

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

- Corporate Identity Number (CIN) of the Listed Entity:** L72900MH1996PLC104693
- Name of the Listed Entity:** LTIMindtree Limited
- Year of incorporation:** 23 December 1996
- Registered office address:** L&T House, Ballard Estate, Mumbai 400 001, India
- Corporate address:** Technology Tower 1, Gate No. 5, Saki Vihar Road, Powai, Mumbai 400 072
- E-mail:** sustainability@ltimindtree.com
- Telephone:** +91 22 6776 6776
- Website:** <https://www.ltimindtree.com>
- Financial year for which reporting is being done:** Financial Year 2023-24 (01 April 2023 – 31 March 2024)
- Name of the Stock Exchange(s) where shares are listed:** National Stock Exchange of India Limited (NSE) (Stock Symbol: LTIM) and BSE Limited (Stock Code: 540005)
- Paid-up Capital:** The paid-up equity share capital of LTIMindtree Limited as on March 31, 2024, is INR 296.16 Million comprising 296,163,369 equity shares of face value of INR 1/- each.
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**

S. No.	Particulars	Details
1.	Name	Paneesh Rao
2.	Designation	Chief Sustainability Officer
3.	Telephone Number	+91 80 67064000
4.	Email ID	sustainability@ltimindtree.com

- Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):**

Disclosures made in this report pertain to LTIMindtree Limited ("LTIMindtree") on a consolidated basis. It covers all global operations for economic and social category performance disclosures. Environmental performance disclosures using an operational control approach, pertain to India operations, where our largest employee base and environmental impacts lie.

- Name of assurance provider:**

DNV Business Assurance India Private Limited has assured the data presented in this BRSR with reference to SEBI guidance, prepared under GRI Universal Standards 2021 disclosures as specified in their Assurance Statement. The scope and basis of assurance have been described in their assurance statement. The data measurement techniques used, and the basis of calculations and estimates have been mentioned in the relevant areas of this report. LTIMindtree and the independent assurance agency do not believe there is any substantial divergence from SEBI Guidance, GRI Universal Standards 2021 Indicator Protocols, and other global reporting frameworks. The scope, boundaries, and methodology for data analysis in this report are mentioned above. Other supporting data is reviewed by relevant third-party assurers as part of the ISO and financial audit.

- Type of assurance obtained:**

Core KPIs – Reasonable Assurance

Rest of the report – Limited Assurance

II. PRODUCTS/SERVICES

16. Details of business activities (accounting for 90% of the turnover):

S. No	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Information and communication (J6, J8)	Computer programming, consultancy, and related activities & other information & communication service activities, IT software, services, and related activities.	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No	Product/Service	NIC Code	% Of Total Turnover contributed
1	IT and IT-enabled services including digital transformation services, enterprise solutions, technology consulting, IT consulting, application development and maintenance, business operations services and platforms, among others, are the predominant services which accounts for the entity's turnover.	62099, 892 (1987 NIC Code) & 620 (NIC Code)	100%

III. OPERATIONS

18. Number of locations where plants and/or operations/offices of the entity are situated:

Locations	Number of plants	Number of offices	Total
National	Not Applicable*	Offices - 39 Data Centers - Nil	39
International	Not Applicable*	Offices - 77 Data Centers - 1	78

*As LTIMindtree is an IT Services Company, we do not have any manufacturing plants. For more information, refer to Global presence section.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. Of States)	9
International (No. Of Countries)	37

- LTIMindtree has business activities in 9 National locations - Delhi, Karnataka, Kerala, Maharashtra, Odisha, Tamil Nadu, Telangana, Uttar Pradesh, West Bengal.
- LTIMindtree has business activities in 37 International locations - Australia, Belgium, Canada, China, Costa Rica, Cyprus, Denmark, Finland, France, Germany, Ireland, Japan, Malaysia, Mexico, Morocco, Netherlands, Norway, Philippines, Poland, Qatar, Saudi Arabia, Singapore, South Africa, Spain, Sweden, UAE, UK, USA, Hungary, Italy, Luxembourg, South Korea, Switzerland, Thailand, Czech Republic, Romania, Taiwan.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports as a percentage of total turnover of LTIMindtree is 94%.

c. A brief on types of customers:

LTIMindtree collaborates with prominent corporations worldwide, often including Fortune 1000 or Global 2000 companies, as well as public sector entities. The Industries Served section in this Annual Report provides insights into our customer segments.

IV. EMPLOYEES

All employees at LTIMindtree are classified as either Permanent or Other than Permanent, with no categorization as 'Workers'. Recognizing that gender is not strictly binary, some individuals may prefer to opt out of traditional male/female identification and select 'Others'. This inclusive category encompasses individuals who identify as non-binary, gender-fluid, transgender, or any other gender identity beyond the binary norm. In the fiscal year 2023-24, 231 of our employees identified their gender as 'Others' within our talent pool. In this BRSR report, we have included data on the 'Other' gender category alongside the conventional male/female categorization, wherever applicable and data available.

20. Details as at the end of Financial Year:

a. Employees (including differently abled):

S.No.	Particulars	Total	Male		Female		Others	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
EMPLOYEES								
1	Permanent (E)	81,650	56,566	69.28%	25,061	30.69%	23	0.03%
2	Other than Permanent (F)	3,952	2,873	72.70%	871	22.04%	208	5.26%
3	Total employees (E + F)	85,602	59,439	69.44%	25,932	30.29%	231	0.27%

b. Differently abled Employees:

S.No.	Particulars	Total	Male		Female		Others	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (E)	58	47	81.03%	11	18.97%	0	0.00%
2	Other than Permanent (F)	3	3	100.00%	0	0.00%	0	0.00%
3	Total employees (E + F)	61	50	81.97%	11	18.03%	0	0.00%

Note: It is completely voluntary for our employees to declare their disability status and the number of PwD employees shown here are those who have declared their disability. So, this data represents a subset of actual PwDs currently working with LTIMindtree.

21. Participation/Inclusion/Representation of women

S.No.	Particulars	Total (A)	No. and percentage of Females	
			No. (B)	% (B/A)
1.	Board of Directors	12	1	8.33%
2.	Key Management Personnel	2	1	50%

Note:

- CEO & MD and two Whole-time Directors are included in the Board of Directors (BODs).
- Key Management Personnel (KMP) include Chief Financial Officer (CFO) and Company Secretary (CS).

22. Turnover rate for permanent employees

	FY 2023-24				FY 2022-23				FY 2021-22			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	14.21%	14.98%	11.54%	14.45%	20.10%	20.30%	8.70%	20.20%	24.00%	23.10%	0.00%	23.80%

Note:

- The Turnover rates mentioned above are for LTIMindtree's global headcount, including subsidiaries.
- This data is Voluntary Attrition %.
- LTIMindtree has taken a multi-pronged approach towards workforce retention. To retain and attract the workforce, we provide upskilling opportunities, promotions, career growth, benefits and rewards, and long-term incentives which reduced attrition.

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) Names of holding/subsidiary/associate companies/joint ventures

S.No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	LTIMindtree GmbH	Subsidiary	100	Yes
2	LTIMindtree Canada Ltd.	Subsidiary	100	Yes
3	LTIMindtree LLC	Subsidiary	100	Yes
4	LTIMindtree Financial Services Technologies Inc.	Subsidiary	100	Yes
5	LTIMindtree South Africa (Pty) Ltd	Subsidiary	69.6	Yes
6	LTIMindtree Information Technology Services (Shanghai) Co., Ltd	Subsidiary	100	Yes
7	LTIMindtree Spain, S. L	Subsidiary	100	Yes
8	LTIMindtree S.De. RL.De. C.V	Subsidiary	100	Yes
9	LTIMindtree SA	Subsidiary	100	Yes
10	LTIMindtree PSF SA	Subsidiary	100	Yes
11	Syncordis Limited, UK	Subsidiary	100	Yes
12	Syncordis SARL, France	Subsidiary	100	Yes
13	LTIMindtree Norge AS	Subsidiary	100	Yes
14	Nielsen + Partner Unternehmensberater GmbH	Subsidiary	100	Yes
15	LTIMindtree Switzerland AG	Subsidiary	100	Yes
16	Nielsen + Partner PTE. Ltd.	Subsidiary	100	Yes
17	Nielsen & Partner PTY Ltd	Subsidiary	100	Yes
18	LTIMindtree (Thailand) Limited	Subsidiary	100	Yes
19	LTIMindtree USA Inc.	Subsidiary	100	Yes
20	LTIMindtree UK Limited	Subsidiary	100	Yes
21	LTIMindtree Middle East FZ-LLC	Subsidiary	100	Yes
22	Cuelogic Technologies Inc ¹	Subsidiary	100	Yes
23	Mindtree Software (Shanghai) Co. Ltd. ²	Subsidiary	100	Yes

¹ During the year, Cuelogic Technologies Inc is liquidated w.e.f. April 26, 2023.

² During the year, Mindtree Software (Shanghai) Co. Ltd is liquidated w.e.f. August 26, 2023.

VI. CSR DETAILS

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- (ii) Turnover: INR 355,170 Million
- (iii) Net worth: INR 192,983 Million (Standalone); INR 200,264 Million (Consolidated)
- (iv) CSR threshold limit: INR 806 Million
- (v) CSR spend: INR 807 Million

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The CSR team makes frequent field visits, discusses any issues directly with the beneficiaries and NGO partners, and takes corrective and preventive actions.	Nil	Nil	Nil	Nil	Nil	Nil
Investors* (other than shareholders)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Shareholders	Yes. As per SEBI Listing Regulations, we have a designated e-mail ID, investor@ltimindtree.com and centralized web-based complaints redressal system.	15	Nil	Total 17 complaints resolved during the year which includes 2 complaints of the previous year.	28	2	Nil
Employees	Yes. Grievance Redressal Mechanism is in place. Web link of the Grievance Redressal Policy is: https://www.ltimindtree.com/wp-content/uploads/2023/07/Grievance-Redressal-Policy.pdf?pdf=download	54	Nil	Nil	228	Nil	Nil
Customers	Yes. Escalation mechanisms are defined in individual client contracts and an escalation matrix is provided with various modes, including tool-based system. We obtain ongoing, project-based, and annual feedback from our customers.	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes, an escalation matrix is provided in contracts and Whistleblower policy. https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download	Nil	Nil	Nil	Nil	Nil	Nil
Others (please specify)**	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

NOTE:

* The Company has only one category of Investor - Equity shareholder. Hence Investors (other than shareholders) is not applicable.

**We do not have any other stakeholder group from whom complaints are received.

The Business Responsibility policies guiding LTIMindtree's conduct with all its stakeholders, including grievance mechanism are available at <https://www.ltimindtree.com/investors/corporate-governance/>

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Central to our commitment to sustainable value creation for all stakeholders is our materiality assessment process, for identifying and prioritizing key issues that resonate with our stakeholders and drive our business operations. Guided by our core principle of 'doing good' while ensuring business excellence, we understand the critical importance of integrating stakeholder interests and expectations into our decision-making frameworks.

Methodology - Our materiality assessment process is aligned with the international reporting framework of GRI Universal Standards 2021. This process delves into both internal and external factors to provide a holistic overview. Internally, we scrutinize leadership transitions, strategic endeavors, and the intricacies of our business model. Externally, we analyze prevailing economic landscapes, potential environmental challenges, resource dynamics, and the evolving needs and aspirations of our customers and partners.

Determining materiality - Our internal evaluations are balanced against external benchmarking of industry peers and global sustainability benchmarks. This methodology ensures that we not only recognize immediate concerns but also anticipate future trends, thereby aligning our strategies with stakeholder expectations across varying timeframes.

Key considerations - One pivotal aspect of our materiality assessment is the proactive identification and evaluation of emerging Environmental, Social, and Governance (ESG) risks. We acknowledge the dynamic nature of material issues and, therefore, integrate multiple determinants into our assessment framework. These include assessing the direct economic implications on our business model, aligning with our organizational values, comparing against industry benchmarks, addressing stakeholder apprehensions, and navigating emerging societal challenges.

In our Materiality Assessment process, we look at:

Stakeholders - We study different groups' needs and expectations, how they affect our plans, and how we run things.

Regulations - We closely monitor both existing regulations and anticipate future legislative changes that could influence our financial planning strategies.

Risks - We identify and evaluate major risks that could impact our operations, results, and customer relationships. This includes both financial and non-financial risks, with a focus on finding opportunities within challenges.

Making value - We delve into matters of value creation that can make things better for customers and our business, like our products, services, and how we do things day-to-day.

Performance - We scrutinize our commitments, values, policies, goals, and targets, juxtaposed against our performance in the preceding year.

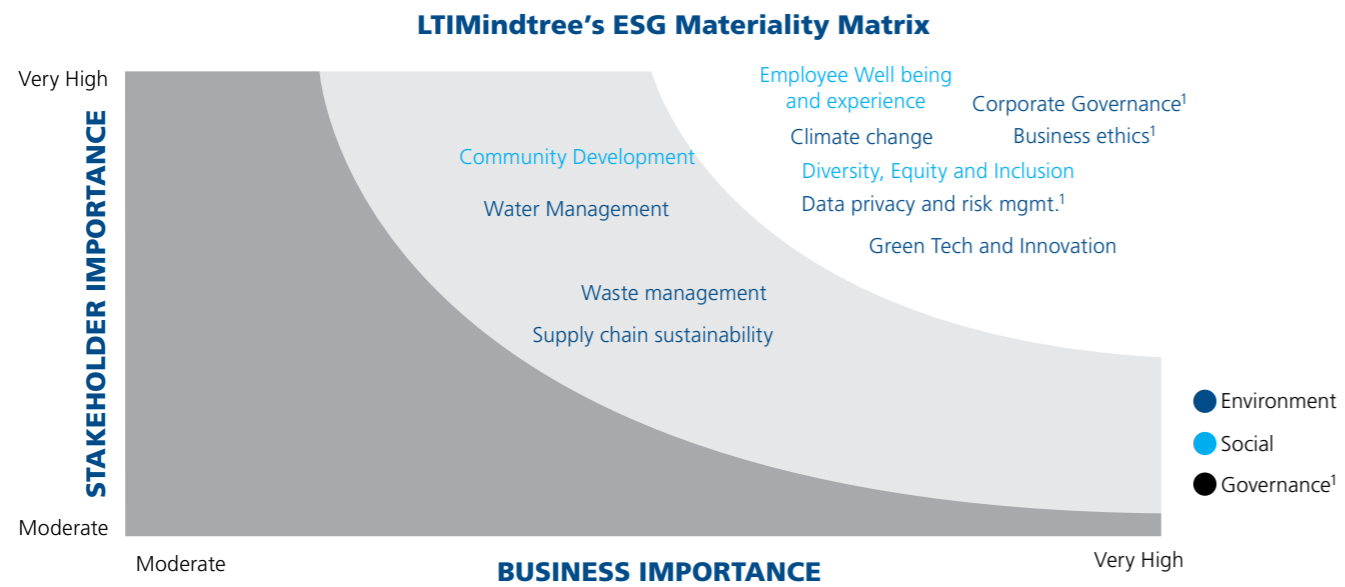
Reputation - Our reputation and brand perception are carefully evaluated vis-à-vis peer companies. This entails a detailed review of external media coverage and benchmarking exercises.

We have rated key material issues based on stakeholder and company feedback, organized across Environmental, Social, and Governance (Economic/Business) pillars as shown in the matrix below. These are aligned with the Sustainable Development Goals (SDGs) to ensure a positive impact in these areas.

Management approach

Our management approach outlines how we effectively address economic, environmental, and social impacts related to our key material topics. This involves a comprehensive process of identification, prioritization, analysis, and response to both existing and potential impacts. Key material topics are deliberated upon in our Board Meetings, with oversight from dedicated committees to ensure the adequacy of our internal processes. Evaluation of our management approach is conducted by our Enterprise Risk Management (ERM) team, utilizing methods such as risk assessments, audits, and performance reviews. The outcomes of these assessments are then presented to the Audit Committee for consideration of any necessary modifications or approvals.

Prioritization of material topics is informed by inputs from key stakeholders and internal discussions within management meetings. Our ESG performance is subject to scrutiny by our customers, who often assess us through various indices and rating organizations such as CDP. Additionally, independent third-party audits serve as checks to validate our performance against established standards and benchmarks.



¹ Ongoing; significant progress made and needs to continue

S.No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change, Water Management, and Waste Management	Risk (R), and Opportunity (O)	<p>Risk: The challenge of addressing climate change due to global warming and the urgent need to limit its impact to 1.5 degrees by 2050 is a complex puzzle to solve. Climate change presents multifaceted risks to our business operations. Including strategic, physical, and transitional risk. Failing to address these challenges promptly and effectively could significantly disrupt LTIMindtree's operations and financial performance.</p> <p>LTIMindtree conducted an in-depth assessment of climate vulnerability risks using Climate Scenario Analysis of its Indian and overseas campuses along with Water Risk Assessment and Biodiversity (nature) assessment.</p> <p>The scenarios are forward-looking, predicting the climate change impacts based on which LTIMindtree can help make informed decisions by prioritizing climate mitigation efforts, determining necessary investments, assessing the likelihood of risks, and preparing for different future scenarios.</p> <p>The frequency of extreme weather events—like floods, cyclones, heatwaves, and droughts—signals the impact of climate change on our business operations and supply chain resilience. These events pose substantial threats to our infrastructure and our overall operational continuity.</p> <p>In response to heightened environmental concerns, our stakeholders—clients, partners, and investors—are increasingly demanding transparency, commitment, and action from us in combating climate change, restoring biodiversity, and curbing emissions.</p> <p>Water scarcity emerges as another critical consequence of climate change that could undermine our operations and disrupt business activities. Certain regions where LTIMindtree operates may face challenges related to water scarcity. In the event of restrictions being imposed on water supply, operational vulnerabilities would be exposed.</p> <p>Inadequate waste management practices carry risks of regulatory non-compliance, financial penalties, and reputational harm.</p> <p>Preserving biodiversity and ecosystems, including species, flora, and fauna, is of prime importance. Depletion or scarcity of natural resources, such as fossil fuels, along with water scarcity and pollution resulting from human activities and nature-driven events all pose potential threats to business operations.</p>	<p>LTIMindtree is committed to reducing its climate impact and becoming a climate-resilient organization. To achieve this goal, LTIMindtree is implementing a climate resilience strategy that covers a wide range of areas, including energy efficiency, renewable energy, water stewardship, and climate risk assessment.</p> <p>1. Climate risk management: The rising mean temperatures, heat waves, and other natural hazards could impact our operational costs and income in the form of raised employee health concerns, increased energy consumption, and greater HVAC use etc. Thus, our goal is to increase the production of renewable energy to meet increasing energy demand without aggravating climate change. Our campuses also have a very sound business continuity plan in place to tackle any disruption. To safeguard employees, partners, and stakeholders, we effectively communicate and explore possible resolutions.</p> <p>Water stress: To effectively manage water risks and promote responsible water resource management, we have implemented a robust Water Management Strategy across all our operations.</p> <p>In crucial locations like Bengaluru and Chennai, which face groundwater depletion, the rising cost of water procurement and potential shortages are significant risks. To mitigate these risks, we are implementing water conservation strategies and augmenting internal water sources by procuring from external agencies. Innovative solutions, such as Air-to-Moisture technology installed in cafeterias, generate 500 liters of water per day.</p> <p>Waterless urinals, installed to reduce water waste are functional at the Pune and Bhubaneswar campuses.</p> <p>Water aerators installed in 60% of campuses help reduce the water flow from taps, reducing water waste.</p> <p>Inclusive water conservation efforts are done by installing Rainwater Harvesting (RWH) systems. These systems, at facilities, elevate groundwater levels by releasing subsoil water from recharge pits, lessening the dependence on external water sources.</p> <p>The sustainability team conducts regular awareness campaigns to educate employees about water conservation, efficient water usage, RWH, wastewater recycling, and the implications of water scarcity.</p> <p>Emissions reduction: As a responsible global corporate entity, LTIMindtree is aware of the diverse risks posed by climate change to every industry and is committed to managing and mitigating these risks through a thoughtful approach.</p> <p>Efforts to phase out ozone-depleting pollutants at LTIMindtree are receiving significant attention.</p> <p>Prioritizing the reduction of carbon emissions, LTIMindtree is focusing on improving energy efficiency and transitioning to renewable energy sources. This not only cuts down on our operating costs but also aligns with our goal of achieving carbon neutrality.</p> <p>To empower our employees to reduce their carbon footprint, LTIMindtree provides access to software that tracks and helps minimize travel emissions.</p> <p>Various initiatives are in place to manage greenhouse gas emissions resulting from energy consumption and waste generation across all facilities.</p> <p>LTIMindtree is investing in and developing services that support these objectives recognizing the importance of assisting clients and partners in fulfilling their climate change commitments.</p> <p>Additionally, LTIMindtree has identified projects aimed at collaborating with communities to nurture a climate-resilient future.</p>	<p>Negative:</p> <ul style="list-style-type: none"> Increased occurrence of extreme weather events such as floods, heatwaves, and droughts. Rising sea levels, which could lead to infrastructural vulnerabilities and equipment damage. Looming threat of water scarcity. This risk carries two main financial burdens - Higher operational costs due to climate change impacts - Missed opportunities and potential revenue loss in the business environment. Compliance with environmental and CSR standards can further escalate operating expenses. <p>Positive:</p> <ul style="list-style-type: none"> Opportunity to enhance our organization's competitiveness by aligning with changing client preferences. Leveraging our expertise in sustainability, low-carbon transition, and digital/IT to support clients on their journey towards sustainability and reducing carbon emissions. By embracing initiatives like TNFD early, we position ourselves ahead of compliance regulations.

