



Mindtree

A Larsen & Toubro Group Company

Sustainability Indices 2020-21



The United Nations Global Compact (UNGC) guidelines

The ten principles

Principles	Statement	Page No.
HUMAN RIGHTS		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	13-15
Principle 2	Make sure that they are not complicit in human rights abuses	49-50
LABOUR		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	NOT APPLICABLE
Principle 4	The elimination of all forms of forced and compulsory labour	49-50
Principle 5	The effective abolition of child labour	49-50
Principle 6	The elimination of discrimination in respect of employment and occupation	25-26
ENVIRONMENT		
Principle 7	Businesses should support a precautionary approach to environmental challenges	13-15, 49-50
Principle 8	Undertake initiatives to promote greater environmental responsibility	37-41
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	37-41
ANTI-CORRUPTION		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	13-15



NVG report application

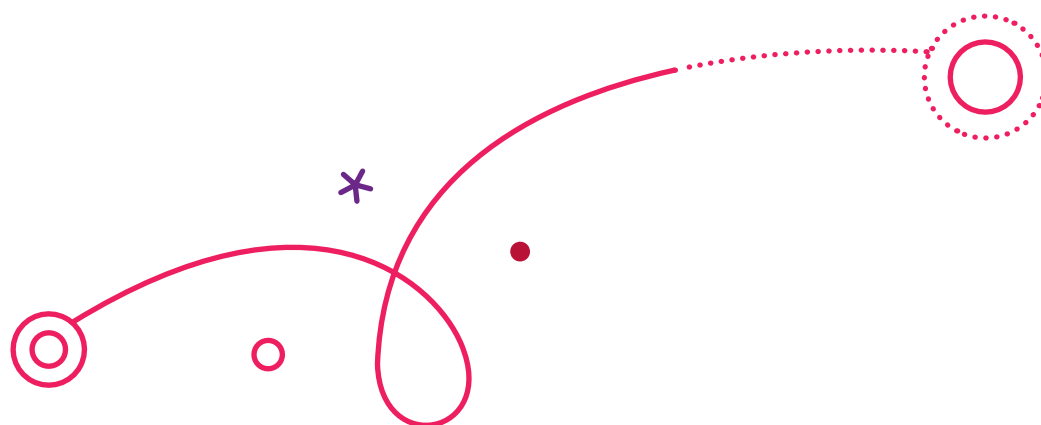


Sub Part	Aspects		Page No.
A	Part A of the report includes basic information and data about the operations of the business entity. Thus, the reading of the report becomes more contextual and comparable with other similarly placed businesses. It may be written in a free format incorporating at least the following:		
A-1	Basic information about the business	Name	8
		Nature of ownership	AR
		Details of the people in top management	AR
		Location of its operations – National and International	AR
		Products and services offered	AR
		Markets served	AR
	Economic and Financial Data	Sales	8
		Net profit	8
		Tax paid	53
		Total assets	AR
		Market capitalisation	AR
		Number of employees	8, 54
A-2	Management's commitment statement to the ESG Guidelines		5
	Priorities in terms of the principle and the core elements		5
	Reporting period/cycle		7
	Whether the report is based on this framework or any other framework		7, 73-79
	Any significant risk that the business would like its stakeholders to know		AR
	Any goals and targets that were set by the top management for improving their performance during the reporting period		16-17
B	Part B of the report incorporates the basic parameters on which the business may report their performance. Efforts have been made to keep the reporting simple keeping in view the fact that this framework is equally applicable to the small businesses as well. The report may be prepared in a free format with the basic performance indicators being included in the same. In case the business entity has chosen not to adopt or report on any of the principles, the same may be stated along with, if possible, the reasons for not doing so.		

