

Integrity Policy

LTIMindtree conducts its business with the highest level of integrity and ethical standards and in accordance with all applicable laws.

The Company is committed to provide and maintain a conducive work environment that empowers everyone to perform at their best. Such workplace inspires trust and allows everyone to contribute and succeed.

This Policy is applicable globally to all the employees of the Company working for all affiliates and subsidiaries of the Company at all levels and grades, including Directors, Senior executives, Officers, Employees (whether permanent, fixed-term or temporary), Consultants, Contractors, Sub-Contractors, Trainees, Seconded staff, Casual workers, 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 (“associated persons”).

In the conduct of LTIMindtree’s business and in our personal dealings that affect LTIMindtree’s business, all employees are required to abide by the principles of honesty, openness and doing what is right and fair.

In many situations, the organization lays down rules, processes, procedures and protocols that can guide us. In case of an unprecedented situation where these do not exist, we must use fair judgment. In case of doubt every employee is obligated to actively seek the help of others, such as immediate supervisor, Human Resource Manager or a member of the leadership team. When we find ourselves caught in moments of conflict, our obligation is to do what is right and not what is convenient. At any time, our personal conduct must stand up to the most intense public scrutiny without causing us embarrassment.

If a breach of Integrity occurs, the Company will treat it as a black or white issue. We do not look at a breach of Integrity in shades of gray. A breach of Integrity violates our values and people who lose their Integrity lose LTIMindtree. It makes no difference who is involved or what is at stake because this is the bedrock of our existence and the whole basis of an open and transparent organization.

The guiding principles are: honesty, openness and doing what is right and fair. When a breach of Integrity occurs or is suspected, it must be reported, investigated and closed quickly.

Overlooking a breach of integrity leads to ruinous behavior and is in itself, a breach of integrity.

Additionally, all contractors of LTIMindtree are bound by the same principles of integrity. Organizations that provide contract employees will be given a copy of the integrity policy as part of the agreement to ensure that their employees who are deputed to undertake any work on LTIMindtree's premises or otherwise, remain consistent with the letter and spirit of this document.

In their dealings with LTIMindtree, all suppliers will be made familiar with the integrity policy as well.

If anyone observes a breach of Integrity, it must be immediately brought to the attention of the head of finance or head of Human Resource Function or the immediate supervisor, through the whistleblower process. These people, in turn, are responsible for initiating the investigation process. The investigation will be carried out swiftly, but not at the expense of ensuring fairness and properly securing company property or interests. Once the investigation is completed, the matter will be closed and the audit trail is retained.

A breach of integrity will result in summary dismissal.

About LTIMindtree

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 84,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit <https://www.ltimindtree.com/>