



Human Rights Policy - 2025

Coforge

Contents

Human Rights Policy FY 2025.....	3
1. Introduction	3
2. Scope	3
3. Coforge’s Commitments	3
4. Equal Opportunity Employer	3
5. Fair Wages and Remuneration	3
6. Harassment-Free Workplace.....	3
7. Healthy and Safe Environment	4
8. Force or Compulsory or Involuntary Labor.....	4
9. Child Labor	4
10. Freedom of Association and collective Bargaining	4
11. Data Privacy	4
12. Community Engagement	4
13. Grievance Redressal	5
Version Change History	6

Human Rights Policy FY 2025

1. Introduction

Coforge Limited (hereafter referred to as “Coforge”) is a leading provider of information technology solutions, servicing customers across the globe while following global standards in the software development process. The company is committed to upholding the human rights of all stakeholders that are involved in and impacted by our business operations and across the value chain, to whatever extent possible. Coforge aims to uphold these human rights in accordance with the United Nations Guiding Principles on Business, Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, as well as national and local laws applicable to the geographies within which it operates.

Coforge seeks to identify, prevent, mitigate, and account for adverse human rights impacts and adequately address any adverse impacts and violations through the grievance redressal mechanism.

2. Scope

This policy is applicable to all group companies and their employees, contractual staff, suppliers, and contractors. We recognize that we are part of the communities in which we operate. We engage with communities on human rights matters that are important to them, pursuant to our [CSR Policy](#).

3. Coforge’s Commitments

Coforge is committed to upholding the human rights of our stakeholders and strives to protect all human rights that have been defined in this section and prevent any adverse impacts on them.

This policy also represents commitment from Coforge towards alignment and review of this document on an annual basis or as may be required to ensure compliance and adoption of best practices.

4. Equal Opportunity Employer

At Coforge, we are committed to promoting Diversity, Equity, and Inclusion (DE&I) in all business operations. The Company is an equal opportunity employer, determined to uphold diversity and inclusivity in recruiting, hiring, training, and development. Fair compensation is provided based on qualifications, performance, and skill development.

Coforge does not discriminate based on race, religion, age, sex, color, nationality or social origin, ethnicity, disability, sexual orientation, political opinion, or any other status that is protected by law.

Please refer to our [Diversity Equity & Inclusion Policy](#) for more information about our commitment to diversity in our workforce.

5. Fair Wages and Remuneration

At Coforge we are committed to ensuring compliance to all global minimum wage standards set by various government / compliance authorities and to pay all our employees’ wages which are adequate to maintain a good and healthy standard of living.

6. Harassment-Free Workplace

Coforge’s Policies such as our [Policy Against Sexual Harassment \(POSH\) in the Workplace](#) and [Code of Conduct](#) highlight our commitment to a work environment free of harassment and the appropriate procedure to address any violations of the same. Our [Diversity Equity & Inclusion Policy](#) and Disciplinary Action Policy, aim to foster a work environment free of harassment and discrimination, and provide mechanism to escalate

concerns.

The company is committed to provide a harassment-free work environment to cultivate a conducive and growth-oriented mind-set. To dissuade any unethical practice/non-compliance we also have a grievance redressal mechanism in place which enable an individual to approach the company to raise the concern anonymously.

7. Healthy and Safe Environment

Coforge aims to provide a healthy and safe working environment. A comprehensive [Environment, Health and Safety Management System Manual](#) has been formulated in accordance with the requirements of ISO 14001:2015 and ISO 45001:2018 standards and the management system framework ensures that all stated and expected requirements of all the interested parties are understood.

The EHS Management System Manual defines company's commitment to identifying and mitigating risk of accidents and injury, compliance obligations, and ensuring proper action in case of accidents, injury, or occupational hazards in a timely and effective manner. EHS Management System clearly defines and documents the process and procedures for regular reviews and audits for promoting a company-wide culture of continual improvement.

8. Force or Compulsory or Involuntary Labor

Coforge strongly prohibits all forms of forced, compulsory or involuntary labor in its business operations and across the value chain, to whatever extent applicable. Our [Statement on Modern Slavery](#) defines our aim to ensure that any form of coerced labor (including slavery, servitude and exploitation) and human trafficking is eliminated.

9. Child Labor

Coforge strongly prohibits child labor in our business operations and across the value chain, to whatever extent applicable.

10. Freedom of Association and collective Bargaining

Coforge respects the right of employees to practice their legitimate right of free association. Coforge cooperates in good faith with the bodies that its employee collectively chooses to represent within the appropriate legal frameworks.

11. Data Privacy

Coforge is committed to protect the data privacy of employees (including ex-employees and retirees), customers and suppliers. Coforge has firmed up a detailed Privacy statement detailing out the mandates to be followed and has established a dedicated "Data Protection Office" to handle such data. More details at : [Coforge Privacy Statement](#)

12. Community Engagement

Coforge recognizes that our business affects communities present in the vicinity of our operations. We aim to ensure that the human rights of community members are protected along with our commitments to stakeholders defined in the section above.

The company aims to provide these communities with a platform to voice their concerns and ensure that an appropriate grievance redressal mechanism is in place in the instance of violations of human rights.

We engage in various community-led projects in line with our [CSR Policy](#), that recognizes our ongoing

commitment to contribute to the economic and social development of the society, while improving the quality of life and building capacities of the local community and society at large. We have instituted a CSR committee to monitor, track and report on the key performance parameters and the impact created on the livelihoods of the community.

13. Grievance Redressal

Violations of human rights will be addressed promptly by Coforge, whether directly within our business operations or along our value chain. If any such violation has been caused or contributed to, we will provide appropriate remediation to the affected party.

Direct violations of human rights in our business processes will be appropriately addressed, and we will work towards rebuilding our processes to mitigate any such future violations.

Violations of human rights along the supply chain will be monitored and strictly addressed by the supplier relationship manager as a priority. Continual violations can lead to legal action against the supplier and even the termination of a contract with the supplier.

Coforge also recognizes the importance of our relationship with the communities within which we operate and who might be impacted by our business. Any violations of human rights within these communities, in direct relation to our business processes, will be addressed appropriately.

The Head of the Human resources department at Coforge will be responsible for overseeing the resolution of all human rights issues. Complaints, if any, can be addressed to All.HR@coforge.com



PANKAJ KHANNA
CHIEF PEOPLE OFFICER

Version Change History

S. No	VER. NO	PREPARED BY	REVIEWED BY	REVISION DATE	RELEASE DATE	REASONS FOR NEW RELEASE
1	1	Ankur Beri	Navneet Prasad	NA	-	Initial Release
2	2	Vibhanshu Agnihotri	Navneet Prasad	20-Mar-25	20-Mar-25	Addition of clauses



About Coforge

Coforge is a global digital services and solutions provider, that leverages emerging technologies and deep domain expertise to deliver real-world business impact for its clients.

A focus on select industries, a deep domain understanding of the underlying processes of those industries and partnerships with leading technology platforms, enables Coforge to be a trusted partner of its clients in their transformation initiatives. Coforge leads with its Product Engineering approach and leverages AI, Cloud, Data, Integration and Automation technologies to transform businesses into intelligent, high growth enterprises. Coforge has 30 global delivery centers and is present in 23 countries.

Learn more at www.coforge.com

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