Sub Part	Aspects	Page No.	
B-1	Principle 1 – ethics, transparency and accountability	Governance structure of the business, including committees under the Board responsible for organizational oversight. In case no committee is constituted, then the details of the individual responsible for the oversight	13-15
		Mandate and composition (including number of independent members and/or non-executive members) of such committee with the number of oversight review meetings held	AR
		State whether the person/committee head responsible for oversight review is independent from the executive authority or not. If yes, how	13-15
		Mechanisms for shareholders and employees to provide recommendations or direction to the Board/ Chief Executive	AR
		Processes in place for the Board/Chief Executive to ensure conflicts of interest are avoided	AR
		Internally developed statement on ethics, codes of conduct and details of the process followed to ensure that the same are followed	13-15
		Frequency with which the Board/Chief Executive assesses BR performance	13-15
	Principle 2 – products life cycle sustainability	Statement on the use of recyclable raw materials used	NA
		Statement on use of energy-efficient technologies, designs and manufacturing/ service-delivery processes	37-41
		Statement on copyrights issues in case of the products that involve use of traditional knowledge and geographical indicators	NOT APPLICABLE
		Statement on use of sustainable practices used in the value chain	49-50
	Principle 3 – employees’ wellbeing	Total number of employees with percentage of employees that are engaged through contractors	54-55
		Statement on non-discriminatory employment policy of the business entity	25-26
		Percentage of employees who are women	8
		Number of persons with disabilities hired	11, 25
		Amount of the least monthly wage paid to any skilled and unskilled employee	59-60

Sub Part	Aspects		Page No.
B-1		Number of training and skill upgradation programmes organized during the reporting period for skilled and unskilled employees	60
		Number of incidents of delay in payment of wages during the reporting period	NONE
		Number of grievances submitted by the employees	15, AR
	Principle 4 – stakeholder engagement	Statement on the process of identification of stakeholders and engaging with them	16-17
		Statement on significant issues on which formal dialogue has been undertaken with any of the stakeholder groups	16-17
	Principle 5 – human rights	Statement on the policy of the business entity on observance of human rights in their operation	13-15
		Statement on complaints of human rights violations filed during the reporting period	72 (NONE)
	Principle 6 – environment	Percentage of materials used that are recycled input materials	NOT APPLICABLE
		Total energy consumed by the business entity for its operations	66-67
		Statement on use of energy-saving processes and the total energy saved due to use of such processes	37-39
		Use of renewable energy as percentage of total energy consumption	67
		Total water consumed and the percentage of water that is recycled and reused	39, 68-70
		Statement on quantum of emissions of greenhouse gases and efforts made to reduce the same	37-38
		Statement on discharge of water and effluents indicating the treatment done before discharge, and the destination of disposal	40,72
		Details of efforts made for reconstruction of bio-diversity	37-38
Principle 7 – policy advocacy	Statement on significant policy advocacy efforts undertaken with details of the platforms used	11,13	
Principle 8 – inclusive growth	Details of community investment and development work undertaken indicating the financial resources deployed and the impact of this work with a longer-term perspective	29-35	

Sub Part	Aspects		Page No.
B-1		Details of innovative practices, products and services that particularly enhance access and allocation of resources to the poor and the marginalized groups of the society	30-34
	Principle 9 – customer value	Statement on whether the labelling of their products has adequate information regarding product-related customer health and safety, method of use and disposal, product and process standards observed	NOT APPLICABLE
		Details of the customer complaints on safety, labelling and safe disposal of the products received during the reporting period	NIL
C	Part C of the report incorporates two important aspects on BR reporting. Part C-1 is a disclosure on by the business entity on any negative consequences of its operations on the social, environmental and economic fronts. The objective is to encourage the business to report on this aspect in a transparent manner so that it can channelize its efforts to mitigate the same. Part C-2 is aimed at encouraging the business to continuously improve its performance in the area of BR.		
C - 1	Brief report on any material/significant negative consequences of the operations of the business entity		
C - 2	Brief on goals and targets in the area of social, environmental and economic responsibilities that the business entity has set for itself for the next reporting period	Social	16-17
		Environmental	16-17
		Economic	16-17



GRI content index

GRI Standard	Disclosure Number	Disclosure Title (Individual Disclosure Items ('a', 'b', 'c', etc.) are not Listed Here)	Page Number(s) and/or URL(s)
General Disclosures	102-1	Name of the organization	FRONT PAGE
	102-2	Activities, brands, products and services	AR
	102-3	Location of headquarters	8
	102-4	Location of operations	AR
	102-5	Ownership and legal form	AR
	102-6	Markets served	AR
	102-7	Scale of the organization	8
	102-8	Information on employees and other workers	54-55
	102-9	Supply chain	49, 61
	102-10	Significant changes to the organization and its supply chain	NO CHANGE
	102-11	Precautionary principle or approach	11, 13, 37, 49
	102-12	External initiatives	13
	102-13	Membership of associations	13
	102-14	Statement from senior decision-maker	4, AR
	102-15	Key impacts, risks, and opportunities	4, 15, AR
	102-16	Values, principles, standards, and norms of behavior	13-14, AR
	102-17	Mechanisms for advice and concerns about ethics	14-15, AR
	102-18	Governance structure	14, AR
	102-19	Delegating authority	14, AR
	102-20	Executive-level responsibility for economic, environmental, and social topics	14
	102-21	Consulting stakeholders on economic, environmental, and social topics	14-15, AR
	102-22	Composition of the highest governance body and its committees	AR
	102-23	Chair of the highest governance body	14, AR
	102-24	Nominating and selecting the highest governance body	AR
	102-25	Conflicts of interest	AR
	102-26	Role of highest governance body in setting purpose, values, and strategy	14-15, AR
	102-27	Collective knowledge of highest governance body	14-15, AR
	102-28	Evaluating the highest governance body's performance	14-15, AR
	102-29	Identifying and managing economic, environmental, and social impacts	14-15, AR
	102-30	Effectiveness of risk management processes	15, AR
	102-31	Review of economic, environmental, and social topics	14-15

