Sustainable Procurement Policy

Coforge

Review Date – 10th March 2026

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Introduction

Coforge Limited (hereafter referred to as "Coforge") is a global leader in information technology solutions, delivering innovative services to clients worldwide while adhering to internationally recognized standards in software development. As a responsible corporate, Coforge understands the impact of procurement decisions on the environment, society, and economy.

Coforge's Sustainable Procurement Policy is an integral part of the Supplier Code of Conduct which outlines commitment to responsible sourcing by embedding Environmental, Social, and Governance (ESG) parameters into every stage of the procurement process. Coforge aims to support long-term value creation for all the stakeholders by fostering an ethical, transparent, and environmentally responsible supply chain with this policy.

Scope

This Policy is applicable to all supply chain partners and shall impact all purchases and procurement for the organization.

Coforge's Commitment

Our approach to sustainable procurement is designed to guide purchase decisions that are environmentally responsible, socially conscious, and aligned with our broader sustainability commitments and goals. The company intends to prioritize suppliers who align with its climate goals (e.g., emission reduction, water stewardship). We recognize that integrating environmental and social considerations into business operations is no longer optional but is a business imperative, so it has become a core part of our sustainability strategy and governance framework. We are targeting to reduce 25% of our supply chain emissions by 2030 from a FY2025 baseline (SBTi-aligned). To drive this initiative, we aim to train more than 90% of our procurement team on ESG due diligence by FY2027.

Expectations from Suppliers

We require our suppliers to comply with all relevant regional, national, and international laws and compliance requirements. To trickle down the concept of Sustainable Supply Chain practices to Tier II and Tier III suppliers, Coforge advocates its suppliers to encourage their suppliers and vendors to adopt sustainable practices, uphold social commitments, and promote business ethics. These ssuppliers are mandated to have documented sustainability policies and demonstrate implementation of same through measurable indicators.

Coforge expects its suppliers and vendors:

a) **Labor Management and Human Rights:** Coforge is committed to uphold Human Rights and strong labor management practices including health and safety among employees and community. Refer to our Supplier Code of Conduct and Human Rights Policy.

b) **Occupational Health and Safety (OHS):** Coforge aims to work with Suppliers who prioritize the health and safety of their employees and extended workforce. Refer to our Environment health safety policy.

c) **Ethical Business Dealing and Compliance:** Coforge has high standards when it comes to moral and ethical business standards, and we expect our suppliers to reflect these standards in their relationship with us. This includes aspects such as code of conduct, anti-bribery and anti-corruption commitments, and anti-competitive conduct.

d) **Environmental Sustainability:** Coforge is committed to integrating environmental sustainability into all our business operations, including our supply chain. All our Suppliers must adhere to

Coforge's Environmental Sustainability Policy and commit to reductions in emissions, promote energy efficiency, reduce waste, and conserve water.

e) **Sustainable Procurement:** Coforge aims to procure low carbon/ emission products and to minimize environmental footprint, Coforge encourages its vendors and suppliers to adopt eco-friendly business practices, including adoption of circular-economy practices (reuse, recycling etc), engage in sustainable practices, and conduct business dealings in a socially responsible manner.

f) **Modern Slavery:** supplier shall strictly refrain from forced or involuntary labor, human trafficking and / or slavery within its business and supply chain. For more details refer to Coforge Modern Slavery Act 2015 – https://www.coforge.com/hubfs/Modern_Slavery_Act.pdf

g) **Health and safety:** suppliers should maintain comprehensive written safety and health policies and standards, ensuring clarity and accessibility to all employees and identify and mitigate, health and safety hazards in the workplace, actively monitoring their impacts to prevent accidents and occupational diseases. Suppliers are expected to adhere to all pertinent applicable regulations, licenses, and restrictions concerning occupational health and safety. This includes maintaining a secure work environment and providing health-related benefits to employees.

ESG Integration in Procurement

Coforge has developed a framework to integrate ESG and supplier diversity in its procurement process from the vendor selection to onboarding stage to ensure sustainability compliance, tracking, and monitoring. The framework helps Coforge to incorporate vendors and suppliers that are compliant with sustainability standards, socially diverse, and ethically strong, thereby leading to economic opportunities across tier-II groups, unlocking new business prospectives for enterprises, leveraging innovation, and improving supply chain resilience.

h) **Environmental Commitment:** Coforge encourages its vendors and suppliers to adhere with environmental norms, laws, regulations, and compliances with appropriate policies, guidelines, and systems in place. Target is defined to implement ESG clauses in 100% vendor agreements. Environmental clauses will be included in those vendor agreements wherein environmental exposure risk is significant. Coforge also targets to reduce 25% of its supply chain emissions by 2030 from a FY2025 baseline (SBTi-aligned).

i) The supplier or vendor must be able to monitor, track, record, and disclose environmental performance indicators and identify actual or potential threats as well as develop and implement a corrective action plan. ESG audits are conducted by the company and suppliers are required to prepare Corrective Action Plans (CAPA) following audit findings which are reviewed by the company for monitoring ESG aspects. Coforge drives its partners to adopt practices that promote energy efficiency, optimize water consumption, reduce emission, and minimize waste, leading to resource efficiency and lower negative environmental footprint.