S.No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Green -Tech and Innovation	Opportunity (O)	<p>Opportunity: The comprehensive Risk and Opportunity (R&O) management framework is strategically devised to effectively handle both existing and emerging opportunities, grounded in a thorough climate impact assessment. This assessment serves as the foundation for crafting resilient strategies to tackle potential climate-related challenges.</p> <p>Based on LTIMindtree's hazard risk analysis, it's evident that the impacts of significant climate changes may unfold gradually. Presently, all our centers boast climate-controlled environments and bespoke business continuity plans tailored to each location, poised to mitigate any disruptions effectively.</p> <p>We're actively implementing various initiatives across our facilities to curb greenhouse gas emissions resulting from energy consumption and waste generation.</p> <p>In order to proactively identify and capitalize on climate change opportunities, we have established a tool for identifying disruptive events across LTIMindtree locations.</p> <p>To sustain a culture of awareness and innovation, LTIMindtree is enhancing engagement and communication efforts with employees and partners, emphasizing the importance of climate change opportunities, and encouraging collaborative problem-solving.</p>	<p>4. Energy efficiency and consumption: LTIMindtree has implemented targeted initiatives to significantly reduce our specific and absolute energy consumption.</p> <p>We have integrated third-party-generated wheeling energy and in-house solar power systems for electricity production across most of our facilities. Notably, our in-house solar plants at locations like Bengaluru Whitefield STPI, Pune Hinjewadi, Mumbai – Mensa and Airoli campuses, and Bhubaneswar are operational and contributing to our sustainability efforts.</p> <p>We undertake several initiatives including the installation of energy-efficient equipment such as LED lighting, optimization of UPS and PAC units, utilization of EC fans, and leveraging renewable resources with a focus on energy conservation and GHG emissions reduction.</p> <p>Committed to environmental responsibility, we ensure that all existing and forthcoming facilities adhere to rigorous green building standards. Pursuing LEED IGBC Platinum certification for our projects emphasizes our commitment to resource efficiency, minimal energy and water usage, and reducing our civic load on the community.</p> <p>5. Improved waste recycling: Proper disposal of hazardous, biomedical, and e-waste is done through authorized state pollution control board partners for recycling or destruction.</p> <p>Mixed solid waste (dry/wet) is sent to authorized vendors for recycling or reuse.</p> <p>Organic waste is converted into manure using installed machines.</p> <p>Construction waste is reused for road laying, reducing landfill waste.</p> <p>Metal waste is repurposed for constructing handrails within our facilities.</p> <p>Effective waste management and transitioning toward zero-waste-to-landfills are global priorities.</p> <p>Four Bengaluru campuses are Zero-Waste-To-Landfill certified.</p> <p>We comply with e-waste management rules by disposing electronic waste within 180 days through state pollution control board-approved vendors.</p> <p>Reducing and recycling not only saves costs but also minimizes environmental and health impacts. All waste generated is reused, repurposed, or recycled through authorized vendors, aligning with circular economy principles.</p>	<p>Positive:</p> <ul style="list-style-type: none"> Green IT encompasses environmentally responsible practices throughout the lifecycle of hardware, from sourcing to disposal. Green IT Services and Solutions, with low carbon emissions reduce environmental impact and improve organizational efficiency and cost-effectiveness. Modular offices offer cost savings and reduced energy usage.
3	Employee Wellbeing and Experience	Opportunity (O), Risk (R)	<p>Opportunity: By consistently observing the evolving job market, we ensure our strategies stay ahead of the curve, making us the Employer of Choice for both emerging talent and experienced professionals.</p> <p>With a forward-thinking strategy, LTIMindtree prioritizes employee wellbeing through investments in career development and cultivating a supportive work environment, ensuring they possess the skills to meet industry demands.</p> <p>To attract and retain top talent, LTIMindtree integrates wellness facilities throughout its operations, enhancing employee satisfaction, productivity, and innovation, thereby maintaining a competitive edge.</p> <p>Risk: Rapid technological advancements demand a multi-skilled workforce, but the shortage of such talent in the market can pose a risk to LTIMindtree's competitiveness.</p> <p>Losing top talent to attrition threatens project continuity and incurs recruitment costs, highlighting the need for a motivating work environment to retain skilled professionals.</p> <p>Neglecting to provide a safe and inclusive workspace can negatively affect employee morale, productivity, and the company's reputation, while also impeding talent attraction and retention efforts.</p>	<p>Learning and development</p> <ul style="list-style-type: none"> LTIMindtree implements skill enhancement programs encompassing technical skills, industry knowledge, and emerging tech trends. Our Shoshin School concept nurtures a culture of continuous growth, empowering our workforce with skills to navigate the dynamic business landscape. The Ignite and Orchard programs, part of the Shoshin School, accelerate project readiness for campus recruits and college graduates. The Learning Promenade and Recharge initiatives foster continuous learning and innovation, enriching employee skills and driving transformative impact organization-wide. LTIMindtree offers end-to-end digital and IT solutions for global clients, supporting their digital transformations. Our strategy centers on refining employee skills in technology, industry domains, delivery management, innovation, interpersonal abilities, and leadership to drive sustainable growth. Strong assessment methods pinpoint areas for improvement, enabling tailored training programs to align with an evolving workforce and client needs. <p>Wellbeing</p> <ul style="list-style-type: none"> Our organizational mindset is shaped by a strong participatory leadership culture and practices, creating a positive work environment. This is achieved through decentralized decision-making, collaboration promotion, transparency, and employee empowerment. We have established a wellness framework centered on four key pillars: physical, emotional, financial, and social. Our diverse initiatives aim to enhance overall health and satisfaction among our employees. We have implemented Occupational Health and Safety Management System, certified to ISO 45001:2018, across 91% of our locations, with the remainder undergoing an external audit this year. In line with our philosophy, our Environment, Health, and Safety (EHS) policy reflects our commitment to managing HSE aspects across all locations. <p>Employee retention:</p> <ul style="list-style-type: none"> Retention initiatives to promote employee longevity. MCMG framework to support career planning, decision-making, and learning journeys. Mandated individual development programs to enhance skills. Engaging campus involvement programs. Opportunity vs. Aspiration matrix implemented via Talent Central. Next-generation hybrid workplace adoption for optimal productivity, balancing work from home and office environments. 	<p>Financial implications of the risk or opportunity (Indicate positive or negative implications)</p> <p>Positive:</p> <ul style="list-style-type: none"> We utilize our technological expertise to consistently monitor skill development outcomes and refine upskilling and reskilling mechanisms, enhancing our talent pool. Ensuring employee skills align with industry and business requirements, supporting our organizational growth strategy. Dedicated to upskilling talent in line with evolving market demands, business needs, and our growth vision. Nurturing a supportive workplace environment fosters employee dedication, leading to tangible financial gains through enhanced performance. Offering chances for employees to tackle real business challenges, like involvement in Large Deal Solutions and Defense teams, boosts satisfaction and retention. <p>Negative:</p> <ul style="list-style-type: none"> Financial implications encompass lost growth opportunities and losses resulting from talent shortages. Organizational reputation-damaging incidents can result in missed opportunities. Persistent challenges in aligning talent with evolving technological landscapes raise sustainability concerns in a competitive environment.

S.No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Employee Wellbeing and Experience	Opportunity (O), Risk (R)	<p>Opportunity: By consistently observing the evolving job market, we ensure our strategies stay ahead of the curve, making us the Employer of Choice for both emerging talent and experienced professionals.</p> <p>With a forward-thinking strategy, LTIMindtree prioritizes employee wellbeing through investments in career development and cultivating a supportive work environment, ensuring they possess the skills to meet industry demands.</p> <p>To attract and retain top talent, LTIMindtree integrates wellness facilities throughout its operations, enhancing employee satisfaction, productivity, and innovation, thereby maintaining a competitive edge.</p> <p>Risk: Rapid technological advancements demand a multi-skilled workforce, but the shortage of such talent in the market can pose a risk to LTIMindtree's competitiveness.</p> <p>Losing top talent to attrition threatens project continuity and incurs recruitment costs, highlighting the need for a motivating work environment to retain skilled professionals.</p> <p>Neglecting to provide a safe and inclusive workspace can negatively affect employee morale, productivity, and the company's reputation, while also impeding talent attraction and retention efforts.</p>	<p>Learning and development</p> <ul style="list-style-type: none"> LTIMindtree implements skill enhancement programs encompassing technical skills, industry knowledge, and emerging tech trends. Our Shoshin School concept nurtures a culture of continuous growth, empowering our workforce with skills to navigate the dynamic business landscape. The Ignite and Orchard programs, part of the Shoshin School, accelerate project readiness for campus recruits and college graduates. The Learning Promenade and Recharge initiatives foster continuous learning and innovation, enriching employee skills and driving transformative impact organization-wide. LTIMindtree offers end-to-end digital and IT solutions for global clients, supporting their digital transformations. Our strategy centers on refining employee skills in technology, industry domains, delivery management, innovation, interpersonal abilities, and leadership to drive sustainable growth. Strong assessment methods pinpoint areas for improvement, enabling tailored training programs to align with an evolving workforce and client needs. <p>Wellbeing</p> <ul style="list-style-type: none"> Our organizational mindset is shaped by a strong participatory leadership culture and practices, creating a positive work environment. This is achieved through decentralized decision-making, collaboration promotion, transparency, and employee empowerment. We have established a wellness framework centered on four key pillars: physical, emotional, financial, and social. Our diverse initiatives aim to enhance overall health and satisfaction among our employees. We have implemented Occupational Health and Safety Management System, certified to ISO 45001:2018, across 91% of our locations, with the remainder undergoing an external audit this year. In line with our philosophy, our Environment, Health, and Safety (EHS) policy reflects our commitment to managing HSE aspects across all locations. <p>Employee retention:</p> <ul style="list-style-type: none"> Retention initiatives to promote employee longevity. MCMG framework to support career planning, decision-making, and learning journeys. Mandated individual development programs to enhance skills. Engaging campus involvement programs. Opportunity vs. Aspiration matrix implemented via Talent Central. Next-generation hybrid workplace adoption for optimal productivity, balancing work from home and office environments. 	<p>Financial implications of the risk or opportunity (Indicate positive or negative implications)</p> <p>Positive:</p> <ul style="list-style-type: none"> We utilize our technological expertise to consistently monitor skill development outcomes and refine upskilling and reskilling mechanisms, enhancing our talent pool. Ensuring employee skills align with industry and business requirements, supporting our organizational growth strategy. Dedicated to upskilling talent in line with evolving market demands, business needs, and our growth vision. Nurturing a supportive workplace environment fosters employee dedication, leading to tangible financial gains through enhanced performance. Offering chances for employees to tackle real business challenges, like involvement in Large Deal Solutions and Defense teams, boosts satisfaction and retention. <p>Negative:</p> <ul style="list-style-type: none"> Financial implications encompass lost growth opportunities and losses resulting from talent shortages. Organizational reputation-damaging incidents can result in missed opportunities. Persistent challenges in aligning talent with evolving technological landscapes raise sustainability concerns in a competitive environment.

S.No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Diversity, Equity and Inclusion (DEI)	Risk (R) and Opportunity (O)	<p>Opportunity: Prioritizing DEI improves employee trust and boosts performance, which is crucial for cultivating an innovative culture driven by diverse thoughts, ideas, and perspectives. Diversity, Equity, and Inclusion help us reflect society's diversity and welcome individuals from diverse backgrounds, valuing differences, promoting inclusivity, and empowering marginalized communities. Research indicates that diversity, coupled with inclusion, drives innovation, amplifies financial performance, enhances resilience in crises, and cultivates a more engaged workforce.</p> <p>Risk: A lack of diversity and inclusion can hinder productivity and innovation. Embracing diversity fosters varied perspectives that are crucial for crafting superior solutions. Lack of inclusion may hinder teams' capacity to respect differences and engage in meaningful collaboration.</p>	<ul style="list-style-type: none"> Leadership demonstrates commitment to the DEI vision, drives positive change, and inspires transformation at every level. Policies to promote inclusivity and equity, include gender-neutral language and LGBTQ+ friendly insurance coverage. Support for transgender colleagues includes coverage for Gender Reassignment Surgery and Hormone Treatment. Reasonable Accommodation Policy and Assisted Benefits for Persons with Disabilities (PWD) include transportation assistance and state-of-the-art assistive technologies. Attention to diverse needs is manifested by facilities designed for accessibility, including wheelchair-accessible ramps, creche facilities, and lactation rooms. 	<p>Negative: The company's inclusive culture strongly influences employment choices, especially among younger generations. The absence of diversity and inclusion can deter such decisions.</p> <p>Failure to integrate diverse perspectives in design may limit solution inclusivity, reducing their effectiveness.</p> <p>Positive:</p> <ul style="list-style-type: none"> DEI is crucial for attracting and retaining talent, enhancing productivity, and cultivating a positive organizational culture. A diverse workforce empowers LTIMindtree to broaden services, mitigate operational risks, and drive innovation. Offering meaningful employment to individuals from diverse backgrounds contributes to community and societal development while also promoting organizational inclusion. Solutions crafted by diverse teams inherently embrace inclusivity and tend to be more successful, incorporating a variety of perspectives from the outset.
5	Community Development	Opportunity (O), Risk (R)	<p>Opportunity: Investments in social infrastructure for social change yield numerous direct and indirect economic advantages. Implementing nature-based solutions with co-benefits, addressing geographic vulnerabilities, and supporting government actions in adaptation and mitigation can yield positive outcomes for both communities and businesses.</p> <p>Risk: Inability to support the all-round development of communities by improving educational outcomes, healthcare, and the economic conditions of the underprivileged in partnership with a chosen set of NGOs and in initiatives aligned with government priorities.</p>	<ul style="list-style-type: none"> Implement a structured due diligence procedure and utilize assessments to ensure strategic investments in suitable projects and regions. We collaborate with a network of NGOs across regions to drive social transformation using integrated models of sustainable change. 	<p>Positive:</p> <ul style="list-style-type: none"> Achieve our goal of empowering businesses and communities to thrive in an interconnected world. CSR projects can help build public trust in the company. <p>Negative:</p> <ul style="list-style-type: none"> Negative relationships can hinder the company's long-term value -creation plans.

S.No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Supply Chain Sustainability	Opportunity (O)	<p>Opportunity: Harnessing green procurement for value creation aligns with business, social, and environmental sustainability objectives. Facilitating policy dialogues, offering sustainability training, and enforcing a supplier code of conduct promotes a labor-friendly environment and encourages responsible business conduct.</p>	<ul style="list-style-type: none"> At LTIMindtree, prioritizing diversity in procurement involves increasing the inclusion of women-owned businesses in their vendor network. Enforcing no-discrimination, no-child labor, and no-forced labor policies among vendors/suppliers is achieved through the Supplier Code of Conduct, with most partners mandated to sign off on it before joining the system. Vendor onboarding via Supplier 360 utilizes a supplier portal for streamlined workflows, accurate information, document organization, process automation, payment dispute handling, and enhanced two-way communication, including real-time updates on purchase orders and invoices shared digitally. 	<p>Negative:</p> <ul style="list-style-type: none"> Suppliers' unsustainable practices can damage LTIMindtree's reputation, erode customer trust, and impede progress toward ESG goals. <p>Positive:</p> <ul style="list-style-type: none"> LTIMindtree actively collaborates with its value chain partners to advance ESG goals. By integrating ESG principles into supply chain operations, we encourage partners to minimize environmental impact, adhere to sustainability standards, and comply with regulations. This alignment with our green procurement strategy fosters triple bottom-line value creation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

Principle	Description
P1	Businesses should conduct and govern with integrity, ethics, transparency, and accountability.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in the value chain.
P4	Businesses should respect the interests of and be responsive to all the stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect, protect, and make efforts to restore the environment.
P7	Businesses should engage in influencing public and regulatory policy responsibly and transparently.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics & Transparency	Service Responsibility	Human Resources	Responsive to Stakeholders	Human Rights	Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web link of the policies, if available	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Nil	CMMI 2.0 L5(DEV & SVC) ISO 20000-1:2018 ISO 27001:2013 ISO 27701:2019 ISO 9001:2015 ISO 22301:2019 SOC 1 Type 2 SOC 2 Type 2	ISO 45001:2018	ISO 9001:2015	Nil	ISO 14001:2015 ISO 22301:2019 ISO 31000:2018	Nil	Nil	CMMI 2.0 L5(DEV & SVC) ISO 20000-1:2018 ISO 27001:2013 ISO 27701:2019 ISO 9001:2015 ISO 22301:2019 SOC 1 Type 2 SOC 2 Type 2

*Policy details and web links:

P1 Ethics & Transparency	<p>Our Code of Conduct encourages our people to conduct business lawfully, ethically, and in the best interest of LTIMindtree. Addressing Anti-bribery and Corruption: To protect the value of shareholders and the tangible and intangible assets of the organization, LTIMindtree has implemented an anti-bribery and anti-corruption policy and training to manage these risks effectively. LTIMindtree's several policies, published externally and internally, elucidate ethical behavior, transparency, and accountability.</p> <p>Integrity Policy- https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Integrity-Policy.pdf?pdf=download</p> <p>Whistleblower Policy- https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download</p> <p>Nomination & Remuneration Policy- https://www.ltimindtree.com/wp-content/uploads/2019/05/LTI-Final_NRC-Policy.pdf?pdf=download</p> <p>Code of conduct – BoDs & Senior Management – https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download</p> <p>Policy on Related Party Transactions- https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download</p> <p>Anti-Bribery and Anti-Corruption Policy- https://www.ltimindtree.com/wp-content/uploads/2022/11/Anti-Bribery-and-Anti-Corruption-Policy.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Dividend Distribution Policy- https://www.ltimindtree.com/wp-content/uploads/2017/05/Dividend-Distribution-Policy.pdf?pdf=download</p> <p>Global Anti-Trust and Competition Policy- https://www.ltimindtree.com/wp-content/uploads/2023/12/Anti-Trust-and-Competition-Policy.pdf?pdf=download</p> <p>Anti Money Laundering Policy- https://www.ltimindtree.com/wp-content/uploads/2023/05/Anti-Money-Laundering-Policy.pdf?pdf=download</p> <p>Internally published- Code of Conduct, Guidelines on Global Compliance Framework, Anti-Slavery and Human Trafficking Policy</p>
P2 Service Responsibility	<p>LTIMindtree believes that sustainable production and consumption are interrelated, contributing to enhanced quality of life, and protecting and preserving the earth's natural resources.</p> <p>ESG Policy- https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download</p> <p>Environmental, Health and Safety Policy - https://www.ltimindtree.com/wp-content/uploads/2021/05/Corporate-Environmental-Health-and-Safety-Policy.pdf?pdf=download</p> <p>Code of conduct- BoDs & Senior Management - https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Privacy Policy- https://www.ltimindtree.com/general-privacy-policy</p> <p>Internally published - Code of Conduct</p>
P3 Human Resources	<p>LTIMindtree has various policies to support employee well-being.</p> <p>Equal Opportunity Policy- https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy.pdf?pdf=download</p> <p>Diversity Equity and Inclusion Policy- https://www.ltimindtree.com/wp-content/uploads/2023/06/Diversity-Equity-and-Inclusion-Policy.pdf?pdf=download</p> <p>Prevention of Sexual Harassment Policy- https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Whistleblower policy- https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download</p> <p>Sabbatical Policy- https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Sabbatical-Policy.pdf?pdf=download</p> <p>Maternity leave Policy- https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Maternity-Leave-Policy.pdf?pdf=download</p>

