



# **Water Management Policy**



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# Purpose

Coforge Limited (hereafter referred to as “Coforge”) is a global digital services and business solutions provider with in-depth domain expertise that specializes in selected industry verticals. The company's strategy is rooted in providing capability at scale with a focus on emerging technologies, building partnerships, client centricity, and creating a sustainable and responsible world.

Water is a shared and increasingly stressed natural resource that is critical to communities, ecosystems, and the continuity of Coforge's own operations. While Coforge, as an information technology services organization, is not a water-intensive business, the company recognizes its responsibility to manage water use across its facilities and value chain in a manner that is efficient, transparent, and protective of shared water resources, particularly in the water-stressed geographies in which several of its campuses and offices are located.

This Water Policy sets out Coforge's approach to responsible water stewardship. It builds on, and provides greater specificity to, the water-related commitments already articulated in Coforge's Environmental Sustainability Policy, including the company's ambition to become “Water Positive by 2040”, and establishes the principles, commitments, objectives, targets, and governance mechanisms that will guide Coforge in achieving this ambition. Coforge defines “Water Positive” as replenishing more water than is consumed across owned operations through a combination of water conservation, recycling, rainwater harvesting, watershed restoration, and community water stewardship initiatives.

The Policy aims to build trust with stakeholders, strengthen resilience against water-related risks, and ensure that Coforge's services and facilities are managed in an environmentally sound and responsible manner.

# Scope

This Policy applies to all delivery centers of Coforge and to all employees and extended workforce associated with them, across all geographies in which Coforge operates.

Coforge will also extend the applicability of this Policy across its value chain, to whatever extent possible. All third-party associates of Coforge, including suppliers, contractors, vendors, and affiliates, are expected and encouraged to comply with the principles of this Policy, in line with Coforge's Sustainable Procurement Policy.

This Policy is appropriate to the nature and scale of Coforge's operations and reflects the company's commitment to fulfilling applicable legal and other water-related obligations, preventing pollution, promoting sustainable water use, and achieving continual improvement in water performance.

# Policy Commitment

At Coforge, we recognize water as a shared and finite resource, and believe in creating value responsibly for our employees, extended workforce, shareholders, investors, vendors, suppliers, customers, and other stakeholders. Being a responsible and sustainable company requires embedding the principles of water stewardship into our core business strategy, operational activities, and services offered.

Coforge is therefore committed to the following:

## Legal and Regulatory Compliance

- Ensure 100% compliance with all applicable legal and regulatory requirements relating to water abstraction, use, discharge, and effluent quality, in every jurisdiction in which Coforge operates.
- Align Coforge's water management approach with recognized international frameworks and voluntary commitments, including the UN Sustainable Development Goals, particularly SDG 6 (Clean Water and Sanitation) and SDG 11 (Sustainable Cities and Communities), and the GRI 303: Water and Effluents Standard.
- Disclose accurate and adequate water-related information based on scientific evidence and verifiable data trails to enable stakeholder review of the company's performance.

## **Responsible Water Use and Conservation**

- Drive responsible management of water through conservation and efficient use across all delivery centers of Coforge, with the objective of reducing freshwater consumption and withdrawal intensity over time.
- Prioritize water sourcing based on a hierarchy that favors harvested rainwater, recycled water, and other sustainable alternative sources before increasing dependence on freshwater sources wherever feasible.
- Adopt water-efficient fixtures, low-flow sanitary fittings, smart water metering, and leak-detection systems to minimize water wastage across owned and significant leased premises.
- Over the next two years, Coforge will undertake water balance assessments for major facilities to understand sources, uses, and losses of water and identify opportunities for reduction and substitution with recycled or alternative water sources.
- Coforge intends to establish and periodically review near-term (3-5 year) and long-term (through 2040) water conservation targets, aligned with its broader Environmental Sustainability Policy commitments.

## **Water Recycling, Harvesting and Reuse**

- Enhance the capacity and coverage of rainwater harvesting systems across all Coforge-owned properties, as part of the company's water conservation objective.
- Operate and maintain Sewage/Effluent Treatment Plants (STPs/ETPs) at applicable owned campuses to treat wastewater for reuse in non-potable applications such as flushing, irrigation, landscaping, and HVAC/cooling systems.
- Increase the proportion of non-potable water demand met through recycled and treated wastewater, reducing dependency on freshwater and municipal supply.
- Ensure Water-Free Sanitation, supported by wastewater recycling and sustainable sanitation technologies, in line with Coforge's 2040 ambition.

