CYIENT

DESIGNING TOMORROW TOGETHER

Sustainability Policy

Cyient Limited

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Background

In this 'Decade of Action', with growing uncertainty, agile supply chains, changing customer preferences, dynamic regulations and investor concern towards sustainable portfolios, it is essential for businesses and its leaders to leap forward and envisage global contribution and leadership with local actions.

Cyient being a responsible and socially conscious service provider, recognizes that sustainability has evolved over the years from being a mere response to social and / or environmental crisis to a value addition enabler and a future proofing coefficient to the business ecosystem.

As part of our commitment to sustainability, we will raise internal and external stakeholder awareness of our policy, train employees about environmental impact of their work, set targets to reduce environmental impacts, and continuously strive to improve our environmental performance. Going forward, Cyient envisages to adopt a 360-degree approach, integrating ESG aspects across the value chain with a strong leadership commitment, strengthened society, and collaborative partnership enabling long-term sustainable value generation.

Purpose

This policy shall act as a guiding principle to integrate ESG / Sustainability aspects across the business with a commitment towards achieving a sustainable growth.

Vision

Cyient's commitment is to *'design a tomorrow together'*, focusing on circularity, designing utilities for tomorrow and creating social value that shall deliver a long-term sustainable value to the ecosystem.

Principles

Cyient shall drive the philosophy of *'designing a tomorrow together'* by adopting the following ESG principles.

Business Ethics and Corporate Governance
The company's corporate governance structure encourages for a safe, open and competent working environment, with a focus on ethical business practises.

Stakeholder Engagement
The stakeholder groups engage on ESG aspects at a periodic frequency through systemic engagement mechanisms, communicate company's sustainability priorities and commitments, seek feedback and provide guidance on company's sustainability journey.

Risk Management

The company applies enterprise risk management framework to environmental, social and governance parameters to identify, assess and manage ESG related risks.

Regulatory Compliance

The management, associates, vendors and other stakeholder groups ensure adherence to all relevant regulatory measures, including environmental, social and governance requirements.

Human Rights

The associates and vendors are covered by company's policies, procedures, and grievance mechanism processes for the protection of human rights, which includes adherence to minimum working hours; wages; provision of benefits; non-harassment; non-discrimination; and no child, forced and compulsory labour.

Diversity and Inclusion

The company believes that the inclusion of people from different backgrounds and cultures brings in new dimensions and perspectives. It commits to enhance diversity in its workforce and foster an inclusive workplace that values differences and eliminates biases. Additionally, it is committed to enhance the share of women in senior management and leadership roles across the operations.

Health and Safety

The company commits to ensure workplace occupational health and safety through safety management systems and processes, which not only ensures compliance but also build conducive environment for people. For additional information, please refer to company's EOHS policy ([Link](#))

Community

The company collaborates with societies through initiatives that have a long-term focus of generating sustained social value around the communities it operates. It engages with communities via Cyient Foundation, with a structured vision and focus in the areas of Education, IT Literacy, Skill Development, and Community Service and Healthcare. For additional information, please refer to company's CSR Vision and Policy document ([Link](#))

Environment Stewardship

The company commits to increase the share of renewable energy and adopt low emission technology thereby reducing the dependency on fossil fuel. Shall also focus on reduction in energy and water footprint through resource and process optimization.

Furthermore, company has chosen the path of transforming from linear to circular business models, with a focus on re-designing products, processes, and solutions to ensure optimal use of resources and minimal waste generation.

Sustainable Supply Chain
The company integrates sustainability aspects into its procurement practices and adopts a collaborative approach through continuous supplier engagement that helps transform into sustainable supply chain. We commit to optimizing our logistics processes to further reduce our environmental footprint. For additional information, please refer to company's Vendor Business Code of Conduct ([Link](#))

Coverage
This policy covers Cyient's all project sites and locations of operations globally. Cyient, along with its subsidiaries, joint ventures and future investments including mergers and acquisitions, is committed and strive to adhere to this policy.

Governance and Oversight
The cross-functional 'Sustainability Committee' shall be responsible for enforcing the policy and also driving sustainability transformation at Cyient. The committee has representation from senior leadership across all the principles outlined in this policy.

This policy shall be applicable from 21 April 2022