

Sustainable Supply Chain Management

A Collaborative Approach Fortifying
Our Commitment to Sustainability

02-02-2026



TECH
mahindra

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Why Sustainability?



Global Warming



Climate Change



Pollution Health Hazards



Water Scarcity



Energy Crisis



Ice Melting



Wildfire



Biodiversity Loss



E-waste Health Hazards



Inequality Threats



Bribery Threats



Health and Safety Threats

02

Stepping stones of Sustainability

Reducing Carbon Emissions

How to Reduce Carbon Emissions

- **Save Energy**
 - Switch-off equipment when not in use
 - Use energy-efficient machines
- **Improve Transport**
 - Combine deliveries to reduce trips
 - Use fuel-efficient or electric vehicles if possible
- **Reduce Waste**
 - Recycle packaging
 - Avoid unnecessary plastic
- **Choose Sustainable Materials**
 - Prefer eco-friendly raw materials
 - Source locally to cut transport emissions

What reducing carbon emissions means

- Reducing carbon emissions from the environment
- Lower emissions = Cleaner air + Better communities

How suppliers can achieve ZWL

- Use recyclable or reusable packaging.
- Reduce unnecessary materials
- Partner with us for waste segregation and recycling



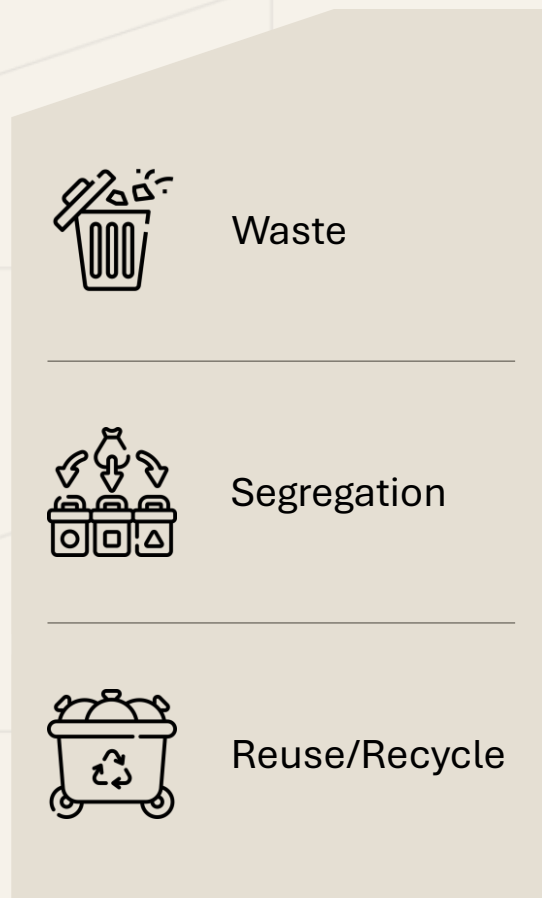
Zero Waste to Landfill

What

- No waste from our operations goes to landfill.
- All waste is reused, recycled, or recovered.

Why

- Protects the environment.
- Reduces pollution and greenhouse gases.
- Supports sustainability goals.



Our Goal

100% diversion from landfill by **FY26**
Together, we make a cleaner future.

How Suppliers achieve ZWL

- Use recyclable or reusable packaging.
- Reduce unnecessary materials.
- Partner with us for waste segregation, recycling and other carbon reducing activities.

Becoming Net-Zero



What is Net-Zero

- Balance the amount of greenhouse gases emitted with the amount removed.
- Achieving net zero means no net increase in emissions.



Why is it important

- Addresses climate change
- Protects the environment
- Meets regulatory & customer requirements



How suppliers can become Net-Zero

- Reduce energy consumption
- Minimize waste and emissions
- Use renewable energy sources

Achieve Net Zero 2035 (22% reduction of Scope 1+2 emissions in FY25 against baseline FY16)

What is **BRSR**?

- BRSR stands for Business Responsibility and Sustainability Reporting.
- The BRSR framework was introduced by the Securities and Exchange Board of India (SEBI) in 2021, and it replaces the previous Business Responsibility Report (BRR) framework.

