

GLOBAL ENVIRONMENT, HEALTH & SAFETY POLICY



Carbon Neutral by 2040

Water Positive by 2040

Zero Waste by 2040

Table of Contents

Preamble	3
Scope of the Policy	3
Approach	4
Objectives.....	3
Outcomes and Impacts	Error! Bookmark not defined.
Governance	4
Emergency Preparedness	4
References Policies	4

Preamble

At Coforge, the well-being and safety of our employees, contractors, customers, and visitors are of utmost importance. We are committed to maintaining a safe and healthy work environment, ensuring physical and mental wellness, and adhering to international standards, such as ISO 14001 and ISO 45001.

Scope of the Policy

➤ Primary Stakeholders

This policy applies to all employees, contractors, customers, and visitors at our premises. We extend our commitment to health and safety across our value chain through our partners and suppliers.

➤ Geographies

This policy covers all global centers where Coforge has operational control.

Objectives

Coforge is dedicated to achieving excellence in environment, health, and safety practices by:

- **Carbon Neutral by 2040:** Implement strategies to reduce carbon emissions and offset remaining emissions.
 - i) Reduce the company's carbon footprint, contributing to global climate change mitigation.
 - ii) Improve air quality and public health by reducing greenhouse gas emissions.
- **Water Positive by 2040:** Ensure that water usage is managed sustainably, with a net positive impact on water resources.
 - i) Reduce operational costs through efficient water use and management.
 - ii) Enhance biodiversity and ecosystem health through sustainable water practices.
- **Zero Waste by 2040:** Reduce waste generation and ensure that all waste is reused, recycled, or composted.
 - i) Minimize environmental footprint and resource consumption.
 - ii) Reduce waste management costs and improve operational efficiency.
- **Prevent Risks and Contain Undesired Consequences:** Safeguard employees by preventing risks and containing undesired consequences.
 - i) Reduce workplace incidents and injuries, ensuring a safer work environment.
 - ii) Minimize operational disruptions and associated costs due to accidents.
- **Compliance with Legal Requirements:** Ensure full compliance with all health and safety legal requirements.
 - i) Mitigate legal risks and liabilities through strict adherence to regulations.
 - ii) Build a reputation for reliability and responsibility in health and safety practices.
- **Identify and Assess Potential Risks to Employee Well-being:** Proactively identify and assess potential risks to the well-being of employees.
 - i) Implement effective risk management strategies to protect employee health.
 - ii) Promote a proactive safety culture through continuous risk assessment and mitigation.

- iii) Enhance overall employee well-being and job satisfaction.

Approach

- **Adopting Innovative Solutions:** Using advanced technologies to improve environmental sustainability and workplace safety.
- **Continuous Learning and Adaptation:** Staying updated with the latest EHS standards and regulations.
- **Proactive Risk Management:** Using advanced analytics to identify and mitigate EHS risks.
- **Cross-functional Collaboration:** Integrating EHS principles across all operations.
- **Stakeholder Engagement:** Working with employees, clients, suppliers, and communities to promote safety and environmental responsibility.
- **Sustainable Business Practices:** Balancing economic growth with environmental stewardship and social well-being.

Governance

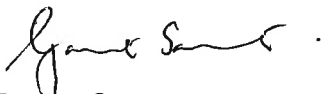
- **Policy Communication:** Communicate the EHS policy to all concerned people and make it available to stakeholders through internal communication channels, company intranet, and external website. Changes and updates to the policy will be communicated to the senior management during periodical review meetings.
- **Periodic Review:** Maintain appropriate controls, including annual review of the EHS policy to ensure its relevance. The policy is monitored and reviewed internally for improvements by the central EHS Committee (comprising of Coforge Board of Directors and the CEO/ MD).
- **Implementation and Monitoring:** The EHS Manager is accountable for the implementation of policy objectives and monitoring of outcomes.

Emergency Preparedness

- Establish guidelines for dealing with potential emergency situations.
- Ensure all personnel are familiar with their roles and responsibilities in emergencies.

References Policies

- [Code of Business Conduct and Ethics](#)
- [Suppliers' Code of Conduct](#)
- [Environmental Sustainability Policy](#)



Gautam Samanta
(President & Executive Director)