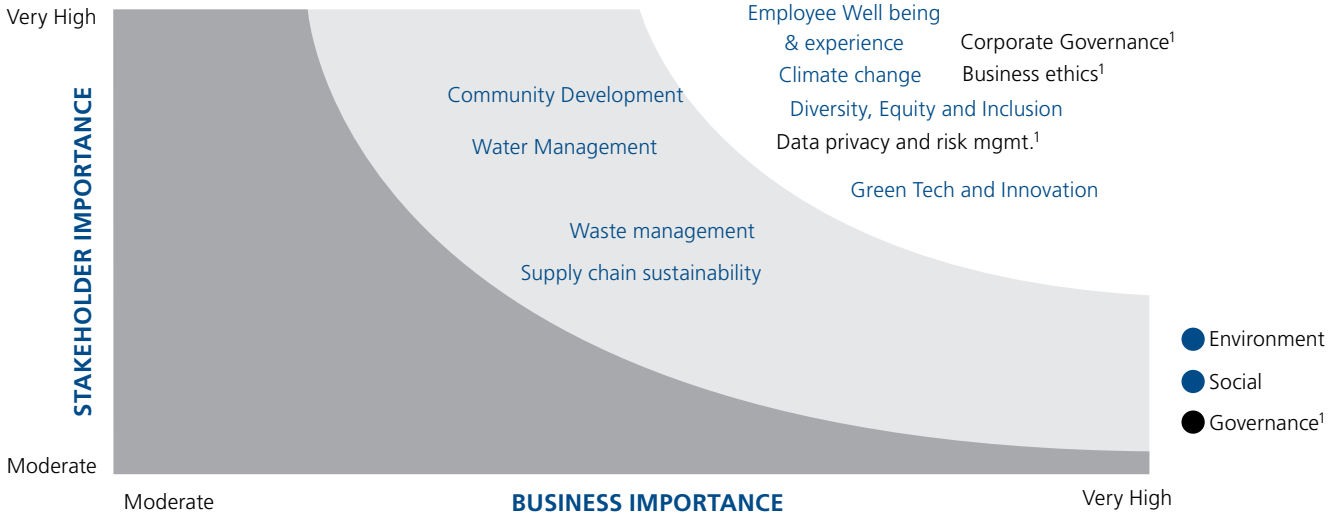
that includes an internal process combined with external benchmarking with peers and global sustainability standards. This helps us understand issues relevant to our stakeholders over short-, medium-, and long-terms. A key element at play here is the assessment and identification of emergent ESG risks. We recognize that the determination of material issues for LTIMindtree and our stakeholders is not static and evolves dynamically over time. We take care therefore to integrate multiple determinants that reflect this dynamic - Direct economic impact on our business model, organizational values, peer norms, stakeholder concerns and emerging societal challenges.

As a part of the Materiality Assessment process, we consider the following:

- Stakeholder groups, their requirements, expectations, and the impact of these expectations on our strategy, performance, and governance
- Current and future regulations that may impact our financial planning
- Significant risks that could impact our operations, outcomes, and customer relationships. The material topics are then checked against financial and non-financial risks that may provide opportunities
- Matters related to value creation for our products and service offerings, customer solutions, and operations
- Our commitments, values, policies, goals, and targets and the previous year's performance
- Our reputation and brand perception are reviewed against that of peer companies through a review of external media coverage and peer benchmarking.

The key material issues listed have been rated according to inputs from stakeholders and the Company showcasing the matrix below distributed into the pillars of Environmental, Social and Governance (Economic/Business). They are mapped against the SDGs that we work towards having a positive impact against these pillars.

LTIMINDTREE'S ESG MATERIALITY MATRIX



Management Approach

Our management approach explains how we manage the economic, environmental, social, and impacts related to key material topics. It provides narrative information about how we identify, prioritize, analyze, and respond to actual and potential impacts. These material topics are discussed in the Board Meetings. Board committees oversee the Company's process while reviewing the management performance and adequacy of the internal processes. The management approach of our organization is evaluated by the Enterprise Risk Management (ERM) team through internal processes like risk assessment studies, audits, self-assessments, performance monitoring & review. The result of the assessment is shared with the Audit Committee, which then decides on any modification or any kind of approval to the management process. Key inputs considered in the prioritization of material topics are those of key stakeholders and the Company expressed through discussions in management meetings. The KPIs are mapped to the respective Function Heads, departments, and processes. The KPIs are linked to the strategic planning process and long-term incentive programs. Many of our customers assess our ESG performance through various indices, rating organizations (for example CDP) and perform checks through independent third-party audits.

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental Stewardship – Climate change, Water Management and Waste Management	Risk (R), Opportunity (O)	**Risk:** • Climate change risks are increasingly manifesting in our business as strategic risks, physical risks and transitional (market and compliance) risks, which if not managed adequately, can affect our operations and profitability. • There is a growing requirement from clients, partners, and investors to disclose, commit and work towards reduced emissions. The potential carbon taxes in future either directly or in-directly is also considered by LTIMindtree as a risk. • Water scarcity can impair the Company's operations and disrupt business. Some of the locations that LTIMindtree has presence might have issues with water shortage. In the case of norms being imposed on water supply, there might be an adverse impact. • Improper disposal of waste will lead to non-compliance of laws, economic penalties, increase in GHG emission and reputation damage. • There is a heightened need to conserve biodiversity and ecosystem – the species, flora, and fauna. Depletion/shortage of natural resources like fossil fuel, scarcity of water, pollution due to man-made and natural conditions will impact business operations. **Opportunity:** • In order to manage the opportunities, LTIMindtree has assessed climate impact and developed resilience strategies and have integrated climate related opportunities in the overall R&O management process. • Additionally, LTIMindtree has done a hazard risk analysis and the impact of severe climate changes may take time to materialize. Currently, all our centers are climate controlled and has locational specific business continuity plans to counter any disruptions. • Various initiatives are implemented across facilities to control GHG emissions due to energy consumption and Waste generation. • Tool for disruptive event identification across LTIMindtree locations has been established that helps in early identification and management of climate change opportunities. • LTIMindtree increases engagement communications with employees and partners on raising awareness regarding climate change opportunities for possible resolutions and innovations.	**Emissions reduction:** • LTIMindtree is aware of the risk of climate change that encounters all industries and approaches the risk as a responsible corporate citizen of the world. • LTIMindtree has accelerated its efforts to phase out ozone depleting pollutants. • Energy efficiency and switching to renewable energy sources is a priority that reduces carbon emissions. This reduces our operating costs and is aligned with the agenda of moving towards net zero. • Various initiatives are implemented across facilities to control GHG emissions due to energy consumption and Waste generation. • LTIMindtree is investing and developing services that help the clients and partners meet their commitments on climate change. • LTIMindtree has also identified projects to work with communities to move towards a climate resilient future. **Energy consumption reduction:** • We take focused initiatives to reduce our specific and absolute energy consumption. • In most of the facilities, we use third party generated wheeling energy & in-house solar power for electricity. • Moreover, mitigation and sustainability programs like conservation of energy (Installation of energy efficient equipment – LED installation, UPS & PAC units' optimization & Usage of renewable resources) are in place. • The Company has also invested in green energy-saving interventions. • Rallying stakeholders towards a low emission, climate resilient future. **Reduction in freshwater consumption:** • Water is a requisite resource for business, and essential for the health of the employees. To manage the water risk and ensure responsible management of water resources, we have established a robust Water Management Strategy and Plan across all our operations and facilities. • In major locations such as Bengaluru & Chennai where the ground water is depleting, the cost of procuring water and non-supply of water will become a high-risk event. • LTIMindtree continues to adopt water conservation strategies across all the existing facilities and also supplement internal water generation by procuring water from outside agencies. • Rainwater harvesting system implemented at facilities helps in increasing the ground level water. It results in the release of sub soil water from recharge pits and reduces the dependency on external agencies. • Sustainability team runs awareness campaigns to ensure that all employees are aware of saving water, efficient use of water in campuses, Rainwater harvesting, recycling of wastewater and the risks related to water shortage. **Improve Waste recycling:** • All the hazardous, biomedical and E-waste are disposed as per the regulations to authorized state pollution control board partners for recycling/destruction. • All other mixed solid waste (Dry/wet) is disposed to authorized vendor for recycling/ reuse. • Organic waste converting machines are installed at few facilities to convert food waste into manure and this manure is used as fertilizers for landscaping. • The generated construction waste is reused for laying roads thus reducing waste reaching landfill. • Generated metal waste is used for constructing handrails to access overhead tanks thus reusing the waste within the facility. • Effective management of waste and transitioning toward Zero Waste to the Landfill is a global imperative. Reducing and recycling can save money and reduce the effect on the environment and health at the same time. All waste generated at our activities is reused, repurposed, or recycled through authorized recyclers and vendors in line with the principles of a circular economy. **Ecological Impacts management:** • LTIMindtree approaches its environmental endeavors as a foundational stance, as an endorser of the Precautionary Principle. • We ensure that we do not adversely impact biodiversity through our operations. Our policy and initiatives enable us to promote biodiversity conservation. • WELL certification of facilities and safe workplace are brought in. **Climate Risk Management:** • LTIMindtree has done a hazard risk analysis and the impact of severe climate changes may take time to materialize. Currently, our centers are climate controlled and has business continuity plans to counter any disruptions. • LTIMindtree increases awareness by sending mailers to Employees & partners of the affected locations, thereby ensuring effective communications for all affected stakeholders along with possible resolutions. • Tool for disruptive event identification across LTIMindtree locations has been established that helps in early identification of such events.	**Negative:** • Climate change can impact our operations due to extreme weather conditions like cyclones, heatwaves, and floods, to name a few events that have the potential to create severe disruptions. • The financial implication of this risk can be classified as increased operation cost due to climate change and lost opportunity cost from a business environment. • Increased operating costs in meeting the environmental and CSR norms. **Positive:** • Scope to improve organization's competitiveness and capitalize on the shifting client preferences using its sustainability, low-carbon transition, and digital/IT expertise to help its clients in their sustainability and low carbon journey.

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Green Tech and Innovation	Opportunity (O)	• As LTIMindtree's customers respond to climate change actions, the Company is seeing opportunities to provide technology-led solutions to help them achieve their sustainability goals. • Increased revenue from increased demand in climate-related technologies and services. • Savings from use of latest green tech & innovations.	• LTIMindtree has already moved to energy saving power management systems (lighting requirements, HVAC). • All the IT hardware is disposed off in a responsible manner that includes recycling. • Additionally, as per the new Yin-Yang policy that has been implemented, LTIM encourages employees to work from home with state-of-the-art IT infrastructure that supports in reducing transportation related emissions.	**Positive:** • Green IT supports sourcing, usage, maintenance as well as disposing off the hardware in an environmentally responsible way. • Green IT Services and Solutions with low carbon emissions reduce the environmental impact of businesses while improving organizational efficiency and cost.
3	Employee well-being and experience	Opportunity (O), Risk (R)	**Opportunity:** • LTIMindtree identified employee well-being and experience as a material topic considering the career development, people satisfaction and well-being aspects of our employees. • Skilling for the future is a crucial success factor for the IT industry and developing our people in a way ready for growth ambitions is paramount to our success. The physical work environment of good working space, wellness spaces, creches, gyms, etc. is an integral part of offices. **Risk:** • The explosion of digital technologies, pervasiveness of Cloud, evolution of Machine Learning, Blockchain, Internet of Things and Artificial Intelligence continue to disrupt established ways of doing business. To match the pace and demand, businesses require a workforce that is multi-skilled (full stack), agile and future ready. Such talent is in short supply in the market. • Our success depends largely upon our highly skilled technology professionals and our ability to hire, attract, motivate, upskill, reskill, and retain talent. • It is important to create an environment that is safe, and the employees have the confidence, trust, and safety to report on any kind of discrimination or harassment at the workplace. • Losing top talent due to attrition.	**Skilling and career development** • LTIMindtree has a unique approach to L&D—one that is learner-centric and holistic. Over several years, we have consistently designed and redesigned skilling interventions based on this approach. We are a 'learning organization'! • We integrated our freshers' and laterals' learning streams and defined five dimensions for learning across all streams—from 'freshers to leaders'. Technology, delivery, industry domain, behavior, and innovation are the five dimensions that form a common thread across learning. • The primary focus of skill management is to create a motivated workforce that will contribute to higher levels of business performance. We rely on the right talent for servicing customer needs, business sustainability, and future growth. • Employee re-skilling helps us keep pace with the dynamic change in demand for new technology and sustain our growing business. It creates a workforce that is flexible, agile, and ready to learn and can take on new tasks where business needs support. • We work with our global customers to provide end-to-end Digital and IT solutions and to support in their digital transformation journeys. Our strategy focuses on key verticals, service lines and geographies has the potential to power our long-term growth by sharpening employee skills across technology, industry domain, delivery management, innovation, human skills, and leadership learning dimensions. • For us, the key is to encourage a learning and innovation mindset with challenging, growth-oriented role-based career paths, aligned to our business strategy and employees' aspirations. Our talent development takes a holistic view via an integrated framework of learning journeys, career development, job rotations, role progression and staffing opportunities. • We offer diverse channels, formal and informal – for the learning and development of our employees. Our digital learning platform is a one-stop shop for all learning and development such needs. It offers interventions at various levels and consists of self-paced courses, virtual programs, classroom programs, certifications, workshops and so on. Courses are organized into 101s, 201s and 301s and are curated into learning paths and packages. Learning is made possible anywhere, anytime across devices, making continuous learning pervasive. **Well-being:** • "Wellness before Business" is our Mantra. A healthy workforce is a productive workforce. Establishing a culture of wellness among our employees helps decrease job turnover, increase job satisfaction, manage stress, and reduce absenteeism. The management engages with the employees on their overall wellness. • We have amplified the reach and effectiveness of our wellness initiatives, in response to the disruption caused by the pandemic, with digital experience touchpoints. • We supported our employees to navigate the pandemic seamlessly through measures such as vaccination centers, hospital support, COVID care centers, increased insurance coverage, and more. • An emotionally and physically fit employee means a lot for the organization's success. We ensure that the offices are designed and planned to ensure the comfort of our employees. • We have clear policies and processes to prevent any discrimination and harassment in our workplaces. These are communicated regularly, and the employees are encouraged to report on any incidents. • There are functions inside LTIMindtree which keep tracking and ensure we take preventive steps. Independent investigation of incidents is also ensured. **Employee retention:** • Structured Retention programs • MCMG framework is designed keeping in mind all the aspects that will help employees to plan and manage one's career, make critical career decisions and plan learning journey to support career aspirations. • Mandate Individual Development Programs • Campus Engagement Programs • Opportunity vs Aspiration matrix implementation through Talent Central • Next-generation hybrid workplace where Work from home and Work from Office will coexist to help us benefit from both work environments. **Learning and Development Program:** • Shoshin platform facilitating anytime anywhere learning. • Seven Step Leadership Development Program covering all grade levels. • Talent Central Portal – AI enabled internal job marketplace to align employee aspirations and internal opportunities. • Canvas Gig – A crowd souring platform for business needs providing employees an opportunity to work on small projects in areas/ skills of employee interest and showcase talent outside project.	**Positive:** • Our tech prowess enables us to develop and deploy upskilling and reskilling mechanisms that serve us constantly in honing the abilities of our talent pool and also monitoring the skill enablement outcomes. • Ensure employees skills are aligned to industry/ business requirements and per the vision of the Organization Growth strategy. • Ensures the talent is upskilled in alignment of the ever-changing technology demand per the market forces. • The comfort and trust of the employee in a good work environment result in dedicated employees. Hence the financial impact is a resultant of a healthy and safe employee performing to their potential. • Solving Real Business Problems – Giving opportunities in business problems and making them part of Large Deal Solutions and Defense teams help higher employee satisfaction and thus retention. **Negative:** • The financial implication is lost opportunity to grow and lost opportunity due to lack of talent. • An incident can also result in reputation loss of the organization, and this can result in potential loss of opportunities. • Challenges to align the talent need for the ever-changing technology spectrum and sustain competition.

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Diversity, Equity and Inclusion (DEI)	Risk & Opportunity (O)	**Risk:** • A lack of diversity and inclusion in the organization can affect productivity and innovation. Diverse teams bring in different perspectives and help us build better solutions. • A lack of inclusion can affect teams' potential to respect differences and collaborate meaningfully. **Opportunity:** • To be on top of our innovation culture, we need diversity of thought, ideas, and perspectives. Focus on DEI helps create better trust with employees which helps them in turn to perform better. • Diversity, Equity, and Inclusion allows us to be more reflective of the society that we live in, provide opportunities to include people from all walks of life, respect our differences, foster socio-economic inclusion and help marginalized communities to advance. • We have experienced that by being more diverse and inclusive, power innovation, have better financial performance, improved resilience in times of crisis, and a more engaged workforce.	• We are an intentionally diverse and globally inclusive organization, and this has helped us earn deeper trust and more commitment from our employees. We capitalize on our diversity by finding innovative solutions to new business challenges and providing products and services that meet customer needs. • LTIMindtree has clear policies, processes, and governance structure to oversee the performance in this aspect. **Mitigation:** • On-going and continual sensitization of the organization on DEI issues such as Unconscious Bias, LGBTQ+ Inclusion and Disability Sensitization. • Continue life-skills coaching and technical interventions for women at early career stages as this group has largest tendency to quit workforce. • On-going review of benefits, processes, and procedures to ensure equity at all stages. **Leverage:** • On-going support forums for diverse groups. • Continue to engage in training and mentorship of women and other diverse groups to help them grow in their career. • Engage with diverse sourcing boards to get diversity on board that reflects our society.	**Negative:** • Employees and potential employees, especially the younger generations, place a significant weightage on the inclusive nature of the Company for their employment decisions. Not being diverse and inclusive will negatively affect these decisions. • Not factoring in diverse perspectives by design will impact solutions built as they would be less inclusive. **Positive:** • An opportunity to provide gainful employment to people from different strata of society and help build our communities and society. • Scope to improve inclusion within the organization and build a more diverse workforce. • DEI helps us attract and retain talent within the organization and is integral to our work ethos. • DEI results in improved productivity at the workplace. • DEI helps us build higher employee satisfaction, lower attrition rates, and establish our Company as a preferred place to work. • A pool of diverse workforce of different genders, ages and ethnicities, nationalities, socioeconomic backgrounds, religious beliefs, cultural practices, and sexual orientation will enable LTIMindtree to develop its services further and mitigate operational risks. • Diversity in the workforce brings new perspectives, experiences and ideas which enables innovation, increases performance, and enables a positive culture in the organization. • DEI results in improved productivity at the workplace. • Solutions built by diverse teams will be more inclusive and successful by factoring in diverse perspectives by design.
5	Community Development	Opportunity (O), Risk (R)	**Opportunity:** • Investments in the social infrastructure for social change accrue multiple direct and indirect economic benefits. • Pursuing Nature Based Solutions with co-benefits, reducing geographic vulnerabilities, and complementing government efforts in adaptation and mitigation action can galvanize a system response and have mutually beneficial outcomes for communities and businesses. **Risk:** • Inability to support the all-round development of communities by improving educational outcomes, healthcare, economic conditions of the underprivileged in partnership with a chosen set of NGOs and in initiatives aligned with government priorities.	• Adopt a formal due diligence process and rely on need assessment to make the right investment in the right projects in the right geographies. • We have been working with a network of NGO partners across regions to bring about social transformation through our integrated models of sustainable change.	**Positive:** • Succeed in our mission of enabling businesses and communities to flourish in a hyperconnected world. • CSR projects can help to build public trust in the Company. **Negative:** • Any adversarial relationship can hurt the Company's ability to create longer term value.

