



Employee Health, Safety and Wellbeing

2025-26



Health, safety and wellbeing

At Coforge, employee wellbeing is the pillar of our people strategy and an integral part of our ESG agenda. We recognise that sustained business performance is closely linked to the physical, mental, emotional, and social wellbeing of our workforce. Our approach to employee wellbeing is holistic, inclusive, and preventive, designed to support employees across different life stages, career phases, and personal circumstances.

The dimensions of our annual **“My Voice”** Employee Satisfaction Survey, collectively, provide a comprehensive view of employees’ workplace wellbeing. Responses are captured on a 5-point scale, enabling us to assess overall favourability across these areas.

Coforge is in the process of adopting the **SA8000** standard, a globally recognised framework for managing social accountability and working conditions. This initiative strengthens our existing human rights and labour practices framework by aligning our management systems with SA8000 requirements on child labour, forced labour, health and safety, freedom of association, discrimination, disciplinary practices, working hours and remuneration.

Holistic wellbeing framework

Coforge’s wellbeing framework extends beyond statutory requirements and is embedded into our organisational culture. The framework addresses multiple dimensions of wellbeing, including preventive healthcare, physical fitness, mental and emotional wellness, social connection, and financial security. Through a combination of structured programmes, awareness initiatives, and access to professional support, we seek to create a safe, supportive, and engaging workplace environment.

Preventive health and physical wellbeing

Preventive healthcare remains a key focus area. During the year, Coforge organised **wellbeing melas and health camps** across major locations in partnership with recognised hospitals and professional wellness providers. These initiatives enabled employees to conveniently access dental check ups, eye screenings, physiotherapy consultations, nutrition counselling, and blood donation drives.

Physical fitness and healthy lifestyle practices were encouraged through onsite and virtual sessions such as **Yoga, Chair Yoga, Zumba, and desk-based ergonomic workshops**. These programmes were designed to promote movement, address sedentary work related concerns, and build long-term healthy habits among employees across geographies.

Mental, emotional, and social wellbeing

Recognising the growing importance of mental and emotional health, Coforge continues to strengthen initiatives focused on building resilience, awareness, and psychological safety. Regular wellness talks, awareness sessions, and engagement activities were conducted as part of initiatives such as **Wellness Wednesday**, a recurring platform focused on cultivating healthy practices related to the mind, body, and emotional wellbeing.

In addition, Coforge observed **Mental Health & Wellness Month**, with a structured, month-long campaign themed “Unleash Your Inner Hero”. The campaign emphasised building psychological capital through hope, efficacy, resilience, and optimism, and included expert led webinars, curated self help resources, assessments, and learning modules accessible to employees.

Social wellbeing and interpersonal connection were fostered through workplace engagement initiatives such as cultural celebrations, food festivals, sports clubs, and “fun at work” activities. These initiatives played a key role in strengthening collaboration, inclusion, and a sense of belonging among employees.

Employee Assistance Program (EAP)

To provide confidential and professional support for personal and work related challenges, Coforge continued to offer an **Employee Assistance Program (EAP)** in partnership with 1to1Help. The EAP provides employees and eligible family members access to qualified counsellors through face to face, telephonic and online modes. The programme supports individuals in managing stress, emotional wellbeing, family and relationship concerns, parenting challenges, and other life issues, reinforcing Coforge’s commitment to holistic care.



Support during life stages and caregiving responsibilities

Coforge supports employees through key life milestones and caregiving responsibilities. Benefits include a **marriage allowance**, a **childbirth gift** to encourage early financial planning for a child's future, and flexible work arrangements such as **work-from-home and part-time working options** for eligible caregivers. These practices enable employees to balance professional commitments with personal responsibilities.

Employee welfare trust

Coforge operates an Employee Welfare Trust, jointly supported by employee contributions and company matching. The Trust offers financial assistance to employees facing high cost medical treatments beyond standard insurance coverage and corporate buffers. We disbursed over INR 5.2 million through this fund in FY2025–26. This initiative reflects Coforge's culture of care, solidarity and shared responsibility during unforeseen medical situations.

Embedding wellbeing within ESG

Employee wellbeing is closely linked to the Social pillar of Coforge's ESG framework. In addition to wellness initiatives, employees undergo mandatory annual awareness modules on ESG and sustainability, encouraging responsible behaviour, environmental consciousness and a healthy lifestyle. Through these efforts, Coforge continues to invest in building a resilient, engaged and inclusive workforce that supports long-term value creation for employees, clients and society.

Wellbeing priorities

Coforge continues to enhance employee wellbeing initiatives with a focus on strengthening preventive healthcare participation, improving employee engagement, expanding mental wellness support, and fostering an inclusive and psychologically safe workplace culture.



