

Coforge Limited

Environmental Sustainability Policy

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1. Purpose

Coforge Limited (*hereafter referred to as “Coforge”*) is a global digital services and business solutions provider with in-depth domain expertise that specializes in selected industry verticals. The company strategy is rooted in providing capability at scale with focus on emerging technologies, building partnerships, focusing on client centricity, and creating a sustainable and responsible world. Acknowledging its impact and footprint on environment and natural resources, the company has developed its ‘Environmental Sustainability Policy’ to address the pressing issues of Climate Change and Environmental Management for Coforge and its value chain. The policy aims to build trust with stakeholders, increase operational efficiency, and ensure that all its services rendered are environmentally sound and in responsible manner.

2. Scope

To foster sustainable business development, Coforge is committed to incorporate environmentally conscious practices amongst all its employees, extended workforce as well as along the supply chain, to whatever extent possible.

This Policy will remain applicable to all facilities and locations of Coforge (*rented/ leased or owned*) and the employees and other stakeholders associated with them.

Coforge will also extend the applicability of this Policy across the value chain, *to whatever extent possible*. All third-party associates of Coforge including suppliers, contractors, vendors, and affiliates are expected and encouraged to comply to this Policy.

3. Policy Commitment

At Coforge, we recognize the criticality of being a responsible business and believe in creating value for its employees, extended workforce, shareholders, investors, vendors, suppliers, customers & other stakeholders. Being a responsible company, it is prerequisite to comply with all applicable legal requirements, but being a responsible and sustainable company, it is imperative to embed the principles of sustainable development in company’s core business strategy, operational activities and services offered. Coforge is therefore committed to the following:

- Ensure 100% compliance with all applicable legal and regulatory requirements of the laws of the land, wherever it operates in.
- Establish, track, and monitor environmental goals and targets to ensure compliance and performance of the company with timelines.
- Disclose accurate and adequate environmental information based on scientific evidence and data trails for stakeholder review of company’s performance.

- Reduce Coforge's Greenhouse Gas (GHG) emissions and carbon footprint generated from business operations by adopting energy efficient technologies and moving towards renewable energy sources, *as applicable*.
- Implement sustainable waste management practices, based on principle of circularity i.e., 3R's (*reduce, recycle, and reuse*) especially for food, plastic, and other recyclable/ bio-degradable waste to minimize waste to landfill.
- Drive responsible management of water through conservation, harvesting, and recycling of wastewater, respectively for reducing consumption of fresh water and reusing of recycled water within the premises.
- Environmental awareness training and education for our employees, alongside effective communication with employees and recognition of their initiatives and achievements towards environmental improvement.
- Undertake independent environmental auditing, verification, and certification of our operations, practices and along our supply chain, *as applicable*.
- Integration of ESG/Sustainability compliances and parameters as part of registration, onboarding, review, and supplier development processes for all major suppliers as applicable. Periodic vendor/supplier assessment for the identified critical suppliers will be conducted covering aspects related to environmental and social compliances and performance.
- Drive capacity building sessions for our vendors/suppliers to motivate them to adopt environment sustainability practices and social responsibility in their business strategy and operations, in accordance with Coforge's Vendor Code of Conduct.

This Policy clearly defines Coforge's commitments to carbon neutrality, waste management and water conservation, and the incorporation of sustainable practices into our overall business operations. These commitments are managed through set environmental sustainability targets that are applicable across our company.

3.1 Energy Optimization and Emission Management

We, at Coforge are committed to become "**Carbon Neutral in our operations by 2040**". In line with this commitment, we have established a sub-target of continuous reduction of GHG emissions by 5% yearonyear, through adoption of energy efficient technologies/solutions, optimization of energy usage, increase share of renewable energy to total energy and biodiversity conservation initiatives that have a cascading effect on carbon offsets. In addition, the company has developed some internal commitments as mentioned below:

- Procure 10% green energy share in total energy consumption by 2025 and subsequently achieve 50% by 2040.
- Increase share of electric vehicle (EV) in fleet for employee commute to 10% by 2025 and subsequently to 50% by 2040.