S. No.	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Supply Chain Sustainability	Opportunity (O)	**Opportunity:** • This is an opportunity to contribute to business as well as social and environmental sustainability. LTIMindtree has identified and leveraged the potential of green procurement as a value creation source as well as ensure a labor friendly atmosphere. LTIMindtree has started to focus on Third-Party value chain partners' ESG commitments and progress.	• LTIMindtree expects its partners to follow ethical procurement practices in line with core values of our Supplier Code of Conduct (SCOC) which must be mandatorily signed by all vendors during empanelment. • Supplier Code of Conduct covers EHS, anti-bribery & anticorruption declarations, fair wages to be paid, Human Rights parameters, prohibiting child/forced labor etc. All the vendors are onboarded only after signing LTIMindtree's SCOC. • Additionally, critical suppliers are periodically assessed as well as audited to ensure contractual & statutory compliance. • Exploiting the capabilities of the Supplier360 tool– our supplier portal launched during FY20 evolved during the year, spreading its reach globally, and bringing complete supplier visibility into view. The traction was accentuated by the pandemic, and early benefits in terms of time and efficiencies was noted. • There are periodic supplier meets that happens where suppliers are provided best practices and encouraged on using sustainable practices.	**Negative:** • Any unsustainable practices of Suppliers will tarnish LTIMindtree's brand, loss of reputation with Customers and failure in reaching our ESG goals. **Positive:** • LTIMindtree is also focusing on close relationships with value chain partners to achieve ESG goals. By incorporating ESG posture into supply chain, LTIMindtree encourages partners also to reduce negative impact on environment as service provider, help their businesses become more sustainable with stringent compliance to applicable laws and regulations. This also ensures that their approach to ESG matters is aligned to LTIMindtree's green procurement agenda, enabling us to reach our ESG goals and thus contributing to Triple Bottom Lined value creation.

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

Principle	Description
P1	Businesses should conduct and govern with integrity, ethics, transparency, and accountability.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in the value chain.
P4	Businesses should respect the interests of and be responsive towards all the stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect, and make efforts to restore the environment.
P7	Businesses should engage in influencing public and regulatory policy responsibly and transparently.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Policy and management processes

Disclosure Questions	P1 Ethics & Transparency	P2 Service responsibility	P3 Human Resources	P4 Responsive to Stakeholders	P5 Human Rights	P6 Restore environment	P7 Public Policy Advocacy	P8 Inclusive growth	P9 Customer Engagement
1. (a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web-link of the Policies, if available*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	GRI Universal Standards 2021	CMMI 2.0 L5 Dev and SVC ISO/IEC 20000-1:2018 ISO/IEC 27001:2013 SSAE18 : - 1. SOC1 SSAE18 Type2 & ISAE 3402 Type2 Report 2. SOC2 Type2 Report ISO 27701:2019 ISO 9001:2015 ISO 22301:2019 Cyber Essentials Cyber Essentials Plus TISAX AL3 ISO 14001:2015 ISO 45001:2018 PCI-DSS V 3.2.1 GRI Universal Standards 2021	ISO 45001:2018 GRI Universal Standards 2021	ISO 9001:2015 GRI Universal Standards 2021	GRI Universal Standards 2021	ISO 45001:2018 ISO 14001:2015 ISO 22301: 2019 GRI Universal Standards 2021	GRI Universal Standards 2021	GRI Universal Standards 2021	CMMI 2.0 L5 Dev and SVC ISO/IEC 20000-1:2018 ISO /IEC 27001:2013 SSAE18 : - 1. SOC1 SSAE18 Type2 & ISAE 3402 Type2 Report 2. SOC2 Type2 Report ISO 27701:2019 ISO 22301:2019 Cyber Essentials Cyber Essentials Plus TISAX AL3 PCI-DSS V 3.2.1 GRI Universal Standards 2021

**Policy details and web-links*

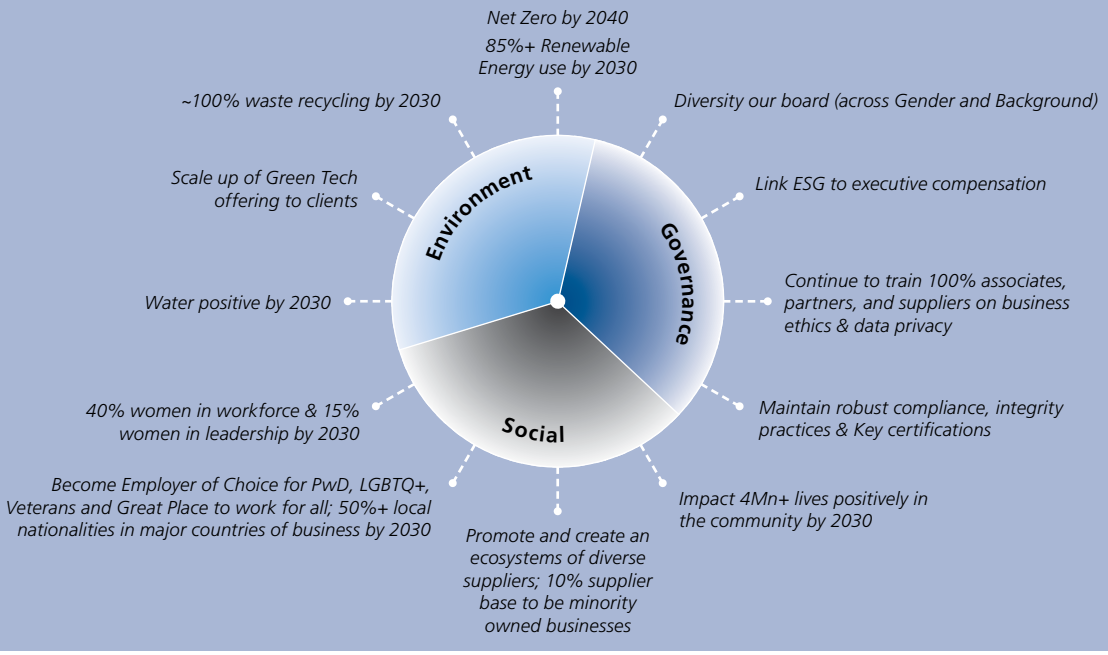
P1	Ethics & Transparency	Our Code of Conduct encourages our people to conduct business lawfully, ethically and in the best interest of LTIMindtree. Addressing Anti-bribery and Corruption: To protect the value of shareholders and tangible and intangible assets of the organization, LTIMindtree has implemented an anti-bribery and anti-corruption policy and training to manage these risks effectively. LTIMindtree's several policies published externally and internally elucidate ethical behavior, transparency, and accountability. **Whistleblower Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download **Nomination & Remuneration Policy –** https://www.ltimindtree.com/wp-content/uploads/2019/05/LTI-Final_NRC-Policy.pdf?pdf=download **Code of conduct – BoDs & Senior Management –** https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download **Policy on Related Party Transactions –** https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download **Anti-Bribery and Anti-Corruption Policy –** https://www.ltimindtree.com/wp-content/uploads/2022/11/Anti-Bribery-and-Anti-Corruption-Policy.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Dividend Distribution Policy –** https://www.ltimindtree.com/wp-content/uploads/2017/05/Dividend-Distribution-Policy.pdf?pdf=download **Internally published –** Code of Conduct, Anti-Money Laundering Policy, Guidelines on Global Compliance Framework, Anti-Slavery and Human Trafficking Policy
P2	Service Responsibility	LTIMindtree believes that sustainable production and consumption are interrelated, contributing to enhanced quality of life, and protecting and preserving the earth's natural resources. **Code of conduct – BoDs & Senior Management –** https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download **ESG Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Privacy Policy –** https://www.ltimindtree.com/general-privacy-policy **Internally published –** Code of Conduct, Environmental, Health and Safety Policy
P3	Human Resources	LTIMindtree has various policies to support employee well-being. **Equal Opportunity Policy –** https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download **Prevention of Sexual Harassment Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Whistleblower Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download **Sabbatical Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Sabbatical-Policy.pdf?pdf=download **Maternity leave Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Maternity-Leave-Policy.pdf?pdf=download **Internally published –** Non-discrimination Policy, Grievance Management Guidelines, Code of Conduct, Drug free workplace, Higher study policy, Environmental, Health and Safety Policy
P4	Responsive to Stakeholders	LTIMindtree recognizes that businesses have a responsibility to maximize the positive impacts and minimize and mitigate the adverse impacts of its services, operations, and practices on all their stakeholders. **Policy for Determining Materiality of Information –** https://www.ltimindtree.com/wp-content/uploads/2019/05/Policy-for-determining-materiality-of-Information_Edited.pdf?pdf=download **Policy for Determining Material Subsidiary –** https://www.ltimindtree.com/wp-content/uploads/2018/11/Material-Subsidiary-Policy.pdf?pdf=download **Policy on Related Party Transactions –** https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download **CSR Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Whistleblower Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download **Dividend Distribution Policy –** https://www.ltimindtree.com/wp-content/uploads/2017/05/Dividend-Distribution-Policy.pdf?pdf=download

P5	Human Rights	The Code of Conduct details the policy with respect to human rights. LTIMindtree, through its Human Rights Statement, upholds human rights as enshrined in the Constitution of India and supports the principles in the United Nations' Universal Declaration of Human Rights. **Whistleblower Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/02/Whistle-Blower-Policy.pdf?pdf=download **Prevention of Sexual Harassment Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download **Equal Opportunity Policy –** https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **UK Modern Slavery Statement –** https://www.ltimindtree.com/wp-content/uploads/2023/01/UK-Modern-Slavery-Statement-FY-22.pdf?pdf=download Internally published – Code of Conduct, Anti-Slavery and Human Trafficking Policy
P6	Restore Environment	Environmental responsibility is a prerequisite for sustainable economic growth and for the well-being of society. LTIMindtree adopts environmental practices and processes that minimize or eliminate the adverse impacts of its operations across the value chain. In addition, employees are sensitized against wasteful usage of natural resources and conserve energy. **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Corporate Social Responsibility Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download **ESG Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download Internally published - Environmental, Health and Safety Policy
P7	Public Advocacy	While LTIMindtree may share its expertise to help in the formulation of public policy and advocacy with suppliers to imbibe sustainability and business responsibility practice, it does not directly engage in lobbying or advocacy activities and hence, does not have a specific policy for this purpose. **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **ESG Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download
P8	Inclusive Growth	Our Corporate Social Responsibility charter encompasses activities focused on the marginalized and vulnerable sections of society. LTIMindtree contributes to the overall development with a specific focus on disadvantaged, vulnerable and marginalized communities. **Corporate Social Responsibility Policy –** https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Nomination & Remuneration Policy –** https://www.ltimindtree.com/wp-content/uploads/2019/05/LTI-Final_NRC-Policy.pdf?pdf=download
P9	Customer Engagement	LTIMindtree believes that businesses should engage with customers and provide value in a responsible manner. Our Information Security Management System (ISMS) complies with ISO 27001 standard and paves a systematic approach to managing and securing information at LTIMindtree. This certification assures all concerned stakeholders that the Company has implemented adequate data protection and information security measures to mitigate information and cyber security threats. **Privacy Policy –** https://www.ltimindtree.com/general-privacy-policy **Policy on Preservation of Documents –** https://www.ltimindtree.com/wp-content/uploads/2020/10/Preservation-of-Documents-Ver1.0.pdf?pdf=download **Archival Policy –** https://www.ltimindtree.com/wp-content/uploads/2017/05/Archival-Policy.pdf?pdf=download **Supplier Code of Conduct –** https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download **Internally published –** Code of Conduct

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

As part of our ESG strategy for integrated entity LTIMindtree, we have re-articulated our ESG Vision defining specific goals, targets, and timelines with a clear roadmap.

AS LTIMINDTREE, WE HAVE SET BOLD AMBITIONS FOR LTIMINDTREE ACROSS EACH PILLAR



6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

We are progressing well to achieve our ambitious ESG vision. We shall continue to build on our capabilities and successes and set out on our next growth curve armed with upskilled and engaged talent pool, thriving communities, efficient sustainability practices, and industry leading economic performance to deliver triple bottom lined and sustained value to all our stakeholders. The ESG section in this Annual Report shares the details of our performance against the specific commitment, goals, and targets.

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements.

Business responsibility has developed new trends in the sustainability landscape. These are driven by initiatives that translate the sustainability philosophy into actions that impact companies and their stakeholders. There is worldwide acceleration post-pandemic toward embracing sustainability. Heightened focus on Environmental, Social, and Governance (ESG) intrinsically links business growth to ESG risks, opportunities, and disclosures driving sustainability of our organization.

Sustainability is ingrained in our DNA as an integral and non-negotiable element. It helps us foster a nurturing ecosystem to realize our vision of enabling businesses and communities to flourish in a hyperconnected world. LTIMindtree is on a mission for a tech that gives everyone a chance to grow by creating harmony between nature, humans, and corporate operations. We are a conscientious, futuristic, and sustainable organization committed to an inclusive vision, shared growth, and positive value creation for our stakeholders.

Sustainability is a cornerstone of our business strategy, and we put ESG principles at the heart of our operations. This allows for integrating ESG vision and reaching our goals in a responsible manner.

Our ESG 2030 vision and roadmap reflect the same. We are fully committed to fulfilling this by making our Company an environmentally, socially, and ethically responsible organization for diverse talent, providing equal and inclusive opportunities, and making meaningful technologies. Our ESG vision reflects our environmental stewardship, talent nurturing, and community care while achieving sustainable growth.

As climate change has become one of the biggest global challenges, we have set forth our bold ESG ambitions to become net-zero by 2040 and water-neutral by 2030 for our India operations. We aim to minimize the environmental impacts of our business operations and rejuvenate through green tech and innovation for emission reduction, increasing renewable power, managing water, and waste recycling initiatives with a clear roadmap.

Diversity in the workforce is part of our culture, and our various programs and initiatives towards equity and inclusion have helped us enhance gender diversity, foster an equal and inclusive workplace for our PWD and LGBTQ+ employees, and create an environment where multiple nationalities, ethnicities all thrive. We also have a focus to increase diversity of veterans in the organization.

Our CSR projects focus on Education, Health & Wellness, Livelihood, and Environment, Women Empowerment, and Persons with Disabilities (PwD) with an altruistic lens by upskilling, employing, educating, providing market support, and enabling beneficiaries for micro-entrepreneurship. We have been actively engaging our associates in CSR volunteering activities by providing a platform to interact with local communities with a sense of purpose and satisfaction.

At LTIMindtree, our ethics are paramount responsibility, and we believe in transparency and accountability in everything we do. We will go beyond standard requirements with strong principles, showing the direction for leading operations and making decisions, and defining higher standards towards greater corporate governance for all our stakeholders.

We aim to align sustainability principles, data analytics, and disclosures to drive our decisions and operations for more sustainable outcomes to achieve the purpose.

We lead to enable our value-chain partners to integrate the entire LTIMindtree ecosystem with sustainable practices in all operations. We are partnering with our customers and suppliers, society, and governments to create long-term shared value for all stakeholders.

I would like to thank and express my humble gratitude to all our stakeholders for their hard work, which led us to achieve multiple accolades in the ESG arena, testifying our commitment to sustainability.

We aim to be a harbinger of positive change and impact and shall continue this sustainable journey to build on our past achievements, collaborate as a team to augment business growth, and become a sustainability leader to get to the future - faster, together.

Chief Sustainability Officer
Paneesh Rao

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The highest executive authority responsible for implementation and oversight of the Business Responsibility policies is the CEO & Managing Director. Telephone number: +91 80 67064000 e-mail ID: sustainability@ltimindtree.com
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, our CSR Committee of the Board of Directors reviews and approves strategic directions and initiatives related to ESG, and take cognizance of issues, forces, and risks that define and drive the Company's long-term performance. The Committee actively discuss various ESG practices of the Company and encourage the senior management to take steps beyond regulatory requirements. The Committee presently comprises an Independent Director as the Chairperson and two other Directors (of which one is Independent Director) as members. This Committee reports to the Board and meets at regular intervals.

DIN	Name	Designation
02559000	James Abraham	Chairman
00190097	Apurva Purohit	Member
00823966	Debashis Chatterjee	Member

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes. All the policies are reviewed annually by the concerned stakeholders, i.e., functional heads and senior management. The policies and the changes thereof uploaded in Intranet or on our website.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes. We have a compliance management framework to track regulatory compliances. We maintain a list of applicable laws and a compliance checklist with due dates and compliance tasks which are identified and mapped to process owners who update the status with supporting evidence. It gets reviewed by the Global Compliance Team that carries out gap assessments and vendor compliance audits on a periodical basis. Key compliances/regulations are covered as part of internal audit every year. The Company has further enhanced the mechanism to monitor compliances by setting up the 'Compliance Committee' ('CC') which monitors the regulatory compliance performance, remediation plans for non-conformities, on an ongoing basis. Periodic updates on regulatory compliance performance along with status of remediation plan is also reviewed by Risk Operating Committee. The Global Compliance update is placed before the Audit Committee on quarterly basis and the committee updates to the Board at its meetings.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes. External expert agencies conduct audits on different subjects such as ISO 14001, ISO 45001, sustainability assurance and compliance audits. During the audit process they check the working of the related policies of the Company. They do it through checking policy elements, procedures, action plans etc.								

