

## Environmental health and safety policy

We believe in improving and maintaining ecological balance and monitoring, controlling and tracking environmental impact at the work places by adopting reasonable and sustainable practices and procedures. We care for the health and safety of Mindtree Minds.

We shall strive continually to improve our environment, occupational health and safety performance and in order to achieve this we are committed to the following:

- Prevent all physical physiological injuries and occupational illness by taking reasonable care and effective application of control measures
- Comply with all relevant legal and other requirements applicable to environment, occupational health and safety
- Conserve natural resources by looking for innovative ways to decrease our energy, water, land and materials use and also integrate the concept of reduce / reuse / recycle into the use of consumables and hardware
- Control all pollutants within applicable standard limits and minimize waste, promoting their recovery by recycling and disposing off suitably
- Optimize energy usage throughout our business by conserving energy and increasing our energy efficiency, energy conservation, use of renewable energy and reduction in carbon emissions
- Develop competence of people in environment, occupational health and safety and motivate through involvement, participation and training
- Communicate this policy to all the Mindtree Minds and associates working for and on behalf of the organization and make it available to other stakeholders

15, February 2013  
Bangalore

Sd/-  
Signature