GRI Standard	Disclosure Number	Disclosure Title (Individual Disclosure Items ('a', 'b', 'c', etc.) are not Listed Here)	Page Number(s) and/or URL(s)
	102-32	Highest governance body's role in sustainability reporting	14-15
	102-33	Communicating critical concerns	14-15
	102-34	Nature and total number of critical concerns	14-15, AR
	102-35	Remuneration policies	14, AR
	102-36	Process for determining remuneration	AR
	102-37	Stakeholders' involvement in remuneration	AR
	102-38	Annual total compensation ratio	AR
	102-39	Percentage increase in annual total compensation ratio	AR
	102-40	List of stakeholder groups	16
	102-41	Collective bargaining agreements	72
	102-42	Identifying and selecting stakeholders	16-17, AR
	102-43	Approach to stakeholder engagement	16-17, AR
	102-44	Key topics and concerns raised	16-17, AR
	102-45	Entities included in the consolidated financial statements	AR
	102-46	Defining report content and topic boundaries	7, 73-75
	102-47	List of material topics	17
	102-48	Restatements of information	NO CHANGE
	102-49	Changes in reporting	NO CHANGE
	102-50	Reporting period	FRONT PAGE, 7
	102-51	Date of most recent report	7
	102-52	Reporting cycle	7
	102-53	Contact point for questions regarding the report	BACK PAGE
	102-54	Claims of reporting in accordance with the GRI Standards	7
	102-55	GRI content index	75-79
	102-56	External assurance	80-81
	Management Approach	103-1	Explanation of the material topic and its boundary
103-2		The management approach and its components	21, 29, 37, 44
103-3		Evaluation of the management approach	22-27, 30-36, 38-41, 45-51, 53-72
Economic Performance	201-1	Direct economic value generated and distributed	53
	201-3	Defined benefit plan obligations and other retirement plans	53
	201-4	Financial assistance received from the Government	54
Indirect Economic Impacts	203-1	Infrastructure investments and services supported	30-35, AR
	203-2	Significant indirect economic impacts	30-35, AR

GRI Standard	Disclosure Number	Disclosure Title (Individual Disclosure Items ('a', 'b', 'c', etc.) are not Listed Here)	Page Number(s) and/or URL(s)
Procurement Practices	204-1	Proportion of spending on local suppliers	49
Anti-corruption	205-1	Operations assessed for risks related to corruption	AR 100% COVERAGE
	205-2	Communication and training about Anti-corruption policies and procedures	AR 100% COVERAGE
	205-3	Confirmed incidents of corruption and actions taken	NONE
Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	NONE
Energy	302-1	Energy consumption within the organization	66-67
	302-2	Energy consumption outside of the organization	64-65
	302-3	Energy intensity	62
	302-4	Reduction of energy consumption	38-39
Water	303-1	Water withdrawal by source	68-70
	303-2	Water sources significantly affected by withdrawal of water	NONE
	303-3	Water recycled and reused	39-40, 70
Emissions	305-1	Direct (Scope 1) GHG emissions	62-64
	305-2	Energy indirect (Scope 2) GHG emissions	62-63
	305-3	Other indirect (Scope 3) GHG emissions	38, 62-65
	305-4	GHG emissions intensity	62
	305-5	Reduction of GHG emissions	38, 62-65
	305-6	Emissions of ozone-depleting substances (ODS)	38, 65
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	38, 65
Effluents and Waste	306-1	Water discharge by quality and destination	NIL
	306-2	Waste by type and disposal method	70-72
	306-3	Significant spills	NONE
	306-4	Transport of hazardous waste	NONE
	306-5	Water bodies affected by water discharges and/or runoff	NONE
Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	NONE
Employment	401-1	New employee hires and employee turnover	55-58
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	59
	401-3	Parental leave	57