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Since LTIMindtree has Policies for every NGRBC Principle, this question is Not Applicable to us.

Section C: Principle Wise Performance Disclosures

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

At LTIMindtree, we hold a strong commitment towards integrity outlined through our values. Through effective sustainability risk monitoring, strong data privacy protection for stakeholders, transparent disclosures, a rigorous and fair Whistleblower & grievance redressal procedures, we intend to establish and maintain the highest standards of ESG governance at the Board and Executive levels. We approach governance with our value-based governance philosophy. Our strategy is to institutionalize governance to align with our responsible business. We ensure that our purpose, vision, mission, and governance are well aligned, and we leverage systems, policies, and several checks and balances to monitor the way it functions organization-wide. Our Code of Conduct is the guiding light for all our business interactions, and it makes sure that every employee conducts himself/herself with the highest standards of ethics and integrity. We respect the laws and regulations of each geography that we operate in and take every measure to make sure that we adhere to all required standards of disclosure and reporting. This transparency and accountability are an important part of our business and is more than just a checkbox activity for us, which helps us in building lasting relationships with stakeholders who have reposed their faith in us. It also includes general principles aimed at guiding employees in making ethical decisions. Apart from this, Ethical Governance is articulated in the Corporate Governance Guidelines, Charters of various Committees.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	Periodic awareness programs are conducted with updating on ESG matters, applicable legal requirements, market trends etc., as a part of Business Responsibility Programme*	Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance, Anti-Bribery and Anti-Corruption, Business Continuity and Crisis Management	100%
Key Managerial Personnel	Mandatory Business Responsibility Training programs (six e-learning courses) with annual assessment.	Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance Training, Anti-Bribery and Anti-Corruption Training, Business Continuity and Crisis Management Training	100%
Employees other than BoDs and KMPs	Mandatory Business Responsibility Training programs (six e-learning courses) with annual assessment.	Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance Training, Anti-Bribery and Anti-Corruption Training, Business Continuity and Crisis Management Training	95%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement	Nil				
Compounding fee	Nil				

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment	Nil			

The Company had no monetary and non-monetary fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY'23 based on materiality thresholds.

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable because no such non-compliance instances happened.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, LTIMindtree has a well-defined policy on Anti-Bribery and Anti-Corruption which articulates our commitment to counter bribery and corruption risks. The objective of this policy is to serve as a guide for all directors, executives, employees, and associated persons for ensuring compliance with applicable anti-bribery laws, rules, and regulations. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and to implementing and enforcing effective systems to counter bribery.

Our Anti-Bribery and Anti-Corruption Policy applies globally to all the employees of the Company working for all affiliates and subsidiaries of LTIMindtree Limited at all levels and grades, including Directors, Senior executives, Officers, Employees (whether permanent, fixed-term or temporary), consultants, contractors, sub-contractors, trainees, seconded staff, volunteers, interns, agents, third-parties or any other person associated with the Company or that performs functions or services in relation to, or for and on behalf of LTIMindtree. All employees of LTIMindtree are trained in Anti-Bribery and Anti-Corruption. Any violation of our Anti-Bribery and Anti-Corruption Policy should be reported to whistleblower@ltimindtree.com. The brief of the policy is available on the Company's website at: https://www.ltimindtree.com/wp-content/uploads/2022/11/Anti-Bribery-and-Anti-Corruption-Policy.pdf?pdf=download

5. Number of Directors/ KMPs/ employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against directors/ KMP/ employees that have been brought to our attention in FY22-23 & FY 21-22.

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable because there were no complaints received in relation to issues of Corruption and Conflict of Interest.

LEADERSHIP INDICATORS

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
0	Nil	0%

All supply chain partners are required to sign a Supplier CoC which covers anti-bribery and corruption, trade controls, antitrust, Responsible practices, Governance, ethics & compliance with law, fair business practices, conflict of interest, money laundering, data privacy, fair dealing and competition, insider trading, Whistleblower, POSH, labor practices and human rights, health, safety, and environment.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, LTIMindtree has a policy for determining Material Related Party Transactions to ensure that there is no conflict of interest arising out of Directors joining Board of Directors of other companies and/or any other conflict which may arise during the course of normal business activities. The policy is available at https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download

All related party transactions are entered into with prior approval of the Audit Committee. All related party transactions during FY-23 are on arm's length and in the ordinary course of business of the Company.

Further, all the Directors are expected to adhere to the 'Code of Conduct for Board & Senior Management' which, inter-alia, provides for avoidance of conflict of interest. The Directors disclose their interest in other entities on an annual basis and periodically (as and when there are changes), which is noted by the Board of Directors. Directors are expected to discharge their duties in a bona-fide manner, in the best interests of the Company and not allow any extraneous considerations that may impair them from discharging their duties effectively. The policy is available at https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Procurement at LTIMindtree aligns totally with the organization's sustainability focus, the green infrastructure imperatives, and the organization-wide application of sustainability. This implies green procurement, with its screening criteria based not only on quality and cost but also on the environmental impacts of purchase and usage over long time horizons. We are leveraging procurement in several ways, such as green procurement, bold investment in ESG, and so on. Environmental Management System ("EMS") (ISO 14001 standard) has been in place for several years and forms the core of the implemented EMS.

As we progress in the age of technology, we have identified that it is our responsibility to engage in more sustainable ways of working, enable clients to operate in a more energy-efficient manner and work for the betterment of communities. We always keep an eye on the value we deliver for the client and its impact on Environment, Social and Governance factors. LTIMindtree incorporates environmental and social considerations in all its business operations and ensures engagements with stakeholders are conducted in keeping with the norms of good governance, ethics, and transparency.

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of Products/Services and processes to total R&D and capex investments made by the entity, respectively.

	FY 2022-23	FY 2021-22	Details of improvement in environmental and social impacts
R&D	4.52%	2.92%	• Low-cost modules for 5G network deployment in rural areas. • Quantum research. • Development of different types of accessible switches and a website towards quizzing for PwD children. • End-to-End reinforcement learning based conversation agent with summarization and emotion understanding capability called "Maitreyi". • Develop modular satellite subsystems and integrate them into a nanosatellite to launch by ISRO. • Prototype table narrative generation model table to text generation and training/fine tuning dataset for query-based table to text generation. • Enhance learning and collaboration outcomes of individual interactions in a metaverse. • Seed funding & mentorship to start-ups working for benefit of the masses, differently abled or the environment. • Research on emerging business models in manufacturing sector.
Capex	0.82%	0.55%	Capex is mostly on our infrastructure. Better equipment and better buildings improve our energy, water efficiency and accessibility. Capex investment at organization level includes total additions to Property, Plant and Equipment (PPE) and intangible assets.

2. (a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, LTIMindtree has a procedure in place for sustainable sourcing where all the new and existing supply chain partners are mandatorily evaluated on environment, health & safety, and sustainability parameters (child labor, forced or compulsory labor, working conditions at supplier sites, Vendor diversity, MSME status, anti-slavery and human trafficking, POSH policies, Quality certification and protection of the environment) before onboarding.

LTIMindtree strives to apply green procurement objectives to its overall procurement strategy and is involved actively in identifying and generating green alternatives to traditional purchasing. We actively engage with and influence our supplier ecosystem towards better sustainability. We believe in helping our supply chain partners to inculcate sustainable practices and processes in their operations too. Going forward, we are stepping up our efforts to influencing this task in a more tangible way. Our procurement strives to factor in responsible practices in its processes as it looks forward to influencing the supply chain towards better sustainability.

LTIMindtree prefers to procure goods and services from local & small vendors who are within the state. Wherever possible, we procure our non-IT products from local businesses. It supports and helps uplift the communities in which we function and also reduces our supply chain cost, time to market and environmental footprint.

EHS Policy of the Company also emphasize on sustainable procurement. At regular intervals, the Company meets its contractors and suppliers to understand challenges and implement best business practices. As part of our environmental/ sustainable practices, we have agreed with OEM partners, like our laptop suppliers, to not use Thermocol and Styrofoam for packaging. For all purchases, we have specifically incorporated sustainable guidelines as part of Purchase Order terms.

Procurement at LTIMindtree aligns totally with the organization's sustainability focus, the green infrastructure imperatives, and the organization-wide application of sustainability. Our supplier code of conduct includes the normative clauses on EES parameters such as labor (child labor, forced or compulsory labor), working conditions at supplier sites, and protection of the environment. It outlines our commitment to make our supply chain more responsible and sustainable.

(b) If yes, what percentage of inputs were sourced sustainably?

As part of the onboarding process for suppliers, we require their acceptance of the Supplier Code of Conduct that includes business responsibility practice and sustainable sourcing practices. It is mandatory to furnish this before onboarding as supply chain partners. In case of partners not willing to sign, we take their SCOC and vetted by legal team for sign off.

Sustainability sourcing percentage = 11% for FY 22-23.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Given that LTIMindtree is an IT Services Company, we do not reclaim any products for reusing, recycling, and disposing at the end of life. However, LTIMindtree has waste management strategies in place for its own operations. We are arduously working towards generating less waste by focusing on the behavioral aspects of waste generation. We ensure that all waste we generate from our activities is reused, repurposed, or recycled through authorized recyclers and vendors. We have a robust system of segregation at the source which is collected and managed using the principles of the circular economy. LTIMindtree conducts an audit on waste recycling vendors for the safe disposal of e-waste, used lube oil, battery waste and other hazardous waste.

Plastic waste: Non-biodegradable plastic waste generated within our operations is sorted out safely and disposed to authorized vendors for recycling/ reuse. All LTIMindtree facilities have also resorted to using 100% biodegradable plastic garbage bags to collect and dispose of wet waste, diverting thousands of disposable plastic waste in the process.

E-waste: All electronic waste generated within LTIMindtree premises is discarded within 180 days to registered recyclers, who are authorized by the State Pollution Control Boards, as per the E-waste (Management) Rules, 2016. Recycling certificates are obtained from the respective vendors once the process has been completed to ensure safe disposal. Employees have an option to buy back the laptop after five years, thereby reducing the e-waste being sent for disposal. We also donate laptops in good condition to schools through our CSR Foundation.

Battery waste: All the battery waste generated is disposed through the SPCB-authorized vendors as per the regulatory requirements.

Hazardous waste: All hazardous waste is disposed off through Waste Recyclers authorized by the State Pollution Control Boards at the respective locations. Post disposal, the manifest is being submitted to the authority on the confirmation of the same.

Other waste: Biodegradable food waste is treated onsite through composting for manure generation which is used for our campus landscaping. The extra manure is also distributed to employees.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Extended Producer Responsibility is applicable to LTIMindtree's business activities as a bulk consumer of electronic equipment only. The Company disposes and manages the E-waste generated from its internal operations in alignment with the E-waste Management Rules, 2016.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment	Whether conducted by independent external agency (Yes/No)	Results communicated in public
620	LTIMindtree undergoes CMMI assessment- and ISO Certifications for development, Maintenance, Support and Testing projects where complete lifecycle of projects is covered	100%	Cradle-to-grave Full life cycle	Yes	Refer Annual Report FY 2022-23

We conduct LCA on our internal operations as a part of Environmental Impact Assessment to determine LTIMindtree's control or influence over the environmental impacts associated with each Life Cycle Stage of the environmental aspect. We are committed to reducing emissions and minimizing our environmental impacts of our operations. Detailed disclosure in this regard is available in the ESG section.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
No significant social or environmental impact	Nil	Nil

LTIMindtree is an IT Services Company, and we don't produce any products. We conducted LCA of our internal operations. There are no significant adverse social/environmental impacts/risks in the Financial Year 22-23.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Refer to Principle 6 of the BRSR in the Integrated Annual Report.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed.

LTIMindtree is a global IT services and consulting company and we do not manufacture any products. Most categories of waste are appropriately reused and recycled, and disposed as per the applicable regulatory requirements. The metrics and details of which are furnished in Principle 6-Essential Indicators 8 & 9.

5. Reclaimed products and their packaging materials (as percentage of products sold) for product category.

Not applicable as we are an IT services company, and we don't manufacture any products.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Being an inclusive organization, our people strategies are focused on providing an exceptional employee experience through a variety of learning opportunities, rewarding careers, and a safe and healthy workplace. These include workplace health and safety programs, occupational medical and healthcare services programs on lifestyle, diseases and mental well-being, in addition to comprehensive medical benefits programs. LTIMindtree endeavors to follow the principles of diversity and fairness with all our value chain partners, in terms of human rights, employee welfare, health and safety, standards of minimum wages and maximum working hours. In the ever-changing landscape of our industry, the only way for us to keep setting new growth records is to keep improving the advantage that our family of employees bring to the table. Hence, LTIMindtree spends significant time, effort, and resources in making sure that our employees have access to opportunities for growth and development and are empowered to drive their own career at LTIMindtree.

ESSENTIAL INDICATORS

1. (a) Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	58,528	58,528	100%	58,528	100%	NA	NA	58,528	100%	58,528	100%
Female	25,998	25,998	100%	25,998	100%	25,998	100%	NA	NA	25,998	100%
Others	20	20	100%	20	100%	20	100%	20	100%	20	100%
Total	**84,546**	**84,546**	**100%**	**84,546**	**100%**	**25,998**	**100%**	**58,528**	**100%**	**84,546**	**100%**
Other than Permanent employees											
Male	3,356	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	972	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Others	6	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**4,334**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Note: Insurance for our sub-contractors is provided by the respective vendors who would place these sub-contractors at LTIMindtree. This is mandatory & part of the contract signed between LTIMindtree & vendors. We do not cover sub-contractors for maternity, paternity, and day care benefits.

- Maternity benefits are provided to LTIMindtree employees as per the Maternity Benefits Act 1961.
- Health insurance includes ESIC coverage.

2. Details of retirement benefits, for Current FY and Previous Financial Year

Benefits	FY 2022-23		FY 2021-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority(Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority(Y/N/N.A.)
PF	100%	Y	100%	Y
Gratuity	100%	Y	100%	Y
ESI	2%	Y	2%	Y
Others – Post Retirement Medical Benefit	53%	NA	51%	NA

Note:
This table represents retirement benefits for employees working in India. All our employees working outside India are eligible for retirement benefits according to the applicable laws of the land.

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Our offices have been designed with a strong emphasis on inclusivity and accessibility. Our office spaces are equipped with designated parking slots, height-adjustable workstations, foldable stretchers, evacuation chairs, wheelchair accessible ramps at entrances, and specially designed washrooms with grab rails and access. We have also installed panic buttons in the PWD restrooms to ensure the employees are able to immediately alert the security team in case of any emergencies.

We are also in the process of implementing other aspects of accessibility such as tactile maps for persons with vision impairment etc. We have conducted a facilities audit and are working on closing the gaps identified.

It is our endeavor to continuously strive for improvement and enhance our infrastructure to cater for the needs of differently abled employees.

LTIMindtree believes in going beyond what is mandated by law. We have a reasonable accommodation policy that enables persons with disabilities to avail themselves of the benefits and privileges of employment equal to those enjoyed by similarly situated people without such needs. As part of the Diversity, Equity & inclusion processes, we conduct PWD sensitization programs for the whole organization in order to build a more inclusive environment and enable teams to craft inclusive practices in their functions to integrate people with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. LTIMindtree is an Equal Opportunity Employer with an Equal opportunity policy which strongly endorses the right of equal opportunity for associates who are differently abled. We commit to carrying out the provisions of the Rights of Persons with Disabilities Act, 2016 ("Act") in letter and spirit including providing specific opportunities in identified positions where they could be employed. As an inclusive employer, LTIMindtree actively encourages the recruitment, development, and retention of people with disabilities, provides equal opportunity in the workplace, and is committed to providing a safe, accessible, and healthy work environment. Recruitment of people with disabilities, in addition to providing necessary and customized support to help them realize their potential, is encouraged at LTIMindtree. We also support employees who have acquired disabilities during their employment. This policy is available at https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download

5. Return to work and Retention rates of permanent employees that took parental leave.

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	99.9%	71.0%
Female	98.8%	66.9%
Total	**99.5%**	**69.8%**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes. Grievance Redressal process is available to all our employees to raise their concerns or grievances to the management. It ensures that all such issues are addressed promptly, impartially, and justly. Depending on the employees' interest & option, he/she can raise the grievance, either in writing or orally to the concerned people as defined in this policy. Our employees can always raise their grievance by having a face-to-face meeting with their immediate superior or the BU Human Resource Head. An employee can also raise their concern in writing through an e-mail mentioning clearly about the details to the immediate superior and/or to the Human Resource Department. All allegations or complaints will be dealt with as quickly as possible. We have mechanisms wherein our internal systems and policy intend to ensure that any grievance related to fairness and equity among employees are logged, tracked, and responded to within a defined SLA. In addition, the Whistleblower mechanism is available for reporting genuine concerns on actual or suspected fraud relating to business operations of the Company. It provides a formal platform to share grievances on various matters. All stakeholders (investors, associates- including permanent and on contract, customers, and suppliers/ vendors) can raise grievances or complaints by sending an e-mail to whistleblower@ltimindtree.com. On submission of the Protected Disclosure, the Whistleblower Investigation Committee will act on the Protected Disclosure. POSH policy is in place to ensure a safe, secure, and congenial work environment, without any gender bias, inhibition, or fear and to spread awareness about the causes and consequences of sexual harassment at workplace. The POSH (Prevention of Sexual Harassment) Policy aims to prohibit, prevent, and provide redressal mechanism for sexual harassment incidents. This policy is available on LTIMindtree's website and is applicable to everyone working for the Company globally, regardless of whether they work part-time or full-time, consultants, contract staff, subcontractors, clients, visitors, suppliers, customer's employees, vendor's employees, and any other individual in relation to any work-related activity. Any employee who feels or believes that he or she has been subjected to or witnessed sexual harassment in the Company premises (and/or Company-sponsored or work-related activities held outside the Company's premises) has an obligation and duty to report the same to POSH@ltimindtree.com. Any reported allegations of harassment, discrimination or retaliation are dealt with in accordance with the provisions of law and are investigated promptly.
Other than Permanent Employees	Yes, other than permanent employees of LTIMindtree are also entitled to share their grievances through the Whistleblower and POSH mechanisms covered under the respective policies. In addition, grievances can be sent through e-mails and face to face discussions with supervisors or human resource manager.