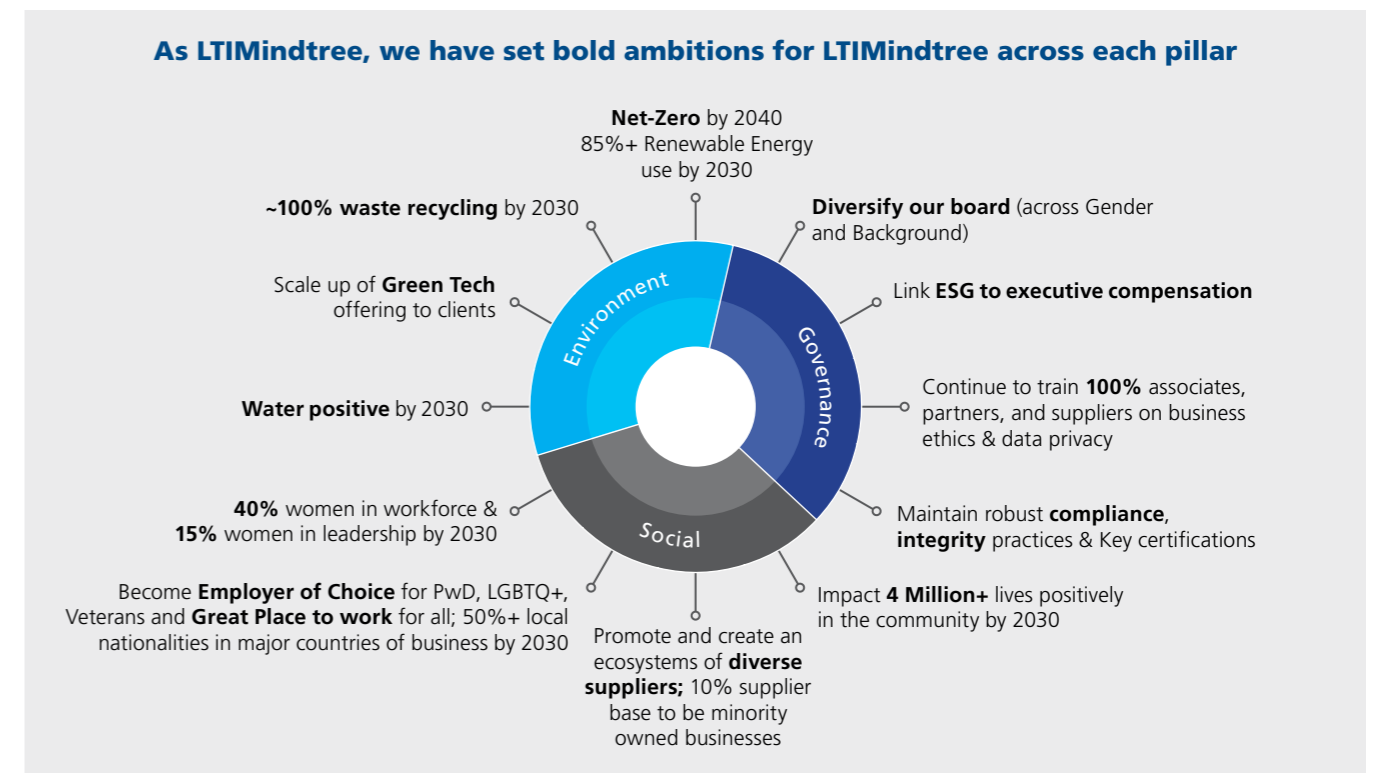
	<p>Environmental, Health and Safety Policy- https://www.ltimindtree.com/wp-content/uploads/2021/05/Corporate-Environmental-Health-and-Safety-Policy.pdf?pdf=download</p> <p>Non-discrimination Policy- https://www.ltimindtree.com/wp-content/uploads/2023/05/LTIMindtree-Non-Discrimination-Policy.pdf?pdf=download</p> <p>Grievance Management Policy- https://www.ltimindtree.com/wp-content/uploads/2023/07/Grievance-Redressal-Policy.pdf?pdf=download</p> <p>Internally published- Code of Conduct, Drug free workplace, Higher study policy</p>
P4 Responsive to Stakeholders	<p>LTIMindtree recognizes that businesses have a responsibility to maximize the positive impacts and minimize and mitigate the adverse impacts of its services, operations, and practices on all their stakeholders.</p> <p>Policy for Determining Materiality of Information https://www.ltimindtree.com/wp-content/uploads/2019/05/Policy-for-determining-materiality-of-Information-Edited.pdf?pdf=download</p> <p>Policy for Determining Material Subsidiary- https://www.ltimindtree.com/wp-content/uploads/2018/11/Material-Subsidiary-Policy.pdf?pdf=download</p> <p>Policy on Related Party Transactions- https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download</p> <p>CSR Policy- https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Whistleblower policy- https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download</p> <p>Dividend Distribution Policy- https://www.ltimindtree.com/wp-content/uploads/2017/05/Dividend-Distribution-Policy.pdf?pdf=download</p>
P5 Human Rights	<p>The Code of Conduct details the policy with respect to human rights. LTIMindtree, through its Human Rights Statement, upholds human rights as enshrined in the Constitution of India and supports the principles in the United Nations' Universal Declaration of Human Rights.</p> <p>Whistleblower Policy- https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download</p> <p>Diversity Equity and Inclusion Policy- https://www.ltimindtree.com/wp-content/uploads/2023/06/Diversity-Equity-and-Inclusion-Policy.pdf?pdf=download</p> <p>Prevention of Sexual Harassment Policy- https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download</p> <p>Equal Opportunity Policy- https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>UK Modern Slavery Statement- https://www.ltimindtree.com/wp-content/uploads/2023/08/UK-Modern-Slavery-Statement-FY-23.pdf?pdf=download</p> <p>Internally published- Code of Conduct, Anti-Slavery and Human Trafficking Policy</p>
P6 Restore Environment	<p>Environmental responsibility is a prerequisite for sustainable economic growth and for the well-being of society. LTIMindtree adopts environmental practices and processes that minimize or eliminate the adverse impacts of its operations across the value chain. In addition, employees are sensitized against wasteful usage of natural resources and conserve energy.</p> <p>ESG Policy- https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download</p> <p>Environmental, Health and Safety Policy - https://www.ltimindtree.com/wp-content/uploads/2021/05/Corporate-Environmental-Health-and-Safety-Policy.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Corporate Social Responsibility Policy- https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download</p>
P7 Public Advocacy	<p>While LTIMindtree may share its expertise to help in the formulation of public policy and advocacy with suppliers to imbibe sustainability and business responsibility practices, it does not directly engage in lobbying or advocacy activities and hence does not have a specific policy for this purpose.</p> <p>ESG Policy- https://www.ltimindtree.com/wp-content/uploads/2023/06/LTIMindtree-ESG-Policy.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Group Public Advocacy Policy- https://corpwebstorage.blob.core.windows.net/media/46851/public-policy-advocacy-policy-Int.pdf</p>

P8 Inclusive Growth	<p>Our Corporate Social Responsibility charter encompasses activities focused on the marginalized and vulnerable sections of society. LTIMindtree contributes to the overall development with a specific focus on disadvantaged, vulnerable, and marginalized communities.</p> <p>Corporate Social Responsibility Policy- https://www.ltimindtree.com/wp-content/uploads/2023/04/LTIMindtree-CSR-Policy.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Nomination & Remuneration Policy- https://www.ltimindtree.com/wp-content/uploads/2019/05/LTI-Final_NRC-Policy.pdf?pdf=download</p>
P9 Customer Engagement	<p>LTIMindtree believes that businesses should engage with customers and provide value in a responsible manner. Our Information Security Management System (ISMS) complies with the ISO 27001 standard and provides a systematic approach to managing and securing information at LTIMindtree. This certification assures all concerned stakeholders that the company has implemented adequate data protection and information security measures to mitigate information and cyber security threats.</p> <p>Privacy Policy- https://www.ltimindtree.com/general-privacy-policy</p> <p>Policy on Preservation of Documents- https://www.ltimindtree.com/wp-content/uploads/2020/10/Preservation-of-Documents-Ver1.0.pdf?pdf=download</p> <p>Archival Policy - https://www.ltimindtree.com/wp-content/uploads/2017/05/Archival-Policy.pdf?pdf=download</p> <p>Supplier Code of Conduct- https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download</p> <p>Internally published - Code of Conduct</p>

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

LTIMindtree's sustainability strategy epitomizes a resolute commitment to environmental, social, and governance (ESG) principles, outlining a path toward responsible business practices. At the core of this strategy is a redefined ESG Vision, articulating ambitious goals and timelines that underscore the company's dedication to global positive impact.

As part of our ESG strategy for integrated entity LTIMindtree, we have re-articulated our ESG Vision defining specific goals, targets, and timelines with a clear roadmap.



6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same

We are striving hard and monitoring our progress to achieve our ambitious ESG vision. We shall continue to build on our capabilities and successes and set out on our next growth curve armed with an upskilled and engaged talent pool, thriving communities, efficient sustainability practices, and industry leading economic performance to deliver triple bottom-lined and sustained value to all our stakeholders. The ESG section in this annual report shares further details of our performance against specific commitments, goals, and targets.

ESG Vision	Progress in FY '24
Net-Zero by 2040	Scope 1: Reduction by 70% to 0.02 tons CO ₂ e/employee (over baseline value of FY19) Scope 2: Reduction by 67% to 0.29 tons CO ₂ e/employee (over baseline value of FY19)
85% + Renewable Energy use by 2030	44.34%
100% waste recycling by 2030	92.14%, 673.85 tons
Water-positive by 2030	58% reduction to 4.29 kl/employee (over baseline value of FY 19) 2.8 x water positive
Scale up of Green Tech Offerings to Clients	Engaged with 70+ customers
40% women in workforce	30.69% women in workforce
15% women in leadership by 2030	9.19% women in leadership
Become Employer of Choice for LGBTQ, PwD and Veterans and Great place to work for all: 50% + local nationalities in major countries of business by 2030	0.17% PwD 0.12% LGBTQ+ 0.11% Veterans in workforce 23.8% local nationalities (outside India) Recognized as Great Place to Work in the US, France, Poland & Denmark
Promote and create an ecosystem of diverse suppliers; 10% supplier base to be minority owned businesses	12.64% spend on diverse suppliers
Impact 4 Million plus lives positively in the community by 2030	15,98,698 CSR beneficiaries
Diversify our board (across gender and background)	50%; Independent Directors 1 woman on the Board
Link ESG to Executive Compensation	ESG linked KPIs under review
Continue to train 100% associates, partners and suppliers on business ethics and data privacy	Associates training on business ethics and data privacy – 93% completed and rest in progress 7 training sessions attended by 301 supplier organizations that includes 12% of our top vendors constituting 75% of our overall procurement spend.
Maintain robust compliance, integrity practices and Key certifications	Employing new and emerging national, global reporting frameworks and standards Maintaining global leadership in CDP for four years Earning multiple ESG accolades

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

In today's dynamic business landscape, corporate responsibility has transcended traditional boundaries. At LTIMindtree, we embrace this evolution, recognizing our ever-evolving responsibilities to society, communities, and the environment. As regulatory frameworks for ESG standards undergo significant transformations, we are steadfast in our resolve to embed sustainability into the very fabric of our organization.

Our approach is holistic, encompassing both tangible actions and intangible values. By nurturing an environmentally conscious mindset and implementing sustainable practices across our operations, we actively work towards reducing our carbon footprint and preserving natural resources. Transparency is key, as we willingly disclose climate risks and opportunities, fortifying our commitment to resilience and sustainability.

As younger generations increasingly prioritize sustainability, we remain vigilant, monitoring emerging ESG trends to meet the evolving preferences of future customers and investors, particularly the Gen Z cohort. This not only enhances our reputation but also cultivates loyalty among our customers and attracts top-tier talent.

Our dedication to ethical governance is unwavering. With robust policies, stringent compliance measures, and a pervasive culture of ethical conduct, integrity permeates every aspect of our operations. Trust and integrity are non-negotiable, guiding our interactions with clients, partners, and stakeholders alike.

In our quest to be an Employer of Choice, diversity is at our core. We have made strides in gender diversity and inclusivity for employees with disabilities and LGBTQ+ individuals. We are also committed to increasing veteran representation. Our recruitment focuses on individuals aligned with our commitment to SDGs and ESG principles, attracting sustainability champions.

At LTIMindtree, our Shoshin School platform has enabled over 25,000 Associates to upskill/reskill this year. Through collaborative efforts, we trained 10,000 Associates in Generative AI within just two and a half months. Additionally, our IGNITE program, tailored for college graduates, demonstrates our commitment to investing in future talent by providing hands-on training in emerging technologies before they officially join us.

At LTIMindtree, we are dedicated to forging a sustainable legacy. Our steadfast commitment to our ESG Vision is evident in our achievements this year. In the fiscal year 2023-24, we progressed to meet our Net-Zero goal by increasing our operational efficiencies, developing sustainable solutions, and investing in green and energy-efficient buildings.

In waste management, we have achieved a remarkable waste diversion rate of 99% and continuing towards Zero Waste to Landfill Certification for four of our key Bengaluru campuses. LTIMindtree has achieved a water positivity index of 2.8x, signifying its commitment to sustainable water management practices and placing it ahead of its 2030 target.

In CSR, we prioritize transformative community impact and biodiversity conservation stewardship. Collaborating with esteemed NGO partners, we have impacted over 10,342 lives, focusing on skills development and environmental education. Notably, our environmental efforts have led to planting nearly 3.8 Million saplings and conserving 12,520 acres of terrestrial forests, impacting 1,65,683 lives.

Each day as we progress toward our sustainability objectives, we are also evolving as a trusted partner, delivering intelligent solutions to assist our clients in achieving their own sustainability targets. Our suite of 10+ digital Intellectual Properties and Solutions enables clients to measure and monitor ESG parameters, reduce carbon emissions, optimize energy consumption, and digitize employee touchpoints.

In 2023, LTIMindtree received the Golden Peacock Award for its sustainability commitment and efforts. Furthermore, we are pleased to announce our continued presence in the global leadership league of Carbon Disclosure Project (CDP) for the fourth consecutive year, rank 30 in The Financial Times' "Climate Leaders Asia-Pacific 2023" for best performance in 'reduction of GHG emissions intensity', and received a 10 out of 10 rating in Travel Smart Campaign 2024's annual ranking of 328 businesses worldwide as among the top leading companies working to minimize business travel and related emissions, showcasing our dedication to sustainability and highlighting steadfast governance.

We are committed to nature conservation and became the only company in India as 'Early Adopter' to have aligned our disclosures with TNFD standards, as outlined in our FY 2023-24 Sustainability Report.

In closing, I am reminded of the transformative power we wield in shaping a sustainable tomorrow. As we navigate the challenges ahead, our resolve, innovation, and collaborative spirit will guide us towards a future that is not only sustainable but also equitable and prosperous for all.

Chief Sustainability Officer

Paneesh Rao

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The highest executive authority responsible for implementation and oversight of the Business Responsibility policies is the CEO & Managing Director. Telephone number: +91 80 67064000 e-mail ID: sustainability@ltimindtree.com
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Corporate Social Responsibility Committee

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half-yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, the annual evaluation of policies is conducted by key stakeholders, such as functional heads and senior management. The policies, along with any revisions, are subsequently uploaded onto our Intranet or website for wider accessibility.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	<p>Yes, a compliance management framework is in place to oversee regulatory compliance. The Company maintains an inventory of applicable laws and a compliance checklist, complete with due dates and associated tasks. These tasks are identified and aligned with process owners who diligently update the status, substantiated with supporting evidence.</p> <p>The Global Compliance Team conducts regular reviews, encompassing gap assessments and vendor compliance audits. Additionally, vital compliances and regulations are integrated into the internal audit procedures on an annual basis. To further fortify the oversight of compliances, the establishment of the 'Compliance Committee' (CC) has been initiated. This committee actively monitors regulatory compliance performance and addresses remediation plans for non-conformities in an ongoing manner.</p> <p>The status of regulatory compliance performance, coupled with the progress of remediation plans, receives periodic scrutiny from the Risk Operating Committee. The Global Compliance Update is presented quarterly to the Audit Committee, which, in turn, communicates updates to the Board during its meetings. This framework ensures a vigilant and proactive approach to regulatory compliance across the organization.</p>																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, external expert agencies conduct audits on various subjects, including ISO 14001, ISO 45001, sustainability assurance, and compliance. Specifically, ISO audits are conducted by Bureau Veritas, and Sustainability Audits are conducted by DNV. Throughout the audit process, these agencies assess the functionality of the company's pertinent policies. This involves scrutinizing policy components, procedures, action plans, and other related elements.								

12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
It is planned to be done in the next financial year (Yes/No)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Any other reason (please specify)	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

Since LTIMindtree has Policies for every NGRBC Principle, this question is not applicable to us.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

At LTIMindtree, integrity is at the core of everything we do. We are dedicated to upholding the highest standards of ESG governance, starting from our Board to every level of leadership. Our commitment is reflected in our sustainability risk monitoring, stringent data privacy measures, and transparent disclosures. We have established Whistleblower and grievance redressal procedures to ensure fairness and accountability. Our governance approach is grounded in our company values, aligning our purpose, vision, and mission with responsible business practices. We have implemented systems, policies, and checks to monitor governance across the organization.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year :

Segment	Total number of training and awareness programs held	Topics covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	6 (six*)	Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance, Anti-Bribery and Anti-Corruption, Business Continuity and Crisis Management.	100%
Key Managerial Personnel	6 (six) #	Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance Training, Anti-Bribery and Anti-Corruption Training, Business Continuity and Crisis Management Training.	100%
Employees other than BoDs and KMPs	6 (six) #	Business Responsibility Principles via Code of Conduct, Ethics & Integrity, Data Privacy, Insider Trading, Prevention of Sexual Harassment, Integrity, Intellectual Property, Information Security Awareness, Workplace Compliance Training, Anti-Bribery and Anti-Corruption Training, Business Continuity and Crisis Management Training.	Completed – 93.00% In progress – 5.29%

* During the year, six meetings (four quarterly meetings, one strategy meeting and one Independent Directors' meeting) were held where Board is updated inter alia on ESG matters, applicable legal requirements, market trends etc., as part of Business Responsibility programs.

Six e-learning courses with annual assessment mandatory as part of Business Responsibility Training programs.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations and as disclosed on the entity's website.

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil				
Settlement	Nil				
Compounding fee	Nil				
Non- Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment	Nil				

The Company had no monetary and non-monetary fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY'24.

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not Applicable because no such non-compliance instances happened

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. We have the Anti-Bribery and Anti-Corruption Policy which is at the core of our LTIMindtree's ethical framework. The policy reasserts our pledge to conduct our business with the utmost honesty, solid integrity, and fully comply with all relevant laws and regulations.

