

Abstract of Human Rights Policy

HUMAN RIGHTS POLICY

LTIMindtree acknowledges the importance of human rights and strongly advocates upholding the fundamental principles of human rights. These objectives are reflected in our policies towards our employees, suppliers/ vendors, clients and other stakeholders involved with us in all jurisdictions where we do business.

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, whether working part-time or full-time), Consultants, Deputes, Retainers, 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 this Policy, "Third Party(ies)" means any individual or organization that performs functions or services in relation to, or for and on behalf of the Company during the course of work and includes actual and potential Clients, Suppliers, Business contacts, Consultants, Intermediaries, Representatives, Independent Contractors, third-party contractors, Subcontractors, Agents, Advisers, Joint-ventures, and Government & Public Bodies (including their Advisers, Representatives and Officials, Politicians and Political Parties). This also includes T-ID vendors having access to enterprise data/systems and acquired Entities which yet to be Rebadged.

LTIMindtree is firmly committed to upholding the values and principles of human rights in all of its conduct across all levels. We constantly endeavor to instill these values in all of our employees and expect them to respect and promote human rights. We ensure that our vendors, supply chain partners, contractors, business partners and clients also uphold these principles and are encouraged to adopt similar policies within their own businesses.

As a company, we abide by the applicable laws of the respective jurisdictions where we operate and are guided by the international standards of human rights.

While our Human Rights Policy encapsulates the broad guidelines of equal opportunity, non-discrimination, workplace diversity and inclusion and other related principles, this needs to be read with the respective extant policies of LTIMindtree, such as Code of Conduct, Integrity, Whistleblower, Prevention of Sexual Harassment etc.



At LTIMindtree, We desist discrimination on grounds of race, ethnicity, nationality, gender, gender-identity, gender expression, language, age, sexual orientation, religion, marital status, veteran status, socio-economic status, political belief, physical and mental ability, thinking styles, education and experience. We are consistent with this principle vis-à-vis all employees (both current & potential) regardless of whether they work part-time or full-time.

LTIMindtree's diversity and inclusivity charter focuses on four pillars which we call "EDGES" – Ethnicity, Disability, Gender and Sexual Orientation. Through this policy, LTIMindtree certifies its support against discrimination and ensures that equal opportunities are administered in all aspects of employment including recruitment, wages, training, conditions of service, career progression, termination or retirement, etc. We respect and value equal opportunities for all employees and those we do business with. Any violation of this policy will be addressed through LTIMindtree's whistleblower process.

At LTIMindtree we are committed to creating an inclusive environment where unique persons of varied ethnicity, nationality, abilities, gender, and sexual orientation, can come together 'In Harmony' to Redefine Possibilities. We believe in an inclusive approach of respect, belongingness, empowerment and progress for all people.

LTIMindtree as an organization is committed to providing a safe and healthy environment to all employees and thus would not tolerate any discrimination and/or harassment (whether physical, verbal or psychological) in any form. LTIMindtree guarantees every employee that he/ she would not be jeopardized, harassed, prejudiced or biased against in any way for reporting any incident or instance of discrimination and/or harassment under this policy with the underlying endeavor to conform to a non-vindictive environment and culture.

At LTIMindtree we consider aspects of women's safety to be of paramount importance. We also emphasize on issues like assistance to persons with disability, emergency response and preventive health & safety measures. We actively encourage employees to highlight any security concerns, perceived health hazards etc. to the management. We have an accommodation policy and assistive benefits policy for employees with special needs that focuses on, amongst others, accessible infrastructure and information systems adjustments.

LTIMindtree only employs people who wish to work out of their own free will. LTIMindtree prohibits any form of child labor, forced or compulsory labor, including bonded labor, slavery and human trafficking.

We are strictly against any form of exploitation of children through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful to them.



LTIMindtree is also committed to ensure that there is no modern slavery or human trafficking in any part of business including supply chains and expects its Suppliers to ensure the same and comply with all applicable laws prohibiting such practices, including but not limited to, the Australia Modern Slavery Act 2018, UK Modern Slavery Act 2015 and such similar statutes.

These are also embodied in LTIMindtree's Code of Conduct and LTIMindtree's Supplier Code of Conduct.

LTIMindtree recognizes and respects its employees' rights in relation to free association and collective bargaining, in any jurisdiction and/ or country wherein such rights are legally recognized. LTIMindtree also complies with the ILO Conventions and ILO Recommendations of the International Labor Organization

LTIMindtree delivers technology services and accelerates growth for global companies by solving complex business challenges with breakthrough technical innovations. Our people build innovative solutions in a wide range of technology domains that enable its customers to succeed in their business goals.

Protecting the privacy rights of data subjects and safeguarding their Personal Data is a basic right of an individual and a legal requirement in many parts of world. LTIMindtree, being a global organization, respects the privacy of data subjects and is committed to complying with the applicable data privacy laws and legislations (including but not limited to EU General Data Protection Regulation 2016/679, California Consumer Privacy Act, The Privacy Act 1988 (Australia) including the Australian Privacy Principles (APP), Data Protection Act 2018 (UK), Information Technology Act 2000 read along with the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 and Personal Data Protection Act 2012 (Singapore) and other applicable privacy laws to the extent that they apply to LTIMindtree's data processing and business operations) (the "Data Privacy Laws").

In line with our values of transparency and integrity, our global commitments to sustainability and responsible business, we have been publishing our sustainability reports every year.

Embedding the cause of making societies flourish in our very mission, ours is a story of triple bottom lined (People-Planet-Profits) value creation over decades resulting in sustained growth and value creation.

LTIMindtree is strictly opposed to, and is committed to prevent, fraud, bribery and all other corrupt business practices. It is our mandate to conduct all business activities with utmost honesty, integrity, and with the highest moral and ethical standards.

We vigorously enforce highest moral and ethical standards wherever we operate in the world and we do not engage in any activity that amounts to bribery or corruption.



Employees are guided by LTIMindtree's value systems i.e. collaborative spirit, unrelenting dedication and expert thinking. These values are the very fabric of LTIMindtree and have been integrated into every system and process of LTIMindtree. Employees are expected to conduct themselves with the highest standard of integrity at all times.

To maintain the highest standards of ethical, moral, professional and legal conduct in LTIMindtree's business operations, we have a Whistleblower Policy which provides a platform to raise complaints of actual or suspected incidents, amongst others, of unethical practices, violation of applicable laws and regulations, including the Integrity Code, PIT Code and Fair Disclosure Code etc., to express the same without any fear of retaliation.

We also have designated an internal committee to deal with prevention of sexual harassment cases and ethics and a compliance committee to deal with protected disclosures under the whistleblower policy.

If any employee believes that someone is violating the Human Rights Policy or the law, they are asked to report it immediately to whistleblower@ltimindtree.com. Additionally, we also have a grievance procedure in place.

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/>