The BRSR covers three section ESG attributes:

Section A General Disclosures

Essential company details and overarching activities

Section B Management and Process Disclosures

Outlines the policies, procedures, and measures implemented in the conduct of ethical business and promotion of environmental responsibility

Section C Principle-wise Performance Disclosures

Overview of the company's ESG management strategies and operational processes



03

Supplier Code of Ethical Business Conduct (CEBC)



Supplier Code of Ethical Business Conduct Training

Supplier CEBC

- CEBC promotes ethical and sustainable practices in supplier operations
- Prevents discrimination and harassment in supplier workforce
- Ensures compliance with Tech Mahindra's Supplier Code of Conduct
- Zero tolerance for discrimination and harassment
- Equal opportunity and fair treatment for all employees in supplier's organizations
- Alignment with international labor standards such as no forced or child labor (ILO conventions)

Training Roadmap

- **Anti-Discrimination Principles:** Training educates employees on respecting diversity and ensuring equal treatment at the workplace
- **Harassment Prevention Policies:** Policies emphasize zero tolerance for harassment, fostering a safe and respectful environment.
- **Reporting and Escalation Mechanisms:** Whistleblower programs empower employees to report concerns confidentially and without retaliation
- **Continuous Learning and Compliance:** Regular workshops and e-learning ensure awareness of rights, responsibilities, and ethical standards

Supplier Code of Conduct & Compliance

Clause	Description
Non-Discrimination	Equal opportunity for all employees regardless of gender, race, or background
Anti-Harassment	Zero tolerance for harassment in any form
Safe Workplace	Maintain health and safety standards for all workers
Grievance Mechanisms	Provide channels for reporting and resolving issues
Diversity & Inclusion	Promote inclusive practices across supplier organizations

04

Sustainable Supply Chain Management

Introduction to Sustainable Supply Chain

Supply chain sustainability refers to companies' efforts to consider the environmental and social impact of their products' journey through the supply chain, from raw materials sourcing to production, storage, delivery, and every transportation link in between. This beyond the traditional measures of profit, return on investment, and shareholder value.

Sustainability Motivations



Even if you don't want to practice sustainability, somebody in the value chain will insist you on it