Employee support programmes

Coforge provides a range of company wide support programmes designed to enhance employee wellbeing, enable **work-life balance**, and support **diverse workforce needs** across life stages. These programs cover **flexible work arrangements, health and well-being, childcare support, and family-related benefits**, and are applicable to eligible employees across locations, ensuring an inclusive and supportive workplace environment.

1. Flexible work arrangements (WFH / flexi-hours / hybrid work)

Coforge enables flexible working arrangements, including remote working and adaptable work schedules, based on role requirements and business needs, supporting better work life balance across employees. These arrangements are applicable company-wide and are implemented through managerial and operational flexibility.

2. Part-time, sabbatical and career break options

Employees have access to structured long leave and career break options (e.g., sabbaticals), enabling flexible workforce participation during personal or family needs. These programs are available to eligible employees and support long-term retention and wellbeing.

3. Health and workplace wellbeing programmes

Employee health is supported through comprehensive insurance schemes (group mediclaim, life and accident cover) and preventive health initiatives such as executive health check-ups. The organisation also promotes workplace wellbeing through safe, secure, and healthy work environments supported by governance and infrastructure.

4. Mental health and wellbeing support

Coforge fosters employee wellbeing through a safe and supportive workplace culture, emphasising dignity, respect, and psychological safety for all employees. wellbeing is further reinforced through employee-centric policies and benefits aimed at reducing stress and supporting overall mental health.

5. Childcare facilities (crèche / cradle programme)

The company provides on-site childcare facilities (Cradle/Crèche) to support working parents, covering children aged 3 months to 6 years during working hours. These facilities are accessible across locations (including all major offices) and are offered at subsidised rates to employees.

6. Breastfeeding and nursing support

Through its workplace childcare infrastructure and dedicated facilities, Coforge enables support for nursing mothers, ensuring a parent-friendly work environment aligned with childcare provision policies.

7. Parental and family-related benefits

Coforge's employee benefits framework supports employees across life events, including childbirth and family needs, through structured benefit schemes such as children-related support and family-linked benefits. These benefits are accessible to all regular employees, ensuring inclusive support across the workforce.

8. Paid leave (family / care / parental leave)

The company provides structured leave policies covering various employee needs, including family and caregiving responsibilities, as part of its broader leave and holiday framework. Leave benefits are applicable to eligible employees and aim to support work-life balance and family wellbeing.

Employee wellbeing and family support programmes coverage, FY2025–26

Programme / Benefit	Eligible employees (%)	Employees covered / enrolled (%)	Gender coverage insight	Geographic coverage	Notes
Health insurance	100% (all regular employees)	100% enrolled	Equal access for all employees	All operating locations	Core health coverage provided company-wide
Accident insurance	100%	100%	Equal access	All locations	Mandatory company-provided coverage
Maternity benefits	Applicable female employees	100% of eligible employees	Female workforce coverage	India + applicable jurisdictions	Above statutory in certain components
Paternity benefits	Applicable male employees	~71% of total workforce covered	Male workforce coverage	All major locations	Indicates high participation
Childcare (crèche / cradle)	Eligible parents with children (0–6 yrs)	Available; enrolment based on need	Gender-neutral access	Multiple locations (campus + cities)	Subsidised facility support

Social security and financial support benefits coverage, FY2025–26

Benefit type	Employees covered (%)	Workers covered (%)	Regulatory status	Geographic coverage	Remarks
Provident Fund (PF)	98.87%	0%	Deposited with authority: Yes	India (as applicable)	Near-universal coverage
Gratuity	98.87%	0%	Yes	India	Long-term financial security
Employee State Insurance (ESI)	6.33% (eligible population)	0%	Yes	India (income-threshold based)	Coverage depends on statutory eligibility

Occupational health and safety

At Coforge, occupational health and safety is a fundamental aspect of our commitment to employee wellbeing and responsible business conduct. We strive to provide a safe, healthy, and secure work environment for all employees, contractors, and visitors across our operations by proactively identifying and mitigating workplace risks, strengthening preventive controls, and complying with applicable health and safety regulations. Coforge's occupational health and safety management practices are aligned with ISO 45001 principles across applicable operational locations.

