

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 are environmentally sound and rendered in a 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, and other stakeholders. Being a responsible company, it is a 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 the 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 the 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., 3Rs (*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 are committed to become “**Carbon Neutral in our operations by 2040**”. To meet this commitment, we would adopt energy-efficient technologies/solutions, optimize energy usage, increase share of renewable energy in total energy, and take biodiversity conservation initiatives to offset carbon emissions.

We are making steady progress against our goal of reducing emissions through an integrated approach. Some of our internal commitments are mentioned below:

- Procure 10% of electricity from green sources by 2025 and increase the share to ~50% by 2030. Transition to 100% renewable energy by 2050 by committing to the RE100 initiative.

At Coforge, we conduct annual checks on our equipment and optimize operational processes to minimize energy wastage and optimize energy efficiency. To increase employee awareness, we conduct one mandatory and two voluntary training sessions annually, empowering them with adequate knowledge and skills on energy-saving practices and emission management strategies.

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**’ through diversion of food waste to composting practices and feed to livestock to minimize waste to landfill.
- The ‘**Zero Plastic Waste**’ by eliminating the 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**’ through our Scrap/E-Waste Disposal Policy, responsible and scientific disposal of hazardous waste generated and proper recycling of biodegradable waste through authorized recyclers.

We, at Coforge, are committed to improve resource use through the implementation of the Scrap/E-waste 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 the 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, and have developed plans on conservation, harvesting, and recycling of water. Since awareness on water conservation practices and innovative solutions to maximize water recyclability is of paramount importance for us, we periodically conduct employee capacity building sessions to drive behavioral change.

4. Environmental Management System

Coforge is committed to implementing and continuously improving an Environmental Management System (EMS) to enhance its environmental performance. The company has obtained ISO 14001 certification, covering 60% of its operations in India, with a plan to achieve 100% coverage by the end of 2025.

5. Climate Change Adaptation

Coforge acknowledges the importance of climate change adaptation and is committed to assessing physical and transition climate-related risks across its office locations. We will develop resilience strategies to ensure continuity of our operations in a sustainable way.

6. Decarbonization Strategy

Coforge plans to develop a decarbonization strategy aligned with the SBTi Net Zero Standard for Scope 1 and Scope 2 emissions. We are committed to reducing GHG emissions in accordance with the SBTi framework, which includes:

- Setting science-based targets to ensure our emissions reduction efforts are aligned with the latest climate science.
- Transparently reporting our progress towards these targets to maintain accountability and build trust with our stakeholders.
- Collaborating with stakeholders to meet our climate objectives and drive collective action towards a sustainable future.
- We intend to address Scope 3 emissions in the future.

7. 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 convenes on an annual basis, or as and when required, to carry out the exercise. 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, encompassing energy, emissions, waste and water performance, may be submitted to the ESG Committee for their review and recommendations.

8. 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**