7. Membership of employees in association(s) or Unions recognized by the listed entity:

Category	FY 2022-23			FY 2021-22		
	Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees in respective category (C)	No. of employees in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	84,546	Nil	0%	79,594	Nil	0%
- Male	58,528	Nil	0%	54,621	Nil	0%
- Female	25,998	Nil	0%	24,966	Nil	0%
- Others	20	Nil	0%	7	Nil	0%

Freedom of association is a basic human right. All our associates have the freedom and right to join any associations, unions, or groups that exist in line with local government regulations. But we don't have any trade unions or collective bargaining agreements in India.

8. Details of training given to employees:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Male	61,621	13,185	21.40%	51,056	82.85%	59,554	12,906	21.67%	50,722	85.17%
Female	26,902	4,535	16.86%	23,042	85.65%	26,897	7,373	27.41%	24,049	89.41%
Total	**88,549**	**17,723**	**20.01%**	**74,098**	**83.68%**	**86,458**	**18,133**	**20.97%**	**74,772**	**86.48%**

Health and Safety Measures:

A lot of sessions on health and safety are conducted for employees and support staff to enhance awareness. Various mechanisms are implemented in the system to ensure employees and other stakeholders can report in case of any hazards or risks identified or in case of any workplace related accidents like portal system to login the issues, complaint register at the entry office and green cards at all building lobbies. Also, a safety tree is displayed at the buildings to showcase the number of incidents or accidents that happened in the particular month. Emergency mock drills on various scenarios are conducted as per the defined frequency to showcase the effectiveness of our emergency preparedness and response and to raise the level of awareness on how to act safely in the event of an emergency. In addition, various events and competitions are conducted to enhance health and safety awareness among the employees and support staff.

Skill Upgradation:

We work with our global customers to provide end-to-end Digital and IT solutions and to support in their digital transformation journeys. Our strategy focusing on key verticals, service lines and geographies has the potential to power our long-term growth by sharpening employee skills across technology, industry domain, delivery management, innovation, human skills, and leadership learning dimensions. Learning and development team plays an important role in ensuring our employees are 'Future Ready' which is one of the key components of the Organization values.

The explosion of digital technologies, pervasiveness of Cloud, evolution of Machine Learning, Blockchain, Internet of Things and Artificial Intelligence continue to disrupt established ways of doing business. To match the pace and demand, businesses require a workforce that is multi-skilled (full stack), agile and future ready. Such talent is in short supply in the market. We realized earlier on that conventional recruitment and talent management are neither cost-effective nor sustainable. As a result, our talent strategy is built upon our highly engaged, people-centric culture.

For us, the key is to encourage a learning and innovation mindset with challenging, growth-oriented role-based career paths, aligned to our business strategy and employees' aspirations. Our talent development takes a holistic view via an integrated framework of learning journeys, career development, job rotations, role progression and staffing opportunities. Starting from our campus recruits, who undergo a dedicated 90-day residential training program, to lateral recruits and employees across all levels, various talent development initiatives form an integral part of an employee's experience. To complement this, we have created a competency taxonomy that factors the evolving business and technology landscape, allowing role and skill-based pathways that enable employees to move from traditional to emerging areas. Our digital learning platform, with a multitude of 'learn anywhere, anytime' upskilling and reskilling initiatives, has more than 5,000 key courses on new-age skills. This integrated approach is helping us to attract and retain talent.

We offer diverse channels, formal and informal – for the learning and development of our employees. Our digital learning platform is a one-stop shop for all learning and development such needs. It offers interventions at various levels and consists of self-paced courses, virtual programs, classroom programs, certifications, workshops and so on. Courses are organized into 101s, 201s and 301s and are curated into learning paths and packages. Learning is made possible anywhere, anytime across devices, making continuous learning pervasive. Every employee should complete assigned learning and attain certain minimum mandatory learning credits based on their learning dimension in a year as part of our learning process.

Learning Partners associated with each service line play a key role in proactively counselling and guiding the employees to make informed choices regarding their roles, acquiring proficiencies at par with market demand and aligning interested employees for the roles they perform within their Projects. Our Learning Platform offers employees an exclusive space to understand and align their roles to the requirements of the organization and our customer. Collectively, these steps ensure alignment between the organization and our talent strategy.

9. Details of performance and career development reviews of employees:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
			Employees			
Male	51,321	51,321	100%	42,797	42,797	100%
Female	23,255	23,255	100%	19,171	19,171	100%
Total	**74,576**	**74,576**	**100%**	**61,968**	**61,968**	**100%**

Note:

Columns A & C correspond to the number of employees eligible and Columns B&D denote number of employees who submitted their annual appraisals in FY23 and FY22 respectively.

Periodic assessment of performance helps us to better equip ourselves to meet our goals and thereby make a significant contribution to the organization's goals. The objective of the Annual Appraisal is to facilitate a fair and transparent system of performance review and discussions of the annual goals between employee and manager. It involves reviewing the past, analyzing the present, and planning for the future. Furthermore, the Nomination and Remuneration Committee of the Board evaluates the performance of the members of the executive management on an annual basis.

10. Health and safety management system:

(a) Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, Occupational health and safety management system has been implemented by LTIMindtree. It covers the entire operations including all facilities and offices. EHS (Environment, Health & Safety) policy has been established with coverage across all locations. It describes our philosophy and commitment towards managing key aspects of HSE. It addresses the concerns related to the environment through the following commitments outlined below:

(i) Meeting all the environment-related compliance requirements (like hazardous waste annual returns, environmental audit statements, battery returns and e-waste returns) across their business locations in the country in a timely manner

(ii) Enhancing sustainability initiatives to reduce the Company's carbon footprint and thereby continuously monitor the carbon data

(iii) Conserving natural resources by minimizing usage, reusing, and recycling material and by purchasing recycled material

(iv) Ensuring the optimum consumption of energy throughout our business, including conserving energy, improving energy efficiency by use of energy-efficient devices, and giving preference to renewable over non-renewable energy sources wherever feasible

(v) Striving to prevent pollution and minimize the environmental impacts

(vi) Educating our suppliers to operate consistently with our Supplier code of conduct and applicable environmental standards

(vii) Setting targets for continuous improvements on environmental performance indicators and reporting our performance to our stakeholders.

In line with LTIMindtree's vision, philosophy, and EHS Policy, management systems have been implemented in accordance with the International Standards ISO 45001:2018 (Occupational Health and Safety Management System Standard). EHS Management System defines the mandatory requirements for systematic management and execution within the organization. The Company's Integrated EHS Management System is accredited by international certification bodies.

Our delivery centers across locations are certified for ISO 45001: 2018 and undergo a biannual internal audit and yearly Surveillance/ Re-certification audit through a third party. As per the requirements of ISO 45001: 2018 standard, all our facilities undergo a Hazard Identification and Risk Assessment (HIRA) which covers all occupational risks and hazards and their corresponding administrative, technical and process controls to mitigate the risks and elimination of risk being the ultimate objective. Our buildings are equipped with

state-of-the-art safety measures like Fire Fighting Systems, Smoke Detectors, Fire Alarm System, Water Leak Detection System for Data Centers, CCVT Control Room to name a few, thus contributing towards building a safe and secure eco system for our employees.

There is strong emphasis on training around Occupational Health & Safety and our employees and contract staff undergo regular training through internal and external trainers via online and classroom sessions. Ergonomics, Safety at Home, Well Being at Home, Electrical Safety, Fire Fighting Training are a few important training sessions conducted.

(b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Facility Risk Assessment, primarily for office premises and Hazard Identification & Risk Assessment has always been a key focus area of our Health & Safety program implementation. These risks are identified, evaluated, and assessed for impact based keeping in view our operational complexities.

The process of HIRA (Hazard Identification & Risk Assessment) as per ISO standard requirements identifies risks arising out of our operations which includes a documented procedure to carry out assessment of work-related hazards and risks for all routine (checks of equipment such as UPS, HVAC, DG, operation of pumps, housekeeping operations etc.) and nonroutine (renovation of buildings, new installation of equipment and any other unplanned ones) activities carried out at any location. This assessment further translates into implementation of administrative, technical and process controls to mitigate and reduce the recurrence of these risks.

Hazard and risk identification is carried out by the process owners in consultation with the safety experts. The process owners are responsible to ensure adequate controls are identified and implemented to control the identified OHS risks. Mitigation plans and controls are provided to eliminate the identified hazards and risks.

We conduct a Hazard Identification and Risk Assessment (HIRA) periodically or anytime there is a change in process, new equipment, or service, and build risk mitigation plans. The following steps are taken to assess risks and hazards:

- Break down the job into successive steps or tasks
- Identify the hazards associated with each step and task
- Identify controls in place for each hazard
- Identify applicable legal obligations relating to risk assessment and implementation of necessary controls
- Estimate the potential severity of an incident associated with each hazard from both safety and health aspects
- Estimate the probability of an incident occurring for each hazard (given existing controls)
- Calculate the risk
- Identify possible additional controls needed to eliminate these hazards.

It enables us to identify and contain incidents that may cause an injury to people or property. The assessment is followed up with documentation of risks and hazards present within our environment, their causes, associated consequences and risk and hazard containment recommendations.

With the COVID-19 pandemic affecting our routine office operations, it added a new dimension to identifying hazards and risks associated with it. Thermal scanners, In house sanitization capabilities, removal of bio metric scanners, enhanced deep cleaning of frequented areas, regular advisories, restrictions on large gatherings, scattered seating arrangements, are a few counter covid measures adopted. The new normal hybrid work environment has been well adapted to and it is our constant endeavor to regularly assess the risks associated with it.

As LTIMindtree is an IT Service company, there are no product risks but there are those related to the provision of services like ergonomics in work as well as those associated with the operation of utilities and employee commute. Participation and consultation with relevant personnel involved in the activities is ensured during the process of risk assessments. Risks are also assessed prior to and post the development of new buildings. Experience from previous projects and current operations are also considered. We continually monitor our construction sites where infrastructure is being established.

(c) Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, LTIMindtree has various reporting mechanisms (like GENIE) to ensure that all work-related incidents (which include accidents, near misses, unsafe conditions, and unsafe acts) are reported and closed after taking necessary corrective actions. These mechanisms ensure that employees, support staff and other stakeholders have access to report in case of any hazards or risks identified, workplace related accidents such as portal system to login the issues, complaint register at the entry office and green cards at all building lobbies. The purpose is to identify work-related hazards that can be controlled and those that can influence the overall environmental performance of the Company and determine the significance of the associated environmental impacts. Support staff are also regularly briefed to enhance awareness of the reporting mechanism.

(d) Do the employees of the entity have access to non-occupational medical and healthcare services? (Yes/No)

All our permanent employees and their families (including spouses, children, and parents/ in-laws) have access to non-occupational medical and healthcare services. As per the agreement signed with all our "sub-contractor vendors," it is mandatory for the vendor to provide non-occupational medical & healthcare services to all the subcontractors deployed at LTIMindtree locations all over India. In overseas geographies, nonoccupational medical and healthcare services are provided as per the country regulations.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.19
Total recordable work-related injuries	Employees	4	4
No. of fatalities	Employees	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil

Typical to any service sector company operating out of office-based premises, the most common injuries occur due to slips, trips and falls or being struck by stationary objects, road accidents in company provided transport. LTIMindtree ensures 100% closure of the reported incidents with appropriate medical care support, corrective and preventive actions.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

LTIMindtree recognizes that environmental health & safety (EHS) and overall physical and mental well-being of its employees is integral to its success and growth aspirations as spelled out in its EHS Policy. LTIMindtree is committed to provide safe workplaces focusing on preventing injuries, illnesses, and continuously strives to eliminate hazards and reduce OHS risks. Our Global Facility Management Team has stepped up readiness for employees returning to the office so that they feel safe in the workplace. There have been key infrastructure enhancements to ensure adequate sanitization stations, minimal contact with bare surfaces, thermal scanning at key access areas, and effective prompts to maintain social distancing.

A robust management system is in place to ensure that management objectives are met, sustained, and consistently improved. We adopted the ISO 14001 (Environmental management systems) and ISO 45001 which are international standards detailing requirements related to health and safety management systems. This enables us to control our risks and improve our performance. These standards have been identified as the most relevant standards that could be adapted to meet our requirements.

Our internal reporting systems are equipped with online tools wherein employees, contractors, contract staff, visitors and clients can raise health & Safety concerns, if any. These incidents are then assigned to relevant teams for a Root Cause Analysis and come up with CAPA (Corrective Action Preventive Action) plans.

We follow the OHS Framework principles at all our facilities in India. Our EHS Policy covers all our locations and people - permanent employees, contractual employees, and vendors. We comply with all applicable health and safety regulations. LTIMindtree has occupational health and safety key matrix with regular monitoring of OHS compliance, near-miss recordings, incident recordings, lost time injury recordings, ergonomics, monitoring and measurement, and training & awareness.

Some of the mitigation measures to prevent or mitigate significant occupational health & safety impacts include,

- Provision and maintenance of fire detection, alarm, and suppression systems
- Regular site review, inspections, and audits to assess safety preparedness
- Regular mock drills for fire as well as medical emergencies on quarterly basis
- Provision of ergonomically designed chairs and workstations to prevent musculoskeletal disorders (MSD's) and low radiation computer monitors for better visual health
- Digital monitoring of drinking water quality, indoor air quality and periodic cleaning of the HVAC ducts to avoid sick building syndrome.
- Regular training on occupational health & safety training to sensitize employees on OHS aspects to inculcate a culture of safety
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation, ergonomics among others
- Organizing EHS activities such as health check-ups and awareness camps, wellness camps and health sessions across PAN India facilities

There are no major H&S risks associated with LTIMindtree services as the Company provides customized software solutions and IT services.

13. Number of Complaints on the following made by employees:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

LTIMindtree has always prioritized the health, safety, and well-being of our associates through establishment, implementation, maintenance and continual improvement of our processes and practices that guarantee a healthy and safe working environment for all our associates. There were no complaints by our associates concerning working conditions or Health & Safety in FY 22-23 and FY 21-22.

14. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	100%. All LTIMindtree India locations undergo third party assessments, audits and are certified by qualified auditors for ISO 45001.
Working Conditions	100%. All the offices were assessed with the help of the Company's compliance partners.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

H&S – Yes. At our organization, we have established an Environmental Health and Safety policy to emphasize the importance of maintaining a safe and healthy workplace for all employees & partners who work on our premises. In-house EHS team monitors all the health & safety measures implemented on ground to ensure there is no deviation from the set process. To Identify hazards/risks within the premises, Hazard identification and risk assessment is done prior to each activity, and it is reviewed periodically. Appropriate control measures are implemented to mitigate the identified hazards/risks. In addition to the risk assessment, we have established an incident reporting process at our facilities, where all the employees, partners, visitors, and clients can report any hazard/risk they identify through Genie or Green cards. Incidents are tracked, and corrective actions are taken to ensure a safe working place. Awareness on emergency preparedness is given to employees periodically and training is conducted to partners as per the schedule to create awareness on health & safety.

At one of our Bengaluru facilities, we have replaced old AHU filters with MERV-13 filters to improve indoor air quality at the workplace. We also have initiated the installation of the panic button in PwD restrooms in a phased manner, to enable them to reach the security team in case of any emergencies. As of now, the initiative has been completed at our facility in Hyderabad and Bhubaneshwar. In Hyderabad facility, we have installed a fire suppression system for electrical panels. The system has the capability of auto detection and instantaneous activation and does not involve human intervention to extinguish the fire in case of possible incident. We have also initiated phased manner of installation high speed hand driers at restrooms across facilities. The Touch free high speed hand dryers help to reduce cross contamination and avoid generating contaminated waste. The activities have been completed at our few facilities in Bangalore and Hyderabad.

Working Conditions – No corrective actions were required because we didn't have any risks/concerns arising from assessments of working conditions.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of Employees (Y/N)?

Yes, all our employees are entitled to life insurance or any compensatory package in the event of death of employees. However, the package is based on the designation of the employee. LTIMindtree provides employees with outstanding health benefits, some of which are available to their families. In addition to affordable health insurance, LTIMindtree provides benefits such as retirement provisions (provider funds, gratuity), group term life insurance, parental leave, stock ownership, personal accident insurance, superior maternity support programs, nutrition, psychological counseling, health plan incentives, etc.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Third Party Audit has been done for all Subcon Vendors. Apart from this, we have an internal team who reviews the compliance of all vendors.

We conduct a quarterly vendor audit, with the help of outsourced auditors to check and ensure that the statutory dues have been deducted and deposited appropriately by the vendors. Adherence to the applicable statutory provisions including payment and deduction of statutory dues is incorporated in the contract agreement with the value chain partners. The Company makes sure that all the relevant clauses dealing with statutory compliance are validated and honored by both sides.

The scope of audits also cover Labor Compliance asks such as:

- Prohibition of Employment of Child Labor Statutory Compliance- Provident Fund ("PF"), Employee State Insurance Corporation ("ESIC"), Professional Tax ("PT"), Labor Welfare Fund ("LWF")
- Availability of Labor License with vendor under Contract Labor (Regulation & Abolition) Act, 1970
- Payment of minimum wages
- Salary disbursement
- Vendor to hold WC ("Workmen compensation") policy/ GPA ("Group personal accident") policy for employees not covered under ESIC Scheme.

3. Provide the number of employees having suffered high consequence work- related injury/ ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil

No employees have suffered high consequence work-related injury/ ill-health/ fatalities.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

No, we do not have any transition assistance programs.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

LTIMindtree expects all its value chain partners to follow the applicable regulations including Health and Safety and Working conditions. To ensure responsible business conduct throughout our value chain, suppliers are contractually bound to adhere to LTIMindtree's Supplier Code of Conduct, sustainable practices, and corporate governance. These policies mandate to ensure healthy working conditions for employees and has zero-tolerance for human rights violations.

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable as our value chain partners were not assessed for Health and safety practices and working conditions.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Stakeholder involvement is essential for LTIMindtree to promote responsible and sustainable business practices that benefit both the Company and its stakeholders. Engaging with stakeholders serves the larger goal of better understanding the risks and possibilities connected with the social, environmental, and economic framework within which the Company operates. These characteristics aid in identifying stakeholders across the value chain who are important to the business and society and necessitate meaningful engagement.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

We are an organization born inclusive in nature and purpose. Since our inception, we have included diverse segments of people in our talent pool, contributed to social causes even in tough business climates, treated suppliers like our partners and our customers with dedicated commitment, all along driven by our inclusive values and principles. They indicate how LTIMindtree extended its inclusivity to larger stakeholders from the beginning with its insistence on stakeholder identification and engagement.