GRI Standard	Disclosure Number	Disclosure Title (Individual Disclosure Items ('a', 'b', 'c', etc.) are not Listed Here)	Page Number(s) and/or URL(s)
Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	72
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	61
	403-3	Workers with high incidence or high risk of diseases related to their occupation	61
	403-4	Health and safety topics covered in formal agreements with trade unions	61
	403-5	Worker training on occupational health and safety	24, 41
	403-6	Promotion of worker health	24-25
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	24-25
	403-8	Workers covered by an occupational health and safety management system	24 100%
	403-9	Work-related injuries	61
	403-10	Work-related ill health	61
Training and Education	404-1	Average hours of training per year per employee	60
	404-2	Programs for upgrading employee skills and transition assistance programs	23-24
	404-3	Percentage of employees receiving regular performance and career development reviews	58
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	54-56, AR
	405-2	Ratio of basic salary and remuneration of women to men	60
Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	AR
Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	49 (NONE)
Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	49 (NONE)
	410-1	Security training on organizational policies	72
	412-2	Training on human rights	72
Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	30-32
	413-2	Operations with significant actual and potential negative impacts on local communities	NONE
Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	49
	414-2	Negative social impacts in the supply chain and actions taken	NONE
Marketing and Labeling	417-3	Incidents of non-compliance concerning marketing communications	NONE
Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	NONE
Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	NONE

Note: Wherever AR is mentioned prefixing a page number, it denotes our Annual Report. The non-prefixed page numbers imply the location of the disclosure in this Sustainability Report

Mapping material topics and KPIs

Material Aspect/Topic	Scope	Why is it Material for Us?	Measurement KPI/Topic Boundary
Social–Employees			
Wellbeing & Engagement	<ul style="list-style-type: none"> Wellbeing (people related pandemic challenges, stress, WFH, etc.) Talent management (retain and engage with the best of talent in the organization) Performance oriented future-ready culture Digitalization of all people related processes to enhance experience and value 	<p>It is our priority to attract, engage and retain the best talent when we are a part of the knowledge industry, and our employees (Mindtree Minds) are our biggest assets.</p> <p>Our people’s well-being is paramount to us, especially in the times of the pandemic. It is our people who are pivotal to our success in challenging times.</p>	<p>Employment (Internal) 401-2, 401-3</p> <p>Non-discrimination (Internal) 406-1</p> <p>Economic Performance (Internal & External) 201-3</p>
Career Enablement	<ul style="list-style-type: none"> Hire best of talent into the organization Enable future ready career opportunities by reskilling and proficiency development of Mindtree Minds Elevate Diversity and Inclusion to an organization wide engagement, commitment coming together ‘In Harmony’, demonstrating resilience and excellence in our business performance 	<p>Our people are our greatest assets and we rely on them to deliver meaningful engineering solutions to our customers.</p> <p>Our organization success is directly linked to our competencies, ability to skill, upskill and reskill knowledge and experience.</p> <p>Enhancing diversity and inclusion and bringing our diversity into a unified culture harmoniously is crucial for our business success.</p>	<p>Employment (Internal) 401-1</p> <p>Training and Education (Internal) 404-1, 404-2, 404-3</p> <p>Diversity and Equal Opportunity (Internal) 405-1</p> <p>Equal Remuneration for Women and Men (Internal) 405-2</p>

