

Environmental Health Safety Policy

Document Revision History

Change Request #	Document Version	Approval Date	Modified By	Section, Page(s) and Text Revised	Approved By
NA	R0	30/01/2018	Ranganathan. N	Initial version	Ajit. K
NA	R1	11/03/2018	Ranganathan. N	Changes done as per BSI-assessment report dated 07 th and 08 th Feb 2018	Ajit. K
NA	R2	24/05/2018	Ranganathan. N	Changes done as recommended in the stage 1 audit dated 16 th March 2018	Ajit. K
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Environmental Health Safety Policy

Mphasis is committed to and oversee the implementation of environmental management policy by Executive Management.

This is to ensure compliance towards Regulations under Environmental, Health and Safety (EHS) which is a key to our success. This is the responsibility of management and each of the employees in all functions. We aim to ensure that during our business activities we not only minimize our impact on the environment, but also look after the health and safety interest of our employees, in addition to seeking opportunities to improve the local environment in which we operate.

The Policy includes the following commitments:

- Meet all environmental, health and safety requirements across our production operation and business facilities across the country.
- A clear-cut definition of roles and responsibilities for implementing of EHS policy is under the function head.
- Provide a safe and healthy working environment for our employees, contractors, and visitors.
- Enhance sustainability initiatives to reduce company's carbon footprint and thereby continuously monitoring the carbon data.
- Conserve natural resources by minimizing usage, reusing, and recycling material and by purchasing recycled material.
- Ensure the optimum consumption of energy throughout our business, including conserving energy, improving energy efficiency by use of energy efficient devices, and giving preference to renewable over non-renewable energy sources wherever feasible.
- Set targets for continual improvement in our EHS performance towards our and monitor these targets.
- Analyze and eliminate or control the EHS risks of new and existing office setups.
- Measures to raise internal and external stakeholders' awareness / training on environmental management policy and environmental impacts to also ensure supplier code of conduct.
- Set a commitment to ensure optimum utilization of natural resources and reduction in wastage by determining life cycle perspective and minimize the amount of waste to landfill.
- Determine the environmental aspect and associated impact of the products and services which may lead to pollution and landfill. This shall be controlled in house operation and influence the stakeholder towards the same.
- Risk and opportunities arising out of activities and services shall be identified, analyzed, and mitigated. This shall be determined by associated risk matrix.