LTIMindtree identifies and prioritizes its key stakeholder segments based on their impact on the organization and the organization's impact on them. LTIMindtree engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium, and long-term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders identified in consultation with the Company's management are: customers, employees, investors, suppliers, industry bodies such as NASSCOM and CII, governments, NGOs, local communities, regulators, and society at large. Stakeholder interactions might be structured (e.g., surveys, account statements) or unstructured (town halls, 1x1 meetings). Based on mutual convenience and need, the engagement may be scheduled as needed, or pre-scheduled on a periodic basis (monthly/ quarterly/ annual) or ongoing (e.g., website, social media).

We have built a vast range of forums to constantly engage with all our stakeholders. The forums collect stakeholder concerns, which in turn act as inputs for our policies, strategies, actions, and materiality assessment.

Our exercise of identification and prioritization of stakeholders has shown us several segments to be constantly engaged with. The wide range of engagement platforms we have designed helps us be in touch with their concerns and expectations in a two-way dialogue. These platforms also work as a source of critical stakeholder feedback for us. LTIMindtree keeps evolving these platforms periodically, revamping and refining them as per the needs and requirements of the stakeholders and the business.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Client Satisfaction Survey (CSAT) through independent 3rd party consultant	Annually	Understanding customer's perception at account management and to measure level of client experience we deliver to our clients. In this survey various levels of clients are covered right from CXO, Senior management to middle management level.
		Feedback through LTIMindtree Client Satisfaction Survey (CSS) tool	Half yearly	Quality of work delivered, Business value, Resilience, and innovation. Feedback taken at Project, engagement and individual employee level feedback.
		Project-related calls and meetings Project management reviews Relationship meetings and reviews Steering committee meetings/Quarterly Business Reviews (QBRs) and briefings Customer visits Responses to RFIs/RFPs Sponsored events Mailers, Newsletters & Brochures Corporate website Social media	Ongoing	• Understanding client, industry and business challenges. • Identifying opportunities to improve our services for cross-selling. • Deciding on investments and capabilities required to fulfil demand. • Understanding client's data privacy and security requirements.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	CEO Connect	Quarterly	• Direct interaction with senior leaders
		All Minds Meet	Annual	• A platform to interact with the senior management, ask questions and voice opinions.
		R&R Awards	Quarterly	• Employee motivation • Retention • Career development
		Appraisals	Annual	• Performance appraisal discussions • Career Management and Growth Prospects • Learning opportunities • Compensation structure • Building a rewarding culture and inculcating innovative work practices among employees. • Ongoing desire for more flexible working policies. • Improving Diversity and Inclusion
		Town halls Roadshows Project or operations reviews Video/ audio conferences One-on-one counselling	Ongoing	• Website • Ultima Works intranet • Grievance redressal system
Communities & NGOs	Yes	Community meetings Pamphlets Newspaper	Periodic	• To identify the real needs of the community and priority that the community accords to the needs being met. • To listen to the feedback from the community on the impact of the projects executed in the recent past.
Suppliers	No	E-mails S360 portal Vendor meets	Ongoing	• Stronger partnerships • Demand Sustainability • Credit worthiness • Ethical Behavior • Fair Business Practices • Governance
Investors & Shareholders	No	AGM	Annual	• To provide the shareholders with an opportunity to express and vote on the matters related to the Company. • To make them aware of the Company's performance and take valuable suggestions. • Educating the investor community about LTIMindtree's value creation model and business strategy for the long-term. • Apprise and explain investors the IT services industry dynamics and LTIMindtree's performance. • Helping investors voice their concerns regarding company policies, reporting, strategy, etc. and addressing them adequately and to their satisfaction. • Understanding shareholder and investor expectations from the Company.
		Investor Day	Annual	
		Quarterly earnings call	Quarterly	
		Investor Meetings	Ongoing	
		Stock Exchange notifications	Ongoing	
		Press Conferences		
		Newsroom Releases		
		Investors Page on the website		

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Bodies	No	Workshops Industry Events	Annual	• Ethical governance • Sustainability Disclosures • Ensure 100% compliance to all local laws
Academic Institutions	No	E-mail Community Meetings Notice Board	Continuous: Corporate and Career Websites Campus recruitment drives	• Job creation • Internship opportunities
Industry bodies	No	Conferences and seminars Committee meetings Surveys	Ongoing	• Understand areas for sustainable development & leverage best practices. • Public Policy Advocacy • Work in partnership to develop solutions to global challenges.
Media	No	Corporate Website Press releases Media opportunities – interviews, bylines, quotes Sponsored (industry) events/ Marketplace presence	Ongoing	• Communicate the Company's strategy, performance, and way forward. • Amplify LTIMindtree's brand as a responsible corporation. • Safeguard the reputation of the Company. • Showcase thought leadership and company capabilities. • Drive Business Development and insight into public and business concerns.

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   Our Company is committed to fulfil its Environmental, Social and Governance (ESG) responsibilities, while building an ethical workplace and following the legacy and practices of Larsen & Toubro Limited, the Parent Company. It believes in conducting business sustainably through sound practices which conserves natural resources, reduce carbon footprint, increase social equity and practice good governance, for a sustainable tomorrow, thereby creating sustainable value chain.

   The Board has constituted various committees for the purpose of overseeing ESG governance at LTIMindtree, viz. CSR Committee, Risk Management Committee and Stakeholders Relationship Committee. These committees comprise of optimum mix of Independent Directors and Executive Directors. Chairperson of all the above-mentioned committees is an Independent Director. These Committees meet at frequent intervals to deliberate and decide on matters in their relevant focus areas. Chairperson of the Board committees update the Board of Directors at the board meeting(s), on the discussion(s)/deliberation(s) in meetings of their respective committees. In addition to the above, the management at LTIMindtree has an in-house Corporate Social Responsibility (CSR) team and a Risk Operating Council (ROC) to handle the operational matters

   At the apex level, the Board of Directors review take cognizance of the issues and risks that define and drive the Company's long-term performance and approve the strategic matters & initiatives. The Board members actively discuss various ESG initiatives of the Company and encourage the senior management to take initiatives beyond the regulatory requirements.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes, outcome of the materiality assessment and stakeholder engagement exercise are taken forward to identify material topic of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

   We have different engagement platforms where stakeholder consultation is taken into Board, even at the committee level. The respective Committee Chairperson updates the Board at every meeting on the discussion/deliberations of the Committees. Further, the Board members actively discuss various ESG initiatives of the Company and encourage the senior management to take steps beyond regulatory requirements.

Environment – As ESG and climate priorities gain momentum, the inputs, feedback, and suggestions received from customers are incorporated in decision making, strategy development, and reporting on CDP to enable customers address their environmental needs and commitments. A few instances where stakeholder consultation is used to support the identification and management of environmental topics are as follows.

- To receive inputs/suggestions from all the stakeholders, we have interested parties register kept at all facilities where they can register the same.
- All employees and partners register their inputs using the Green card system.
- With respect to the implementation of legal requirements, PCB authorities are consulted in case any clarifications are required.
- Consultation with partners is done to understand the feasibility & benefits of the initiatives before implementation at the ground level.

Social – Social responsibility has been ingrained into the very mission of LTIMindtree since its inception and has evolved to impact society in multiple ways. Our social responsibility manifests itself through our CSR initiatives and people-led initiatives in volunteering. In our quarterly CSR committee meetings, we receive valuable advice from the committee members. One of the suggestions received this year was to identify a cluster of villages or a gram panchayat and execute multiple interventions to achieve holistic community development. This advice was incorporated in two instances. This also resonated with the Honorable PM's call to support the development of model gram panchayats across the country.

Governance – Ethics & integrity are part of LTIMindtree's DNA, and it has institutionalized it through a set of Core Values, Code of Conduct, policies, and structures like Corporate Governance. The framework is firmly in place to ensure that all governance issues are effectively and transparently addressed, so that the organization continue to do right by its stakeholders. For example, LTIMindtree has adopted governance policies for the Board of Directors, Key Managerial Personnel & Senior Management appointments, remuneration and evaluation. This focus on succession planning is followed for top leadership as well as middle management with custom-designed technology platforms to enable them.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

As a socially responsible company, LTIMindtree believes in inclusive growth and upliftment of the marginalized segments of the population. We continue to focus on collaboration and communication as well as building sustained communities through our CSR initiatives.

We are committed to engaging with local communities through initiatives in certain priority areas such as environmental protection, education, empowerment, and health & wellness.

Education:

Education is key to the overall development of an individual, and it also enhances the quality of life. With a high drop-out rate in Government schools, it's a tough task to attract the marginalized children to education, which is the means to help them live a better & happier life. At LTIMindtree, we work with an approach to make a difference to the lives of this segment and enabling these children to stay in school.

As a technology company, LTIMindtree runs multiple projects related to digital and STEM education by which we try to make a difference in the community and achieve sustainable development goals by leveraging technology – primarily SDG 4 Quality Education and SDG 9 Industry, Innovation, and Infrastructure.

Empowerment:

At LTIMindtree, we believe that the gap in society, created due to opportunity and awareness or the lack of these, can be bridged by an inclusive approach. By empowering marginalized communities through IT, ITES, and vocational skills training, and focusing on the development of women & people with disabilities, we wish to make a difference to the society, both at a macro, as well as at the grassroots level. We conduct job fairs and training on entrepreneurship/market handholding to secure a continuous source of income and increase their family income.

SDG 8 Decent Work and Economic Growth, and SDG 10 Reduced Inequalities are focused through these interventions.

Environment:

LTIMindtree environmental protection initiatives go beyond our commitment to reduce our environmental footprint to make our communities greener by reducing our emissions, LTIMindtree aims to be Carbon & Water Neutral for its India operations by 2030.

At LTIMindtree, through our CSR activities, we undertake an array of climate protection initiatives including Tree saplings plantation, Mangrove conservation, Providing ecofriendly biomass cookstove to forest dwellers, building check dams and farm ponds.

SDG 13 Climate Action, and SDG 15 Life on Land are focused through these interventions.

Health & Wellness:

LTIMindtree has partnered with NGOs to provide a variety of health and wellness interventions to people who need help. This includes conducting heart surgeries for children with congenital heart diseases, treating children with clubfoot, creating a safe playing space for children with disabilities in the form of an Inclusive Park, offering end to end health care for Thalassemia patients, preventing TB and Anemia, performing cataract surgeries, caring for senior citizens, and providing awareness and free menstrual kits to tribal women and children. SDG 3 Good Health and Well-being is focused through these interventions.

Overall LTIMindtree have reached 579,916 beneficiaries from vulnerable/ marginalized stakeholder groups through CSR initiatives.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

LTIMindtree is committed to protecting and respecting human rights and proud to declare that there are no instances of violations such as issues related to rights, human trafficking, forced labor, child labor, freedom of association, the right to collective bargaining, equal remuneration and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness in all what we do, creating a harassment-free, safe environment and respecting one's fundamental rights are some of the ways in which we ensure the same. To monitor progress and formulate strategies to address human rights related issues, we have established committees and processes such as the Prevention of Sexual Harassment Committee, Whistleblower Committee which are reviewed by the top management on a regular basis.

Our Supplier Code of Conduct expects all our suppliers to ensure full compliance with all local laws and regulations including but not limited to antibribery and anti-corruption, health and safety, human rights, anti-trafficking and modern slavery, data protection, international trade, sanctions, export-controls, anti-trade and competition, prevention of sexual harassment and product safety, health, safety and environment and act with diligence, while conducting business with or on behalf of LTIMindtree.

ESSENTIAL INDICATORS

1. Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
			Employees			
Permanent	84,546	84,546	100%	79,594	79,594	100%
Other than permanent	4,334	4,334	100%	7,219	7,219	100%
Total Employees	**88,880**	**88,880**	**100%**	**86,813**	**86,813**	**100%**

In FY22-23, 100% of LTIMindtree employees are trained on COC which explicitly forbids violations of human rights.

2. Details of minimum wages paid to employees, in the following format:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C /A)		No. (E)	% (E/D)	No. (F)	% (F/D)
					Employees					
Permanent	84,546	NIL	0%	84,546	100%	79,594	Nil	0%	79,594	100%
Male	58,528	NIL	0%	58,528	100%	54,621	Nil	0%	54,621	100%
Female	25,998	NIL	0%	25,998	100%	24,966	Nil	0%	24,966	100%
Others	20	NIL	0%	20	100%	7	Nil	0%	7	100%
Other than permanent	4,334	NIL	0%	4,334	100%	7,219	Nil	0%	7,219	100%
Male	3,356	NIL	0%	3,356	100%	5,208	Nil	0%	5,208	100%
Female	972	NIL	0%	972	100%	2,011	Nil	0%	2,011	100%
Others	6	NIL	0%	6	100%	0	NIL	0%	0	100%

All our employees- permanent and non-permanent are paid more than minimum wages as mandated by the local laws and regulations of the countries we operate in.

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoDs)				
(a) Executive Directors	3	174,896,026	-	
(b) Non-Executive Directors	9	3,066,098	1	3,357,195
Key Managerial Personnel	2	17,328,033	-	-
Employees other than BoDs and KMPs	Offshore: 50,057 Onsite: 7,423	Offshore (In ₹): 1,439,832 Onsite (In USD): 106,600	Offshore: 23,528 Onsite: 2,026	Offshore (In ₹): 999,985 Onsite (In USD): 90,000

Notes:

- The Director's remunerations are paid on a defined matrix that is uniformly applicable to all the Directors.
- CEO is included in Board of Directors.
- Remuneration details of BoDs and KMPs are as published in Integrated Annual Report FY 2022-23.

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, LTIMindtree has appointed multiple personnel to address human rights impacts or issues caused or contributed to by the business in India & APAC, UK & Europe, and US & Canada. COC (Code of Conduct) Committee is also in place. Code of Conduct breach cases are addressed by Whistleblower investigation committee. The issues are resolved/addressed on the basis of the nature of the matter.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

LTIMindtree is firmly committed to upholding the values and principles of human rights in all its conduct across all levels. We constantly endeavor to instill these values in our employees and expect them to respect and promote human rights. Employees have access to several forums where they can highlight matters or concerns faced at the workplace. As per the Grievance Redressal Policy, employees are required to reach out to their immediate reposting manager and/or HR and then the concerned redressal team addresses the issue. In addition, other Grievance Redressal Mechanisms are in place to guide all employees on how to raise their concerns or grievances to the management. This includes the procedures to track that all such issues are addressed promptly, impartially, and justly.

LTIMindtree encourages any employee having complaints, concerns of suspected incidents, amongst others, unethical practices, violation of applicable laws and regulations, including the Integrity Code, PIT Code, and Fair Disclosure Code to promptly come forward and express them without any fear of retaliation through Whistleblower Policy. If an employee is aware of someone violating Human Rights Policy or law, they are asked to report it immediately to whistleblower@ltimindtree.com. In addition, we have a grievance procedure in place for the UK region.

We also have an internal committee to deal with the prevention of sexual harassment. POSH Policy aims to drive conformance to the Company's healthy, non-vindictive culture in the form of clearly articulated practices, procedures, and processes in compliance with the applicable laws. Any employee who feels or believes that he or she has been subjected to or witnessed sexual harassment in the Company premises (and/or Company-sponsored or work-related activities held outside the Company's premises) has an obligation and duty to report the same to POSH@ltimindtree.com.

The concerns are handled with sensitivity, while delivering timely action and closure. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

6. Number of Complaints on the following made by employees:

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	10	9	Nil	9	Nil	Closed
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labor/Involuntary Labor	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

LTIMindtree aims to provide a safe working environment and prohibits any form of discrimination/harassment or related retaliation against or by any associate. We have policies like Whistleblower and POSH which intend to prohibit such occurrences and ensure that there are no adverse consequences when an associate reports a complaint on discrimination or harassment.

LTIMindtree has constituted an Internal Committee (IC) to prevent adverse consequences to the complainant in harassment cases. This Committee governs and regulate the behavior of employees in all matters regarding Harassment. One of the duties of the IC is to issue appropriate interim orders directing the management of Company, on the demand the Complainant or any witness, giving evidence in support, to implement such measures as transfer, changing shifts, etc. so as to protect the Complainant and witness against victimization, discrimination and mental or physical distress.

In cases of Whistleblower and other discriminatory cases, the identity of Respondent, Whistleblower, and the witnesses (if any), will be kept confidential to the extent possible given the legitimate needs of law and the requirements of the investigation by the Ethics and Compliance Committee (ECC). LTIMindtree's culture conforms to a non-vindictive environment. LTIMindtree ensures every Whistleblower that he/she would not be jeopardized, terminated, or retaliated against for reporting any Protected Disclosure under the Whistleblower Policy unless it appears to the reasonable opinion of the Ethics and Compliance Committee that the complaint is materially and unambiguously abusive and/or malicious or false.

Subsequent to the reporting of a Protected Disclosure and appeal, if any Whistleblower perceives that his/her complaint or concern has not been addressed appropriately or is being subject to any victimization by virtue of his/her disclosure, he/she can bring the same to the notice of CEO & MD of LTIMindtree for investigation and appropriate remedial action.

In addition to the above, the confidentiality and safety of the complainant are paramount in these procedures and hence all information is held by a few core people relevant to the process, like the IC or ECC. The privacy of the complainant is kept intact and no details are divulged either to the People Function representatives or the managers/superiors of the complainant.

LTIMindtree imposes a strict obligation of confidentiality on all persons involved in the enquiry process. Furthermore, LTIMindtree has a non-retaliation policy that allows the complainant to raise a complaint in the event of any retaliatory behavior and seek protection from the management of the Company in such instances. LTIMindtree does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints will be subject to disciplinary action.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. LTIMindtree includes human rights requirements as a part of business agreements and contracts. LTIMindtree adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the contracts with suppliers, partners, and NGOs, and are extended across the supply chain in the form of the Supplier Code of Conduct. Our Supplier Code of Conduct expects our suppliers to embrace their commitment to integrity by complying with the applicable regulatory requirements including related to labor practices and human rights, health, safety, and environment etc. and act with diligence, while conducting business with or on behalf of LTIMindtree. We ensure that our business partners sign the contract with LTIMindtree only after they read, understand, and agree to abide by our Supplier Code of Conduct which includes all aspects of human rights in it. In exceptional cases where vendors are not willing to sign our SCOC, we ask for vendor's SCOC. It is then reconciled with our legal team and then sign off is provided.

9. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child labor	0%
Forced/involuntary labor	There was no assessment conducted by entity or statutory authorities or third parties.
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.

Not Applicable as there was no assessment conducted by entity or statutory authorities or third parties.

However, we conduct regular audits to address risks and escalate in case of any issues. We ensure all statutory compliances regarding minimum wages and strictly prohibit employment of child labor.

LEADERSHIP INDICATORS

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

We have not received any human rights grievance/complaint so far.

LTIMindtree has a well-defined governance framework. Our Human Rights Statement provides a broad framework to ensure respectful and dignified treatment of our employees with no tolerance for acts of human rights violations or abuse. We are a UNGC signatory and support the protection and elevation of human rights in accordance with the UN Universal Declaration of Human Rights. Even though there were no human rights complaints, we monitor, review, and update our policies and processes regularly to ensure we have no human rights issues in LTIMindtree.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

We have a human rights policy, human rights process, and execution by Human Resources. We also have a Whistleblower Policy and mechanisms which do address all human rights concerns and bring in due diligence. As Whistleblower does lead to its own actions and implications, we treat Whistleblower under human rights due diligence. On the whole, we have very good tracking mechanisms for monitoring all these issues as they arise and also tracking the resolutions which cover both full-time and contractual employees of LTIMindtree.

The Company adheres to the UNGC (United Nation Global Compact) principles which include Human Rights clauses. These clauses are part of the Company's contracts in the form of Supplier/Vendor Code of Conduct (CoC) and is extended across the entire value chain. Fostering a culture of caring and trust are embedded in various corporate policies like Environment, Health & Safety (EHS) Policy, Whistleblower policy and the CoC. The Company has laid down its CoC, which is applicable to Board members, senior management, and employees. The objective is to be committed and vigilant towards the ethical conduct of business processes and instill a sense of ownership within the Company. All designated employees, including Board Members, adhere to the CoC and provide an annual declaration of their compliance. The Code covers all aspects of functioning, including anti-trust behavior, information security, insider trading rules, professional engagements, use of Company assets and brand logo, intellectual property, human rights etc.

A separate Supplier Code of Conduct has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labor practices, ethical behavior, human rights aspects, minimum wages, freedom of association, collective bargaining, prohibition of child labor and forced and compulsory labor. The Company is committed to treating every employee with dignity and respect. The Company has formulated a policy on 'Prevention of Sexual Harassment' as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013. The policy is applicable to all establishments located in India.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Our offices have been designed with a strong emphasis on inclusivity and accessibility for employees with disabilities as well as for differently abled visitors. Our office spaces are equipped with designated parking slots, height-adjustable workstations, foldable stretchers, evacuation chairs, wheelchair accessible ramps at entrances, and specially designed washrooms with grab rails and access. We have also installed panic buttons in the PWD restrooms to ensure the employees are able to immediately alert the security team in case of any emergencies.

We are also in the process of implementing other aspects of accessibility such as tactile maps for persons with vision impairment etc. We have conducted a facilities audit and are working on closing the gaps identified.

It is our endeavor to continuously strive for improvement and enhance our infrastructure to cater for the needs of differently abled employees.

4. Details on assessment of value chain partners:

% of your value chain partners (by value of business done with such partners) that were assessed	
Sexual harassment	0%
Discrimination at workplace	Currently, this is not being assessed.
Child Labor	However, the Company's Supplier Code of Conduct and relevant contractual clauses in the agreements executed with vendors address these aspects. The Guiding Principles the same are: Provide a safe, healthy, tolerant, and disciplined work environment that pay all its workforce equal to or above the minimum wages as per legal requirement, respects individuals' human rights, and is free from discrimination, zero-tolerance for child and forced labor, slavery and human trafficking, verbal, or any other form of harassment and in any activities that would jeopardize safety or security. All suppliers have to necessarily sign the CoC for dealing with the Company and are expected to comply with its requirements.
Forced labor/ Involuntary labor	
Wages	
Others- please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Not applicable as our value chain partners were not assessed for the above human rights issues.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

The latest Global Risk Report by the World Economic Forum calls out several environmental risks such as climate action, biodiversity loss, and natural resource crises. LTIMindtree is focused on managing these risks efficiently by identifying Climate change mitigation, water efficiency and responsible water management, pollution, and waste management as the most material issues. LTIMindtree has developed a portfolio of multiple initiatives to address these issues. These include our Net Zero Commitment by 2040, Water Positivity by 2030 and near 100% waste recycling by 2030 and supporting larger community initiatives in these areas.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	69,853 GJ	53,907 GJ
Total fuel consumption (B)	2,119 GJ	4,014 GJ
Energy consumption through other sources (C)	75,873 GJ	60,870 GJ
Total energy consumption (A+B+C)	**147,845 GJ**	**118,791 GJ**
Energy intensity per rupee of turnover (Total energy consumption/turnover in ₹)	4.46 GJ/₹ crore	4.55 GJ/₹ crore
Energy intensity (optional) – the relevant metric may be selected by the entity	0.0258 GJ/sq ft	0.022 GJ/sq ft

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Perform Achieve and Trade (PAT) scheme is a regulatory instrument to reduce specific energy consumption in energy intensive industries. As LTIMindtree is an IT Service Company, this question is Not Applicable to us.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	14,674	12,370
(ii) Groundwater	44,010	29,000
(iii) Third party water	153,827	134,775
- Municipal corporation	134,778	123,011
- Private Suppliers	15,813	11,352
- Packaged Water	3,236	412
(iv) Seawater/desalinated water	0	0
(v) Others – Rainwater	4,024	2,712
Total volume of water withdrawal (in kiloliters)	**216,535**	**178,857**
Total volume of water consumption (in kiloliters)	**216,535**	**178,857**
Water intensity per rupee of turnover (Water consumed/turnover)	6.53 kl/₹ crore	6.85 kl/₹ crore
Water intensity (optional) (Water consumed/total built-up area)	0.038 kl/square feet	0.032 kl/square feet

The sources of freshwater at LTIMindtree include third party water, ground water, surface water and rainwater harvested. LTIMindtree optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, we have implemented a mechanism for Zero Liquid Discharge. LTIMindtree understands the importance of water for our overall business continuity. All the wastewater which is generated within the premises (both owned and leased) is treated through sewage treatment plants in our own campuses. The treated water is tested to ensure that all parameters comply with the standards as specified by the State Pollution Control Boards and used for landscaping, restroom flushing, and for chiller cooling towers. This helps us to reduce our fresh-water requirement and intake.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	kg	47	69
SOx	kg	19	37
Particulate matter (PM)	kg	53	69
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: LTIMindtree, being a service sector company, does not have significant air emissions other than those arising from operation of DG sets during power outages. LTIMindtree's operations in India have necessary consent under the Air (Prevention & Control of Pollution) Act (1981), for operation of DG set and ensures compliance to the conditions which includes stack emission parameters like nitrous oxide, non-methane hydrocarbons, carbon monoxide, particulate matter, etc. Stack emission monitoring is conducted as per the frequency required under the Consent To Operate (CTO) the DG.

The DG stack emissions are sampled and analyzed by government approved laboratories and the reports are reviewed by the internal team to ensure compliance to the environmental laws and regulations. These stack emission reports and annual returns are submitted to government authorities (State Pollution Control Boards) as per consent conditions. These reports are also verified during internal and external audits to check compliance.

Since we are a service industry, we do not monitor Hazardous Air Pollutants (HAP), Volatile Organic compounds (VOC) and Persistent Organic Pollutants (POP) data.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,604	1,588
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	15,717	12,129
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/₹ crore	0.55	0.53
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO_2 equivalent per square feet	0.0032	0.0025

Notes:

- The Scope 1 emissions are from direct GHG sources like fuel used in company owned vehicles, fire engines and cafeteria, fugitive emissions from refrigerants and Piped Natural Gas (PNG).
- Scope 2 emissions are associated with purchased electricity and DG units.

Scope 1 Emission Break-up:

Source	FY 2022-23 (Ton CO_2e)	FY 2021-22 (Ton CO_2e)
Fuel Usage (Diesel)	514	553
Fuel Usage (LPG)	32	8
Fugitive Emissions	2,031	1,019
Owned Vehicles	5	2
PNG	22	6
TOTAL	**2,604**	**1,588**

Scope 2 Emission Break-up:

Source	FY 2022-23 (Ton CO_2e)	FY 2021-22 (Ton CO_2e)
Electricity/ Energy Purchased	15,717	12,129
TOTAL	**15,717**	**12,129**

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

LTIMindtree has taken up the target to reduce its absolute Scope 1 and Scope 2 carbon footprint and become Net Zero by 2040.

One of the biggest steps towards attaining carbon neutrality is ensuring optimum utilization of energy and thereby curbing emissions. For the past few years, we have strongly focused on reducing the environmental impact of our operations. Our strategies and actions reflect our commitment towards a sustainable habitat. We believe energy conservation and emission reduction is a continuous and enduring process, and this core belief is at the forefront of our strategy.

The key initiatives contributing to the reduction in Green House Gas emission are:

1. Replacement of existing UPS models with energy efficient models led to energy savings of 2.62 Lakh kWh per annum at current load and cost saving of ₹ 43.81 Lakh per annum.
2. Replacement of old hand driers with energy efficient hand driers. This initiative helped to conserve 30,160 kWh energy per annum.
3. Replacement of CFL & T5 lights with LED lights will help us to save 1.65 Lakh kWh units of energy per annum with a cost saving of ₹ 24.81 Lakh per annum.
4. Installation of Motion sensors at identified facilities resulted in energy savings of ~71,402 kWh per annum with a cost saving of ~₹ 500,073.
5. Replacement of old AC units with energy efficient units resulting in an energy savings of 580,700 kWh units per annum with a cost saving of ~₹ 41.06 Lakh.
6. Installation of variable frequency drives resulted in energy saving of 1.68 Lakh per annum with a cost saving of ~₹ 18.69 Lakh.
7. Installation of APFC and AHF panels resulted in energy savings of approximately 15,000 kWh per annum, with a cost saving of around ₹ 2 Lakh per annum.
8. Emission control device is installed at one of our DG which resulted in 83% reduction in the particulate matter and 87% reduction of carbon monoxide released by the DG.
9. We have installed an atmosphere drinking water generating unit (Air – Water system) in one of our cafeterias, which generates around 500 Liters of water per day. This helped us to reduce our dependency on private suppliers and avoid transportation of water there helps in reduction of carbon emission.

10. Beyond the preference for clean energy and energy efficiency measures, transport has been a key area for our attempt at reducing emissions. Our Metro Shuttles encourage lower emissions at individual levels.
11. We encourage green commuters by providing cycle stands and charging points.
12. The Routematic Application that we use for end-to-end automation of employee transportation creates automated optimum routes based on address data.
13. Accelerated phase-out of R-22 refrigerant-based air-conditioning units have been initiated for improving energy efficiency and simultaneously, use of units with refrigerants which have zero ODP and low GWP, thus enabling reduction of GHG emissions.
14. At LTIMindtree, we continue to encourage the use of clean energy to reduce our dependence on non-renewable energy sources. To achieve our objective, we are exploring various aspects such as Power Purchase Agreements (PPA), green tariff and solar plants.
15. In FY 2022-23, 52.07% of LTIMindtree's energy requirement has been met by Renewable sources.
16. We are also focusing on upgrading our green buildings to higher ratings. All new campuses owned by LTIMindtree are designed according to green building standards for energy and resource efficiency. They have roof top solar photovoltaic installations to reduce the carbon footprint.
17. In FY 2022-23, projects were taken up to improve the energy efficiency in existing buildings as well through retrofits.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10.95	8.78
E-waste (B)	29.28	102.43
Bio-medical waste (C)	0.06	0.03
Construction and demolition waste (D)	123.45	380
Battery waste (E)	32.52	43.66
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. (G)	3.56	3.53
- Tube Lights	0.08	0.23
- CFL Bulbs	0.04	0.09
- Used Oil:	3.18	2.01
- Oil-soaked cotton waste	0.02	0.91
- DG Filters	0.24	0.28
- Printing Ink/Cartridges	0.00	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	166.37	76.60
- Inorganic Waste	25.89	4.01
- Organic Waste	107.48	52.86
- Packaging Waste	19.95	12.31
- Others	13.04	16.25
Total (A+B+C+D+E+F+G+H)	**366.19**	**623.86**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	235.09	239.53
(ii) Re-used	0.00	380
(iii) Other recovery operations	0.00	0
Total	**235.09**	**619.53**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	6.47	1.22
(ii) Landfilling	124.63	3.11
(iii) Other disposal operations	0.00	0
Total	**131.10**	**4.33**

100% of the regulated waste (hazardous wastes, e-waste, battery waste), plastic wastes, paper & packaging wastes are disposed through recycling. The generated quantities, if remaining at the end of the financial year for disposal, are stored at the facilities and recycled through approved/ authorized vendors.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products/ services and processes and the practices adopted to manage such wastes.

We are committed to continually improving our Waste management practices at all our facilities. Our waste management philosophy is based on three principles – Reduce, Reuse, and Recycle. We seek to uphold our ambition of zero waste to landfills through active minimization combined with technology investment in recycling and streamlining systems and processes. With our efforts, we contribute to a circular economy and convert waste to resources.

LTIMindtree, being an IT services and consulting organization, does not manufacture physical products and therefore does not use any hazardous or toxic chemicals in any of its processes. The Company has offices and facility operations, and the waste is generated from the auxiliary processes used to run these facilities.

Based on the nature of services, LTIMindtree's facilities mostly generate electronic, inorganic, organic waste, and generate very less hazardous waste and do not use toxic chemicals. Potentially hazardous and regulated wastes such as used oil, oil-soaked cotton and DG filters are generated in relatively smaller proportions which are disposed through SPCB approved recyclers as per regulations. To increase fuel efficiency, DG maintenance is done on a regular basis to ensure the effective usage of the fuel. The reduction of fuel usage completely depends on the availability of grid power.

E-waste is disposed to government approved e-waste recyclers. An agreement is in place to ensure all the toners and cartridges are taken back by the partner for reuse. Only EPA-certified chemicals are used for cleaning and sanitizing activities.

The organic waste generated within our campus is treated in an in-house organic waste composter and converted into manure. Sludge generated from STP is dried and blended with this compost. The manure is being used as fertilizer for landscaping within the campus. We also distribute the extra manure to the employees during World Environmental Day and Earth Day.

The inorganic waste is segregated at the source and is disposed of through authorized recyclers. Generated construction waste is disposed to the vendor and reused for the construction of roads. Packing waste like cardboard is reused for couriering the laptops to employees working remotely. Implemented WOW' (Well-being Out of Waste) initiative – a program where recyclable waste is scientifically disposed of and sent for recycling.

In line with the Central & State Govt. (India) Directives, LTIMindtree has made all its campuses in India free from 'Single use plastics' through alternative arrangements. We have avoided single-use food and drink containers and utensils in the cafeteria, meeting rooms, and utmost monitoring is done to minimize the generation of waste.

LTIMindtree is committed to sustain the best practices that have already been institutionalized like segregation of all recyclable wastes, 100% compliance to management practices for regulated wastes like hazardous and e-waste and 100% recycling on printer and toner cartridges, paper, and packaging wastes. LTIMindtree also ensures 100% disposal of biomedical waste (BMW) through government authorized BMW disposal agencies in India as per regulatory requirements. The Company targets to maximize the recycling and reuse of all waste categories to divert waste from landfill.

In the fiscal year 2022-23, we have recycled 64.20% of the waste generated within our office premises.

10. If the entity has operations/ offices in/ around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/ clearances are required, please specify details:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Not applicable*		

**LTIMindtree does not have operations/offices in/around ecologically sensitive areas where environmental approvals/clearances are required.*

Note: All our campuses are built on government-approved land in industrial zones thus having no impact on biodiversity.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Nil					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, All LTIMindtree offices follow the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder. No fine/penalty/action was initiated against the entity under any of the applicable environmental laws/regulation/guidelines.

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil			

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	75,873 GJ	60,870 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**75,873 GJ**	**60,870 GJ**
From non-renewable sources	**0**	
Total electricity consumption (D)	69,853 GJ	53,907 GJ
Total fuel consumption (E)	2,119 GJ	4,014 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**71,972 GJ**	**57,921 GJ**

LTIMindtree uses multiple energy sources in its daily operations, electricity being the primary source. LTIMindtree has increased the share of renewable electricity (RE) over the years through onsite rooftop solar generation, third party procurement and purchase of Energy Attribute Certificate (EAC), Power Purchase Agreements (PPA) etc. Other sources of energy include fuel used in company owned vehicles, cooking gas used in cafeterias and diesel used in diesel generators (mainly used as a backup source for power shortages). In FY 2022-23, 52.07% of LTIMindtree's energy requirement has been met by Renewable sources.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment (The wastewater is treated by in-house STP – Conventional method before discharging to the municipal sewer)	3,200	0
Total water discharged (in kiloliters)	**3,200**	**0**

Wastewater generated is treated in sewage treatment plants and reused for purposes like landscaping, HVAC applications and flushing.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility/plant located in areas of water stress, provide the following information:

i. **Name of the area:** Pan India locations (Mumbai, Bengaluru, Chennai, Pune, Hyderabad, and Bhubaneswar)

ii. **Nature of operations:** Both Leased and owned locations for IT Consulting and Services

iii. **Water withdrawal, consumption and discharge:** India is placed amongst the world's 'extremely water-stressed' countries, according to the Aqueduct Water Risk Atlas released by the World Resources Institute (WRI). We have already depicted our pan India water disclosure details in Q3 - Essential indicators and Q2 - Leadership indicators under this principle 6.

We continue our efforts in water conservation through a combination of technological interventions, rainwater harvesting, recycling and reuse of wastewater, communication, and employee engagement. We have over the years succeeded in recharging the groundwater table with rainwater harvesting.

