ESG Policy and Vision Mission statement.

Version Number	1.0
Current Policy Effective Date	19th July 2024
Process Owner	ESG – Environmental Social Governance
Applicability	Applicable to all permanent employees of Mphasis and activities undertaken as part of Environmental Social Governance.

ESG Policy:

Mphasis is a Global Enterprise applying next-generation design, architecture, and engineering services, to deliver scalable and sustainable software and technology solutions.

Our ESG purpose is to apply Tech for Good – both for Business and Society.

ESG Vision Statement:

"To lead by example in integrating environmental stewardship, social responsibility, and strong governance into every facet of our operations, driving positive change and sustainable value for all stakeholders."

ESG Mission Statement:

"Our mission is to uphold the highest standards of Environmental, Social, and Governance practices. We are dedicated to minimizing our environmental footprint through innovation and responsible resource management, fostering diversity, equity, and inclusion within our workforce and communities, and maintaining rigorous ethical standards in all our interactions. Through transparency, accountability, and continuous improvement, we strive to create a better future for generations to come."

Environmental Commitments:

- **Energy Efficiency:** Commit to reducing energy consumption in offices and data centers through efficient equipment, renewable energy sources, and energy-saving practices.
- **Waste Management:** Implement recycling programs for electronic waste (e-waste), encourage paperless operations, and minimize packaging waste.
- **Carbon Footprint**: Reduce greenhouse gas emissions from operations, including travel, commuting, and data center activities.
- **Sustainable Procurement**: Work with suppliers and vendors who adhere to sustainable practices and environmental standards.

Social Responsibilities:

- **Diversity and Inclusion**: Foster a diverse and inclusive workplace culture, ensuring equal opportunities for all employees regardless of gender, race, or background.
- **Employee Well-being**: Provide health and wellness programs, promote work-life balance, and support mental health initiatives.
- **Community Engagement**: Engage in community development projects, volunteer programs, and support local educational initiatives in IT and technology.
- **Human Rights**: Uphold human rights principles in all business operations and supply chain activities.
- **Labor Rights**: Ensuring safe working conditions, protection against discrimination, modern slavery and forced labor. Opportunities for professional development, working hours and benefits.

Governance Practices:

- **Data Privacy and Security**: Ensure robust data protection measures are in place, complying with international standards and regulations.
- **Ethical Business Conduct**: Adhere to ethical standards in all business dealings, transparency in financial reporting and zero tolerance for corruption.
- **IT Resilience**: Helps to mitigate the impact of disruptions but also enhances overall business continuity and customer confidence.
- **Integrity:** It involves maintaining transparency and fosters trust among stakeholders to long-term business sustainability goals.

- **Transparency:** Disclosing relevant information to stakeholders, such as investors, employees, customers, and communities, to foster trust.

- **Customer satisfaction:** Delighted customers with the services are measured through surveys, feedback, and repeat business.

- **Board Diversity:** Promote diversity in board composition and governance structures to reflect different perspectives and expertise.

- **Compliance:** Ensure compliance with all relevant laws, regulations, and industry standards related to IT operations and environmental practices.

Implementation and Monitoring:

- **Policy Adoption:** Communicate the ESG policy to all employees, stakeholders, and partners, emphasizing their roles and responsibilities.

- **Targets and Metrics:** Set measurable targets and KPIs to track progress towards ESG goals, and regularly report on achievements and challenges.

- **Continuous Improvement:** Foster a culture of continuous improvement through feedback mechanisms, audits, and stakeholder engagement.

- **Integration with Strategy:** Integrate ESG considerations into business strategy and decision-making processes to ensure alignment with long-term sustainability goals.

Mphasis committed to sustainable practices, social responsibility, and ethical governance. To ensure relevance and significance, we have adhered to the principle of materiality a research-driven fundamental analysis incorporating Company-specific indicators related to environmental, social, and corporate governance. Customers, suppliers, shareholders, and employees, joining us in this positive dynamic.

Annexure to the Policy

Policy Revision History

Serial No.	Version No.	Date of Change	LT2 Approver	Sections Affected	Changes in Brief