The Anti-Bribery and Anti-Corruption Policy is applicable to all employees and serves as a moral compass for directors, executives, consultants, contractors, and associated parties. It mandates strict adherence to ethical standards at all levels and grades within the organization. Through the policy and implementation of the anti-bribery protocols, we strive to uphold the highest standards of professionalism, fairness, and integrity in all our dealings.

Instances of policy violations can be promptly reported to whistleblower@ltimindtree.com, with anonymity and confidentiality ensured. Willful disregard or overlooking corrupt practices is deemed non-compliant and subject to disciplinary action, including termination of employment or contract, with confidentiality ensured throughout the investigative process.

Anti-Bribery and Anti-Corruption Policy is available at <https://www.ltimindtree.com/wp-content/uploads/2022/11/Anti-Bribery-and-Anti-Corruption-Policy.pdf?pdf=download>

5. Number of Directors/KMPs/employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil

There have been no cases involving disciplinary action taken by any law enforcement agency for charges of bribery/ corruption against directors/ KMP/ employees that have been brought to our attention in FY23-24 and FY22-23.

6. Details of complaints regarding conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Not applicable, as no complaints related to corruption or conflict of interest were received.

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	81 days (as per consolidated financials for FY 23-24)	79 days (as per consolidated financials for FY 22-23)

9. Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable since LTIMindtree is into service industry (Information Technology)	Not Applicable since LTIMindtree is into service industry (Information Technology)
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	6.4% (as per consolidated financials for FY 23-24)	4.3% (as per consolidated financials for FY 22-23)
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors		
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	1.1% (as per consolidated financials for FY 23-24)	1.1% (as per consolidated financials for FY 22-23)
	b. Sales (Sales to related parties/Total Sales)	Nil (as per consolidated financials for FY 23-24)	Nil (as per consolidated financials for FY 22-23)
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	5.0% (as per standalone financials for FY 23-24)	10.8% (as per standalone financials for FY 22-23)
	d. Investments (Investments in related parties/ Total Investments made)		

LEADERSHIP INDICATORS

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
7	<ul style="list-style-type: none"> Understanding Sustainability in Procurement Social Responsibility Ethical Responsibility Achieving Sustainable Growth and Development LTIMindtree ESG Goals and Vision LTIMindtree ESG Materiality matrix Understanding Scope 1,2 and 3 Emissions 	12%

Yes. We have conducted training and awareness programs for our supplier and vendor partners. Through our Capacity Breather Program, we have engaged with 301 suppliers, offering insights into our sustainability efforts, and seeking their alignment with our goals. We also organized awareness programs covering sustainability, and other aspects of business responsibility in FY 2024.

Moreover, our Supplier Code of Conduct outlines our expectations and standards for engagement with partners, covering key business responsibility areas like human rights, compliance, ethical practices, data privacy, and more.

In our pursuit of transparency and collaboration, we are actively integrating our vendors into our ESG initiatives. Looking ahead, we are committed to educate our value chain partners on our ESG initiatives and provide opportunities for mutual support and collaboration.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, LTIMindtree has processes in place to avoid/manage conflicts of interests involving members of the Board. LTIMindtree is steadfast in its commitment to upholding ethical standards and mitigating conflicts of interest within its Board. Directors are required to disclose their interests upon appointment and promptly update any changes throughout the fiscal year, ensuring transparency and accountability in governance.

LTIMindtree has implemented a policy for identifying Material Related Party Transactions. This policy serves as a safeguard against conflicts arising from directors' involvement in external entities or other business engagements. All related party transactions undergo scrutiny by the Audit Committee, ensuring compliance with principles and standard business practices.

Independence declarations from Independent Directors, as mandated by Section 149(7) of the Companies Act, 2013 and Regulation 16(1)(b) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, further underscore their autonomy and impartiality. Annual evaluations conducted by the Board reaffirm their independence status, aligning with statutory provisions and reinforcing the company's commitment to sound governance practices.

Furthermore, Independent Directors affirm their ability to discharge their duties objectively and independently, as stipulated by Regulation 25(8) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015. This reaffirms our unwavering dedication to upholding ethical standards and promoting stakeholder trust.

- i. Code of Fair practices & Disclosures: <https://www.ltimindtree.com/wp-content/uploads/2023/10/Amendment-to-the-Fair-Disclosure-Code-FY2024.pdf?pdf=download>
- ii. Code of Conduct – BoDs and Senior Management: <https://www.ltimindtree.com/wp-content/uploads/2017/05/Code-of-Conduct-for-Directors-and-Senior-Management.pdf?pdf=download>
- iii. Policy on Related Party Transactions: <https://www.ltimindtree.com/wp-content/uploads/2022/12/Related-Party-Transactions-Policy.pdf?pdf=download>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

At LTIMindtree, our sustainability commitment goes beyond compliance, integrating green procurement strategies that prioritize environmental impact alongside quality and cost. As an IT services company, we offer services and solutions including cloud and infrastructure, generative AI, digital solutions, and ESG & Sustainability Tech consulting services, which can potentially transform our clients' businesses to sustainable and energy-efficient operations.

Our focus remains on delivering value to clients while considering broader environmental and social impacts. We embed these considerations into all business operations, upholding principles of good governance, ethics, and transparency with stakeholders.

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.

	FY 2023-24	FY 2022-23	Details of improvement in environmental and social impacts
R&D	0%	4.52%	<p>In FY 2022-23:</p> <ul style="list-style-type: none"> Low-cost modules for 5G network deployment in rural areas. Quantum research. Development of different types of accessible switches and a website towards quizzing for PwD children. End-to-End reinforcement learning based conversation agent with summarization and emotion understanding capability called "Maitreyi". Develop modular satellite subsystems and integrate them into a nanosatellite to launch by ISRO. Prototype table narrative generation model table to text generation and training/fine tuning dataset for query-based table to text generation. Enhance learning and collaboration outcomes of indivual interactions in a metaverse. Seed funding & mentorship to start-ups working for benefit of the masses, differently abled or the environment. Research on emerging business models in manufacturing sector.
Capex	0.04%	0.82%	<p>In FY 2023-24:</p> <p>Capex is mostly on our infrastructure. Better equipment and better buildings improve our energy, water efficiency, and accessibility. Capex investment at the organization level includes total additions to Property, Plant and Equipment (PPE) and intangible assets.</p>

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, at LTIMindtree, we have established procedures to ensure sustainable sourcing. Our suppliers are onboarded after they accept the Supplier code of conduct committing them to follow and comply to applicable laws and adhere to sustainability-related operations including human rights, environmental impact, health and safety standards, labor conditions, and other crucial factors. To assess their compliance, the prospective suppliers must respond to the sustainability questionnaire which covers various aspects of ESG pillars. This questionnaire is collected from prospective suppliers during the onboarding process, and their responses are thoroughly evaluated.

Our vendor onboarding process has been updated to incorporate Environmental, Social, and Governance (ESG) considerations, driven by Supplier 360, the platform that facilitates digital compliance checks and purchase order management, contributing to reduced paper waste and improved efficiency.

We maintain close collaboration with our suppliers, engaging in detailed discussions on policy matters and sustainability initiatives, particularly focusing on alignment with ethical standards and best practices outlined in our supplier code of conduct. Our dedicated Sustainability team conducts specialized training sessions to enhance awareness and engagement among our suppliers.

Our Supplier Code of Conduct: <https://www.ltimindtree.com/wp-content/uploads/2022/12/LTIMindtree-Supplier-Code-Of-Conduct.pdf?pdf=download>

b. If yes, what percentage of inputs were sourced sustainably?

In FY 23-24, our sustainability sourcing percentage stood at 42.38% in terms of cost spent towards sourcing the inputs.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not Applicable. LTIMindtree, as an IT services company, does not engage in product manufacturing. However, we are firmly committed to practicing responsible waste management within our operations, by focusing on signification reduction in waste generation. Despite our increasing business scale, we have seen an improvement in our waste recycling percentage. via various initiatives:

- **Plastic waste:** All non-biodegradable plastic waste is sorted and sent to designated vendors for recycling or reuse, ensuring efficient waste management practices.
- **E-waste:** As per the E-waste (Management) Rules 2016, we dispose of electronic waste within 180 days to registered recyclers, who are authorized by the State Pollution Control Boards. Recycling certificates are obtained from the respective vendors once the process has been completed to ensure safe disposal. Employees also have the option to buy back their laptops after five years to minimize e-waste generation.
- **Hazardous waste:** We dispose of hazardous waste through SPCB-authorized vendors, complying with regulatory requirements. Manifest confirmations are submitted to the authority post-disposal.
- **Battery waste:** Our battery waste disposal follows regulatory compliance, with all waste handled by SPCB-authorized vendors, guaranteeing safe disposal.
- **Other waste:** Biodegradable food waste is treated onsite through composting, producing manure that is utilized for our campus landscaping. Excess manure is distributed among employees.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

EPR is Not Applicable as LTIMindtree falls under IT/ITES category.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% Of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public (Yes/No) IF yes, provide the web-link
Not Applicable	CMMI Dev V2.0 Development Projects CMMI SVC V2.0 Testing and support projects	100%	Full Life Cycle	Yes	Yes [CMMI Website: https://cmminstitute.com/] Year of last assessment-2022

We conduct LCA on our internal operations as a part of Environmental Impact Assessment to determine LTIMindtree's control or influence over the environmental impacts associated with each Life Cycle Stage of the environmental aspect. We are committed to reducing emissions and minimizing the environmental impacts of our operations.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable		

LTIMindtree is an IT Services Company, and we do not produce any products. We conducted LCA of our internal operations. There are no significant adverse social/environmental impacts/risks in the Financial Year 2023-24.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)

Not applicable. LTIMindtree is a global IT services and consulting company, and we do not manufacture any products. Most categories of waste are appropriately reused, recycled, and disposed of as per the applicable regulatory requirements. The metrics and details of which are furnished in Principle 6 - Essential Indicators 9 and 10.

4. Of the products and packaging reclaimed at the end of life of products, amount (in metric tonnes) reused, recycled and safely disposed

LTIMindtree is a global IT services and consulting company and we do not manufacture any products. Most categories of waste are appropriately reused, recycled, and disposed as per the applicable regulatory requirements. The metrics and details of which are furnished in Principle 6-Essential Indicators 9 and 10.

5. Reclaimed products and their packaging materials (as percentage of products sold) for product category.

Not applicable as we are an IT services company, and we do not manufacture any products.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THIS IN THEIR VALUE CHAINS

At LTIMindtree, our policies and processes ensure every member of our diverse workforce thrives physically, mentally, socially, and financially. This commitment, combined with our Performance Management System, drives innovation, and empowers our employees to reach their full potential. Women play a pivotal role in our growth story and are encouraged to take on leadership roles. We aim to be the Employer of Choice for all ages from seasoned professionals to fresh Gen Z talent. Vendor partners, too, receive fair opportunities and compensation.

At LTIMindtree, HR collaboration is pivotal. Our employee-centric approach, recognized by prestigious awards, underscores our dedication to excellence. Our tailored health policies reflect our commitment to accommodating diverse life needs.

In line with the evolving work landscape, we provide a hybrid and flexible work environment, prioritizing work-life balance. Continuous learning opportunities ensure our team's ongoing growth. Our leadership, too, is at the forefront of driving initiatives and advocating a culture where all voices are heard and valued.

ESSENTIAL INDICATORS

1. a. Details of measures for the wellbeing of employees

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	56,566	56,566	100%	56,566	100%	NA	NA	56,566	100%	56,566	100%
Female	25,061	25,061	100%	25,061	100%	25,061	100%	NA	NA	25,061	100%
Others	23	23	100%	23	100%	23	100%	23	100%	23	100%
Total	81,650	81,650	100%	81,650	100%	25,084	100%	56,589	100%	81,650	100%
Other than Permanent employees											
Male	2,873	NA	NA	NA	NA	NA	NA	NA	NA	2,873	100%
Female	871	NA	NA	NA	NA	NA	NA	NA	NA	871	100%
Others	208	NA	NA	NA	NA	NA	NA	NA	NA	208	100%
Total	3,952	NA	NA	NA	NA	NA	NA	NA	NA	3,952	100%

* Insurance for our other than permanent employees is provided by the respective vendors who would place them at LTIMindtree.

This is mandatory and part of the contract signed between LTIMindtree and vendors. We do not cover sub-contractors for maternity and paternity benefits. Respective vendors take care of this benefit.

*Maternity benefits are provided to LTIMindtree employees as per the Maternity Benefits Act 1961.

b. Spending on measures towards well-being of employees (including permanent and other than permanent) in the following format

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	1,665,135,411 INR 0.47%	2,384,556,443 INR 0.72%

Function-wise break-up spending on measures towards well-being of employees (including permanent and other than permanent)

Function	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Health and safety	58,922,856 INR	46,469,183 INR
Insurance	1,596,080,970 INR	2,324,164,467 INR
ESI	2,783,374 INR	5,358,478 INR
Wellness	7,348,211 INR	8,564,315 INR

Note:

- i. There is no split of US expenses since the EAP cost is embedded in the Medical Insurance cost for US.
- ii. We have no visibility of EAP related expenses incurred by erstwhile Mindtree during FY 2022-23.

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023-24		FY 2022-23	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Y	100%	Y
Gratuity	100%	Y	100%	Y
ESI	1%	Y	2%	Y
Others – Post retirement medical benefit	2%	Not Applicable	53%	Not Applicable

Note:

This table represents retirement benefits for employees working in India. All our employees working outside India are eligible for retirement benefits according to the applicable laws of the land.

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. Our premises and offices are accessible to employees with disabilities as per the requirements of the Rights of Persons with Disabilities Act, 2016. At LTIMindtree, we prioritize the recognition of our employees' unique requirements to enhance work-life productivity. We acknowledge that individuals facing qualifying disabilities, pregnancy, medical conditions, and other situations may necessitate reasonable accommodations in the workplace to excel. In line with our dedication to cultivate a secure and supportive work environment that caters to the diverse needs of our staff, we have implemented the following policies:

- Policy on Benefits for Persons with Disability (effective November 1, 2023) - This policy extends to all full-time and part-time employees based in India.
- Reasonable Accommodation Policy (effective November 1, 2023) - This policy is applicable to full-time and part-time associates working outside the Americas.

Our office spaces are designed with inclusivity and accessibility in mind, featuring wheelchair parking areas, height-adjustable workstations, access ramps at entrances, and specially constructed washrooms with grab bars for support. Additionally, we are in the process of installing panic buttons in the PWD restrooms in phases to allow employees to quickly alert the security team in case of emergencies.

Internal evaluation of the facilities is done regularly to identify the overall accessibility status of the office working floor and the accessibility status of key facilities, and to implement appropriate measures to ensure the full inclusion of persons with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. LTIMindtree is an Equal Opportunity Employer with an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. We proactively identify roles suitable for individuals with disabilities and provide tailored opportunities for their employment. At LTIMindtree, we recognize the importance of fostering a safe, accessible, and supportive work environment for all, and we even support employees who have acquired disabilities during their employment with us. Our inclusive approach encompasses recruitment, development, and ongoing support to empower employees with disabilities to thrive in the workplace.

We remain dedicated to providing the necessary resources and accommodations to enable employees with disabilities to reach their full potential and contribute meaningfully to our organization.

Our Equal Opportunity Policy is available at <https://www.ltimindtree.com/wp-content/uploads/2022/11/Equal-Opportunity-Policy-.pdf?pdf=download>

5. Return to work and Retention rates of permanent employees that took parental leave.

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	98.93%	73.87%
Female	98.94%	65.89%
Others	0.00%	0.00%
Total	98.93%	71.25%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	<p>Yes, there is a mechanism to receive and redress grievances for employees.</p> <p>At LTIMindtree, we prioritize the well-being and concerns of our employees through our Grievance Redressal process. Through the mechanism, we are able to ensure that all grievances are addressed promptly, impartially, and justly, providing employees with multiple avenues to raise their concerns.</p> <p>Employees can choose to raise grievances either orally or in writing to their immediate superior or the BU Human Resource Head. Written grievances can be submitted via email to the immediate superior and/or the Human Resource Department. All allegations or complaints are handled expediently to ensure a timely resolution. Additionally, our internal systems and policies are designed to log, track, and respond to grievances related to fairness and equity among employees within defined service level agreements (SLAs).</p> <p>For matters related to fraud, our Whistleblower mechanism offers a formal platform for stakeholders to report genuine concerns. Anyone, including investors, associates, customers, and suppliers/vendors, can submit grievances via email. The Whistleblowing Investigation Committee (WBIC) promptly acts on all disclosures.</p> <p>Furthermore, our Prevention of Sexual Harassment (POSH) Policy ensures a safe and inclusive work environment for all employees, regardless of their role or employment status. This policy prohibits, prevents, and provides a mechanism for the redressal of sexual harassment incidents. Employees are encouraged to report any instances of harassment promptly to POSH@ltimindtree.com, and all allegations are investigated in accordance with the law.</p> <p>Through these initiatives, we remain committed to workplace culture that prioritizes employee well-being, transparency, and accountability.</p> <p>Taking cognizance, addressing, and promptly redressing every grievance at every level of the organization has made our workplace a hub of trust and harmony for all our employees.</p>
Other than Permanent Employees	<p>Individuals associated with LTIMindtree, including contractual staff and consultants, have avenues to address grievances through established mechanisms such as the Whistleblower and POSH policies. These channels offer confidential means to report concerns regarding any misconduct or violations. Grievances can also be communicated through email or face-to-face discussions with supervisors or the human resource manager, ensuring accessibility and transparency in addressing issues promptly and effectively.</p>

7. Membership of employees in association(s) or Unions recognized by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total employees in respective category (A)	No. of employees in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees in respective category (C)	No. of employees in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	81,650	Nil	0%	84,546	Nil	0%
- Male	56,566	Nil	0%	58,528	Nil	0%
- Female	25,061	Nil	0%	25,998	Nil	0%
- Others	23	Nil	0%	20	Nil	0%

*Freedom of association is a basic human right. Whilst we don't have any trade unions or collective bargaining agreements in India, all our employees have the freedom and right to join any associations, unions, or groups that exist in line with local government regulations.

8. Details of training given to employees:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	59,439	20,700	34.83%	57,612	97%	61,621	13,185	21.40%	51,056	83%
Female	25,932	9,085	35.03%	25,138	97%	26,902	4,535	16.86%	23,042	86%
Others	231	2	0.87%	189	82%	26	3	11.54%	11	42%
Total	85,602	29,787	34.80%	82,939	97%	88,549	17,723	20.01%	74,098	84%

9. Details of performance and career development reviews of employees:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	53,097	53,097	100%	51,321	51,321	100%
Female	23,677	23,677	100%	23,255	23,255	100%
Others	17	17	100%	0	0	-
Total	76,791	76,791	100%	74,576	74,576	100%

Note:

Columns A & C correspond to the number of employees eligible, and Columns B&D denote the number of employees who submitted their annual appraisals in FY'24 and FY'23 respectively.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?

Yes. We have implemented an Occupational Health and Safety management system complying to the international standard of ISO 45001:2018 standards. 91% of sites are covered by ISO 45001:2018 standards while for rest of our locations, we have implemented our own internal EHS Management System. In addition, Our Environment, Health, and Safety (EHS) policy, covering all locations, highlights our commitment to manage workplace health and safety risks, by instilling a culture of safety among employees and partners. We also prioritize the provision of support services to promote the physical, mental, and emotional well-being of our employees.

Awareness and training through collaterals and training sessions on health and safety topics are an important part of our workplace health and safety management. Our facilities are equipped with state-of-the-art safety features, including Fire Fighting Systems, Smoke Detectors, Fire Alarm Systems, and Water Leak Detection Systems for Data Centers.

We ensure strict compliance to the health and safety protocols and our EHS policy with continuous monitoring through biannual internal audits, and annual external audits. Hazard Identification and Risk Assessment (HIRA) processes are integral to our system to address occupational risks and hazards. This includes the implementation of various control measures and processes mitigate and eliminate risks effectively. There were no significant incidents recorded during the fiscal year 2023-24.