## **Water Quality and Pollution Prevention**

- Prevent pollution of surface water, groundwater, and other water bodies by adopting a zero-discharge philosophy wherever applicable and technically feasible, and by maintaining water and waste-storage infrastructure to appropriate technical standards.
- Monitor and maintain the quality of water used and discharged at Coforge facilities, ensuring adherence to applicable regulatory and permit-based discharge standards.
- Provide access to clean and safe drinking water to all employees and the extended workforce across Coforge facilities.
- Undertake independent environmental auditing, verification, and certification of water-related practices at applicable facilities.

## **Value Chain and Supplier Engagement**

- Engage proactively with vendors and suppliers to identify and manage water-related risks across the value chain, in accordance with Coforge's Sustainable Procurement Policy.
- Integrate ESG and water-stewardship considerations into supplier registration, onboarding, review, and development processes for major suppliers, as applicable.
- Conduct periodic assessments of identified critical suppliers covering environmental compliance, including water-related practices and performance.
- Drive capacity-building sessions for vendors and suppliers to encourage the adoption of water conservation and stewardship practices in their own operations.

## Community Water Stewardship

- Recognize that Coforge's operations affect, and are affected by, water availability in the communities in which it is present and engage with these communities on water matters that are important to them, pursuant to Coforge's CSR & ESG Policy.
- Support community-level water stewardship initiatives, including wetland restoration and waterbody rejuvenation projects. Through partnerships with government agencies and implementation partners, Coforge seeks to contribute to wastewater treatment, groundwater recharge, biodiversity enhancement, and improved water quality within local communities. Coforge also intends to conduct water awareness and literacy initiatives in the future.
- Collaborate, where relevant, with local authorities, civil society organizations, and industry bodies to advocate for and participate in waterbody restoration projects.

## Awareness and Capacity Building

- Conduct environmental awareness training and education for employees on water conservation practices and innovative solutions to maximize water recyclability, alongside effective communication and recognition of employee-led initiatives.
- Promote employee awareness on responsible water use and conservation through sustainability communications, engagement campaigns, and training initiatives as Coforge's water management program evolves.
- Coforge integrates water conservation topics into its employee awareness and sustainability training programs.

## Objectives and Targets

In line with this Policy, Coforge reaffirms its 2040 ambition to become "Water Positive" and establishes measurable objectives and targets to guide progress. These targets are managed through Coforge's environmental sustainability target-setting process and are reviewed periodically by the CSR & ESG Committee.

| Focus Area            | Commitment / Target                                                                                       | Target Year |
|-----------------------|-----------------------------------------------------------------------------------------------------------|-------------|
| Overarching Goal      | Achieve "Water Positive" status across Coforge's owned operations.                                        | 2040        |
| Drinking Water Access | Provide clean and safe drinking water to 100% of employees and the extended workforce.                    | Continuous  |
| Sanitation            | Achieve Water-free Sanitation, supported by wastewater recycling and sustainable sanitation technologies. | 2040        |
| Non-Potable Water Use | Increase non-potable water usage (irrigation and domestic use) through recycled/treated wastewater.       | 2040        |
| Rainwater Harvesting  | Enhance the capacity of rainwater harvesting systems at all Coforge-owned properties.                     | Ongoing     |
| Freshwater Intensity  | Reduce freshwater consumption intensity (KL per employee / per unit revenue) year-on-year.                | Continuous  |
| Water Risk Assessment | Complete water risk assessments for 100% of owned facilities and prioritized leased facilities.           | 2030        |
| Water Audits          | Conduct periodic water audits across major facilities to monitor performance and identify savings.        | Annual      |

# Water Risk Assessment

Coforge recognizes that water-related risk, including physical scarcity, flooding, declining water quality, and regulatory change, varies significantly by geography and can affect business continuity, cost of operations, and the communities in which Coforge's facilities are located:

- Coforge will undertake periodic water risk assessments across its facility portfolio, using recognized tools such as the WRI Aqueduct Water Risk Atlas or the WWF Water Risk Filter, to identify facilities located in water-stressed or high-risk river basins.
- Outcomes of these assessments will inform site-level water management strategies, business continuity planning, and prioritization of conservation, harvesting, and recycling investments.
- Water-related physical and transition risks will be considered as part of Coforge's broader climate change adaptation and resilience planning, in line with the company's Environmental Sustainability Policy.