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

4. Please provide details of total emissions & its intensity, in the following format

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	26,294	9,555
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/₹ crore	0.79	0.37
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO_2 equivalent per square feet	0.0046	0.0017

Scope 3 Emission Break-up:

Category	FY 2022-23 (Ton CO_2e)	FY 2021-22 (Ton CO_2e)
Employee Commute	9,132	4,682
Business Travel	16,987	4,708
Waste	53	52
Fuel Usage (Diesel for Other Purposes)	8	4
Freight	114	109
TOTAL	**26,294**	**9,555**

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via limited level of assurance based on international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

This question is not applicable to us because LTIMindtree does not have operations/offices in/around ecologically sensitive areas where environmental approvals/clearances are required. Our ESG policy is biodiversity protective, a water saving directive, and a resource saving directive. We are committed to conserve and enhance biodiversity, to incorporate biodiversity into our day-to-day operations and promote sustainable business practices that will not harm any species.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/ effluent discharge/ waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Conservation Programs	Replacement of T5 Lights to LED Lights Optimization of UPS Installation of Motion sensors Replacement of Old AC units with energy efficient units Installation of Variable Frequency Drives (VFD) Installation of APFC and AHF Panels	1,464,750.54 kWh projected savings per annum.
2	Water Conservation programs	Installation of efficient water aerators. Installation of water less urinal commode at restrooms. Installation of Air – water system. Rainwater harvesting and rainwater earth charging	2,792 KL/annum savings (Projected). Ensures recharge of the groundwater level and helped us to reduce private water purchase in this year.
3	Waste Management	Combination of waste reduction, waste segregation, recycling, on-site composting, and incineration	Reduced the burden on the city landfills
4	Emission Reduction	Installation of Retrofit Emission Control Devices (RECD) for DG sets	We have installed RECD in a DG with a capacity of 500 kVA, resulting in an 83% reduction in particulate matter and an 87% reduction in carbon monoxide.

We adopt, invent, and encourage smarter ways to mitigate GHG emissions, reduce energy consumption and manage water and waste, to make our planet stronger by consistently embracing clean tech in our operations and client solutions, thereby minimizing the impact on nature.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web-link.

Yes, LTIMindtree has a robust Business Continuity & Resilience (BC&R) program that covers all critical businesses and drives compliance to our policies across all the Delivery/ Business Enabling units. Business continuity plans at LTIMindtree are maintained at Account level, Business Enabling unit level and Site level.

The program:

- Is certified to ISO 22301 standards.
- Is compliant with globally and locally applicable laws and regulations.
- Is aligned to LTIMindtree's values and is committed to protecting its staff, maintaining a safe and secure work environment, and ensuring continuity of critical businesses and functions.
- Demonstrates Senior Management commitment to strive for resilience across the organization.
- Has defined the Governance model headed by the Board of Directors and Risk Management Committee (RMC).
- Has an Integrated Crisis Management framework that enhances crisis preparedness and response processes.
- Is supported by automated tools & resources.

For more details, refer to the Risk management section in this Annual Report.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No significant adverse impact was reported from any value chain partners. LTIMindtree has a responsibility to ensure that all our inputs are being sourced sustainably. We prioritize having a sustainable value chain that leads to a positive global impact. A separate Code of Conduct (called Supplier Code of Conduct) has been extended to vendors and service providers which covers the need for compliance with environmental regulations, health and safety, labor practices, human rights aspects, minimum wages, freedom of association, collective bargaining, prohibition of child labor and forced and compulsory labor, ethical behavior, transparency in business processes and environment conservation. All new vendors/service providers need to sign the SCoC as part of the initial empanelment process. Timely internal environmental management system audit for ISO 14001:2015 and external audits are conducted to evaluate compliance which also includes the Company's value chain partners (supply chain partners) too.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

0%

LTIMindtree did not assess its value chain partners for environmental impacts in the FY 2022-23. However, all supply chain partners are required to sign a Supplier CoC which covers the need for compliance including environmental regulations. LTIMindtree has started to cover Modern Slavery and ESG topic as a part of Third-Party Audits from 2023.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

We are members of the industry and business forums in countries where we have a significant presence. These associations are aimed at improving local competitiveness and employee rights advocacy in those countries. Additionally, our engagements with Indian forums like CII focus on a wide range of ecological sustainability and ESG issues.

ESSENTIAL INDICATORS

1. (a) Number of affiliations with trade and industry chambers/associations.

10

We are affiliated with many trade and industry chambers/associations to ensure a collaborative environment that helps us to access knowledge, build a network, improve our reputation, advertise, educate, market, and lobby the government for policy changes that helps business and the society.

(b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	National Association of Software and Services Companies (NASSCOM)	National
2	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	Confederation of Indian Industry (CII)	National/ Regional/State
4	Bangalore Chamber of Commerce and Industry (BCIC)	State
5	Bombay Chamber of Commerce and Industry	State
6	Swedish Chamber of Commerce India	National
7	HYSEA – Hyderabad Software Enterprises Association	State
8	Indian Green Building Council (IGBC)	National
9	Software Technology Parks of India	National
10	United Nations Global Compact India	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

During the year, there were no orders from regulatory authorities on any issues of anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
None		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

Our utmost priority is to create value for all members of the LTIMindtree ecosystem – our customers, partners, investors, and associates. We do this by setting key objectives across business, technologies, and sustainability, in various geographies even as we focus on people and planet alike. We achieve these objectives through a myriad of ways – one of which involves forging and maintaining purposeful, symbiotic partnerships with our stakeholders, including industry associations, fellow organizations, government representatives, and more.

LTIMindtree believes in the public good, and rightly so, as part of its responsible socio-economic behavior that is carried forward towards various platforms, advocacy channels, and forums by lending the Company's ideas, visions, expertise, and thought leadership. LTIMindtree has aligned itself with relevant organizations which work in the larger business/social/environmental and community interests. In addition, the Company also creates and owns innovative pieces of work and solutions. We believe that it is our responsibility to help build a better business environment and thus a better world with opportunities for everyone. LTIMindtree advocates through Industry forums and networks in India.

We work on a range of issues related to sustainability and community aspects- including energy, water, green buildings, biodiversity, waste management, among others. We also support flexibility in the movement of labor.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/half yearly/quarterly/ others – please specify)	Web-link, if available
1	NASSCOM	NASSCOM is the premier trade body and chamber of commerce of the tech industry in India and comprises over 3000 member companies including both Indian and multinational organizations that have a presence in India. Their membership spans the entire spectrum of the industry from start-ups to multinationals and from products to services, global service centers to engineering firms. Guided by India's vision to become a leading digital economy globally, NASSCOM focuses on accelerating the pace of transformation of the industry to emerge as the preferred enabler for global digital transformation.	Yes	Annually	https://nasscom.in/
2	Bombay Chamber of Commerce and Industry	Bombay Chamber of Commerce and Industry (BCCI) provides services to its members through dissemination of information, publications, special studies and through activities like organizing business delegations, seminars, and training programs. The Chamber also provides labor advisory services for its members.	Yes	Annually	https://bombaychamber.com/
3	Swedish Chamber of Commerce India	Swedish Chamber of Commerce India (SCCI) is an independent, non-profit organization, and the hub for Swedish companies in the country. It enables, promotes, and encourages Swedish companies to drive long-term, sustainable, and meaningful business in India. Membership of the Chamber provides with a unique platform to forge new business contacts, build stronger networks and to keep informed on updates, news, and innovation in the Swedish-British community.	Yes	Annually	http://www.swedishchamber.in/
4	HYSEA – Hyderabad Software Enterprises Association	HYSEA creates impact through strategic themes of Talent Transformation, Knowledge Exchange and ESG. It enables interacting with the State and Central governments, Communication platform for all IT & ITES companies, signing MOUs with various international organizations and undertaking social projects that benefit the community.	Yes	Annually	https://hysea.in/
5	IT companies sharpen focus on green goals as ESG holds key to win deals	At LTIMindtree, ESG initiatives are a business priority. "Sustainability, and therefore ESG, has become a board-level priority for nearly all our clients. They are increasingly looking to partner with organizations for whom ESG is a central part of their own strategies," said Debashis Chatterjee, CEO and MD, LTIMindtree.	Yes	Others	IT companies sharpen focus on green goals as ESG holds key to win deals
6	Thomas Cook India, SOTC & LTIMindtree launch platform for air travel carbon emissions monitoring	Travel services firm Thomas Cook India and group company SOTC Travel announced their partnership with digital solutions company LTIMindtree to launch "Green Carpet", a platform designed to help companies monitor and manage their travel emissions caused by air travel undertaken for business purposes.	Yes	Others	Thomas Cook India, SOTC & LTIMindtree launch platform for air travel carbon emissions monitoring
7	NCPEDP	The National Center for Promotion of Employment for Disabled People (NCPEDP) is a cross-disability, non-profit organization, working as an interface between the government, industry, international agencies, and the voluntary sector for the empowerment of persons with disabilities.	Yes	Annually	https://ncpedp.org/
8	ESG Ambitions	Analyst Day	Yes	Annually	https://www.ltimindtree.com/wp-content/uploads/2023/03/Investor-day-presentation-FY2023.pdf

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Our business strategies are guided by the actions we take to operate as a responsible business while also enabling our clients with sustainable solutions. Our community initiatives continue to target integrated development across our operations, globally and in India. LTIMindtree's corporate citizenship and CSR efforts are implemented with focus on key impact areas like education, empowerment, children with disability, primary healthcare, disaster response, and community ecology. We strive for inclusive growth and equitable development through initiatives such as the Digital skills program for students, and STEM education. Additionally, through our CSR projects, LTIMindtree provides opportunities to its employees to engage in volunteering activities and community work.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
The Social Impact Assessment for FY20-21 was conducted for two projects as these projects had outlay in excess of one Crore (in ₹): 1. Virtual learning – Digital Classroom Program, to improve learning outcomes for children in under-resourced government schools through digital learning. 2. Digital Sakshar Program – Provide rural youth with the skills to participate in an increasingly digital world.	NA	Date of report – January 14, 2022	Yes. Thinkthrough Consulting – TTC	Yes	SIA Final report of Virtual learning project – https://www.ltimindtree.com/wp-content/uploads/2023/05/LTI-e-Vidyaloka-Program-Report.pdf?pdf=download SIA Final report of Digital Sakshar project – https://www.ltimindtree.com/wp-content/uploads/2023/05/LTI-Digital-Sakshar-Program-Report.pdf?pdf=download

The reports are uploaded in social responsibility section of LTIMindtree website - https://www.ltimindtree.com/social-responsibility/#tab-resource-id-2

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	Nil					

Rehabilitation and Resettlement is not a focus area for our CSR projects. We work in the areas of education, Well-being, Livelihood and Environment and People with Disabilities and are geared towards improving the quality of education of children and increasing the chances of economic independence for every individual.

3. Describe the mechanisms to receive and redress grievances of the community.

We make frequent field visits, discuss directly with the beneficiaries, and take corrective & preventive actions along with the respective NGO partners. In addition, community grievances are addressed by the project execution team appointed by the NGO partner working on the ground. They are in direct contact with the beneficiaries who share their concerns with them. This makes it relatively easier to establish strong communication lines and swiftly address any grievances through a dedicated SPOC. During our periodic virtual interactions with the project execution team as well as during our periodic project site visits, we evaluate and understand the grievances for further course of action. Based on their grievances, we take corrective action where required in consultation with our NGO partners.

Various structured forums and platforms have also been created to further support its grievance redressal system. All assigned people on the ground are given rigorous training on the code of conduct, ethics, and child protection policies etc. as per the policies of LTIMindtree or the concerned partner organization. Redressal on grievances is carried out as per the nature of the grievance, basis guidelines defined in the organization's policies.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers		
- MSME	20.47%	17.95%
- Others	79.53%	82.05%
Sourced directly within the district and neighboring districts		
- Within district	30.19%	16.42%
- Neighboring districts	20.59%	62.81%

Note: Data presented in the table above pertains only to India because MSMEs and districts are confined to the country.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
None	Not Applicable as there were no negative social impacts

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Madhya Pradesh	Chhatarpur	10,000,000
2	Jharkhand	Bokaro	2,362,500
3	Jharkhand	Giridih	2,362,500
4	Jharkhand	Pakur	2,625,000
5	Jharkhand	Dumka	1,837,500
6	Jharkhand	Latehar	298,132
7	Tamil Nadu	Virudhunagar	2,887,500
8	Uttarakhand	Udham Singh Nagar	2,625,000
9	Telangana	Khammam	2,362,500
10	Maharashtra	Osmanabad	3,071,800
11	Odisha	Kalahandi	2,410,000
12	Karnataka	Gulbarga	11,325,880
13	Andhra Pradesh	Vizianagaram	209,072
14	Odisha	Kandhamal	1,011,804
15	West Bengal	Birbhum	400,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/Vulnerable groups? (Yes/No)

No. However, our company considered a diverse set of suppliers when performing a sourcing case. This approach to sourcing has enabled us to support local suppliers, and other diverse suppliers like minority-owned, women-owned, disabled owned, MSMEs, etc. across our supply chain.

(b) From which marginalized/vulnerable groups do you procure?

LTIMindtree being an IT services provider, our major procurement is for IT-related goods and services that are sourced from large multinational OEMs directly or through distributors, not possible from marginalized /vulnerable groups. It is the endeavor of LTIMindtree to give preference to procure from diverse suppliers such as women-owned, minority owned businesses, MSMEs and neighboring districts enterprises for any other areas to help create economic opportunities locally.

(c) What percentage of total procurement (by value) does it constitute?

Total procurement spent towards suppliers such as MSME and small producers constitute to 20.47%.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	Not applicable*			

*LTIMindtree, plans and develops intellectual property. There is no traditional knowledge that is applied. Hence, this question is not applicable.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable*		

**LTIMindtree, plans and develops intellectual property. There is no traditional knowledge that is applied. Hence, this question is not applicable.*

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Dream to Reality (D2R)	19	100%
2	SSK | Literacy Enhancement Program	251	100%
3	Gubbachi | School Transformation	409	100%
4	APD | Comprehensive Life Cycle Approach	1,770	100%
5	Spastics Society of Tamil Nadu (SPASTN) | Integrated development program for children with disabilities	72	100%
6	Spastics Society of Tamil Nadu (SPASTN) | Community Based Rehabilitation Center (CBR)	319	100%
7	Agastya Foundation| Lab-on-Bike	23,131	100%
8	Sikshana Foundation | Foundational Literacy & Numeracy (FLN)	87,500	100%
9	National Agro Foundation (NAF) | School Infrastructure	698	100%
10	India Literacy Project | Multi-Dimensional Learning Space (MDLS)	1,840	100%
11	Swami Vivekananda Youth Movement | Education	1,357	100%
12	Education/Online/STEM/Scholarships/Infrastructure upgrade	186,313	100%
13	Supporting Incubation Centres	53	0%
14	CURE-IIT | Clubfoot treatment for new & follow-up children	1,325	100%
15	Goonj | Not Just Piece of Cloth (NJPC)	8,159	100%
16	BMST | Thalassemia disabled people – blood transfusions support	28	100%
17	NHCT | Care2Cure	19	100%
18	Swami Vivekananda Youth Movement | Prevention of TB and Anemia	2,101	100%
19	Rotary Club of Madras East Trust | Healing Tiny Heart	365	100%
20	Rotary Club of Madras East Trust | Cataract Surgeries	6,999	100%
21	HelpAge India | Mobile Health Units	4,631	100%
22	BRDO | Yuva Jyoti	8,200	100%
23	AMBA | Job-Oriented Training of Intellectually Disabled Youths for Employment	400	100%
24	Centurion | Skill Development training for hearing and speech impaired youths	240	100%
25	Swami Vivekananda Youth Movement | Socio Economic Empowerment Programs (SEEP)	456	100%
26	Sarthak Educational Trust | Job Entrepreneurship and Empowerment Training (JEET)	532	100%
27	Women Empowerment	24,516	100%
28	Youth Empowerment	13,144	100%
29	Inclusive Empowerment (PwD/ LGBTQ+)	1,552	100%
30	Tree Plantation/Biodiversity/Mangroves/Eco Chulhas	84,235	100%
31	Water Conservation	62,937	100%
32	Contribution towards Natural Calamities	50,175	100%
33	EduNet | Certificate Program in IT	200	100%
34	Swami Vivekananda Youth Movement | Energy sufficiency	300	100%
35	National Agro Foundation (NAF) | Integrated Watershed Community Development Program (IWCDP)	5,660	100%
36	Olympic Gold Quest | Paralympics support	10	100%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

LTIMindtree has a wide variety of clients ranging from multiple sectors. ESG being one of the core areas looked at by customers, LTIMindtree has focused on emerging issues which is a mix of sustainability, data privacy, open source, and gig workforce, while also exploring metaverse tools and frameworks. LTIMindtree's partnerships with many of the world's largest enterprise software providers, cloud computing businesses, and technology organizations enable us to offer unique and holistic solutions for our clients.

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

LTIMindtree considers each client complaint as an opportunity for improvement and has a different mechanism to capture the same early. Account managers, onsite sales and the delivery teams share client feedback/complaints to the project manager. The complaint is captured in COMPASS Issue log and triggers causal analysis and resolution to address the client complaint and to prevent such instances in future.

At LTIMindtree, there is a defined structured approach to identify specific actionable and subsequent discussions are held with clients to gather more clarity on the feedback. The action plan is shared with the client and monitored during governance meetings/ steering committee meetings on monthly and quarterly basis. Both the action plan, and its execution, are very closely monitored and reviewed by the senior management.

To provide clients with ample avenues to provide feedback, we have the following major levels at which feedback is taken:

(a) Feedback through LTIMindtree Client Satisfaction Survey Tool

We have a structured and user-friendly process of assessing the satisfaction level of clients through an online 'Client Satisfaction Survey' (CSAT) tool. The tool enables clients to rate the services of LTIMindtree across different categories like project execution, quality, communication, culture, and value delivered. This feedback is taken for each project every six months. In addition to project level, feedback is also taken at an account level, engagement level or individual employee level. The feedback obtained is analyzed and corrective actions are taken wherever required. These actions are also shared with the client.

(b) Account level through independent third-party consultant

In addition to the project level survey, there is an annual Client Satisfaction Survey ('CSAT') done by a research-led independent consulting firm who administers the survey on LTIMindtree's behalf. In this survey various levels of clients are covered right from Chief Executive Officer (CXO), senior management to middle management level. As a part of this survey, CXOs of our key clients are personally interviewed and an online survey link is shared with all client participants to provide unbiased feedback. Through this survey, we measure the level of client experience we deliver to our clients through key parameters like satisfaction, loyalty, advocacy, and business value for money. To increase the visibility of actions to clients, three levels of communication are done for each engagement. L1 communication where client feedback is acknowledged and actions planned are validated, L2 communication where midterm progress on improvement actions is shared and L3 communication where closure of actions and value delivered is communicated. For LTIMindtree, this survey is a very important exercise for gathering insights from clients to improve their experience with LTIMindtree and for us to deliver amplified outcomes.