The company commits to replace non-renewable energy source with renewable energy in the business operations (*direct control*) and improve the energy efficiency through integration of sustainable energy practices on other campuses (*leased premises*). At Coforge, we aim to conduct annual checks on our equipment and optimize operational processes to minimize energy wastage and optimize energy efficiency. To increase employee awareness, we aim to conduct one mandatory and two voluntary training sessions

annually, empowering them with the adequate knowledge and skills on energy-saving practices and emission management strategies.

The company plans to invest in green building initiatives, renewable energy, and a shift to green mobility options for transportation. At Coforge, we are making steady progress against our goal of reducing carbon emissions through an integrated approach.

3.2 Waste Management and Circularity

Coforge has committed to become “**Zero Waste by 2040**”, by creating an effective waste management ecosystem by adopting the following sub-targets:

- The ‘**Zero Food Waste**’ commitment at Coforge is achieved through diversion of food waste to composting practices and feed to livestock, to minimize waste to landfill.
- The ‘**Zero Plastic Waste**’ commitment at Coforge is reinforced by eliminating use of single-use plastic on our premises and responsible disposal of plastics as per local laws and mandates i.e., through authorized vendors.
- The ‘**Zero Waste to Landfill**’ initiative at Coforge is supported by our Scrap/E-Waste Disposal Policy, responsible and scientific disposal of hazardous waste generated and proper recycling of non-food waste through authorized recycler vendors.

We, at Coforge, are committed to improve resource use through the implementation of the Scrap/EWaste disposal policy, which aims to reuse and recycle the electronic waste generated by our business operations in a responsible manner. Through this initiative, the concept of circular economy i.e., maximizing the reuse and recyclability of electronic equipment is promoted, thereby minimizing negative environmental footprint. In addition, we collaborate with our vendors/suppliers to drive environmental sustainability commitments by prioritizing on minimizing packaging material consumption and wastage by adopting alternative green solutions/sustainable practices. Coforge commits to implement a comprehensive digital solution for fleet management and Accounts Payable workflow for invoice management process which in turn drives a paperless work environment in the operations.

3.3 Water Management

Coforge has committed to being “**Water Positive by 2040**”, a mission that is inclusive of the following standalone sub-targets:

- To provide clean drinking water to all employees and extended workforce.
- Ensure Water Free Sanitation by 2040, supported by recycling of wastewater and implementation of sustainable sanitation technologies on our facilities.
- To increase non-potable water usage (irrigation and domestic use) to 75% by 2040 from the baseline of 50% in FY2023, by maximizing wastewater treatment and recyclability to reduce dependency on freshwater.
- To enhance capacity of existing rainwater harvesting systems for all our owned properties, as part of the company’s water conservation objective.

We, at Coforge, believe in the sustainable management of water resources across our business operations and facilities, thereby have developed plans on conservation, harvesting, and recycling of water. At Coforge, awareness on water conservation practices and innovative solutions to maximize water

recyclability is of paramount importance, therefore employee capacity building sessions are undertaken periodically to drive behavioral change.

4. Monitoring

This Environmental Policy will be regularly reviewed and updated as per the requirements of the national and local laws and regulations, as well as in sync with the international commitments on ESG. The periodic review of the Policy and the commitments mentioned in the same is entrusted with Coforge's Environment, Social & Governance (ESG) Committee which may convene on an annual basis to carry out the exercise, or as and when required. The commitments and the targets may be reviewed by the Board on a yearly basis, as per the recommendation of the ESG Committee.

The EHS function shall track and monitor the progress against the laid down targets on a monthly basis and a quarterly trend analysis report may be submitted to the ESG Committee encompassing energy, emissions, waste and water performance for their review and recommendations.

5. Compliance Obligations

All provisions of the Environmental Sustainability Policy are subject to revision in accordance with any modification in the laws and regulations, business strategic decisions, and structural changes at Coforge.

The ESG Committee reserves the right to modify, add and/or amend any of the provisions of this policy, subject to approval by the Board.

Gautam Samanta
President