Material Aspect/Topic	Scope	Why is it Material for Us?	Measurement KPI/Topic Boundary
Social Sustainability	<ul style="list-style-type: none"> Benefit the differently-abled Promote education Create sustainable livelihood opportunities Prison inmates' welfare Enable & Educate EWS Pandemic Relief Programs 	<p>As a socially responsible organization, Mindtree creates consistent value for the communities where we operate.</p> <p>Our CSR is integral to our mission of making societies flourish, and our communities look upon us with hope and trust.</p> <p>We are keen on maintaining this trust, goodwill, and faith of our communities.</p> <p>The pandemic further demands a demonstration of our responsibility for providing relief beyond our business and regular CSR.</p>	<p>(Internal)</p> <p>Employment 401-1</p> <p>Training and Education 404-1, 404-2, 404-3</p> <p>Diversity and Equal Opportunity 405-1</p> <p>Equal Remuneration for Women and Men 405-2</p> <p>(External)</p> <p>Local Communities 413-1, 413-2</p> <p>Socio-Economic Compliance 419-1</p>
Supply Chain Sustainability	<ul style="list-style-type: none"> Drive sustainability and diversity as key agenda with the supply chain partners Green Procurement practices, codes & compliance regarding suppliers Supplier Assessments on sustainability practices 	<p>We consider it highly important to earn and retain the respect of our suppliers by motivating them to resolve key sustainability challenges via capacity building, recommending improvements and best practices in transition towards sustainable and low carbon development and growth.</p>	<p>(Internal & External)</p> <p>Procurement Practices 204-1</p> <p>Child Labor 408-1</p> <p>Forced or Compulsory Labor 409-1</p> <p>Supplier Social Assessment 414-1, 414-2</p>
Economic—Investors & Customers			
Business Sustainability	<ul style="list-style-type: none"> Adapting to the new normal with resilience and driving profitable growth and deliver value to all stakeholders Maintain business momentum with customer stickiness, building on our strengths and sharpening our capabilities 	<p>Integral to the sustainability of the organization. Sustainable business practices and strong performance will be result of ethical governance and good management, resulting in financial inclusion. Our strategy and focus enables customers' business to be sustainable, cascading the benefits to internal and external stakeholders.</p>	<p>(Internal & External)</p> <p>Economic Performance 201-1, 201-4</p> <p>Anti-Corruption 205-1, 205-2, 205-3</p> <p>Anti-Competitive Behavior 206-1</p> <p>Marketing and Labeling: 417-3</p> <p>Customer Privacy 418-1</p>

Material Aspect/Topic	Scope	Why is it Material for Us?	Measurement KPI/Topic Boundary
	<ul style="list-style-type: none"> • Drive profitable growth by being the business transformation partner for our clients and deliver value to all stakeholders • Client Satisfaction & Privacy with ethical governance 	<p>Our reputation as perceived by external stakeholders including customers, investors, and general public depends on our business performance.</p> <p>Economic performance is of prime importance, not only for building a sustainable organization but also for cascading the value to our internal and external stakeholders. Client satisfaction is a key measure of our performance and will be our number one priority with the dynamic changes in business landscape with the need for greater transparency and ethical governance, innovation and technology updation, data privacy, and information management as significant value drivers.</p>	<p>Customer Satisfaction:</p> <p>General Disclosures:</p> <p>102-43 & 102-44</p>
Environment–Employees			
Ecological Sustainability	<ul style="list-style-type: none"> • OHS/Health & Safety • Green practices, resources consumption projects • Environmental compliance initiatives 	<p>We commit to the precautionary principle and follow global commitments on resource conservation.</p> <p>As a responsible organization, we aim to reduce our resource consumption, be more energy efficient and use renewable energy sources, monitor and lower our greenhouse gas (GHG) impact, reduce fresh water dependence and improve sustainable waste management. We have a focused approach to make our campuses and operations more sustainable.</p>	<p>Occupational Health and Safety (Internal)</p> <p>403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10</p> <p>Economic Performance (Internal & External)</p> <p>201-2</p> <p>Compliance (External)</p> <p>307-1</p> <p>Energy (Internal)</p> <p>302-1, 302-2, 302-3, 302-4, 302-5</p> <p>Water (Internal)</p> <p>303-1, 303-2, 303-3</p> <p>Emission (Internal)</p> <p>305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7</p> <p>Effluents and Waste (Internal)</p> <p>306-1, 306-2, 306-3, 306-4, 306-5</p>