These proactive measures underscore our unwavering commitment to safeguarding the well-being of our employees while reinforcing our dedication to operational excellence and sustainable growth.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Amidst our operational intricacies, the careful assessment of facility risks, particularly within office premises, and the execution of Hazard Identification & Risk Assessment (HIRA) are bases of our Health & Safety endeavors.

As an IT service company, our risk spectrum predominantly revolves around service-related aspects, encompassing ergonomic considerations, utilities management, and employee commute safety. Aligned with ISO 45001:2018 standard, our Hazard Identification and Risk Assessment (HIRA) framework systematically identifies inherent risks across these operational domains and others. This structured process follows a thoughtfully documented procedure for evaluating work-related hazards and risks, spanning routine and non-routine activities across all sites. Hazards undergo thorough scrutiny based on their frequency, severity, and potential impact on personnel. Any alterations in processes, upgrades in equipment, or refinements in services trigger HIRA evaluations, leading to decisive actions and the concurrent formulation of risk mitigation strategies. Our HIRA methodology encompasses:

- Task deconstruction
- Hazard identification
- Evaluation of existing controls
- Adherence to legal obligations
- Assessment of incident severity and probability
- Risk level determination
- Identification of supplementary controls for hazard mitigation

Stakeholder engagement and consultation, along with the integration of insights gleaned from previous projects, augment the resilience of our risk assessment procedures.

c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Y/N)

Yes, we have processes for employees to report work-related hazards and remove themselves from such risks. This is an important facet of risk mitigation as well as our HSE mandate. In our commitment to maintaining a safe and secure workplace environment, we have implemented various reporting mechanisms to facilitate the reporting of hazards, risks, and workplace-related accidents by employees, support staff, and other stakeholders. These mechanisms, such as the portal system iSupport for issue logging, complaint register at office entrances, and green cards at building lobbies, are designed to ensure easy access and efficient reporting. Regular briefings are conducted for support staff to enhance their awareness of the reporting mechanisms, emphasizing their importance in identifying and addressing work-related hazards promptly. The objective is to proactively identify and control hazards that may impact the overall environmental performance of our company.

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, all our permanent employees and their families (including spouses, children, and parents/in-laws) have access to non-occupational medical and healthcare services. As per the agreement signed with all our "sub-contractor vendors," it is mandatory for the vendors to provide non-occupational medical & healthcare services to all the subcontractors deployed at LTIMindtree locations all over India. In overseas geographies, non-occupational medical and healthcare services are provided as per the country regulations. Other proactive measures include the establishment of first aid centers in designated facilities, ensuring immediate medical assistance. Ambulance services are maintained to address any medical emergencies, facilitating swift transportation to nearby hospitals whenever needed.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.005	0
Total recordable work-related injuries	Employees	10	4
No. of fatalities	Employees	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0

*Including in the contract workforce

Note: Though we had 4 recordable injuries in FY22-23, employees have not taken leave because of the incident and hence LTIFR is zero.

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Our commitment is to provide safe workplaces, focusing on preventing injuries and illnesses while continuously working to eliminate hazards and reduce occupational health and safety risks. We operate under an ISO 45001:2018-certified Health and Safety management system, conducting regular risk assessments that include evaluations of ergonomic and mental health concerns to identify potential workplace hazards. These assessments are complemented by periodic workplace inspections to further enhance our risk mitigation efforts.

For all the incidents or near-misses recorded, investigations are done to identify the root cause and corrective actions are implemented to prevent recurrence. Through our online 'Workplace Incident Reporting Tool' we are able to report, track, and resolve workplace incidents to ensure a safer work environment. Our 'Green Card' initiative enables individuals without system access to report incidents or unsafe conditions via cards kept in building lobbies, which is managed by the security personnel in close co-ordination with the in-house EHS team. We have implemented the 'Safety Work Permit Tool,' a digital system for managing work tasks, identifying risks, and implementing safety measures to maintain safe working conditions. This replaces manual paperwork, enhances reporting accuracy, and facilitates real-time updates and monitoring. To mitigate significant occupational health and safety impacts, we have implemented various measures, including:

- Provision and maintenance of fire detection, alarm, and suppression systems.
- Regular site reviews, inspections, and audits to assess safety preparedness.
- Quarterly mock drills for fire and medical emergencies.
- Deployment of ergonomically designed furniture and low-radiation computer monitors.
- Digital monitoring of drinking water and indoor air quality.
- Regular occupational health and safety training sessions.
- EHS initiatives like health check-ups, wellness camps, and awareness sessions across all pan India facilities.

13. Number of Complaints on the following made by employees:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

LTIMindtree has always prioritized the health, safety, and well-being of our associates through establishment, implementation, maintenance and continual improvement of our processes and practices that guarantee a healthy and safe working environment for all our associates. There were no complaints by our associates concerning working conditions or Health & Safety in FY 23-24 and FY 22-23.

14. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	91% of LTIMindtree facilities are certified by third party for ISO 45001:2018 Note: excluding satellite offices
Working Conditions	100%. Working conditions of all facilities are assessed by inhouse EHS team in line with ISO 45001:2018.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Yes. We have various control measures and tools to manage and mitigate occupational health and safety as per the response to Principle 3 Essential Indicator Q12. In addition, expanding on our commitment to employee well-being, new first aid centers have been established at our Kolkata facilities, Mahape, and Hyderabad metro. These centers ensure swift access to medical attention for our employees and staff, fostering early intervention for any health concerns. In the event of minor injuries or illnesses, employees can promptly receive treatment at these on-site facilities, facilitating a quicker return to work and minimizing productivity disruptions. Working Conditions – No corrective actions were required because no major incidents happened in the current fiscal year 2023-24.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N)?

Yes, all our employees are entitled to life insurance or any compensatory package in the event of death, contingent upon the employee's designation. We offer several health benefits to our employees and these benefits also extend to their families as well. Alongside affordable health insurance, our benefits include retirement provisions like provident funds and gratuity, group term life insurance, parental leave, stock ownership, personal accident insurance, superior maternity support programs, nutrition assistance, psychological counseling, health plan incentives, and more.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Third-party audits have been conducted for all subcontractor vendors, supplemented by an internal team responsible for reviewing vendor compliance. Quarterly vendor audits are performed with the assistance of external auditors to verify the proper deduction and deposition of statutory dues by vendors. Adherence to relevant statutory provisions, including payment and deduction of statutory dues, is integrated into contract agreements with value chain partners. The company ensures that both parties validate and uphold all clauses related to statutory compliance.

The audits also encompass labor compliance requirements, including:

- Prohibition of Child Labor
- Compliance with Provident Fund (PF), Employee State Insurance Corporation (ESIC), Professional Tax (PT), and Labor Welfare Fund (LWF) statutes
- Possession of Labor License by vendors under the Contract Labor (Regulation & Abolition) Act, 1970
- Payment of minimum wages
- Timely salary disbursement
- Provision of Workmen Compensation (WC) or Group Personal Accident (GPA) policies for employees not covered under the ESIC scheme.

3. Provide the number of employees having suffered high consequence work-related injury/ ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil

No employees have suffered high consequence work-related injury/ ill-health/ fatalities.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

No, we do not provide any transition assistance programs.

5. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

LTIMindtree expects all its value chain partners to follow the applicable regulations including Health and Safety and Working conditions. To ensure responsible business conduct throughout our value chain, suppliers are contractually bound to adhere to LTIMindtree’s Supplier Code of Conduct, sustainable practices, and corporate governance. These policies mandate to ensure healthy working conditions for employees and have zero-tolerance for human rights violations.

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable as our value chain partners were not assessed for Health and Safety practices and working conditions.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

At LTIMindtree, stakeholders are pivotal to our success. We value their interests by honoring their rights, values, and expectations in our decisions. Their engagement is integral to our commitment to responsible and sustainable practices. Through their active involvement, we gain insights into risks and opportunities across social, environmental, and economic domains. This guides us in creating engaging and meaningful interactions across the value chain, ensuring mutual benefits for our company and society.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

LTIMindtree has emphasized stakeholder identification and engagement, prioritizing key segments based on their impact on the organization and vice versa. This engagement spans a broad spectrum of stakeholders to deepen our understanding of their needs and expectations, facilitating the development of sustainable strategies across short, medium, and long-term horizons. In addition, it also enables us to effectively manage risks and capitalize on opportunities within our business operations.

Through consultation with company management, LTIMindtree has identified key stakeholders, including customers, employees, investors, suppliers, industry bodies such as NASSCOM and CII, governments, NGOs, local communities, regulators, and society at large. Our engagement methods vary from structured approaches like surveys and account statements to unstructured interactions such as town halls and one-on-one meetings. These engagements are scheduled based on mutual convenience and necessity, occurring as needed, on a periodic basis (monthly/quarterly/annual), or through ongoing channels like our website and social media platforms.

To ensure ongoing dialogue with stakeholders, we have established a diverse range of forums that collect their concerns, providing valuable input for our policies, strategies, actions, and materiality assessments. Continuously evolving these platforms allows us to stay attuned to stakeholder expectations, serving as a vital source of feedback for LTIMindtree. Periodic revamping and refinement of these engagement platforms is undertaken in response to evolving stakeholder needs and business requirements.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others –please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Client Satisfaction Survey (CSAT) through independent 3 rd party consultant.	Annually	Understanding customers’ perception of account management and measuring the level of client experience we deliver to our clients. In this survey various levels of clients are covered from CXO, senior management to middle management.
		Feedback through LTIMindtree Client Satisfaction Survey (CSS) tool	Half yearly	Quality of work delivered, business value, resilience, and innovation. Feedback taken at project, engagement, and individual employee level feedback.
		Project-related calls and meetings. Project management reviews. Relationship meetings and reviews. Steering committee meetings/Quarterly Business Reviews (QBRs) and briefings. Customer visits. Responses to RFIs/RFPs Sponsored events. Mailers, Newsletters and Brochures, Corporate website, Social media.	Ongoing	<ul style="list-style-type: none"> Understanding client, industry, and business challenges. Identifying opportunities to improve our services for cross-selling. Deciding on investments and capabilities required to fulfil demand. Understanding client’s data privacy and security requirements.
Employees	No	CEO Connect	Quarterly	Employee motivation, Retention, Career development, Performance appraisal discussions, Career Management and Growth Prospects, Learning opportunities, Compensation structure, Flexible working policies, Improving Diversity and Inclusion, Building a rewarding culture and inculcating innovative work practices among employees.
		Leadership town halls	Quarterly	
		R&R Awards through iWin platform	Quarterly	
		Appraisals through robust Performance Management system	Annual	
		<ul style="list-style-type: none"> ULTIMA Engage platform helps share best practices, celebrate success, and create a unified and collaborative environment. Engagement: Several engagement events and people programs across all regions, such as Employee Appreciation Week, Festive Celebrations, HR open house connects, financial planning webinars, and location-specific cultural events. DEI initiatives through DEI councils in 3 geographies and focused on five key areas: ethnicity/nationality, disability inclusion, gender equity, LGBTQ+ inclusion, and veterans’ support Conflict and Grievance Resolution through Grievance Handling & POSH systems Training & Development through Shoshin platform Creativity & Innovation through Gigspace & Solvathon 	Ongoing	

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others –please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
		<ul style="list-style-type: none"> Wellness: LTIMindtree has a holistic framework for wellness, covering four pillars: emotional, physical, financial, and social. The company provides various wellness initiatives and services, such as 24/7 medical assistance, Employee Assistance Program (EAP), webinars on health topics, elder care, and career counselling, and Transcend, a 90-day transformation program. Career and Learning: LTIMindtree offers a range of career and learning opportunities for its employees, such as the 7-step program, Talent Central, Shoshin School, My Career My Growth, Succession Planning, Learn Grow Lead, and MPower. Collaboration platform for Video/audio conferences. Remote Onboarding through Onboard Portal, our automated online system for onboarding guides associates through their initial 45 days in the organization. Alumni Engagement through Alumni portal. 		
Communities & NGOs	Yes	Community meetings Pamphlets Newspaper	Periodic	<ul style="list-style-type: none"> To identify the real needs of the community and priorities that the community accords to the needs being met. To listen to the feedback from the community on the impact of the projects executed in the recent past.
Suppliers	No	Emails. S360 portal. Vendor meets.	Ongoing	<ul style="list-style-type: none"> Stronger partnerships Demand Sustainability Credit worthiness Ethical Behavior Fair Business Practices Governance
Investors & Shareholders	No	AGM	Annual	To provide the shareholders with an opportunity to express and vote on the matters related to the company.
		Integrated Annual Report		
		Investor Day		
		Quarterly earnings call	Quarterly	To make them aware of the company's performance and take valuable suggestions.
		Investor Meetings, Conferences and Non-Deal Roadshows		Educating the investor community about LTIMindtree's value creation model and business strategy for the long term.
		Stock Exchange notifications Press Conferences & Newsroom Releases	Ongoing	<ul style="list-style-type: none"> Apprise and explain to investors the IT services industry dynamics and LTIMindtree's performance. Helping investors voice their concerns regarding company policies, reporting, strategy etc. and addressing them adequately and to their satisfaction. Understanding shareholder and investor expectations from the company.
		Investors Page on the website		

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others –please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Bodies	No	Workshops and Industry Events	Annual	<ul style="list-style-type: none"> Ethical governance Sustainability Disclosures Ensure 100% compliance to all local laws
Academic Institutions	No	Email, Community Meetings, Notice Board	Continuous: Corporate and Career Websites Campus recruitment drives	<ul style="list-style-type: none"> Job creation Internship opportunities
Industry bodies	No	Conferences and seminars Committee meetings Surveys	Ongoing	<ul style="list-style-type: none"> Understand areas for sustainable development and leverage best practices. Public Policy Advocacy Work in partnership to develop solutions to global challenges.
Media	No	Corporate Website Press releases Media opportunities – interviews, bylines, quotes Sponsored (industry) events/Marketplace presence	Ongoing	<ul style="list-style-type: none"> Communicate company's strategy, performance, and the way forward. Amplify LTIMindtree's brand as a responsible corporation. Safeguard the reputation of the company. Showcase thought leadership and company capabilities. Drive business development and insight into public and business concerns.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

As the highest authority, the Board is responsible for implementing and overseeing Business Responsibility policies and through its various constituted specialized committees (refer below), it ensures effective governance.

- Audit Committee
- Nomination and Remuneration Committee (NRC)
- Stakeholders' Relationship Committee (SRC)
- Risk Management Committee (RMC)
- Corporate Social Responsibility Committee (CSRC)
- Strategic Investment Committee (SIC)

Each of these committees meets at frequent intervals to review the relevant focus areas and to take into account the feedback and concerns of our stakeholders. The Board constituted CSR committee plays a crucial role in reviewing and monitoring sustainability and Environmental, Social, and Governance (ESG) concerns, including climate change and biodiversity concerns. The internal CSR team identifies projects aligned with focus areas such as Education, Empowerment, Health & Nutrition, and Environment. These projects, along with budget recommendations, are reviewed and recommended by the CSR Committee to the Board. The CSR Committee convenes regularly to discuss and decide on matters related to CSR initiatives. The Chairperson of the CSR Committee provides updates to the Board of Directors during board meetings, ensuring transparency and accountability in CSR endeavors. The Board of Directors diligently examines the issues and risks that shape and influence the company's long-term performance, while also endorsing strategic matters and initiatives. Board members engage in constructive discussions regarding the company's ESG initiatives, encouraging senior management to spearhead initiatives that go beyond regulatory mandates

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, outcome of the materiality assessment and stakeholder engagement exercise are taken forward to identify material topics of concern on sustainability for the company. Based on these material topics of significance to the company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

Stakeholder consultation plays a crucial role in supporting the identification and management of environmental topics, and we have various mechanisms in place for stakeholders to provide inputs, including registering concerns at facilities, using the iSupport/Green card system, consulting with PCB authorities for legal requirements, and engaging with partners to understand feasibility and benefits of initiatives before implementation. We also conduct safety committee meetings periodically where all cross-functional departments are included along with support staff and nurse or doctor from medical center. During this meeting various topics related to OHS are discussed and appropriate measures are implemented to close the identified gaps.

Engaging stakeholders is a cornerstone of our CSR project management methodology. We have partnered with 57 esteemed NGOs, who represent diverse perspectives and expertise, as valuable stakeholders. Their firsthand experience and deep community connections have been crucial in shaping our social initiatives.

To ensure meaningful stakeholder involvement, we follow a structured approach:

- Pre-Project planning: Before starting a project, we identify relevant stakeholders based on geography, focus area, and potential impact. Working with our NGO partners, we engage local community representatives, beneficiaries, experts, and other stakeholders.
- Consultation sessions: We organize focused sessions, workshops, and meetings where stakeholders can share insights, concerns, and aspirations. These forums provide open dialogue, enabling us to gather valuable input directly from those affected by our initiatives.
- Feedback integration: We carefully analyze and synthesize stakeholder input to identify recurring themes, emerging issues, and opportunities. Our CSR team collaborates with NGO partners to incorporate this feedback into project design, implementation, and impact measurement.
- Continuous engagement: Stakeholder involvement extends beyond project inception throughout the project lifecycle. We maintain regular communication, conduct progress reviews, and seek ongoing feedback to ensure our initiatives address evolving needs.

This stakeholder consultation approach has yielded tangible outcomes, including increased project relevance, community ownership, and social impact. Moreover, it has built trust, transparency, and enduring partnerships with our NGO partners and the communities we serve.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

In our commitment to creating social impact, we have actively collaborated with 57 reputable NGOs with extensive experience in assisting vulnerable and marginalized communities. These partnerships have provided invaluable insights and direct connections with those facing various challenges.

Steps taken to address issues:

- Needs assessment: We understand the importance of grasping the unique needs of vulnerable groups. Therefore, we conduct needs assessments in collaboration with our NGO partners to identify their specific challenges. This enables us to tailor interventions effectively.
- Customized program development: Based on identified needs, we craft CSR programs specifically suited to the requirements of these groups. These programs cover areas such as education, skill development, healthcare, livelihood improvement, and empowerment.
- Stakeholder participation: We actively engage vulnerable groups in the planning, execution, and evaluation of our CSR projects. Their participation ensures their voices are heard, promoting ownership and empowerment.

- Capacity building: To ensure sustainable impact, we focus on building the capacity of vulnerable groups through training, workshops, and mentorship initiatives. This equips them with skills, knowledge, and resources to improve their socio-economic conditions.
- Collaboration and partnerships: We collaborate with governmental bodies, civil society organizations, and other stakeholders to maximize impact. By pooling resources and expertise, we enhance the effectiveness of our initiatives.
- Monitoring and evaluation: We have good mechanisms in place to monitor and evaluate the impact of our interventions on vulnerable groups. Regular assessments and feedback loops allow us to track progress, identify areas for improvement, and ensure lasting positive outcomes.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

At LTIMindtree, we are dedicated to upholding human rights without compromise through our stringent policies including human rights policy and proactive measures, to provide a workplace free from violations such as human trafficking, forced labor, and discrimination. We prioritize equality and fairness across all our operations, strengthening a safe and respectful environment for every employee.

To oversee our commitment and address any concerns, we have established committees like the Prevention of Sexual Harassment Committee and Whistleblowing Investigation Committee, which are regularly reviewed by top management. Furthermore, our Code of Conduct and Supplier Code of Conduct mandates full compliance with local laws, including provisions for anti-bribery and human rights. We expect our suppliers to conduct business with diligence and integrity, reflecting our values and standards.

ESSENTIAL INDICATORS

1. Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
Employees						
Permanent	81,650	81,650	100%	84,546	84,546	100%
Other than Permanent	3,952	3,952	100%	4,334	4,334	100%
Total Employees	85,602	85,602	100%	88,880	88,880	100%

In FY23-24, 100% of LTIMindtree employees are trained on human rights issues.

