



EHSEn Policy and Objectives (ENVIRONMENT, HEALTH, SAFETY AND ENERGY)

GENERAL INFORMATION

The EHSEn Policy and Objectives of Zensar are defined at an Organization Level and are reviewed annually and/or on need basis for suitability and to ensure that they are compatible with the strategic direction of the organization.

Zensar strives to establish, implement, maintain and continually improve the processes needed and their interactions, in accordance with the requirements of this policy and objectives. The Policy and Objectives are communicated to all relevant stakeholders after every review/change. The organization level objectives are translated into function/delivery level objectives and are monitored and measured based on the performance indicators.

All objectives are measured by identifying performance indicators that carry targets. Objective achievement plans including roles and responsibilities of the associates against each action identified to achieve the objective, and actuals against these targets are measured on a periodic basis.

SCOPE

This Policy applies to all Zensar Associates in geographies where Zensar has operational control.

Service Scope

Provision of Services for Internal Infrastructure Management applicable to the development of Software and Software related services

POLICY STATEMENT

Environment and Energy Policy

Zensar is committed to safeguard the environment in conformance with its business by controlling its environmental impact through the adoption of sustainable practices and conservation of energy

Health and Safety Policy

Zensar is committed towards continually improving health and safety practices for our associates and interested parties, who are contributing to the company's activities

OBJECTIVES

Environment and Energy Objectives

- Integrate energy & environmental consideration into the design of our new and upgraded infrastructure facilities
- Promote use of green and clean energy
- Adopt energy efficient measures for optimizing the energy consumption
- Ardently promote energy efficient and environment friendly procurement
- Adopt 3-R philosophy (Reduce, Reuse & Recycle) for all types of waste to handle waste responsibly to prevent impact on environment
- Create awareness among associates with respect to environment, energy and its importance

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Health and Safety Objectives

- Promote holistic mental and physical well-being of associates and contractors
- Adopt measures that focus on the prevention of occupational hazards
- Train and build competency among associates and contractors to handle emergencies
- Create awareness among associates and contractors with respect to healthy and safe work measures

STATEMENT OF COMMITMENT

Zensar as a corporate citizen is committed to:

- Establish policy, objectives and measurement targets and review them periodically for continual improvement
- Comply with all the environmental and energy related legal and regulatory requirements
- Communicate the environment & energy policy and objectives to interested parties
- Take significant efforts towards adopting measures for green and clean energy
- Ensure continues effort towards waste recycling and reuse
- Constantly create health and safety awareness amongst associates and promote working conditions that support zero Incident and accident
- Protecting the health and safety of our associates, clients and the community in which we operate.
- Consider feasibility of implementing industry best practices to all Zensar Locations
- Report and publish appropriate KPIs to relevant stakeholders on periodic basis

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REVISION HISTORY

Document Control

| Version # | Created/ Modified Date | Author/ Changed By | Reason for Change | Reviewer | Authorizer |
|-----------|------------------------|------------------------|--|---|---|
| 1.0 | 23 June 2022 | EHSEn Core Team | Document for Policy and Objectives revised. Revision History table added. <i>Note: Revision history for previous years is not migrated to this document</i> | Shubha Kumar VP, Chief Risk and Sustainability Officer & Global Head of Quality Col. Dinkar Pandere Associate Vice President Head – Facilities & Travel | Sachin Zute Chief Financial Officer |
| 1.0 | 14 March 2023 | EHSEn Core Team | Policy approved by Board | | Board of Directors |
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Sachin Zute - Chief Financial Officer - Zensar

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