Data assumptions

<p>Company owned vehicles</p>	<p>The company owns four vehicles. An assumed average of 30 km per day is used. Mindtree has arrived at the average distance commuted by assuming the average round distance of Mindtree facilities from the center of the city. Thus, by multiplying the average km per day by the assumed number of working days in a year (250) we arrive at the total kilometers travelled. Emission factors are bifurcated into petrol and diesel based on the make of the vehicle.</p>
<p>Fuel usage</p>	<p>Weight of one full LPG gas cylinder is considered as 19.5 kg. This figure has been utilized in the event that locations have provided the number of LPG gas cylinders being used as opposed to the kg.</p>
<p>Refrigerant</p>	<p>For HFC's the global warming potential of the refrigerant with a conversion factor of 0.001 is used in standard formula to convert into CO2e.</p>
<p>Employee Commute</p>	<ol style="list-style-type: none"> a. For company leased vehicles, the fuel make of the vehicle is considered to determine petrol vs. diesel vehicles. An average of the monthly petrol and diesel prices of all major Indian cities has been considered to compute the total litres consumed. Emissions are overstated by at least 20% as the fuel claim also includes personal travel on the part of employees. b. Assumed an average of 30 km per passenger per day for public transport. We have arrived at the average distance commuted by assuming the average round distance of Mindtree facilities from the center of the city. Thus, by multiplying the average passenger km per day by the assumed number of working days in a year (250) and the number of employees who use the service, the total kilometers travelled are computed. It is assumed that the emission factor for public transport to be that of bus (type unknown) as a majority of employees using public transport commute by bus services. c. Public transport: We have arrived at the number of employees who use public transport by inference, i.e. by subtracting the total of the number of employees who use cars, two wheelers and Mindtree operated buses from the total number of employees in the India operations. d. Mindtree uses parking lot figures to determine a factor of the employees using four-and two-wheelers. e. For four-and two-wheelers, the emissions on account of employee commuting have been computed based on the assumption arrived from the company leased vehicles that 70% of fuel costs assumed are be associated with petrol, 30% of fuel costs assumed to be associated with diesel. The kilometers are calculated by assuming an average of 30 km per passenger per day – with a similar principle to that of public transport.
<p>Business travel (international & domestic)</p>	<ol style="list-style-type: none"> a. GHG protocol provides different emission factors for domestic, short haul and long haul flights. A distance based classification into these categories is more appropriate. Based on an assumption and a study of available literature, Mindtree has considered the following categorisation to classify all flights as per the categorization below: <ul style="list-style-type: none"> Domestic, less than 463 km <ul style="list-style-type: none"> • Short haul, between 464 and 1,108 km • Long haul, greater than 1,108 km

Waste	<p>Weight of one UPS battery is considered as 11.70 kg. This figure has been utilized in the event that locations have provided the number of batteries being used as opposed to the kg.</p> <p>Weight of 1 litre of used oil is considered as 0.88 kg. This figure has been utilized in the event that locations have provided the number of litres of used oil being disposed of as opposed to the kg.</p> <p>Weight of one CFL bulb is considered as 126 g. This figure has been utilized in the event that locations have provided the number of CFLs being disposed of as opposed to the kg.</p> <p>Weight of one tubelight is considered as 250 g. This figure has been utilized in the event that locations have provided the number of tubelights being disposed of as opposed to the kg.</p> <p>Weight of one DG filter is considered as 1.50 kg. This figure has been utilized in the event that locations have provided the number of DG filters being disposed of as opposed to the kg.</p> <p>The average weight of Municipal solid waste (wet/dry) generated is considered as 0.50 kg/person/month. 50% of this is considered as dry waste which is recycled.</p> <p>In the event that waste (Oil soaked cotton and DG filters) have been disposed but there is no record of the same, averages of the available data have been considered for those months.</p> <p>Emissions associated with waste disposed have been considered as opposed to disposed + generated + stored.</p> <p>Since clarity on the disposal methodology is not available, more conservative emission factors are used.</p>
Freight	Emission factor for domestic is used for domestic air freight and emission factor for international is that of long haul.
Water	<p>For smaller locations where the builder maintains the total water consumed, figures are obtained by the total water consumed in with accurate measure by the total number of employees.</p> <p>Drinking water is collected in the form of number of cans. This is multiplied by 20 litres (capacity of the bubble top) to provide the total number of litres.</p>
Air emissions	Air emissions are not measured monthly, and hence are extrapolated for the months not measured.

Notes

- No significant changes in structure or nature of operations during the year, which may have a bearing on the sustainability reporting
- ROW (Rest of the World): Australia, Japan, Malaysia, Singapore, and UAE
- The Rupee-US dollar exchange rate taken as INR 70.12 for 2018-19, INR 76.42 for 2019-20, and INR 74.01 for 2020-21
- Training on anti-corruption policies and integrity is all-pervasive
- All our employees and security personnel are trained in organizational and human rights policies, procedures, and integrity policy. They follow a code of conduct
- Worker representation in our various operational committees is at 5.23%.
- None of our operations are complicit in child/forced/compulsory labour; Our contracts with suppliers include clauses covering the same
- No human rights violation found in our organization or our value chain
- We have no trade unions and no collective bargaining agreements
- No water sources significantly affected by our water withdrawal
- No significant spills
- No non-compliance with environmental laws/marketing communications/laws w.r.t. social and economic areas
- No cases of breach of customer privacy or data loss
- No operations of ours has any negative impact on local communities
- The GRI Standards content Index prepared as per GRI Standards 2016