j) **Social Commitment**: Coforge encourages its vendors and suppliers to uphold social commitment towards their employees, workers, extended workforce, and the community where they operate in. The vendor or supplier should ensure human resource development, strengthen human rights practices, ensure conducive, safe, and healthy workplace which is free from harassment and discrimination, and create socio-economic livelihood opportunities for marginalized and vulnerable communities through community development initiatives. Supplier diversity program is implemented at Coforge which is a strategic initiative that aims to promote inclusivity and economic empowerment within its supply chain by including more diverse-owned businesses, suppliers into a company's procurement process and business practices.

k) **Governance Commitment**: Coforge strongly advocates adhering to its Vendor Code of Conduct to ensure and drive ethical, transparent, and accountable business relationships and stakeholder dealings with vendors and suppliers. Strong governance commitment is the cornerstone of business transactions and long-term relationships.

The supplier/ vendor selection process consists of clearly defined ESG priority checklist, i.e., minimum expectations from a supplier or vendor, in addition to business need, financial criteria, and procurement criteria. To ensure that, it is critical that Coforge' s suppliers and vendors are assessed on ESG performance:

- All new vendors and suppliers will undergo ESG performance evaluation at the screening and evaluation stage, during which their environmental and social compliance, performance, and commitment will be assessed.
- For onboarded suppliers and vendors, ESG review will be carried out as part of contract renewal and/or annual cycle to determine their ESG compliance and performance in line with Coforge's sustainability strategy and commitment.
- Training and capacity building sessions will be organized by Coforge for its vendors, suppliers and own procurement team to disseminate knowledge on sustainable procurement practices, Coforge's commitment on sustainability/ ESG, regulatory norms and changes in the landscape and its implication in the business, and related topics. Annual ESG training will be included in KPI of the critical suppliers. Coforge aims to train on human rights due diligence to its identified vendors providing critical manpower services. We aim to train more than 90% of our procurement team on ESG due diligence by FY2027.
- All departments at Coforge that are responsible for purchasing products and services shall fully adhere to this policy possible and make a conscious effort toward sustainable procurement, considering the impact on the environment, society, governance, and the economy.

Ethical Procurement

- Business partners/suppliers/service providers are evaluated based on their code of conduct, core values, ESG criteria and business principles and selection is based strictly on merit thus aligning procurement decisions with sustainability goals.
- Suppliers are required to comply with all applicable local and international laws.
- Suppliers and subcontractors be treated with fairness and integrity.

Compliance Monitoring and Assessment Mechanisms

Coforge expects its Suppliers to adhere to relevant laws, regulations, and international standards on environmental sustainability, social responsibility, and ethical conduct.

Regular supplier due diligence and periodical onsite audit audits will be conducted to ensure continuous improvement in sustainability performance and enhanced transparency across Coforge's value chain. The aim of these activities will be to assess the suppliers' ESG commitments and performance, as well as other conventional procurement considerations such as quality, timeliness of delivery and pricing. The parameters for ESG audit and due diligence will be aligned with the ESG assessment as mentioned in Section 5 above.

These activities will be carried out by the Coforge Procurement team on a regular basis, and the following outcomes will be monitored:

- Identification of sustainability risks in Coforge's supply chain and mitigation measures.
- Engagement of suppliers in capacity building basis identified areas of improvement.
- Monitoring sustainable procurement-related KPIs to report on Coforge's year-on-year progress.

Books and Records

- All books and records of all transactions must be meticulously maintained, ensuring that disclosures to stakeholders meet the highest standards of accuracy and completeness. Suppliers are expected to maintain ESG-related documentation (e.g., waste logs, energy consumption metrics, training records) for audit purposes.
- Records should be securely managed throughout their entire life cycle and must comply with all legal, tax, regulatory, accounting, and business retention requirements.
- Any irregularity or inaccuracy in books and records that could mislead stakeholders must be reported immediately to the Chief Financial Officer or Compliance Officer @complianceofficer@coforge.com.

Fraud Prevention and Reporting

- Engaging in fraudulent behavior, misrepresentation, or misconduct or falsification of ESG data or certifications, will result in an investigation. Employees found responsible will face appropriate disciplinary measures and, if necessary, legal action.
- It is crucial to promptly report any knowledge or suspicion of fraud, data falsification, or manipulation of information.

Gifts

Accepting gifts in cash or in kind is prohibited as per the policy of the company. Vendor shall not offer, directly or indirectly, any gifts, donations, remuneration, hospitality, illegal payments and comparable benefits which are likely to obtain business (or non-competitive) favors or influence any business decision for the conduct of business.

Policy Review

All the provisions in the Sustainable Procurement Policy are subject to revision in accordance with any modification in the laws and regulations, business strategy decisions, and structural changes at Coforge group.

The Company reserves the right to modify, add and/or amend any of the provisions of this Policy, subject to approval by the Board.

Approved by:

John Speight

President, Executive Director

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 very select industries, a detailed understanding of the underlying processes of those industries and partnerships with leading platforms provides us a distinct perspective. Coforge leads with its product engineering approach and leverages Cloud, Data, Integration and Automation technologies to transform client businesses into intelligent, high growth enterprises. Coforge's proprietary platforms power critical business processes across its core verticals. The firm has a presence in 21 countries with 26 delivery centers across nine countries.

Learn more: www.coforge.com
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