Policy on Anti-Discrimination and Anti-Harassment

1. Objective

At Tech Mahindra, we thrive to create a workplace that is safe, non-hostile, and free from harassment. This policy is gender-neutral and enforces a zero-tolerance on all forms of harassment including sexual harassment, ensuring the dignity and equality of every associate is upheld. The policy outlines clear procedures for reporting and redressal mechanisms in the workplace. The policy also covers measures to address false complaints.

Our policy strictly prohibits any form of workplace harassment based on race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, marital status, age, gender, sexual orientation, or any other basis protected by company disciplinary policy, federal, state, or local law or ordinance or regulation. We believe that all such forms of harassment are unacceptable and will not be tolerated within our organization. Accordingly, the organization has implemented several initiatives to raise awareness about different forms of harassment, the reporting mechanisms, and the legal consequences.

2. Scope

Stakeholders for this policy include all associates (including permanent and on contract), business partners (including agents, contractors, vendors, and suppliers), customers of Tech Mahindra Limited including its subsidiaries, and anyone else doing business at the company's workplace. Country-specific policies or regulations, if any, on the prevention of harassment as described above, will supersede this policy.

3. Raising a complaint

If you experience any form of harassment, refer to the following channel for raising appropriate concerns:

- Concerns regarding harassment at the workplace should be reported as follows:
  - IT Associates may report the complaint to CAREHRHELPDESK@TechMahindra.com
  - BPS Associates may report the complaint to FAIR.TMBPS@TechMahindra.com and / or may raise the complaint in the portal <<https://tm-fair.techmahindra.com/>>
- Concerns regarding sexual harassment at the workplace should be reported to POSH@TechMahindra.com alternatively, you can submit complaints through the one-click option on the company intranet TWINGO

4. Reporting protocols and guidelines for the complainant

When submitting a complaint, the complainant should provide information and include all relevant details of the incident(s). We encourage the complainant to provide a comprehensive description. Reporting the matter promptly is essential to ensure that any concerns of discrimination, retaliation, or harassment are investigated and addressed in a timely, swift, and appropriate manner. The complainant is also expected to keep all discussions confidential. Any malicious and baseless allegation may result in disciplinary action leading up to termination in line with applicable local regulations. The investigation committee will ensure the confidentiality of the matter.

5. Redressal committee

Tech Mahindra has grievance redressal forums at all locations to address harassment-related complaints. For harassment issues (non-sexual), a neutral panel is formed to ensure fair hearing and timely resolution. Sexual harassment complaints are addressed in accordance with the local laws and the company's internal policies. Internal Committees (ICs) are established globally to manage such cases. Upon receiving a complaint, the IC conducts a confidential investigation, allowing both the complainant and respondent to present evidence and witnesses. Investigations are designed to be thorough and are concluded within 90 days. Post-investigation, appropriate actions are taken in accordance with the Company's disciplinary policy and applicable laws, which may include an action up to and including termination of employment.

6. Retaliation

Tech Mahindra does not tolerate any form of retaliation against the complainant or any related parties. If any retaliation is reported to the investigation panel or IC and is proven, the Committee/panel may recommend disciplinary action (up to including termination of employment in line with the applicable laws).

7. Policy revision

This policy has been reviewed and revised, effective 01 September 2025. Please refer to the detailed country-specific policies hosted on the BMS Portal.
Detailed POSH Policy & Disciplinary Policy.