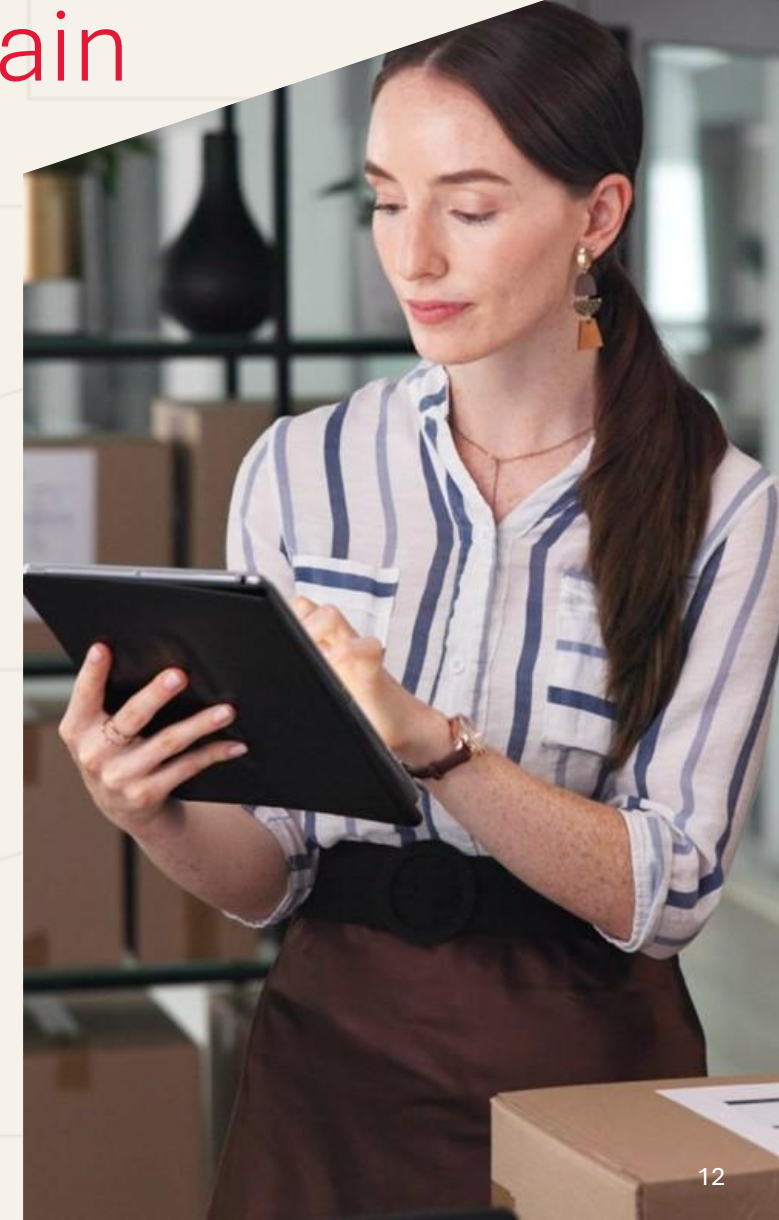
Penalties by regulatory authorities



Some businesses won't consider a supplier if they are not sustainable



Green performance is more profitable



Sustainable Supply Chain Management

- Sustainable supply chain management involves practices on environmental protection, social, and ethical responsibility and strong governance mechanism and policy implementations
- SSCM priorities include:
 - ESG data reporting
 - Environmental stewardship
 - Becoming net zero
 - Financial savings and viability
 - Social and ethical responsibility
 - Sustainable value chain
- Impact within the supply chain significantly outstrips the environmental and social impact related to own operations
- Opportunity for positive change exists more in supply chain management decisions than in areas within direct operational control



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Sustainable Supply Chain Management Questionnaire

SSCM Questionnaire (Slide 1/5)

Labor/workplace management

S.N	Requirement	Suggested Artefacts
1	Comply with all relevant local and national laws and regulations regarding employment practices, benefits, health and safety and anti-discrimination and harassment and abuse.	Legal Register
2	Written labor/workplace management policies and standards.	Policy
3	A workplace free of direct or indirect discrimination, harassment or bullying on the grounds of gender, age, race, nationality or ethnic origin, disability, family responsibilities or parental status, marital status, the occupation of spouse or partner, medical or irrelevant criminal record, political convictions, pregnancy or potential pregnancy, religious beliefs or activities, sexual preference or sexuality, industrial activity or union membership, physical appearance, social origin or careers responsibilities.	Policies and practices on <ul style="list-style-type: none"> • Equal Opportunity • Anti-harassment, Anti Bribery , Prevention of Sexual Harassment at the Workplace
4	No Child Labor forced or involuntary labor in any form	
5	Fair pay and working conditions, including adequate rest periods and parental leave, comply with local laws and match prevailing working conditions.	Policies and practices on <ul style="list-style-type: none"> • Compensation and Benefits • Working Hours, Leave and Holidays including Maternity/ Paternity Leaves • Working Environment
6	Considerate to the needs of, and requests made by employees, as a stakeholder in the operation of the business.	Employee Feedback Process and How They are Addressed
7	Are you compliant with SA8000 Standards?	
8	Committed to providing relevant training, learning, and development opportunities for employees.	Training Calendar

SSCM Questionnaire (Slide 2/5)

Occupational Health and Safety

S.N	Requirement	Suggested Artefacts
1	Comply with all relevant local and national laws and regulations concerning employees.	Legal Register
2	Written safety and health policies and standards.	Policies and Practices on: <ul style="list-style-type: none"> • Health and Safety • OHSAS/ISO 45001 Certification
3	Documented system to reduce work-related injury and illness.	<ul style="list-style-type: none"> • Hazard and Risk Management • Documented Processes • Reporting and Corrective Actions

Risk Management

S.N	Requirement	Suggested Artefacts
1	Written and periodically tested business continuity plan (BCP) in place to minimize business impacts in the event of a major disruption.	<ul style="list-style-type: none"> • BC Plan • BC tests and outcomes
2	Written and periodically tested emergency response plan (ERP) in place to minimize harm to employees, the local community, and the local environment (including buildings) in the event of a site disaster.	<ul style="list-style-type: none"> • Emergency Response Procedure • Test Cases Reports