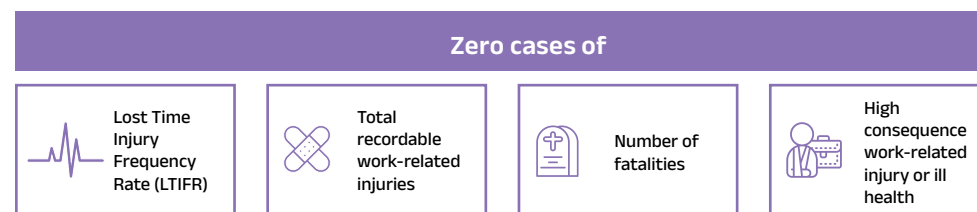
Occupational health and safety framework and governance

Coforge has established a structured occupational health and safety framework aligned with statutory requirements and internal policies across geographies. The framework defines roles, responsibilities, and accountability for maintaining workplace safety and is supported by documented procedures covering hazard identification, emergency preparedness, incident reporting, and safe work practices. Occupational health and safety responsibilities are integrated into facility management and operational oversight processes, with periodic reviews to ensure effectiveness and continuous improvement.

Hazard identification and risk assessment

Hazard identification and risk assessment form the cornerstone of Coforge's occupational health and safety approach. A systematic risk based process is followed to identify potential hazards associated with workplace infrastructure, equipment usage, ergonomics, electrical systems, fire safety, and emergency preparedness.

Risk assessments are conducted across office locations and delivery centres and are reviewed periodically, particularly in response to changes in workplace layouts, operating conditions, or regulatory requirements. The outcomes of these assessments are used to define appropriate mitigation measures, strengthen preventive controls, and enhance employee awareness. This proactive approach helps minimise workplace risks and supports a safe and healthy working environment.



Safe and healthy work environment

Coforge implements multiple preventive measures to ensure safe workplace infrastructure across offices and delivery locations. Facilities are maintained with appropriate electrical safety systems, fire detection and suppression equipment, emergency exits, safety signage, first aid facilities, adequate lighting and ventilation.

Given the nature of a technology driven work environment, ergonomic wellbeing is a key focus area. Employees are sensitized through awareness programmes on proper posture and workstation ergonomics, supported by ergonomic assessments and expert led physiotherapy consultations conducted as part of preventive health initiatives. These measures help address hazards and risks, and promote long-term occupational health.

We also observe initiatives such as Road Safety Week and National Safety Week and conduct mandatory EHS training for all employees to strengthen safety awareness and promote the adoption of safe practices across the organisation.

Emergency preparedness and response

Coforge maintains emergency preparedness plans to effectively respond to potential incidents such as fire, medical emergencies, and natural disasters. Emergency response mechanisms include trained response teams, defined evacuation procedures, periodic mock drills, and readily accessible emergency equipment. Regular awareness sessions and drills are conducted to ensure employee readiness and familiarity with emergency protocols at their respective locations.

Incident reporting and continuous improvement

A structured incident reporting and management process is in place to capture workplace incidents, unsafe conditions, and near miss events. Reported incidents are investigated to identify root causes and implement corrective and preventive actions. Learnings from incidents are used to strengthen controls, enhance awareness, and prevent recurrence, reinforcing a culture of transparency, accountability, and continuous improvement in occupational health and safety.

Commitment to workplace safety

Through robust governance, systematic risk assessment, preventive infrastructure, and continuous engagement with employees, Coforge remains committed to maintaining safe and healthy workplaces. Occupational health and safety is closely aligned with our employee wellbeing initiatives and continues to be a key enabler of employee productivity, business resilience, and sustainable value creation.

Occupational health and safety performance

Coforge monitors and reviews occupational health and safety performance through defined indicators. These metrics enable ongoing assessment of the effectiveness of safety measures and support informed decision making for further strengthening workplace safety practices.

Particulars	FY2025-26	FY2024-25
Total recordable work related injuries	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0
Number of work-related fatalities	0	0
Total hours worked (million hours)	58.2	55

Absentee rate

The absenteeism rate represents the proportion of total scheduled working days during which employees were on leave. This metric is calculated based on annual leave utilization, as sick leave is not tracked separately. The reported absenteeism level is aligned with the organisation's commitment to employee wellbeing and sustainable workforce practices. Employees are actively encouraged to take planned time off to rest, recover, and maintain a healthy work-life balance. This approach supports long-term productivity, engagement, and resilience, and reflects a positive organisational culture that prioritises holistic employee health.

Absentee rate	FY2025-26
% of total days scheduled	4.97%
% of employees covered	98%

Emergency preparedness and safety awareness

Particulars	FY2025-26	FY2024-25
Number of emergency drills conducted	15	14
Number of locations covered by emergency drills	7	7
Employees covered through safety awareness programmes	21,295	14,301

Internal inspections and independent external verification

Coforge conducts periodic internal workplace safety inspections and compliance reviews across office and delivery locations to assess adherence to occupational health and safety requirements, emergency preparedness protocols, and preventive safety measures. Observations identified during inspections are addressed through corrective and preventive actions to support continuous improvement. Additionally, relevant occupational health and safety processes are subject to independent external assessments and certifications, where applicable, to strengthen compliance and operational effectiveness.



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