Assurance statement



Independent Assurance Statement

Scope and Approach

DNV GL Business Assurance India Private Limited ('DNV') has been commissioned by Mindtree Limited ('Mindtree' or 'the Company', Corporate Identity Number (CIN) L72200KA1999PLC025564) to undertake independent assurance of the Company's Sustainability Report 2020-21, in its printed format ('the Report') including references to the Annual Report 2020-21 for the financial year ending 31st March 2021. The sustainability disclosures in this Report have been prepared based on the identified material topics and related performance disclosures based on the Global Reporting Initiative ('GRI') Sustainability Reporting Standards ('GRI Standards') covering the economic, environmental and social performance for the activities undertaken by the Company for the financial year 1st April 2020 - 31st March 2021. The reporting scope and boundary encompasses the economic, environmental and social performance of Mindtree's operations i.e. economic performance pertains to global operations, whereas social and environmental performance is limited to Indian operations, as brought out in the Report in the section 'About the Report'.

We performed a limited level of verification based on our assurance methodology VeriSustain^{TM1}, which is based on our professional experience, international assurance best practices including International Standard on Assurance Engagements 3000 (ISAE 3000) Revised* and GRI Principles for Defining Report Content and Quality. Our assurance engagement was planned and carried out during March 2021 – May 2021. The intended user of this assurance statement is the Management of Mindtree.

Responsibilities of the Management of Mindtree and the Assurance Provider

The Management has the sole responsibility for the preparation of the Report and are responsible for all information disclosed in the Report as well as the processes for collecting, analysing and reporting the information presented in the printed Report as well as maintaining the integrity of online versions of the Report and related references made to the Annual Report and 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 Mindtree.

We did not provide any services to Mindtree, which in our opinion, would have constituted a conflict of interest with this assurance work. Our assurance engagements are based on the assumption that the data and information provided by Mindtree to us as part of our review have been provided in good faith and free from misstatements. We were not involved in the preparation of any statement or data included in the Report except for this Assurance Statement. DNV expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

Basis of our Opinion

As part of the assurance process, a multi-disciplinary team of sustainability and assurance specialists performed remote assessment through DNV remote assessment methodology and sampled the disclosures related to its material topics across key locations. We undertook the following activities:

- Reviewed the approach to stakeholder engagement and materiality determination process and the outcome as brought out in this Report.
- Reviewed the process of reporting on Organisational Profile, Strategy, Ethics and Integrity, Governance, Stakeholder Engagement and Reporting Practices based on GRI Standard 102: 2016.
- Reviewed the performance disclosure of identified material topics and related GRI Standards; that is, carried out a remote assessment of the processes for gathering and consolidating performance data related to identified material topics and, for a sample, checking the process of data consolidation to assess the Reliability and Accuracy of performance disclosures reported based on GRI Topic Specific Standards.
- Interviewed responsible personnel for management of sustainability issues and reviewed selected evidences to support issues disclosed in the Report.
- Considering the COVID-19 pandemic and related travel restrictions, we carried out remote assessments of Mindtree's operations to review the processes and systems for aggregating site-level sustainability information, that is, reviewed sustainability disclosures for selected sites, that is, Bengaluru (East and West campus), Bhubaneswar (Kalinga campus), Chennai, Pune and Hyderabad, and overall data aggregation and consolidation by the sustainability team at the Company's Corporate Office at Bengaluru.
- Reviewed draft and final sustainability report and presented a gap assessment report.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement. The reported data on economic performance, expenditure towards Corporate Social Responsibility (CSR) activities, and other financial data are based on audited financial statements issued by the Company's statutory auditors.

Opinion and Observations

On the basis of the verification undertaken, nothing came to our attention to suggest that the Report does not properly describe Mindtree's sustainability performance for the reporting period including adherence to the GRI Principles for Defining Report Content and identified material topics for developing its sustainability disclosures. Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain and GRI reporting principles:

- GRI 201: Economic Performance 2016 – 201-1, 201-3, 201-4;
- GRI 203: Indirect Economic Impacts 2016 - 203-1, 203-2;
- GRI 204: Procurement Practices 2016 - 204-1;
- GRI 205: Anti-corruption 2016 – 205-1, 205-2;
- GRI 302: Energy 2016 – 302-1, 302-2, 302-3, 302-4;
- GRI 303: Water 2016 – 303-1, 303-3;
- GRI 305: Emissions 2016 – 305-1, 305-2, 305-3*, 305-4, 305-5, 305-6, 305-7;