SSCM Questionnaire (Slide 3/5)

Environment

S.N	Requirement	Suggested Artefacts
1	Comply with all relevant local and national laws and regulations with regard to land and water management, waste and recycling, the handling and disposal of toxic substances, discharges and emissions, noise, transportation of products, and waste.	<ul style="list-style-type: none"> • Legal Register • Hazardous Waste Management Process
2	Achieve a validation of an external target to become a net zero company by 2040 at the latest, with the Science Based Targets initiative (“SBTi”)	Public link/SBTi listing
3	Written environment, climate change and water policy	Policy and Implementation
4	Written environmental management plan to identify and minimize the impact of their activities on the environment.	Risk Assessment
5	Any certification for ISO 14001 or similar environmental management system	Certifications
6	Any fines, prosecution, or warnings by regulators related to water, air and environmental issues	Compliance and Legal Report
7	Track and monitor energy consumption and GHG emissions	Public Report
8	Establish environmental targets and objectives to improve environmental performance.	Public Link/Report
9	Organizational goals and targets to reduce GHG emissions and become Net Zero.	Public Link/Report
10	Targets and programs to reduce overall sustainability impacts by managing/optimizing transportation logistics	Policies and Reports
11	Identify corrective actions and remediation plans for environmental, labor, health, and safety and track to closure	Policies and Reports

SSCM Questionnaire (Slide 4/5)

Corporate governance and ethics

S.N	Requirement	Suggested Artefacts
1	Comply with all laws and regulations on bribery, corruption, and prohibited business practices.	<ul style="list-style-type: none"> • Legal Register • Policies and Practices on <ul style="list-style-type: none"> • Anti Bribery, Corruption • Ethical Business Conduct
2	Conduct business in accordance with high ethical standards.	<ul style="list-style-type: none"> • Ethical Business Conduct and Supplier Code of Conduct
3	Formal complaints management process for employees, suppliers and members of the communities	<ul style="list-style-type: none"> • Formal complaint/ Grievance Redressal System • Awareness Among Employees
4	Transparent allocation of responsibilities between board and management, where an applicable organizational structure/managing committee exists.	<ul style="list-style-type: none"> • Roles and Responsibilities
5	Promote timely and balanced disclosure of material matters concerning services provided by the company to Tech Mahindra.	<ul style="list-style-type: none"> • Proactive Risk Management

SSCM Questionnaire (Slide 5/5)

Supply Chain

S.N	Requirement	Suggested Artefacts
1	Adopt similar principles to these in dealing with their own key suppliers* (which may include high spend, high risk or strategic suppliers).	Evidence Implementation for Sub-Suppliers
2	Adhere to acceptable business practices with their own suppliers, including providing for timely payment and reasonable contractual conditions.	

Community Engagement

S.N	Requirement	Suggested Artefacts
1	CSR Activities	List of CSR Activities and Outcome



Supplier Assessment Outcomes

Observations and Recommendations

Good Points

Code of conduct and workplace management:

- Workplace management policies
- Training/induction program
- Written labor policy in place
- Written diversity/equal opportunity for employment policy
- Proactive in learning/development for employees

Occupational health and safety:

- Written safety and health policy
- Strictly following health and safety checklist for employees
- Conducting safety-related trainings for employees

Environment management:

- Written environment policy

Areas of Improvements

- Tracking GHG emissions(Scope 1, 2 & 3) for operations
- Reporting emissions on global platforms
- Establish environmental targets and objectives to improve environmental performance
- Set up sustainability targets and goals to minimize impact on environment.
- Have a written business continuity plan and disaster recovery policy
- Develop ESG report



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Sustainability at Tech Mahindra

Sustainability at TechM



Our Vision

We are committed to pursuing **‘purpose beyond profits’** by embedding ESG principles into our core strategy, balancing sustainability and overall business profitability. This helps us create a long-term positive impact on the planet and society while providing greater value for all our stakeholders.