## Governance and Roles & Responsibilities

Effective governance is central to the successful implementation of this Policy. Responsibilities are distributed across the organization as follows:

| Role                             | Key Responsibilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Board of Directors               | Provides oversight of Coforge's water-related obligations and supports achievement of company-level water goals on the recommendation of the CSR & ESG Committee.                                                                                                                                                                                                                                                                                                                                                                                                                    |
| CSR & ESG Committee              | Entrusted with periodic review of this Policy and the commitments contained within it, convenes on an annual basis, or as and when required. Reviews quarterly trend analysis on water performance and recommend targets and resource allocation to the Board.                                                                                                                                                                                                                                                                                                                       |
| Facilities/Administration        | <ul style="list-style-type: none"><li>• Tracks and monitors progress against water targets periodically; prepares a half-year trend-analysis report encompassing water performance for submission to the CSR &amp; ESG Committee; leads water audits, risk assessments, and improvement plans; maintains applicable permits and water management infrastructure.</li><li>• Implements water conservation, harvesting, and recycling infrastructure at owned and significant leased facilities; manages day-to-day operation of STPs/ETPs and rainwater harvesting systems.</li></ul> |
| Procurement                      | Embeds water-stewardship requirements into sourcing, contracts, and supplier engagement, in line with the Supplier Code of Conduct.                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| CSR                              | Designs and implements community water stewardship and WASH initiatives, in line with Coforge's CSR & ESG Policy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Employees and Extended Workforce | Follow water conservation procedures and guidelines; report leaks, non-conformities, and incidents; participate in awareness and training initiatives.                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Contractors and Suppliers        | Comply with applicable water-related rules, regulations, and permits at Coforge premises; align with Coforge's Supplier Code of Conduct and water-stewardship expectations.                                                                                                                                                                                                                                                                                                                                                                                                          |

## Monitoring, Reporting and Disclosure

This Water Policy will be regularly reviewed and updated in line with the requirements of national and local laws and regulations, as well as evolving international ESG commitments.

- The Facilities/Administration function will track and monitor progress against the targets set out in Section 4 periodically.
- A quarterly trend analysis report, encompassing water performance alongside energy, emissions, and waste performance, will be submitted to the ESG Committee for review and recommendation, consistent with Coforge's existing Environmental Sustainability Policy monitoring cadence.
- Coforge's water performance will be disclosed annually through the Sustainability Report, prepared in reference to the GRI Standards, and Business Responsibility and Sustainability Report (BRSR) filed pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- Where applicable, Coforge's water-related disclosures will be subject to independent third-party assurance, consistent with the assurance approach adopted for the company's broader sustainability reporting.

## Grievance Mechanism

Coforge provides a transparent grievance mechanism that enables employees, extended workforce, and other stakeholders to raise concerns relating to water use, water quality, or non-compliance with this Policy. Complaints may be raised through Coforge's established Whistleblower channel or through the applicable local grievance redressal mechanism.

All complaints will be handled confidentially, with timely acknowledgment, investigation, and resolution, and in a manner that ensures non-retaliation against the person raising the concern.

## Alignment with Frameworks and Standards

This Policy supports Coforge's alignment with, and contribution to, the following frameworks and standards:

- ISO 14001:2015 – Environmental Management System.
- GRI 303: Water and Effluents – Global Reporting Initiative Sustainability Reporting Standards.
- Business Responsibility and Sustainability Report (BRSR) under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- United Nations Global Compact CEO Water Mandate (as applicable, on the company's continued commitment to responsible water stewardship).
- United Nations Sustainable Development Goals: SDG 6 (Clean Water and Sanitation) and SDG 11 (Sustainable Cities and Communities).

## Compliance Obligations

All provisions of this Water Policy are subject to revision in accordance with any modification in applicable laws and regulations, business strategic decisions, and structural changes at Coforge Limited.

The ESG Committee 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](http://www.coforge.com)

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