2. Details of minimum wages paid to employees, in the following format:

Category	FY 2023-24 Current Financial Year						FY 2022-23 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage			
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)		
Employees												
Permanent	81,650	NIL	0%	81,650	100%	84,546	NIL	0%	84,546	100%		
Male	56,566	NIL	0%	56,566	100%	58,528	NIL	0%	58,528	100%		
Female	25,061	NIL	0%	25,061	100%	25,998	NIL	0%	25,998	100%		
Others	23	NIL	0%	23	100%	20	NIL	0%	20	100%		
Other than permanent	3,952	Nil	0%	3,952	100%	4,334	NIL	0%	4,334	100%		
Male	2,873	Nil	0%	2,873	100%	3,356	NIL	0%	3,356	100%		
Female	871	Nil	0%	871	100%	972	NIL	0%	972	100%		
Others	208	Nil	0%	208	100%	6	NIL	0%	6	100%		

All our employees- permanent and other than permanent are paid more than minimum wages as mandated by the local laws and regulations of the countries we operate in.

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female		Others	
	Number	Median remuneration/salary/wages of respective category (INR)	Number	Median remuneration/salary/wages of respective category (INR)	Number	Median remuneration/salary/wages of respective category (INR)
Board of Directors (BoDs)	11	3,262,500	1	3,550,000	-	-
a. Executive Directors	3	161,349,819	-	-	-	-
b. Non-Executive Directors	8	2,512,500	1	3,550,000	-	-
Key Managerial Personnel	1	29,893,687	1	15,95,271*	-	-
Employees other than BoDs and KMPs	51,221	1,516,848	23,742	1,074,768	14	5,470,323

* for part of the year

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	21.60%	21.15%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

LTIMindtree has appointed dedicated personnel to manage human rights impacts or issues stemming from our operations across different regions, including India and APAC, the UK and Europe, and the US and Canada. Our COC (Code of Conduct) Committee ensures adherence to ethical standards, and any violations are investigated by our Whistleblowing Investigation Committee. Depending on the nature of the issue, appropriate actions are taken to address and resolve the matter effectively.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We are committed to prioritizing and honoring human rights principles across all levels of operation. We instill these values in our employees, who have access to various forums to raise workplace concerns. Our Grievance Redressal Policy ensures that all issues are addressed promptly, fairly, and impartially by dedicated teams.

We encourage employees to report any suspected incidents of unethical practices or violations of laws and regulations, including our Integrity Code and Fair Disclosure Code, without fear of reprisal through our Whistleblower Policy <https://www.ltimindtree.com/wp-content/uploads/2023/11/Whistleblower-Policy.pdf?pdf=download> and report it immediately to whistleblower@ltimindtree.com. Our procedures extend globally, with specific mechanisms in place for the UK region.

To maintain a safe and respectful workplace, we have established a Prevention of Sexual Harassment (POSH) Policy, which promotes adherence to applicable laws and promotes a culture of respect and inclusivity. Employees are encouraged to report any instances of sexual harassment promptly to ensure timely resolution. Read more about the policy here <https://www.ltimindtree.com/wp-content/uploads/2023/01/Policy-on-Prevention-of-Sexual-Harassment-POSH.pdf?pdf=download>

All reported concerns are handled with sensitivity and undergo a thorough investigation process to ensure fairness for all parties involved. We take appropriate actions to address grievances, including disciplinary measures when necessary, and seek regulatory assistance as needed.

6. Number of Complaints on the following made by employees:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	14*	2	Nil	10	1	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labor/Involuntary Labor	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

Note:

* 14 (Fourteen) cases were reported in FY 2023-24, out of which 12 (Twelve) pertain to India jurisdiction and 2 (Two) were reported outside India which are covered under the LTIMindtree POSH policy and not the POSH Redressal Act of India.

Out of the 12 (Twelve) cases reported in India, 10 (Ten) were closed and review of 2 (Two) are in progress.

Out of the 10 (Ten) closed, 8 (Eight) were upheld and 2 (Two) were not proven.

Out of the 2 (Two) cases reported outside India, both were proven and closed.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	12*	9**
Complaints on POSH as a % of female employees	0.046%	0.038%
Complaints on POSH upheld	8*	9**

Note:

* The number of Complaints pertain to India Jurisdiction

12 (Twelve) cases were filed in FY 2023-24, out of which 10 (Ten) are closed and review of 2 (Two) are in progress.

Out of the 10 (Ten) closed cases, 8 (Eight) were proven and 2 (Two) were not proven. Hence upheld and the proven case number for FY 2023-24 is 8 (Eight).

** 9 (Nine) cases were reported in FY 2022-23.

1 (One) case reported during FY 2022-23 was upheld and closed in FY 2023-24.

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

LTIMindtree is committed to a safe working environment free from discrimination, harassment, or retaliation of any kind. Our policies, including Whistleblower and Prevention of Sexual Harassment (POSH), aim to prevent such incidents and protect associates who report them.

To ensure fair treatment, LTIMindtree has established an Internal Committee (IC) tasked with regulating employee behavior regarding harassment. The IC has the authority to issue interim orders to safeguard complainants and witnesses from victimization or distress.

In cases of whistleblowing or discrimination, LTIMindtree maintains the confidentiality of the parties involved, including the respondent, whistleblower, and witnesses, to the extent permitted by law and investigative requirements. Our culture promotes a non-vindictive environment, assuring whistleblowers that they will not face jeopardy or retaliation for reporting protected disclosures, unless determined by the Whistleblowing Investigation Committee (WBIC) as abusive or false.

If a whistleblower feels their concern has not been addressed or faces victimization, they can escalate the matter to the Whistleblowing Investigation Committee (WBIC) for investigation and appropriate action.

Confidentiality and the safety of complainants are prioritized, with limited access to information granted only to key individuals involved in the process, such as the IC or WBIC. We strictly enforce confidentiality obligations on all parties involved and have a non-retaliation policy to protect whistleblowers from any adverse actions. Any retaliation against individuals raising concerns is subject to disciplinary measures.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. All our Purchase order and Master Service Agreements (MSA) have standard clauses on human rights. LTIMindtree integrates human rights clauses into business contracts, aligning with UNGC principles. These clauses are extended to suppliers, partners, and NGOs through the Supplier Code of Conduct, ensuring compliance with regulatory requirements and upholding integrity. Suppliers are required to adhere to our Supplier Code of Conduct, which encompasses human rights standards. In exceptional cases, vendors may propose their own code, subject to reconciliation with our legal team.

10. Assessments for the year:

	% Of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labor	0% (There was no assessment conducted by entity or statutory authorities or third parties.)
Forced/involuntary Labor	0% (There was no assessment conducted by entity or statutory authorities or third parties.)
Sexual harassment	100% *
Discrimination at workplace	0% (There was no assessment conducted by entity or statutory authorities or third parties.)
Wages	0% (There was no assessment conducted by entity or statutory authorities or third parties.)
Others- please specify	0% (There was no assessment conducted by entity or statutory authorities or third parties.)

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 10 above.

* Gap analysis was conducted to ensure 100% awareness coverage on POSH for support level staff and this was addressed by carrying out POSH sessions through vernacular trainings.

LEADERSHIP INDICATORS

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

Human Rights is at the core of our governance framework and our Human Rights Policy reflects our commitment to treating all employees with dignity and respect, with a strict policy against any form of abuse or violation. As a signatory to the United Nations Global Compact (UNGC), we adhere to the principles outlined in the UN Universal Declaration of Human Rights. While we have received no human rights complaints, we maintain vigilance by regularly reviewing and updating our policies to promote a workplace environment that prioritizes respect and inclusivity for all.

2. Details of the scope and coverage of any Human rights due diligence conducted.

At LTIMindtree, our staunch commitment to treating every employee with dignity and respect is non-negotiable. Under the guidance of our Human Resources department, we implement our human rights policy and processes to ensure adherence across the organization.

Our Code of Conduct (CoC) serves as a keystone of our dedication to ethical business practices, extending universally to Board members, senior management, and employees. Through annual reaffirmation, encompassing a spectrum of operational facets including anti-trust behavior, information security, and human rights, we instill a culture of transparency and accountability within the company.

The Whistleblower Policy safeguards the interests of both permanent and contractual employees. In accordance with our human rights due diligence approach, Whistleblowers are given a true sense of assurance with full secrecy and stringent identity protection, backed up by effective tracking mechanisms that swiftly address and resolve issues.

Aligned with the principles of the United Nations Global Compact (UNGC), our contracts integrate Human Rights clauses. Our corporate policies, exemplified by the Environment, Health & Safety (EHS) Policy, emphasize our persistent commitment to nurturing a culture of care and trust.

Our vendors and service providers too must sign off on our mandated Supplier Code of Conduct contract, further shoring up compliance with various human rights aspects, environmental regulations, health, and safety standards, and more.

In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Rules, 2013, we have established a policy on 'Prevention of Sexual Harassment,' applicable to all establishments in India.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our premises and offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Our office spaces prioritize inclusivity and accessibility, boasting features such as wheelchair parking areas, height-adjustable workstations, access ramps at entrances, and specially designed washrooms equipped with grab bars for added support. Furthermore, we are installing panic buttons in the restrooms designated for Persons with Disabilities (PWD) to enable swift communication with our security team during emergencies.

4. Details on assessment of value chain partners

	% Of your value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0%
Discrimination at workplace	Currently, this is not being assessed.
Child Labor	However, the Company's Supplier Code of Conduct and relevant contractual clauses in the agreements executed with vendors address these aspects. The Principles guiding the same are: Provide a safe, healthy, tolerant, and disciplined work environment that pay all its workforce equal to or above the minimum wages as per legal requirement, respects individuals' human rights, and is free from discrimination, zero-tolerance for child and forced labor, slavery and human trafficking, verbal, or any other form of harassment and in any activities that would jeopardize safety or security.
Forced Labor/Involuntary Labor	
Wages	All suppliers have to necessarily sign the CoC for dealing with the Company and are expected to comply with its requirements.
Others- please specify	

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 4 above.

Not applicable as our value chain partners were not assessed for the above human rights issues.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

As environmental threats like climate action, biodiversity loss, and natural resource crises loom large, LTIMindtree takes proactive steps to confront them.

Our initiatives prioritize climate change mitigation, water efficiency, water management, pollution control, and waste management. We are committed to achieving ambitious goals such as achieving net-zero emissions by 2040 and becoming water-positive by 2030.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	86,446 GJ	75,873 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	86,446 GJ	75,873 GJ
From non-renewable sources		
Total electricity consumption (D)	108,496 GJ	69,853 GJ
Total fuel consumption (E)	3,712 GJ	2,119 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	112,208 GJ	71,972 GJ
Total energy consumed (A+B+C+D+E+F)	198,654 GJ	147,845 GJ
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	5.59 GJ/₹ crore	4.46 GJ/ ₹ crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	12.80 GJ/Million USD	10.19 GJ/Million USD
Energy intensity in terms of physical output	2.55 GJ/employee	4.93 GJ/employee
Energy intensity (optional) – the relevant metric may be selected by the entity	0.0553 GJ/sq ft	0.0258 GJ/sq ft

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Perform Achieve and Trade (PAT) scheme is a regulatory instrument to reduce specific energy consumption in energy intensive industries. As LTIMindtree is an IT Service Company, this question is not applicable to us.

3. Provide details of the following disclosures related to water, in the following format

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	6,420	14,674
(ii) Groundwater	4,264	44,010
(iii) Third party water	314,079	153,827
- Municipal Corporation	182,434	134,778
- Private Suppliers	127,927	15,813
- Packaged Water	3,718	3,236
(iv) Seawater/desalinated water	0	0
(v) Others	8,961	4,024
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	333,724	216,535
Total volume of water consumption (in kiloliters)	333,724	216,535
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	9.40 kl/₹ crore	6.53 kl/₹ crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	21.50 kl/Million USD	14.93 kl/Million USD
Water intensity in terms of physical output	4.29 kl/employee	7.23 kl / employee
Water intensity (optional) – the relevant metric may be selected by the entity	0.093 kl/sq ft	0.038 kl/square feet

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment - Tertiary treatment	2,219	3,200
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	2,219	3,200

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, at LTIMindtree, Zero Liquid Discharge is fully integrated across all facilities. The treated water is reused in landscaping and restroom flushing, diminishing our dependency on freshwater reserves. This approach also reduces the risk of pollution-associated wastewater discharge. We ensure efficient water management practices like sewage treatment, rainwater harvesting, and conservation measures to reduce consumption of water and promote environmental responsibility.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	kg	94	47
SOx	kg	21	19
Particulate matter (PM)	kg	106	53
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- please specify	-	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity in the following format:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,663	2,604
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	22,937	15,717
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	Metric tonnes of CO ₂ equivalent per ₹ crore of turnover	0.69	0.55
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent per million USD	1.58	1.26
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent per employee	0.32	0.61
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent per square feet	0.0069	0.0032

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

We are committed to minimizing greenhouse gas (GHG) emissions, with a primary focus on reducing Scope 1 and Scope 2 emissions, where we have direct control and influence. Concurrently, we address Scope 3 emissions as a secondary goal, particularly emphasizing employee commuting optimization. We look at optimizing energy efficiency through integrated measures within Scope 1 and Scope 2, across all our sites and offices.

To achieve our sustainability objectives, we have implemented a series of strategic initiatives.

Scope 1 emissions reduction efforts:

- LED lighting implementation: Lighting throughout the entire floor is powered by LED lamps, achieving a 30% reduction in light power compared to conventional lamps, contributing significantly to energy efficiency.
- Energy-efficient cooling systems: Transitioning from conventional AC units to eco-friendly alternatives such as Variable Refrigerant Flow (VRF) systems and Inverter AC units has yielded substantial energy savings and reduced carbon emissions. At the Bengaluru Global Village Facility Phase 1&2, the shift to VRF systems has saved 149,299 kWh and INR 194,393 annually. Similarly, the adoption of R32 Inverter AC units at the Mumbai – Powai Campus has resulted in yearly savings of 46,152 kWh and INR 484,596. Meanwhile, the upgrade to high-performing R32 AC units at the Bhubaneswar Campus signifies our commitment to improving efficiency while reducing emissions.
- UPS capacity optimization: Through a comprehensive analysis of load patterns, we've optimized UPS capacities at several campuses, significantly reducing energy consumption and associated costs.

Scope 2 emissions reduction efforts:

- Renewable energy integration: As part of its low carbon strategy, LTIMindtree has committed to increasing its energy sourcing from renewable resources. In FY 2024, our renewable energy increased to 86,446 GJ as against 75,873 GJ in FY 2023, with energy from renewable resources accounting for 44.34% of our total energy consumption. Solar panels are installed across various facilities, with excess power exported back to the grid in certain locations, as exemplified by our Bhubaneswar facility's export of 47,711 kWh units in FY24.
- Green building certification: All our projects in India are certified and applied for LEED IGBC Platinum certification, emphasizing resource efficiency, and reducing environmental impact. By embracing green design principles, we have achieved significant reduction in our Energy per-capita (per sq.ft) by 8.23% despite increase in overall occupied footage by 11.13 lakh sq.ft.

Scope 3 emissions reduction efforts:

- Electric vehicle adoption: As part of our Scope 3 emissions reduction strategy, we are transitioning to electric vehicles for employee transportation, aiming for a 50% electric vehicle fleet, with initial strides already taken in our Bangalore location.
- Preference for direct/non-stop flights: LTIMindtree prioritizes booking direct or non-stop flights for both domestic and international travel whenever feasible. This approach minimizes emissions associated with layovers and connecting flights, contributing to reducing Scope 3 emissions from air travel.
- Encouragement of remote meetings: Employees are actively encouraged to conduct meetings virtually, eliminating the need for travel whenever possible.
- Proximity to venue in hotel bookings: LTIMindtree arranges accommodation near event venues, reducing the necessity for additional travel by taxi or other modes of transportation.
- Local material resourcing: Emphasizing sustainability in construction projects, we procure 76% of materials locally, reducing emissions associated with transportation.

These initiatives collectively reflect our proactive approach towards minimizing GHG emissions while aligning with our long-term sustainability goals.

Description of method adopted	Energy Units saved/ Annum (kWh)	Monetary Savings (INR)
Replacement of R22 gas units with ecofriendly refrigerant units	168,219	374,393
Optimization of UPS	55,000	1,900,000
Installation of EC Fan	9,000	90,000
Installation of water aerators	9,000	540,000
Installation of High-speed hand dryers	Reduction in waste by 500kgs	988,315.072
Installation of organic converter	948kg of waste recycled	Not Applicable

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	139.18	10.95
E-waste (B)	36.83	29.28
Bio-medical waste (C)	0.85	0.06
Construction and demolition waste (D)	1.00	123.45
Battery waste (E)	7.1028	32.52
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	2.7662	3.56
- Tube Lights	0.1728	0.08
- CFL Bulbs	0.1335	0.04
- Used Oil:	1.5331	3.18
- Oil-soaked cotton waste	0.0123	0.02

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
- DG Filters	0.3687	0.24
- Printing Ink/Cartridges	0.0000	0.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	544.16	166.37
- Inorganic Waste	54.62	25.89
- Organic Waste	414.33	107.48
- Packaging Waste	15.83	19.95
- Others	59.38	13.04
Total (A+B + C + D + E + F + G + H)	731.34	366.19
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.021 MT/₹ crore	0.011 MT/₹ crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.047 MT/Million USD	0.025 MT/Million USD
Waste intensity in terms of physical output	0.009 MT/employee	0.012 MT/employee
Waste intensity (optional) – the relevant metric may be selected by the entity	0.00020 MT/sq.ft	0.000064 MT/sq ft
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	673.85	235.09
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	673.85	235.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	29.23	6.47
(ii) Landfilling	28.26	124.63
(iii) Other disposal operations	0.00	0.00
Total	57.49	131.10

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

As an IT services and consulting organization, LTIMindtree does not manufacture any physical product, so use of hazardous and toxic chemicals in processes or manufacturing is not applicable.

Waste generated from building operations includes e-waste, battery waste, biomedical waste, hazardous waste (like used oil and oil-soaked cotton), inorganic waste (such as paper and stationery waste), organic waste (including food and garden waste), packaging waste (like cardboard and Styrofoam), C&D waste, and others (metals, mixed solid waste, plastic, and glass waste).

We ensure proper disposal of hazardous waste through authorized vendors, with manifest confirmations submitted to regulatory authorities. Our approach emphasizes waste reduction, reuse, and recycling, fostering an environmentally conscious culture across our facilities.

- Cafeteria management digital solution: We have implemented a digital solution in the cafeteria that optimizes food production, reduces waste, and enhances efficiency. Real-time production reporting and daily waste analysis further demonstrate our commitment to sustainability.
- Zero Waste to Landfill (ZWL) audit: We have conducted audits across four of our key Bengaluru facilities, achieving Zero Waste to Landfill certification.
- Transition to energy-efficient hand dryers: At one of our Kolkata facilities, we replaced old hand dryers with energy-efficient alternatives, resulting in a significant reduction in waste generation and carbon emissions. This initiative is expected to reduce waste by approximately 500 kgs per annum and save approximately 9 trees annually by eliminating the use of tissues.
- Organic waste recycling: We have invested in organic waste converters and leaf shredders to recycle food waste within our premises. This approach not only reduces our reliance on external waste disposal services but also produces fertilizer for use in our gardens.
- Phasing out paper cups: In certain facilities, we have eliminated the use of paper cups and shifted to biodegradable and steel substitutes. This initiative aligns with our commitment to reducing single-use plastics and promoting eco-friendly alternatives.
- Eco-friendly chemical usage: We prioritize the use of eco-friendly chemicals, such as Smart Dose Diversey chemicals, to minimize plastic waste and emissions from transportation.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	Not Applicable*		

*LTIMindtree does not have operations/offices in/around ecologically sensitive areas where environmental approvals/clearances are required.

Note: All our campuses are built on government-approved land in industrial zones thus having no impact on biodiversity.

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Nil					

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, all LTIMindtree offices follow the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder. No fine/penalty/action was initiated against the entity under any of the applicable environmental laws/regulation/guidelines.

S. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Nil			

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters)

For each facility/plant located in areas of water stress, provide the following information

- i. **Name of the area:** Pan India locations.
- ii. **Nature of Operations:** Both leased and owned locations for IT Consulting and Services.
- iii. **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	6,420	14,674
(ii) Groundwater	4,264	44,010
(iii) Third party water	314,079	153,827
(iv) Seawater/desalinated water	0	0
(v) Others	8,961	4,024
Total volume of water withdrawal (in kiloliters)	333,724	216,535
Total volume of water consumption (in kiloliters)	333,724	216,535
Water intensity per rupee of turnover (Water consumed/turnover)	9.40 kl/₹ crore	6.53 kl/₹ crore
Water intensity (optional) – the relevant metric may be selected by the entity	0.093 kl/sq.ft	0.038 kl/sq.ft
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment - Tertiary treatment	2,219	3,200
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	2,219	3,200

2. Please provide details of total scope 3 emissions and its intensity in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	40,773	26,294
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per ₹ crore of turnover	1.15	0.79
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent per square feet	0.0114	0.0046

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The metrics in this BRSR are reported according to Global Reporting Initiative Standards based on WRI (World Resource Institute), WBCSD (World Business Council for Sustainable Development) & GHG protocol. The same has been independently assured by third-party agency DNV Business Assurance India Private Limited via reasonable level of assurance based on Global Reporting Initiative (GRI) Sustainability Reporting, AA1000AS Assurance Standard from AccountAbility, International Standard on Assurance Engagements 3000 (ISAE 3000 Revised) from the International Federation of Accountants, and international assurance best practices.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable. LTIMindtree operates solely within government-approved industrial zones, thereby avoiding ecologically sensitive areas. Analysis through various assessment tools such as the World Wildlife Fund’s Biodiversity Risk Filter (WWF-BRF), MOEFCC Wetland Portal, indicates that all of the LTIMindtree campuses are distantly located from any of the Protected Areas including marine coral reefs, eco-sensitive zones, reserve forest, protected forest, National Park, wetlands, sanctuaries, and areas of high biodiversity values, etc.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Conservation programs	<ul style="list-style-type: none"> • Replacement of R22 gas units with ecofriendly refrigerant units • Optimization of UPS • Installation of EC Fan 	182,284 kWh projected savings per annum
2	Water Conservation programs	<ul style="list-style-type: none"> • Installation of waterless urinal • Installation of water aerators 	19,078 KL projected savings per annum
3	Waste Management	<ul style="list-style-type: none"> • Installation of High-speed hand dryers • Installation of organic converter 	<ul style="list-style-type: none"> • Reduction in waste by 500kgs per annum • 948 kg of waste recycled in the financial year

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.

Yes, LTIMindtree has implemented a strong Business Continuity & Resilience (BC&R) program that encompasses all critical business operations and ensures adherence to our policies across all Delivery/Business Enabling units. Our business continuity plans are maintained at the Account level, Business Enabling unit level, and Site level.

The program:

- Holds certification to ISO 22301 standards.
- Adheres to globally and locally applicable laws and regulations.
- Aligns with LTIMindtree’s values, emphasizing the protection of our staff, maintaining a safe and secure work environment, and ensuring continuity of critical businesses and functions.
- Demonstrates steadfast commitment from Senior Management to strengthen resilience throughout the organization.
- Operates under a defined Governance model led by the Board of Directors and Risk Management Committee (RMC).
- Utilizes an Integrated Crisis Management framework to bolster crisis preparedness and response processes.
- Leverages automated tools and resources to support its initiatives.

For further insights, please refer to the Risk Management section in this annual report.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

None. At LTIMindtree, we are committed to upholding sustainable sourcing practices, which we enforce through our Supplier Code of Conduct (SCoC). This entails thorough evaluations of both potential and current partners within our supply chain, covering essential areas such as environmental regulations, health and safety standards, labor conditions, and compliance with recognized sustainability benchmarks. All new vendors/service providers need to sign the SCoC as part of the initial empanelment process. To further strengthen our due diligence, we utilize a Refinitiv-provided tool to conduct biweekly scans of all active suppliers. This automated risk intelligence system aids in our global third-party due diligence efforts, screening for sanctions, regulatory compliance, financial irregularities, and adverse media coverage. Additionally, it allows us to continuously monitor third parties for risks related to anti-money laundering, bribery, corruption, and modern slavery. Crucially, this system safeguards LTIMindtree from any association with partners that may pose a reputational risk.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil. LTIMindtree did not assess its value chain partners for environmental impacts in the FY 2023-24.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

We participate in industry and business forums within countries where our presence is notable. These associations are dedicated to enhancing local competitiveness and advocating for employee rights in those regions.

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/associations

10 (ten).

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	National Association of Software and Services Companies (NASSCOM)	National
2	Bombay Chamber of Commerce and Industry (BCCI)	State
3	Confederation of Indian Industry (CII)	National/Regional/State
4	Hyderabad Software Enterprises Association (HYSEA)	State
5	Federation of Indian Chambers of Commerce & Industry	National/Regional/State
6	The Association of Business Service Leaders (ABSL)	National
7	Swedish Chamber of Commerce India (SCCI)	National
8	Indo French Chamber of Commerce and Industry (IFCCI)	National
9	Indian Danish Chamber of Commerce (IDCC)	National
10	Norway India Chamber of Commerce and Industry (NICCI)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity based on adverse orders from regulatory authorities.

During the year, there were no orders from regulatory authorities on any issues of anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
None		

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity.

We engage with multiple trade and industry chambers/associations for a collaborative environment aimed at accessing knowledge, expanding networks, enhancing reputation, advertising, educating, and marketing that benefit businesses and society.

Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/half yearly/quarterly/others – please specify)	Web-link, if available
NASSCOM	National Association of Software and Services Companies (NASSCOM) is the premier trade body and chamber of commerce of the tech industry in India and comprises over 3000 member companies including both Indian and multinational organizations that have a presence in India. Their membership spans the entire spectrum of the industry from start-ups to multinationals and from products to services, global service centers to engineering firms. Guided by India's vision to become a leading digital economy globally, NASSCOM focuses on accelerating the pace of transformation of the industry to emerge as the preferred enabler for global digital transformation.	Yes	Annually	https://nasscom.in/
BCCI	Bombay Chamber of Commerce and Industry (BCCI) provides services to its members through dissemination of information, publications, special studies and through activities like organizing business delegations, seminars, and training programs. The Chamber also provides labor advisory services for its members.	Yes	Annually	https://bombaychamber.com/
CII	The Confederation of Indian Industry (CII) works to create and sustain an environment conducive to the development of India, partnering industry, Government, and civil society, through advisory and consultative processes.	Yes	Annually	https://www.cii.in/About_Us.aspx?enc=ns9fJzmNKJnsoQCyKqUmaQ==
HYSEA	Hyderabad Software Enterprises Association (HYSEA) creates impact through strategic themes of Talent Transformation, Knowledge Exchange and ESG. It enables interacting with the State and Central governments, Communication platform for all IT & ITES companies, signing MOUs with various international organizations and undertaking social projects that benefit the community.	Yes	Annually	https://hysea.in/
FICCI	The Federation of Indian Chambers of Commerce & Industry (FICCI) is a non-governmental trade association and advocacy group based in India.	Yes	Annually	https://www.ficci.in/api/home
ABSL	The Association of Business Service Leaders (ABSL) is a leading organization representing business services in Poland.	Yes	Annually	https://absl.pl/en/membership/members

Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by board (Annually/ half yearly/ quarterly/others – please specify)	Web-link, if available
SCCI	Swedish Chamber of Commerce India (SCCI) is an independent, non-profit organization, and the hub for Swedish companies in the country. It enables, promotes, and encourages Swedish companies to drive long-term, sustainable, and meaningful business in India. Membership of the Chamber provides with a unique platform to forge new business contacts, build stronger networks and to keep informed on updates, news, and innovation in the Swedish -British community.	Yes	Annually	http://www.swedishchamber.in/
IFCCI	Indo French Chamber of Commerce and Industry (IFCCI) - One of the most active bilateral chambers in India, the Indo-French Chamber is a not-for-profit association that promotes mutually beneficial trade relations between India & France. We represent a dynamic business platform of over 650 company members and a total network of more than 6,500 individual members.	Yes	Annually	https://www.ifcci.org.in/about-us.html
IDCC	Indian Danish Chamber of commerce (IDCC) is a committed non-profit organization with a clear mission: to service and support our members and enhance opportunities in Indian-Danish business relations. Many of our members are large industry leaders, some are smaller organizations and even start ups – we welcome businesses of all sizes.	Yes	Annually	https://www.idcc.network/events/the-g-in-esg
NICCI	Norway India Chamber of Commerce and Industry (NICCI), a network between companies, organizations and authorities in Norway and India. Since 2006 we have connected our members with knowledge, the right people and business-opportunities.	Yes	Annually	https://www.nicci.no/

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

At LTIMindtree, our strategic focus is to be a responsible corporate citizen providing sustainable solutions for our clients, alongside prioritizing community initiatives both globally and within India. Our efforts target to positively impact on development related to education, empowerment, primary healthcare, disaster response, and community ecology.

We champion inclusive growth and equitable development through initiatives like the Digital Skills program, which aims to empower students. Moreover, our CSR also includes employee involvement in volunteering and community service. For us, CSR transcends mere corporate goodwill; it serves as a strategic imperative, enabling us to identify societal needs and implement focused actions for substantial transformation.

Our impact domains encompass Education, Empowerment, Environment, and Health & Nutrition. By harnessing CSR as a catalyst for positive change, we strive to create enduring impacts in the lives of individuals and communities we are dedicated to serving.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
SIA report by SAN India – please refer to project details in the report	SIA 1005	April 12, 2023	Yes	Yes	https://www.ltimindtree.com/wp-content/uploads/2024/03/Impact-Assessment-erstwhile-Mindtree-Foundation-2022-23.pdf?pdf=download
SIA report by BIMTECH – please refer to project details in the report	2024/001	March 30, 2024	Yes	Yes	https://www.ltimindtree.com/wp-content/uploads/2024/04/Impact-Assessment-CSR-Programme-LTIM-2023-24.pdf?pdf=download

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Nil					

3. Describe the mechanisms to receive and redress grievances of the community.

In our efforts to receive and address community grievances, we prioritize regular and supplementary field visits, overseen by both our CSR project leaders and company leaders. These visits enable direct interaction with beneficiaries, facilitating a thorough understanding of their concerns and feedback. Following these engagements, we take proactive measures, guided by insights gained from discussions with our NGO partners, to implement corrective and preventive actions where necessary. Our unwavering commitment remains steadfast: to deliver sustainable impact within the communities we are privileged to serve. This dedication drives our ongoing efforts to foster positive change and address the needs of those we support.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	8%	10%
Directly from within India	30%	40%
- MSME	28%	25%
- Non MSME	72%	75%
Sourced outside India	70%	60%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost.

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	4.80%	6.21%
Metropolitan	95.20%	93.79%

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
None	Not applicable as there were no negative social impacts

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1	Punjab	Moga	287,500
2	Punjab	Ferozpur	250,000
3	Odisha	Kalahandi	3,880,228
4	Madhya Pradesh	Guna	7,439,280
5	Uttar Pradesh	Bahraich	11,417,154
6	Odisha	Koraput	181,818
7	Odisha	Kalahandi	242,424
8	Odisha	Kandhamal	1,272,726
9	Odisha	Dhenkanal	60,606
10	Odisha	Rayagada	121,212
11	Odisha	Gajapati	242,424
12	Odisha	Malkangiri	60,606
13	Odisha	Kandhamal	760,320
14	Odisha	Rayagada	863,280
15	Odisha	Koraput	799,920
16	Odisha	Kalahandi	871,200
17	Maharashtra	Osmanabad	4,458,960
18	Maharashtra	Nandurbar	3,236,706
19	Maharashtra	Washim	3,845,160
20	Karnataka	Raichur	80,000
21	Kerala	Wayanad	20,000
22	Maharashtra	Osmanabad	105,000
23	Gujarat	Narmada	7,000
24	Chhattisgarh	Mahasamund	20,000
25	Gujarat	Narmada	20,000
26	Jharkhand	Bokaro	300,000
27	Jharkhand	Ranchi	180,000
28	Karnataka	Raichur	1,240,000
29	Madhya Pradesh	Chatrapur	20,000
30	Madhya Pradesh	Guna	100,000

S. No.	State	Aspirational District	Amount spent (In INR)
31	Maharashtra	Gadchiroli	120,000
32	Maharashtra	Nandurbar	180,000
33	Maharashtra	Osmanabad	680,000
34	Maharashtra	Washim	60,000
35	Odisha	Balangir	40,000
36	Odisha	Dhenkanal	260,000
37	Odisha	Gajapati	400,000
38	Odisha	Kalahandi	40,000
39	Odisha	Kandhamal	40,000
40	Odisha	Koraput	160,000
41	Odisha	Nuapada	60,000
42	Odisha	Rayagada	80,000
43	Tamil Nadu	Ramnath Puram	20,000
44	Uttarakhand	Haridwar	120,000
45	Uttar Pradesh	Sonbhadra	9,200,000
46	Odisha	Balangir	12,800,000
47	Maharashtra	Osmanabad	4,770,000
48	Madhya Pradesh	Chhatarpur	4,110,000
49	Chhattisgarh	Bijapur	1,738,221
50	Chhattisgarh	Kanker	2,068,779
51	Chhattisgarh	Mahasamund	130,557
52	Maharashtra	Osmanabad	15,560,420

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

Ensuring quality is not compromised, we promote procuring from marginalized/vulnerable groups by prioritizing diversity in our supplier base. By placing importance on engaging with diverse suppliers, we uphold our values of inclusivity and equal opportunity. This approach enriches our supplier ecosystem, innovation and strengthens our relationships within the broader business community. Our commitment to diversity is reflected in the tracking mechanisms embedded within our systems, which allow us to monitor and track expenditures with diverse suppliers.

b. From which marginalized/vulnerable groups do you procure?

We have an internal practice to procure goods and services from marginalized/vulnerable groups with a focus on women owned enterprises. This collaborative approach is aimed to drive positive social impact within our communities, reflecting our commitment to diversity and inclusivity in procurement processes.

c. What percentage of total procurement (by value) does it constitute?

Total procurement spent towards suppliers from marginalized/vulnerable groups constitutes 7.60%.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	Not applicable*			

Not Applicable for us as our patents/intellectual properties use Digital Innovations/New Age Technologies as compared to any traditional knowledge.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable*		

Not Applicable for us as our patents/intellectual properties use Digital Innovations/New Age Technologies as compared to any traditional knowledge.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Art & Handicraft skills	4,900	100
2	Cancer - Access to support	138	100
3	Community Development	22,283	100
4	Digitalization/STEM	273,803	100
5	Disability Interventions	26,123	100
6	Education Scholarship	498	100
7	Geriatric Health	22,612	100
8	Heart & Eye surgery	12,153	100
9	Infrastructure	650	100
10	IT/ITES skills	1,699	100
11	Livelihood skills & Ultra poverty eradication	2,298	100
12	Manufacturing/Industrial skills	900	100
13	Pedagogy/Grade learning/Foundation skills	63,344	100
14	Carbon Accounting	-	0
15	ESG Labs	941	100
16	Tree-tings	24,423	100
17	Mangroves	28,047	100
18	Forest Biodiversity	97,228	100
19	Community Solar	2,694	100
20	Water Conservation	13,924	100
21	Waste	40	100

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS IN A RESPONSIBLE MANNER

LTIMindtree serves a diverse client base spanning various sectors. Recognizing the growing importance of ESG considerations among customers, we have concentrated on emerging issues, including sustainability, data privacy, open-source technologies, and gig workforce management.

Additionally, we explore metaverse tools and frameworks to stay ahead of evolving trends. Leveraging partnerships with leading enterprise software providers, cloud computing firms, and technology organizations, we deliver wide-ranging solutions tailored to our clients' needs.

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

At LTIMindtree, client feedback is a pivotal element in our pursuit of continuous enhancement and client satisfaction. To provide our clients with ample opportunities to voice their opinions, we have implemented a structured approach, including the following key levels:

Capture and resolution process:

Upon receiving client feedback or complaints, our dedicated teams swiftly escalate the issues to project managers for resolution. These concerns are meticulously documented in our COMPASS Issue log, initiating a thorough analysis and resolution plan to address the root cause and prevent future occurrences.

Structured approach:

We follow a structured approach to identify specific actionable items, engaging in detailed discussions with clients to gain clarity on their feedback. Action plans are devised and shared with clients, with close monitoring and review by senior management during governance meetings.

Feedback mechanisms:

- Feedback through the Client Satisfaction Survey (CSS) tool: Through the CSS tool, feedback is systematically collected across various levels, including engagement, project, sub-project, and individual employee levels. Client's rate LTIMindtree's services on parameters such as project execution, quality, communication, culture, and value delivered. The obtained feedback undergoes thorough analysis, and corrective actions are promptly implemented where necessary, with insights shared transparently with clients.
- Client Satisfaction Survey ('CSAT'): Conducted annually by an independent consulting firm, the CSAT helps to evaluate client satisfaction at different organizational levels, ranging from CXOs to middle management. This survey measures customer experience based on key parameters like satisfaction, loyalty, advocacy, and perceived business value for money. It serves as a vital exercise for LTIMindtree, offering valuable insights to enhance the client experience and ensure the delivery of exceptional outcomes.

To enhance transparency and communication, we employ a three-tiered approach:

L1 Communication: Acknowledgment of client feedback and validation of planned actions.

L2 Communication: Sharing midterm progress on improvement actions.

L3 Communication: Closure of actions and communication of delivered value.

The CSAT survey serves as a vital tool for gathering valuable insights to enhance the client experience and drive amplified outcomes at LTIMindtree.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a % to total turnover
Environmental and social parameters relevant to the product/services	LTIMindtree, as a global and highly professional solutions provider in digital transformation, consulting, and business reengineering services, appreciates the imperative of managing materials and waste responsibly. Although we are not a product-centric entity, we are resolute in our commitment to environmental stewardship. We ensure the safe disposal and recycling of all waste, including electronic materials, as integral to our operational standards. Collaborating closely with clients, we offer services geared towards advancing their technology transformation roadmap. Employing safe and recycled tools, frameworks, and materials, our solutions are smartly crafted to elevate both environmental and social performance. At LTIMindtree, our sustainability focus transcends our own operations to positively impact our clients' journeys towards greater environmental and social responsibility.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Cyber Security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of Essential Services	22	13	Please find below*	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil	Nil	Nil

*13 ongoing client escalations are on delivery related issues- majorly on timelines, quality of deliverables, unavailability of SMEs, and resource fulfillment.

4. Details of instances of product/service recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Not Applicable*	
Forced recalls	Not Applicable*	

*LTIMindtree does not manufacture any products and hence this question is Not Applicable.

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. Our cyber security policy is continuously refined and updated to counter emerging threats. This policy, disseminated internally to all stakeholders, is also reviewed, and scrutinized by the Risk Management Committee of the Board to ensure its efficacy and relevance.

Harnessing state-of-the-art threat detection capabilities, our cyber security team maintains constant vigilance by actively monitoring network traffic, system logs, and real-time security events. Our arsenal includes sophisticated Intrusion Detection Systems (IDS), and Intrusion Prevention Systems (IPS), firewalls, anti-malware software, content filtering gateways, and strong data encryption protocols.

Security is further enhanced with sophisticated data leakage protection systems, round-the-clock monitoring, regular vulnerability assessments, penetration testing and strict endpoint security controls, all merging to deliver a high and uniform level of security across corporate networks and remote work setups. We maintain an up-to-date database of known threat signatures to quickly identify and mitigate risks.

Our global data privacy framework, led by the Data Privacy Office under the guidance of the DPO, ensures compliance with GDPR, CCPA, PIPEDA, APP, and PDPA. Key stakeholders, including the COO, CPO, CIO, GC, CFO, and CISO, are integral to this process. Validating our commitment to effective data privacy management are our ISO 27001 and 27701 certifications.