¹ The VeriSustain protocol is available on www.dnv.com

* Assurance Engagements other than Audits or Reviews of Historical Financial Information.
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- GRI 306: Effluents and Waste 2016 – 306-1, 306-2, 306-3, 306-4;
- GRI 307: Environmental Compliance 2016 – 307-1;
- GRI 401: Employment 2016 – 401-1, 401-2, 401-3;
- GRI 403: Occupational Health and Safety 2018 – 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10;
- GRI 404: Training and Education 2016 – 404-1, 404-2, 404-3;
- GRI 405: Diversity and Equal Opportunity 2016 – 405-1, 405-2;
- GRI 406: Non-discrimination 2016 – 406-1;
- GRI 408: Child Labour 2016 – 408-1;
- GRI 409: Forced and Compulsory Labour – 409-1;
- GRI 413: Local Communities 2016 – 413-1, 413-2;
- GRI 419: Socioeconomic Compliance 2016 - 419-1.

*Scope 3 reported emissions are limited to categories identified as material by Mindtree.

Materiality

The Report explains the process of the materiality determination as adopted by Mindtree based on GRI's reporting principles. The material topics were reviewed by Mindtree's team considering the external environment and applicable sustainability reporting frameworks such as the Carbon Disclosure Project, UN Global Compact, Business Responsibility Report and National Voluntary Guidelines. The Report states that there were no significant changes in material topics during the reporting period. Nothing has come to our attention to believe that the materiality process has not missed out any known material topics based the current business of Mindtree and the overall sustainability context.

Stakeholder Inclusiveness

The Report articulates the application of GRI's principle of Stakeholder Inclusiveness and its key stakeholder engagement modes in the section 'Materiality and our stakeholders' of the Report, that is, Mindtree has adopted a process for identification and prioritization of its stakeholders for formal and informal engagements, based on impacts that an identified issue may have on the organization and its key stakeholders. It is suggested that the Report may bring out the key stakeholders' concerns as required by GRI Standards. Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

Responsiveness

The Report bring out the Company's responses to key material issues through organizational policies, strategies and management systems, including key performance indicators for the identified material topics based on identified GRI Standards. It is suggested that Mindtree may report full disclosures based on the chosen standards including disclosures related to water based on revised GRI 2018 standard. Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

Reliability and Accuracy

Mindtree has developed a spreadsheet-based sustainability disclosure system to capture key sustainability disclosures across its reporting boundary. The majority of data and information verified by us were found to be fairly accurate and reliable. Some of the data inaccuracies identified during the verification process of the sample data sets verified were found to be attributable to transcription, interpretation and aggregation errors. The data inaccuracies have been communicated for correction, and the related disclosures were reviewed for correctness. Nothing has come to our attention to believe that the Report does not meet the principle of Reliability and Accuracy.

Completeness

The Report has articulated the scope and boundary of reporting based on the GRI Standards and the Principle of Completeness as defined in GRI 101: Foundation 2016; Mindtree may further strengthen its disclosures related to Human rights assessment and Supplier social assessment in future reporting periods. Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to the identified scope, that is, economic as global, and environmental and social performance limited to Indian operations as significant impacts have been reported to occur within India for the reporting period.

Neutrality

The Report brings out disclosures related to Mindtree's sustainability performance, including key concerns and challenges faced during the reporting period in a neutral tone in terms of content and presentation. Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

For DNV GL Business Assurance India Private Limited

<p>Vadakepatth , Nandkumar</p> <p>Digitally signed by Vadakepatth, Nandkumar Date: 2021.05.24 11:02:06 +05'30'</p> <p>Vadakepatth Nandkumar Lead Verifier DNV GL Business Assurance India Private Limited, India.</p>	<p>Radhakrish nan, Kiran</p> <p>Digitally signed by Radhakrishnan, Kiran Date: 2021.05.24 10:53:21 +05'30'</p> <p>Kiran Radhakrishnan Assurance Reviewer DNV GL Business Assurance India Private Limited, India.</p>
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24th May 2021, Bengaluru, India.

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Online report

<https://www.mindtree.com/sustainability-report>



We welcome any feedback
<https://www.mindtree.com/about/sustainability>

Courtesy:

Creative Partner: _____ 

Development Partner: _____ 