

Non-Discrimination Policy

LTIMindtree is an equal opportunity employer. It does not discriminate directly or indirectly against qualified applicants or employees with respect to any terms or conditions of employment based on considerations made unlawful by applicable law, including race, colour, national origin, ancestry, gender, sex, sexual orientation, gender identity, gender expression, pregnancy, age, religion, physical or mental disability, genetic information or characteristics, medical condition, breastfeeding, Intersex status, marital status, citizenship status, military service or veteran status, political belief, or any other consideration made unlawful by applicable law including I9 process. LTIMindtree does not discriminate based on the perception that anyone has any of these protected characteristics or is associated with a person who has or is perceived as having any of these characteristics. Non-Discrimination Policy applies to all aspects of the employment relationship, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation and benefits, LTIMindtree-sponsored social and recreational programs, and all other conditions and privileges of employment in accordance with applicable law.

Employees with questions or concerns about discrimination in the workplace or who feel that they have been the victim of, or a witness to, discrimination, are encouraged to bring these issues to the attention of their supervisor, manager, or Human Resource representative. LTIMindtree prohibits taking negative action against any employees for reporting a possible deviation from this policy or for cooperating in an investigation. Any employee who retaliates against another employee for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

LTIMindtree complies with all the relevant and applicable provisions of the Human Immunodeficiency Virus (HIV) and Acquired Immune Deficiency Syndrome (AIDS) (Prevention and Control) Act, 2017 and Rules 2018 and ensure safe, non-stigmatized and non-discriminatory environment assuring equity and dignity. We believe in non-discrimination against people infected with and affected by HIV and AIDS, provides conducive working environment and confidentiality related to one's HIV and AIDS status and related data. At LTIMindtree we have grievance redressal mechanism in the form of Designated Complaints Officer for all India and addition complaints officer at each state. Refer Annexure I for complaint officers' detail.

The Policy is applicable to all the employees of the Company globally whether the employees work part-time or full-time. This includes all individuals working for or on behalf of the Company in any capacity, including an employee (including interns) at all levels, including director, officer, deputies, retainers and trainees. The Company endeavours to extend the compliance of this Policy to third parties working in conjunction with the Company including consultants, sub-contractors, independent contractors and third-party contractors, having the Company's employee code. This also includes vendors having access to enterprise data/systems and acquired Entities which are not yet Rebadged. Consultants, retainers, sub-contractors, independent contractors and third-party contractors are not covered under company internal job postings, annual appraisal and promotion cycle.

LTIMindtree further complies with all relevant and applicable provisions of the Americans with Disabilities Act ("ADA") and any related applicable law.

LTIMindtree will consider an employee's request for a religious accommodation and will grant a reasonable religious accommodation, if it does not impose an undue hardship, in accordance with applicable law.

LTIMindtree respects the dignity of every employee and expects every employee to show respect for all our employees, customers, guests, visitors, and vendors. Respectful, professional conduct furthers LTIMindtree's mission, promotes productivity, minimizes disputes, and enhances our reputation. LTIMindtree will not tolerate any form of workplace harassment that violates this policy.

The conduct prohibited by this policy, whether verbal, physical, or visual, includes any discriminatory employment action and any unwelcome conduct that affects someone because of that individual's Protected Traits.

This policy forbids harassment based on gender or sex regardless of whether the offensive conduct is sexual in nature. Any unwelcome conduct based on gender or sex is also forbidden by this policy regardless of whether the individual engaged in harassment and the individual being harassed are of the same or are of different genders.

Every employee is expected to address any person in the workplace whose conduct the employee finds unwelcome and/or to otherwise report the unwelcome conduct through the process described in the 'Reporting Prohibited Conduct' section of this Policy set forth below if the employee is uncomfortable directly addressing the person in question. Employees who directly address such conduct must also report it under this policy so that LTIMindtree can protect them from retaliation.

Employees who experience or witness any conduct that violates LTIMindtree's discrimination, harassment or retaliation policies must immediately notify their supervisor or a Human Resource representative. Any employee who reports prohibited conduct under this policy should make every effort to make that report directly to their own supervisor unless that supervisor is implicated in the policy violation, in which case the employee should report as per the mechanism described in the Whistleblower policy. If reasonable and/or appropriate steps taken to resolve the issue by following process and the issue remains unresolved, shall contact LTIMindtree's Chief Ombudsperson.

Company Response:

LTIMindtree will promptly investigate all reports describing conduct that is inconsistent with LTIMindtree's discrimination, harassment or retaliation policies. LTIMindtree will take further appropriate action once the report has been thoroughly investigated. That action may be a conclusion that a violation occurred, as explained immediately below. LTIMindtree might also conclude, depending on the circumstances, either that no violation of policy occurred or that LTIMindtree cannot conclude whether a violation occurred.

LTIMindtree may discipline an employee regardless of the job positions of the parties involved for any inappropriate conduct discovered in investigating reports made under this policy, regardless of whether the conduct amounts to a violation of law or even a violation of the Company policy. If a person who engaged in harassment of an employee is not employed by LTIMindtree, then LTIMindtree will take whatever corrective action is reasonable and appropriate under the circumstances.

LTIMindtree will attempt to preserve confidentiality to the extent that the investigation and any resulting LTIMindtree action permit.

LTIMindtree prohibits any employee from treating any other employee or former employee or applicant adversely for reporting harassment, discrimination or retaliation, for assisting another employee or applicant in making a report, for cooperating in an investigation or for filing an administrative claim with the Whistleblowing Investigation Committee (WBIC) or any other governmental agency as permitted or required by law. All employees who experience or witness any conduct they believe to be retaliatory should immediately follow the reporting procedures stated in LTIMindtree's Whistleblower Policy.

This Policy is intended to provide protection to a Whistleblower who makes a Protected Disclosure. A Whistleblower is expected to make a Protected Disclosure in good faith. However, if any employee makes repeated false disclosures in bad faith or is found to have made a false disclosure with malicious intent, the employee may subject to appropriate disciplinary action.

About LTIMindtree

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 84,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit <https://www.ltimindtree.com/>