Privacy by design principles is seamlessly integrated into our workflows through in-person workshops and detailed guidelines disseminated to our teams. Due diligence of our engagement with third-party vendors and suppliers is done to guarantee adherence to our privacy commitments.

Our Data Privacy policy delineates precise procedures for processing Personal Data and Sensitive Personal Data throughout our organization. Complementing this, our Data Loss Prevention Policy (DLP) offers additional guidance on averting potential data breaches.

Please refer to LTIMindtree's Privacy Policy available at <https://www.ltimindtree.com/general-privacy-policy>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

There were no issues relating to advertising, cyber security, data privacy of customers and no re-occurrence of instances of product recalls.

At LTIMindtree, with respect to delivery of services, our Escalation Risk Review (ERR) process operates at various tiers within the organization to identify and assess Flagship and Critical projects and programs carrying High/Critical risks. This ensures timely intervention from top management. Client escalations are thoroughly examined alongside discussions on our Go Green plan to tackle pertinent issues.

ERR unfolds at three distinct levels:

- Organization level: Led by the Chief Delivery Officers (CDOs) and occasionally involving the Chief Operating Officer (COO) as needed. This review occurs on a fortnightly or monthly basis.
- Unit level: Undertaken by Delivery Heads and Service Line Heads on a weekly or fortnightly basis.
- Account level: Managed by Delivery Partners, with the frequency determined by Delivery Partners or Client Partners.

Additionally, a weekly call focusing on critical high-risk matters is steered by the Delivery Excellence Head. During ERR sessions, Client Partners and Delivery Partners craft and present Go Green plans to address critical issues and risks to the CDO or Delivery Heads.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches -

Nil

b. Percentage of data breaches involving personally identifiable information of customers -

0%

c. Impact, if any, of the data breaches -

While there have been minor isolated incidents, they have had no effect on the processing of data at LTIMindtree.

LEADERSHIP INDICATORS

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).

You can learn more about our global technology solutions and consulting services from our website <https://www.ltimindtree.com/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not applicable, as LTIMindtree does not manufacture any products nor offer any services that pose safety risks or are susceptible to misuse or abuse.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

LTIMindtree has implemented the Business Continuity Management System in accordance with ISO 22301 standards. Effective exchange of information both internally and with relevant stakeholders is a fundamental aspect of our Business Continuity Management System. Each customer relationship is supported by a business continuity plan to address any service or product disruptions, along with an appropriate communication strategy. Internal and external communication needs related to the BCMS have been identified, detailing what information should be communicated, to whom, and when. To facilitate this, a well-defined Communication Procedure has been established, outlining processes for internal and external communication with customers, partners, the local community, the media, and other relevant parties. Additionally, procedures for receiving, documenting, and responding to communication from stakeholders have been outlined. Structured communication with relevant authorities, such as emergency responders, is also addressed.

Timely communication with LTIMindtree's employees, third-party staff, visitors, clients, and other stakeholders during incidents is crucial. We have identified a reliable crisis communication application for such critical communication purposes. To ensure the availability of communication systems during disruptive incidents, we have implemented resilient systems where possible and have maintenance contracts in place to upkeep these systems. Additionally, alternative communication systems have been identified as backups in case the primary medium is affected due to an incident.

In the event of an incident, our Crisis Management team provides periodic updates to all affected employees, while our Client Partners receive approved periodic client communication emails from our Corporate Communications team. Despite challenges, we have managed our customer operations without any complaints, with most of our employees working remotely. Our internal processes, disaster recovery plans, and business continuity and security policies are instrumental in enabling us to resume services at acceptable levels for our customers.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not applicable. This does not apply to LTIMindtree, as we are an IT services company operating as a global technology consulting and digital solutions provider within a business-to-business (B2B) framework.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. At LTIMindtree, we prioritize client satisfaction through a structured survey mechanism and a transparent improvement plan.

Feedback is solicited at various levels:

- a) LTIMindtree Client Satisfaction Survey (CSS) tool - We conduct biannual surveys using an online tool, enabling clients to rate our services across different categories. Feedback is collected at project, account, engagement, or individual employee levels. Feedback is analyzed, and necessary corrective actions are promptly taken and communicated to the client.
- b) Independent 3rd party consultant survey – An annual Client Satisfaction Survey ('CSAT') is conducted by a research-led consulting firm. Covering clients from CXOs to middle management, it includes personal interviews and an online survey link for unbiased feedback on Satisfaction, Loyalty, Advocacy, and Business Value for Money.
- c) Communication levels: We maintain three communication levels for each engagement: L1 acknowledges feedback and validates action plans; L2 shares midterm progress; and L3 communicates action closure and delivered value. These efforts are crucial for enhancing the client experience and driving positive outcomes.

Independent Assurance Statement



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INDEPENDENT ASSURANCE STATEMENT

Introduction

DNV Business Assurance India Private Limited ("DNV"), has been commissioned by LTIMindtree Limited, Corporate Identity Number L72900MH1996PLC104693, hereafter referred to as 'LTIMindtree' or 'the Company') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include Core indicators as per Annexure I of SEBI circular dated 12 July 2023 and rest non-financial disclosures in BRSR (Annexure II of SEBI circular dated 12 July 2023).

Reporting standard/framework

The disclosures have been prepared by LTIMindtree in reference to:

- BRSR Core - Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.
- BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's Verisustain Protocol has been developed in accordance with the most widely accepted reporting and assurance standards.

Intended User

The intended user of this assurance statement is the Management of LTIMindtree ('the Management').

Level of Assurance

- Reasonable Level of assurance for BRSR 9 Core Indicators (Ref: Annexure I of SEBI circular); and
- Limited Level of assurance for rest Non-Financial disclosures BRSR report (Ref: Annexure II of SEBI circular).

Responsibilities of the Management of LTIMindtree and of the Assurance Provider

The Management of LTIMindtree has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed in this BRSR Core and BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. LTIMindtree is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company.

Scope, Boundary and Limitations

Scope

The scope of our engagement includes independent assurance of 'BRSR 9 Core indicators' (Ref: Annexure I of SEBI Circular) - Reasonable level of assurance and rest non-financial disclosures in BRSR (Ref: Annexure II of SEBI circular) - Limited Level of Assurance, for Financial Year (FY) 2023-24.

Boundary of our assurance work:

- Reasonable assurance of BRSR Core indicators: Boundary covers the performance of LTIMindtree operations that fall under the direct operational control of the Company's Legal structure. Based on the agreed scope with the

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Company, the boundary of reasonable assurance covers the operations of LTIMindtree across all locations globally / India, unless otherwise stated in the table below.

BRSR Core Indicator	Boundary for reasonable Assurance
Principle 6, Question 7 of essential indicators	Indian operations
Principle 6, Question 3 of essential indicators	Indian operations
Principle 6, Question 4 of essential indicators	Indian operations
Principle 6, Question 1 of essential indicators	Indian operations
Principle 6, Question 9 of essential indicators	Indian operations
Principle 3, Question 1 (c) of essential indicators	Global operations
Principle 3, Question 11 of essential indicators	Global operations
Principle 5, Question 3 (b) of essential indicators	Global operations
Principle 5, Question 7 of essential indicators	Indian operations
Principle 8, Question 4 of essential indicators	Global operations
Principle 8, Question 5 of essential indicators	Indian operations
Principle 9, Question 7 of essential indicators	Global operations
Principle 1, Question 8 of essential indicators	Global operations
Principle 1, Question 9 of essential indicators	Global operations

- Limited assurance of rest non-financial disclosures in BRSR report: Boundary for limited assurance of rest non-financial disclosures in BRSR covers the operations of LTIMindtree across all locations globally and India also, unless otherwise stated below.

The following sites has not reported on BRSR report non-financial disclosures:

- Corporate office: Not applicable
- Offices: Not applicable

Limitation(s):

We performed a reasonable Level of assurance for the BRSR Core and limited level of assurance for the BRSR reporting based on our assurance methodology VeriSustain, v06.

The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV opinion on specific BRSR Core indicators (ref- all sections of core indicators where currency; INR has been applied) relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Assurance process

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of LTIMindtree. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders. We carried out the following activities:

BRSR Core Indicators - Reasonable level of Assurance	Rest non-financial disclosures in BRSR Report - Limited Level of Assurance
Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance	Reviewed the disclosures under BRSR reporting guidelines. Our focus included general disclosures, management processes, principle wise



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Indicators (KPIs) under 9 ESG attributes. The format of BRSR Core used a basis of reasonable level of assurance	performance (essential indicators, and leadership indicators) and any other key metrics specified under the reporting framework. The BRSR reporting format used a basis of limited level of assurance.
Evaluation of the design and implementation of key systems, processes and controls for collecting, managing and reporting the BRSR Core indicators	Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in BRSR report.
Assessment of operational control and reporting boundaries	Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting principles.
Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Engaged directly with stakeholders to gather insights and corroborative evidence for each disclosed indicator.	Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles.
Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.	Interviews with the senior managers responsible for management of disclosures. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
DNV audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company. Sites for data testing and reporting system checks were selected based on the %age contribution each site makes to the reported indicator, complexity of operations at each location (high/low/medium) and reporting system within the organization. Sites selected for audits are listed in Annex-II.	DNV audit team conducted on-site audits for corporate offices and sites. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.	Reviewed the process of reporting as defined in the assessment criteria.

In both the cases, DNV teams conducted the:

- Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ for both reasonable level and limited level verification for the disclosures.

Conclusion

Reasonable level of Assurance- BRSR 9 Core Indicators

Based on our review and procedures followed for reasonable level of assurance, DNV is of the opinion that, in all material aspects, the BRSR Core indicators (as listed in Annex I of this statement) for FY 2023-24 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

Limited Level of Assurance- BRSR Reporting Format

On the basis of the assessment undertaken, nothing has come to our attention to suggest that the disclosures do not properly adhere to the reporting requirements as per BRSR reporting guidelines (Annexure II of SEBI Circular).

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO IEC 17029:2019 - Conformity assessment - General principles are requirements for validation and verification bodies, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the assurance engagement and maintain independence wherever required by relevant ethical requirements. This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e FY 2023-24, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement for internal use of LTIMindtree. DNV maintains complete impartiality toward stakeholders interviewed

¹ DNV Corporate Governance & Code of Conduct - <https://www.dnv.com/about/in-brief/corporate-governance.html>



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during the assurance process. We did not provide any services to LTIMindtree in the scope of assurance for the reporting period that could compromise the independence or impartiality of our work.

Purpose and Restriction on Distribution and Use

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the Company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than the Company for DNV's work or this assurance statement. The usage of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the LTIMindtree and DNV does not accept any liability if this assurance statement is used for an alternative purpose from which it is intended, nor to any third party in respect of this assurance statement. No part of this assurance statement shall be reproduced, distributed or communicated to a third party without prior written consent.

For DNV Business Assurance India Private Limited

Karthik Ramaswamy	Digitally signed by Karthik Ramaswamy Date: 2024.05.14 16:17:17 +05'30'	Kakaraparth i, Venkata Raman	Digitally signed by Kakaraparthi, Venkata Raman Date: 2024.05.14 16:47:04 +05'30'
Karthik Ramaswamy Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India.		Kakaraparthi Venkata Raman Assurance Reviewer, Sustainability Services, DNV Business Assurance India Private Limited, India.	
Chandan Sarkar (Verifier) Shilpa Swarnim (Verifier) Goutam Banik (Verifier) Anamika Kumari (Verifier) Mithu Ghose (Verifier) 14 May 2024, Bengaluru, India.			

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Annex I

Verified Data

To be stipulated as per [BRSR Core](#) provided by the company.

Principle 6, Question 1 of Essential Indicators - Energy footprint

Parameter	Unit of Measurement	FY 23-24
From renewable sources		
Total electricity consumption (A)	Gigajoules	86,446
Total fuel consumption (B)	Gigajoules	0
Energy consumption through other sources (C)	Gigajoules	0
Total energy consumed from renewable sources (A+B+C)	Gigajoules	86,446
From non-renewable sources		
Total electricity consumption (D)	Gigajoules	108,496
Total fuel consumption (E)	Gigajoules	3,712
Energy consumption through other sources (F)	Gigajoules	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoules	112,208
Total energy consumed (A+B+C+D+E+F)	Gigajoules	198,654
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/crore	5.59
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/million USD	12.80
Energy intensity in terms of physical output	GJ/employee	2.55
Energy intensity (optional) - the relevant metric may be selected by the entity	GJ/sq ft	0.0553

Principle 6, Question 3 & 4 of Essential Indicators - Water footprint

Parameter	Unit of Measurement	FY 23-24
Water withdrawal by source		
(i) Surface water	Kilo litres	6,420
(ii) Ground water	Kilo litres	4,264
(iii) Third party	Kilo litres	3,14,079
(iv) Seawater / desalinated water	Kilo litres	0
(v) Others	Kilo litres	8,961
Total volume of water withdrawal (i+ii+iii+iv+v)	Kilo litres	333,724
Total volume of water consumption	Kilo litres	333,724
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kl/crore	9.40
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Kl/million USD	21.50
Water intensity in terms of physical output	Kl/employee	4.29



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Water intensity (optional) - the relevant metric may be selected by the entity	Kl/sq ft	0.093
Water discharge by destination and level of treatment		
(i) To Surface water		
No treatment	Kilo litres	0
With treatment - please specify level of treatment	Kilo litres	0
(ii) To Groundwater		
No treatment	Kilo litres	0
With treatment - please specify level of treatment	Kilo litres	0
(iii) To Seawater		
No treatment	Kilo litres	0
With treatment - please specify level of treatment	Kilo litres	0
(iv) Sent to third-parties		
No treatment	Kilo litres	0
With treatment - please specify level of treatment (Tertiary treatment)	Kilo litres	2,219
(v) Others		
No treatment	Kilo litres	0
With treatment - please specify level of treatment	Kilo litres	0
Total water discharged (i+ii+iii+iv+v)	Kilo litres	2,291

Principle 6, Question 7 of Essential Indicators - Green-house gas (GHG) footprint

Parameter	Unit of Measurement	FY 23-24
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	1,663
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	22,937
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent per crore of turnover	0.69
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent per million USD	1.58
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent per employee	0.32
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent per square feet	0.0069

Note:

- Emission factors used and their references, assumptions considered are mentioned in the environment data report prepared by LTIMindtree.



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Principle 6, Question 9 of Essential Indicators - Embracing circularity - details related to waste management by the entity

Parameter	Unit of Measurement	FY 23-24
Total waste generated		
Plastic waste (A)	Metric tonnes	139.18
E-waste (B)	Metric tonnes	36.83
Bio-medical waste(C)	Metric tonnes	0.85
Construction and demolition waste (D)	Metric tonnes	1.00
Battery waste (E)	Metric tonnes	7.10
Radioactive waste(F)	Metric tonnes	0.00
Other Hazardous waste. Please specify, if any (G)	Metric tonnes	2.77
- Tube Lights	Metric tonnes	0.17
- CFL Bulbs	Metric tonnes	0.13
- Used Oil:	Metric tonnes	1.53
- Oil-soaked cotton waste	Metric tonnes	0.01
- DG Filters	Metric tonnes	0.37
- Printing Ink/Cartridges	Metric tonnes	0.00
Other Non-hazardous waste generated (H). Please specify if any (Break-up by composition i.e. by materials relevant to the sector)	Metric tonnes	544.16
- Inorganic Waste	Metric tonnes	54.62
- Organic Waste	Metric tonnes	414.33
- Packaging Waste	Metric tonnes	15.83
- Others	Metric tonnes	59.38
Total (A+B+C+D+E+F+G+H)	Metric tonnes	731.34
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/crore	0.021
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/million USD	0.047
Waste intensity in terms of physical output	MT/employee	0.009
Waste intensity (optional) - the relevant metric may be selected by the entity	MT/sq.ft	0.00020
For each category of waste generated, total waste recovered through recycling-using or other recovery operations		
Category of waste		
(i) Recycled	Metric tonnes	673.85
Hazardous waste		
- E-waste	Metric tonnes	36.83
- Battery waste	Metric tonnes	7.10
Other Hazardous waste		
- Used oil	Metric tonnes	1.53
- Tube lights	Metric tonnes	0.17
-CFL	Metric tonnes	0.13
- Printing ink/Cartridges	Metric tonnes	0.00
Non-hazardous waste		
- Inorganic waste	Metric tonnes	26.63
- Organic waste	Metric tonnes	414.33



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- Packaging waste	Metric tonnes	15.82
-Plastic waste	Metric tonnes	139.18
Construction and demolition waste	Metric tonnes	1.00
Others	Metric tonnes	31.12
(ii) Re-used	Metric tonnes	0.00
(iii) Other recovery operations	Metric tonnes	0.00
Total (i+ii+iii)	Metric tonnes	673.85
For each category of waste generated, total waste disposed by nature of disposal method		
Category of waste		
(i) Incineration	Metric tonnes	29.23
Hazardous waste		
- Biomedical waste	Metric tonnes	0.85
Other Hazardous waste		
- DG filter	Metric tonnes	0.37
- Oil-soaked cotton waste	Metric tonnes	0.01
Non-hazardous waste		
- Inorganic waste	Metric tonnes	27.99
- Packaging waste	Metric tonnes	0.01
(ii) Landfilling	Metric tonnes	28.26
Hazardous waste		
Non-hazardous waste	Metric tonnes	0.00
Construction and demolition waste	Metric tonnes	0.00
Others	Metric tonnes	28.26
(iii) Other disposal operations	Metric tonnes	0.00
Total (i+ii+iii)	Metric tonnes	57.49

Principle 3, Question 1 (c) of Essential Indicators - Enhancing Employee Wellbeing and Safety

Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 23-24
Cost incurred on well-being measures as a % of total revenue of the company	1,665,135,411 INR 0.47%

Principle 3, Question 11 of Essential Indicators - Enhancing Employee Wellbeing and Safety

Details of safety related incidents, in the following format:

Safety incident / Number	Category	FY 23-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.005
Total recordable work-related injuries	Employees	10
No. of fatalities	Employees	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0



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Principle 5, Question 3 (b) and 7 of Essential Indicators - Enabling Gender Diversity in Business

Gross wages paid to females as % of total wages paid by the entity, in the following format

	FY 23-24
Gross wages paid to females as % of total wages	21.60%

	FY 23-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	12
Complaints on POSH as a % of female employees	0.046%
Complaints on POSH upheld	8

Principle 8, Question 4 and 5 of Essential Indicators - Enabling Inclusive Development

Percentage of input material (inputs to total inputs by value) sourced from suppliers: (₹ in crore)

	FY 23-24
Directly sourced from MSMEs/ small producers	8%
Directly from within India	30%

Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 23-24
Rural	0
Semi-urban	0
Urban	4.80%
Metropolitan	95.20%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Principle 9, Question 7 and Principle 1, Question 8 of Essential Indicators, Fairness in Engaging with Customers and Suppliers

Provide the following information relating to data breaches:

- a. Number of instances of data breaches - Nil
- b. Percentage of data breaches involving personally identifiable information of customers - 0%
- c. Impact, if any, of the data breaches - While there have been minor isolated incidents, they have had no effect on the processing of data at LTIMindtree.

Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 23-24
Number of days of accounts payables	81 days (as per consolidated financials for FY 23-24)

Principle 1, Question 9 of Essential Indicators, Openness in business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metric	FY 23-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA
	b. Number of trading houses where purchases are made from	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA



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Concentration of sales	a. Sales to dealers / distributors as % of total sales	NA
	b. Number of dealers / distributors to whom sales are made	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	6.4%
	b. Sales (Sales to related parties / Total Sales)	1.1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0
	d. Investments (Investments in related parties / Total Investments made)	5.0%

Annex II

Sites selected for audits

S.no	Site	Location
1.	Corporate office	Corporate site audit was done at Global City, Bengaluru campus.
2.	India Offices	Twenty-two sites spread over; Bengaluru, Bhubaneswar, Chennai, Pune, Hyderabad, Kolkata and Mumbai
3.	International Offices	None. Reason, audit undertaken for only non-environmental disclosure data which are centrally collated.