To be in the **top 5** IT services of the world and sustain leadership position in India for sustainability



Focused on enhancing operational eco-efficiency



Lead sustainability transformation through process improvements, innovation, and disruption



Rated amongst the top brands to work for



Focused responsible business growth



Our ESG Roadmap

Environmental

Climate Resilience

Achieve Net Zero **2035** (**22%** reduction of Scope 1+2 emissions in FY 25 against baseline FY16)

Focusing on Renewable

90% Renewable Energy by **FY30** (**31%** for owned and **22.65%** globally till **FY25**)

Solid Waste Management

Zero Waste to Landfill by **FY26** for 13 Owned locations (**10 of 13** locations certified till **FY25**)

Afforestation

Plant **1,50,000** trees by **FY26**
1,37,790+ trees planted till **FY 25**

Water Security

Reduce Water Withdrawal intensity by **20%** by **FY26** (**4.98 kl/person** in **FY25**)

Sustainable Supply Chain

Audit **200** Suppliers on Sustainability by **FY26**
(Audited **170+** suppliers till **FY 25**)

Social

Women Empowerment

37% Women in organization & **12%** in senior management by **FY26** (Women overall **34.47%** in **FY25**, Women in sr. mgmt. **11.42%** in **FY25**)

Human Rights Assessments

100% of 13 Owned locations by **FY26**. (**11 of 13** locations certified till **FY25**)

Volunteering Hours

180,000 per year by **FY26** (Green Marshals: **7,466** hours, CSR & ISR: **126,470+** hours in **FY25**)

Employee Recognition

60% associates to be recognized by **FY26**
(**54%** associates recognized in **FY25**)

CSR Projects (Employability)

TMF Smart Centers: **120** by **FY26** (**73** in **FY25**)
TMF Smart Academies: **15** by **FY26** (**12** in **FY25**)

CSR Projects (Disability)

TMF Disability Projects: **50** by **FY26** (**45** in **FY25**)

CSR Beneficiaries (Direct & Indirect)

70,000 Direct & **25 Lakh** Indirect by **FY26**
(**1.82 Lakh** Direct & **2.75 Lakh** Indirect in **FY25**)

Governance

Maintain High Corporate Standards

- Effective Board: Diverse and Independent
- Proactive Risk Management System
- Stringent compliance
- Transparent Disclosures
- Strong Customer Relationship
- Robust Cybersecurity
- Effectual Data privacy

Integrated Reporting

- Aligned to **IIRC**, **GRI** standards 2021, and **SASB** framework, **BRSR**
- Scenario Analysis carried out according to **TCFD** recommendations & mapping of UN SDG Goals
- Conducted **first time mapping** of ESG disclosures to **ISSB**

Board of Directors

- **4** women directors, exceeding the mandate of **1**
- Independent directors: **6 (60%)**, exceeding the mandate of **50%**
- Board Diversity policy

Recognized Sustainability performance



First Indian company in the world to have been awarded the Sustainable Markets Initiative's **Terra Carta Seal**



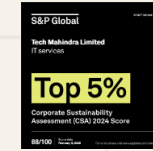
CDP 2025
Included in the “**A**” list of CDP Climate, Water Security 2025



S&P Dow Jones Sustainability Index (DJSI) 2025
Ranked #1 Worldwide in “TSV IT Services” sector by S&P DJSI 2025

SEAL

Sustainability Leader Award by **SEAL Awards** among 6 leaders selected for 2025



Only Indian IT company to be included in the **top 5%** of **global** sustainable companies and a member of **S&P Global Yearbook 2025**

TIME

TIME and Statista Recognised as one of **World’s Most Sustainable Companies 2025**

Dun & Bradstreet India

Dun & Bradstreet India - ESG Champion of India in the Software and IT Services Sector **2024**

BW BUSINESSWORLD

Business World Sustainability Conclave 2025
Recognized as **India's Most Sustainable Business of the Year 2025**.

ET Edge

Champions of Green Practices by **ET Edge Global Sustainability Alliance - Sustainable Organizations 2025**

MSCI

Morgan Stanley Capital International 2025
Awarded “**A**” rating badge

SUSTAINALYTICS

Included in the **Sustainalytics 2025 Top-Rated ESG Companies list**

FTSE Russell

Constituent of **FTSE4Good Index Series 2025** for the 10th consecutive year



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Scale at Speed™