

Reasonable Accommodation Policy

LTIMindtree conducts its business emphasizing on inclusivity and in compliance with legal standards. The Company is committed to provide and maintain a work environment sensitive to the needs of LTIMindtree employees in order to foster work life productivity. LTIMindtree aims to have reasonable accommodation to the known limitations of a qualified employee.

The aim of this Policy on Reasonable Accommodation (“Policy”) is to provide reasonable accommodation to existing as well as potential LTIMindtree applicants and employees such that these accommodations enable people with qualifying disabilities, pregnancy, childbirth or related medical conditions, or any other individual who is required to receive a reasonable accommodation under applicable law to enjoy the benefits and privileges of employment equal to those enjoyed by similarly situated people without such needs (“Qualified Individual”). The policy outlines procedure for requesting accommodations and fostering inclusive workplace culture.

A reasonable accommodation (“RA”) is any change or adjustment to a job or work environment that permits a Qualified Individual to participate in the job application process, to perform the essential functions of a job, or to enjoy benefits and privileges of employment equal to those enjoyed by LTIMindtree employees without such needs or any other accommodation required by applicable law. RA efforts may include making existing facilities accessible to individuals with disabilities, job restructuring, part-time or modified work hours, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials, or policies, provision of qualified readers or interpreters, reassignment to a vacant position.

This Policy is applicable to all applicants and employees, whether full-time or part-time in India, Europe and ROW (excluding Americas).

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 83,000+ 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/>