

Apex Layer

Environment, Health and Safety Policy

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Record of Release:

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1.0	Saurabh Sharma, Abirami Chezhan	Dhananjay Papanna	B. S. Saluja	January 13, 2023	This document is merged from LTI document 'Environment, Health and Safety Policy' latest version dated 28-Jan-2021 and from Mindtree 'Environment, Health and Safety Policy' Version 2.0 dated 06-Oct-2021.



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1 Introduction, Purpose and Policy Statement

LTIMindtree is committed to maintaining best practices, processes, and standards in the environment, occupational health and safety systems, in line with our business philosophy, strategy, and operations.

We believe in improving and maintaining ecological balance by monitoring, tracking, and controlling environmental impact at our workplaces by adopting sustainable practices and procedures. We emphasize a strong focus on awareness among employees and all stakeholders, including clients, visitors, partners, and other interested parties.

We shall strive continually to improve our Environment, Occupational Health, and Safety performance. To achieve this, we are committed to the following:

- Prevent all occupational hazards, risks, injuries, and illnesses, and nurture the overall well-being of employees by taking reasonable care through effective implementation of control measures.
- Comply with all relevant legal and statutory requirements in the areas of Environment, Occupational Health, and Safety.
- Conserve natural resources by looking for innovative ways to decrease our water, land, and material use by integrating the concept of reduce/reuse/recycle into the use of consumables and hardware.
- Control all pollutants within applicable standard limits and minimize waste while promoting resource recovery through recycling and proper disposal.
- Optimize energy usage across our businesses by conserving energy, increasing energy efficiency, using renewable energy, and reducing carbon emissions.
- Drive environmental, health and safety awareness programs and drills and instil a culture of safety among employees, visitors, and partners through training, active participation, communication, and consultation.
- Conduct periodic workplace risk assessments to identify any further measures needed to control risks to the health and safety of employees and other personnel.

If you have any questions or witness any unsafe conditions, potential hazards, workplace injuries, accidents, or illness, please notify the EHS team by sending an email to environment.healthsafety@ltimindtree.com

2 Authority and Approval

The Company reserves the right to amend the policy at any point of time to ensure consistency with applicable laws, if any. Resilience, EHS (Environment, Health and Safety) & ESG (Environment, Social and Governance) team will review the policy annually or as and when required. Any change or revision will be available with all relevant stakeholders as well as communicated appropriately to all employees.

4 Effective Date

This Policy Is effective from January 13, 2023.

5 Scope

The Policy is applicable to all employees, stakeholders, including clients, visitors, partners, and other interested parties of the Company globally.