2. Turnover of products and/ services as a percentage of turnover from all products/ service that carry information about:

	As a % to total turnover
Environmental and social parameters relevant to the product/services	LTIMindtree is not a product company and is a provider of digital transformation, consulting and business reengineering services and solutions. But we ensure safe and responsible usage of our materials and the recycling and/or safe disposal of our waste- both electronic and otherwise. LTIMindtree also works with Customers on services which help in advancing their technology transformation roadmap using tools, framework and materials which are safe and recycled. All our services and products are designed to improve the environmental and/or social performance of our customers.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential Services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

4. Details of instances of product/service recalls on account of safety issues:

Number	Reasons for recall
Voluntary recalls	Not Applicable*
Forced recalls	

**LTIMindtree does not manufacture any products and hence this question is Not Applicable.*

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, LTIMindtree has a policy on cybersecurity and risks related to data privacy.

LTIMindtree's cyber security policy is published internally for all users. We are committed to managing and improving the security of all critical information assets through the deployment of adequate protection measures and user training. The Company has implemented controls to secure IT infrastructure, including intrusion prevention systems, firewalls, anti-malware software, content filtering gateways, data encryption, data leakage protection systems, and 24/7 monitoring. Endpoint security controls have been deployed to ensure that levels of security are similar, be it in the corporate environment or while working remotely. Periodic internal and external audits provide oversight about the cyber security risk. The information security program is reviewed regularly by the Risk Management Committee of the Board.

Additionally, LTIMindtree has also implanted a strong vulnerability management program which includes proactively identifying vulnerabilities in its network and systems by conducting periodic vulnerability assessments, penetration tests and red team exercises.

LTIMindtree has put together a Data privacy framework and a Privacy policy (https://www.ltimindtree.com/general-privacy-policy/). It is applicable to all stakeholders across the value chain including – employees (full-time and contracted), customers, partners, vendors/suppliers, job applicants, and any other stakeholder whose Personal Data is collected and processed by LTIMindtree. All third parties (vendors/suppliers) are engaged/contracted with adequate due diligence, and commitment towards privacy obligations. It is designed to explain and set out LTIMindtree's procedures when processing Personal Data and Sensitive Personal Data across its organization. It defines the requirements to ensure compliance with the Data Privacy Laws applicable to LTIMindtree's collection, use, and transmission of Personal Data and Sensitive Personal Data. We also have Data Loss Prevention Policy (DLP) which is published internally.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product/service recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not Applicable as there were no issues relating to advertising, delivery of essential services; cyber security and data privacy of customers.

LTIMindtree has required level of security controls which covers in detail the assurance about organization's security, confidentiality, integrity, availability, and privacy controls and allows our clients to be assured of our enhanced & sustained compliance posture to securely deliver services to our customers.

LEADERSHIP INDICATORS

1. Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available).

LTIMindtree is a global technology solutions and consulting Company. All pertinent information on our services can be accessed at https://www.ltimindtree.com/

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable, as LTIMindtree does not have any products/services that can entail safety issues or usage abuse.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

LTIMindtree has a well-defined Business Continuity Management System aligned to meet the requirements as per ISO 22301 standards. The exchange of information within the Organization and with interested parties is an important component of LTIMindtree's Business Continuity Management System. Each customer relationship has a business continuity mechanism to handle any disruption of services/products and a suitable communication plan. The need for internal and external communications with respect to BCMS has been determined, including details of what to communicate with whom and when to communicate. To this effect, a well-defined Communication Procedure has been defined. The procedure specifies processes for communicating internally within the Organization and communicating externally with customers, partners, local community, media, and other relevant interested parties. The process for receiving, documenting, and responding to communication from interested parties has also been mentioned. Facilitation of structured communication with relevant authorities (emergency responders) has also been covered in the procedure.

Timely communication with LTIMindtree employees, third-party staff, visitors, clients, and other interested parties during an incident is vital. LTIMindtree has identified the most reliable crisis communication application that would be used for such critical communication. To ensure the

availability of the communication system during a disruptive incident, LTIMindtree, where possible, has built resilient systems and entered into maintenance contracts to keep the systems in working condition. As a backup, alternative systems have also been identified for communication, should the primary medium be affected because of the incident.

We have managed all our customer operations without any complaints with most of our employees doing remote working. We have Internal Processes, Disaster Recovery and Business Continuity and Security Policies that help us to resume services at customers' acceptable service levels.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not applicable since LTIMindtree is a global technology consulting and digital solutions company operating in B2B model.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. We, at LTIMindtree, firmly believe that a regular survey mechanism, supported by a transparent improvement plan, is the foundation for ensuring a high level of client satisfaction. To provide clients with ample avenues to provide feedback, we have the following major levels at which feedback is taken:

a) Feedback through LTIMindtree Client Satisfaction Survey Tool

We have a structured and user-friendly process of assessing the satisfaction level of clients through an online 'Client Satisfaction Survey' tool. The tool enables clients to rate the services of LTIMindtree across different categories like Project Execution, Quality, Communication, Culture and Value Delivered. This feedback is taken for each project every six months. In addition to project level, feedback is also taken at an account level, engagement level or individual employee level. The feedback obtained is analyzed and corrective actions are taken wherever required. These actions are also shared with the client.

b) Account level through independent 3rd party consultant

In addition to the project level survey there is an annual Client Satisfaction Survey ('CSAT') done by a research-led independent consulting firm who administers the survey on LTIMindtree's behalf. In this survey various levels of clients are covered, right from CXO, senior management to middle management level. As a part of this survey, CXOs of our key clients are personally interviewed and an online survey link is shared with all client participants to provide unbiased feedback. Through this survey, we measure the level of Client Experience we deliver to our clients through key parameters like Satisfaction, Loyalty, Advocacy and Business Value for Money.

To increase the visibility of actions to clients, three levels of communication is done for each engagement. L1 communication where client feedback is acknowledged and actions planned are validated, L2 communication where midterm progress on improvement actions is shared and L3 communication where closure of actions and value delivered is communicated. For LTIMindtree, this survey is a very important exercise for gathering insights from clients to improve their experience with LTIMindtree and for us to deliver amplified outcomes.

5. Provide the following information relating to data breaches:

(a) Number of instances of data breaches along with impact
None

(b) Percentage of data breaches involving personally identifiable information of customers
0%

Independent Assurance Statement

DNV

Introduction

DNV Business Assurance India Private Limited ('DNV') has been commissioned by the management of LTIMindtree Limited ('the Company' or 'LTIMindtree' or 'Erstwhile Mindtree and Erstwhile LTI', Corporate Identification Number: L72900MH1996PLC104693) to undertake an independent assurance of LTIMindtree's Business Responsibility and Sustainability Reporting ('BRSR') disclosures (the 'Report') which shall form part of the Company's Business Responsibility and Sustainability Report FY 2022-2023 in its digital/online format. The disclosures in this Report have been prepared based on the requirements of SEBI Circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, prescribing format of the BRSR and the guidance notes and the nine principles of the National Guidelines on Responsible Business Conduct, 2019 ('NGRBC') of the Ministry of Corporate Affairs, Government of India. The intended user of this assurance statement is the Management of LTIMindtree ('the Management') and its stakeholders. Our assurance engagement was planned and carried out during May 2023 – June 2023 covering the Company's non-financial/sustainability performance during 1st April 2022 - 31st March 2023. We performed a limited level of assurance based on our assurance methodology, VeriSustain™[1].

Responsibilities of the Management of LTIMindtree and of the Assurance Provider

The Management has the sole responsibility for the preparation of the Report and are responsible for all quantitative and qualitative information disclosed in the Report as well as the processes for collecting, analyzing and reporting the sustainability performance data presented in the Report. LTIMindtree is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on sustainability performance. In performing this assurance, DNV's responsibility is to the Management of LTIMindtree; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of LTIMindtree.

We do not provide any services to LTIMindtree which in our opinion constitutes a conflict of interest with this assurance. Our assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith and are free from material misstatements.

Scope, Boundary and Limitations

The reporting scope and boundary encompasses economic, environmental, social and governance performance data of LTIMindtree operations, that is, economic and social performances data pertain to global operations except third party assessment of health and safety practices and environmental performances data are limited to India operations as brought out in Section A: General Disclosures of the BRSR.

The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance, expenditure towards Corporate Social Responsibility (CSR) activities, and other financial data are based on financial statements prepared by LTIMindtree and audited by its statutory auditors which is subject to a separate audit process. We were not involved in the review of financial information within the Report.

Basis of our Opinion

As part of the assurance process, a multi-disciplinary team of sustainability specialists performed assurance work for all sites of LTIMindtree. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to LTIMindtree's business and its key stakeholders. We carried out the following activities:

- Reviewed the approach to stakeholder engagement and materiality determination process and its outcomes as brought out in the Report.
- Conducted interviews with selected representatives responsible for management of sustainability issues and implementation of the NGRBC Principles and carried out reviews of selected evidence to support topics and claims disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility to deliver LTIMindtree's overall sustainability objectives.
- Carried out onsite verification of sustainability performance data and sample evidence related to the all offices of LTIMindtree Limited to review the processes and systems for aggregating site-level sustainability information, as well as overall aggregation and consolidation of data from sites by the sustainability team at the Corporate Office at Powai, Mumbai in Maharashtra as listed in Annexure I.

[1] *The VeriSustain protocol is based on the principles of various assurance standards including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the GRI Principles for Defining Report Content and Quality, international best practices in verification and our professional experience; and is available on request from www.dnv.com*

- Reviewed the process of reporting on BRSR requirements including Section A: General Disclosures, Section B: Management and Process Disclosures, and Section C: Principle-wise Performance Disclosures.
- Carried out an assessment of the processes for gathering and consolidating performance data related to the NGRBC Principles and, for a sample, checked the processes of data consolidation to assess the Reliability and Accuracy of performance disclosures reported based on BRSR requirements.
- Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness as per VeriSustain for a limited level of verification.

Opinion and Observations

Based on the assurance undertaken, nothing has come to our attention to suggest that the Report together with referenced information does not adhere to the requirements of BRSR including the General Disclosures, Management and Process Disclosures, and Principle-wise Performance Disclosures.

Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain:

Materiality

The process of determining the issues that is most relevant to an organization and its stakeholders.

The Report explains the process of materiality determination which has been carried out by LTIMindtree towards identifying material topics which are significant to its business and have been considered important to the Company and its stakeholders, based on the National Guidelines on Responsible Business Conduct (NGRBC) for Business Responsibility and Sustainability Reporting Standard (BRSR), Section A: General Disclosures - Overview of the entity's material responsible business conduct and sustainability issues. Key ESG risks, stakeholder requirements, expectations and impact of expectations were taken into account while arriving at overall topics which were further prioritized to arrive at eleven (11) material topics. The Report brings out the broad range of issues which the Company has identified as being material to its business which are mapped as risks and opportunities, along with the rationale for considering the issue as being material.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the engagement platforms and systems which have been established for identifying key stakeholder concerns and expectations. The Company has identified customers, employees, communities & NGO's, suppliers, investors & shareholders, government & regulatory bodies, academic institutions, industry bodies and media as its key stakeholder groups. LTIMindtree identifies and prioritizes its formal and informal processes for engagement with its significant stakeholders based on significance of actual and potential impacts of the Company's activities, and these processes are brought out within the Report, along with the identified expectations and concerns of stakeholders.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report articulates LTIMindtree's responses to its identified material topics through key sustainability indicators in line with the requirements of NGRBC Priciples, as well as descriptions of the Company's management approach, policies and strategies, and initiatives, reporting and data tracking processes which are part of its overall ESG Management Framework.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

Reliability

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The Report explains LTIMindtree's processes and procedures towards tracking its data and capturing, analyzing and reporting sustainability performance data related to each Principle of NGRBC, as well as audits and reviews towards ensuring the accuracy and completeness of data, and adherence to procedures. The majority of data and information verified through our onsite assessments and reviews with LTIMindtree's teams were found to be accurate and reliable. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors and the errors have been identified, communicated and corrected.

Nothing has come to our attention to believe that the Report does not meet the principle of Reliability.

Completeness
How much of all the information that has been identified as material to the organisation and its stakeholders is reported?
The Report brings out LTIMindtree's sustainability performance during 2022-23 for the identified scope and boundary of identified material topics considering the requirements of the nine NGRBC Principles, that is, the Company's economic, environmental and social performance related to its operations. LTIMindtree may further strengthen its processes towards capturing and reporting information and data related to certain Leadership Indicators of Principle-wise Performance Disclosures in future reporting periods.
Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

Neutrality
The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.
The Report brings out LTIMindtree's sustainability performance during the reporting period in a neutral tone in terms of content along with descriptions of key risks and opportunities during the reporting period.
Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct[2] during the assurance engagement and maintain independence where required by relevant ethical requirements as detailed in DNV VeriSustain. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data except for this Assurance Statement, Assurance Statement for the Sustainability Report 2023 and Management Report. DNV maintains complete impartiality toward stakeholders interviewed during the process. We did not provide any services to LTIMindtree in the scope of assurance during FY 2022-23 that could compromise the independence or impartiality of our work.

For DNV Business Assurance India Private Limited

Digitally signed by Aravind, Arun Date: 2023.06.17 09:02:44 +05'30'	Digitally signed by Lankalapalli, Bhargav Date: 2023.06.17 10:30:00 +05'30'
Arun Aravind A Lead Verifier DNV Business Assurance India Private Limited, India.	Bhargav Lankalapalli Technical Reviewer DNV Business Assurance India Private Limited, India.

17th June 2023, Mumbai, India.

DNV Business Assurance India Private Limited is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

[2] *The DNV Code of Conduct is available on request from www.dnv.com (https://www.dnv.com/about/in-brief/corporate-governance.html)*

DNV

Annexure I: Verified Sustainability Performance Data

NGRBC Principle	Indicator	Parameter	UoM	Verified Value (April 22 to March 23)
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment	Essential Indicator - Details of total energy consumption and energy intensity	Total electricity consumption (A)	GJ	69,853
		Total fuel consumption (B)	GJ	2,119
		Energy consumption through other sources (C)	GJ	75,873
		Total energy consumption (A+B+C)	GJ	147,845
		Energy intensity per Crore of turnover	GJ/Crore	4.46
		Energy intensity per sq.ft	GJ/sq.ft	0.026
	Essential Indicator - Disclosures related to water	Total volume of water withdrawal	KL	216,535
		Total volume of water consumption	KL	216,535
		Water intensity per Crore of turnover	KL/Crore	6.53
		Water intensity per sq.ft	KL/sq.ft	0.038
	Essential Indicator - Details of air emissions (other than GHG emissions)	NO_x	Kg	47
		SO_x	Kg	19
		Particulate matter (PM)	Kg	53
	Essential Indicator - Details of GHG emissions (Scope 1 and Scope 2 emissions) & its intensity	Total Scope 1 emissions	$MTCO_2e$	2,604
		Total Scope 2 emissions	$MTCO_2e$	15,717
		Total Scope 1 and Scope 2 emissions per Crore of turnover	$MTCO_2e$/Crore	0.55
		Total Scope 1 and Scope 2 emissions per sq.ft	$MTCO_2e$/sq.ft	0.003
	Essential Indicator - Details related to waste management by the entity	Total Waste generated	MT	366.19
		Total waste recovered through recycling, re-using or other recovery operations	MT	235.09
		Total waste disposed by nature of disposal method	MT	131.10
	Leadership Indicator -Break-up of the total energy consumed from renewable sources	Total electricity consumption (A)	GJ	75,873
		Total fuel consumption (B)	GJ	0
		Energy consumption through other sources (C)	GJ	0
		Total energy consumed from renewable sources (A+B+C)	GJ	75,873
	Leadership Indicator -Break-up of the total energy consumed from non-renewable sources	Total electricity consumption (D)	GJ	69,853
		Total fuel consumption (E)	GJ	2,119
		Energy consumption through other sources (F)	GJ	0
		Total energy consumed from non-renewable sources (D+E+F)	GJ	71,972
	Leadership Indicator - Details related to water discharged	Water discharge by destination and level of treatment	KL	3,200
		Total water discharged	KL	3,200
	Leadership Indicator - details of total Scope 3 emissions & its intensity	Total Scope 3 emissions	$MTCO_2e$	26,294
		Total Scope 3 emissions per Crore of turnover	$MTCO_2e$/Crore	0.79
		Total Scope 3 emission intensity per sq.ft	$MTCO_2e$/sq.ft	0.005

Note 1: As per a limited level of verification, we verified 30-40% of the samples which were covered during our verification based on our risk-based approach.
Note 2: CO_2 emission factors used for estimating greenhouse gas emissions due to consumption of diesel, petrol and LPG are as per IPCC guidelines. Grid emission factor used for Scope 2 GHG calculation is based on the CO_2 Baseline Database for the Indian Power Sector User Guide Version 18.0 dated December 2022 issued by the Central Electricity Authority.
Note 3: In cases where diesel consumption from DG sets is not directly available from multi-tenant facilities, the GHG calculations considers an assumption of 2.8 KWh/litre of diesel consumed.
Note 4: With respect to company owned vehicles used for employee transportation, an assumption of 30 km per day per vehicle is taken for calculating petrol and diesel consumption.
Note 5: The boundary for accounting total energy consumption, GHG emissions, water consumption, refrigerant usage and waste disposed considers operating facilities of all Erstwhile Mindtree sites and Erstwhile LTI sites.
Note 6: Energy, GHG intensity and Water intensity calculations consider annual turnover of the year FY 2022-2023 (INR 331,829,884,475).
Note 7: All types of hazardous wastes including electronic items, computers, electrical chokes, used Oil, waste Oil, batteries etc. are accounted based on amounts recorded in manifests for wastes sent to authorised recyclers.
Note 8: For further details on the assumptions with respect Scope 3 emissions accounting are defined in the consolidated environmental master sheet which is available upon request from LTIMindtree Limited.
Note 9: The methodology adopted for accounting total permanent employee count reported by Erstwhile LTI includes deputies, full time limited, permanent, trainees and interns etc. whereas the total permanent employees count reported by Erstwhile Mindtree excludes trainees.