



Environment Health, Safety, and Sustainability (EHS&S) Policy

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Scope

This policy applies to all Genpact employees, contractors, activities, processes, and services of Genpact.

Note 1: All the activities mean official activities, which may be inside or outside Genpact premises, business-sponsored programs, and related activities.

Note 2: It also covers all Genpact employees, other stakeholders, and its contractors while inside the premises or while engaged in company business outside the premises.

Purpose

This document establishes an Environment, Health Safety, and Sustainability (EHS&S) Policy for Genpact, demonstrating the commitment from the top management towards continual improvement in the organization's EHS&S performance and ability to fulfill both compliance obligations as well as focus on the environment, climate change, and emissions-reduction. The principles of environment, occupational health and safety at Genpact are laid down in this policy document, which apply to all locations of Genpact.

Our Mission is achieved by:

- Developing and implementing a global program for Environment, Health, Safety, and Sustainability (EHS&S)
- Implementing audit and inspection programs to proactively identify and reduce EHS&S risks
- Appropriately assessing and managing EHS&S risks, including during critical business decisions
- Reducing emissions to limit global temperature rise to 1.5°C above pre-industrial levels, in line with the Paris agreement, with clearly defined intermediate goals:

1. Implementing energy-saving initiatives across our sites to reduce Genpact's overall energy consumption
2. Implementing initiatives to reduce the amount of waste generated and maximize the percentage of waste that is recycled
3. Understanding exposure to water stress and risks and implementing water-saving initiatives to help reduce overall water consumption.

Mission statement:

Genpact strives to provide a safe and healthy workplace with sustainable solutions for all its stakeholders globally. Genpact's management is committed to providing adequate resources to meet its Environment, Health, Safety & Sustainability (EHS&S) goals.

- Meet and, whenever possible, exceed applicable legal and Genpact's internal requirements for EHS&S
- Drive active participation of all our stakeholders to promote environmental and occupational health and safety procedures through training and behavioral compliance
- Provide a safe and healthy work environment by proactively assessing and reducing risk
- Understand our exposure to climate risks (physical and transitional)
- Strive to reduce and minimize Genpact's overall ecological footprint, with a commitment to minimize our impacts and have our Net-Zero Greenhouse Gas (GHG) Emission targets met

Performance against these objectives and targets will be reviewed regularly and reported publicly. This policy will be reviewed at least once, annually.

4. Understanding exposure to biodiversity risks and, where feasible, implementing nature-positive initiatives to help halt nature loss and contribute to the long-term recovery of nature
5. Having procurement processes that ensure that our suppliers and business partners provide products and services that help us achieve Genpact's environmental objectives

- Maintaining global certification to ISO 45001, the Occupational Health and Safety Management Systems, ISO 50001, the Energy Management Systems, ISO 14001, and the Environment Management Systems (EMS), to enhance performance and demonstrate continual improvement
- Building energy-efficient buildings by meeting the Green Building norms of all geographies like LEED/USGBC and driving EHS&S certification for all global operating centers
- Encouraging environmental awareness and capacity-building among our employees and providing environmental learning opportunities
- Considering, where possible, the environmental impacts, risks, and opportunities when working with clients and managing our environmental impacts in accordance with this policy
- Communicating our vision, strategy, and performance to all stakeholders and using surveys to understand their needs and refining our goals, initiatives, and reporting practices regularly
- Actively partnering with local communities through volunteering and sharing of skills and expertise to support staff
- Serving our communities during times of crisis, such as natural or man-made calamities or disasters
- Encouraging our employees to actively participate in local charitable activities that support our mission

The company firmly believes that adherence to the policy is an integral part of the organizational culture, and all employees are responsible and accountable towards the same, both individually as well as collectively.

Policy

Every employee or contractor, at all levels of the organization, would be expected to abide by this policy and responsible for its implementation. The Global Infrastructure & Logistics Leader, site leader, site logistics leader, site logistics team member, and all EHS&S team members and nominated employees/contractors of Genpact will be responsible for the overall implementation at Genpact sites.

Implementation of Policy:

Leadership responsibility

Genpact's leadership commits itself to the principles and requirements of being an ecologically sustainable organization by:

- Provisioning adequately for the investment of necessary resources
- Setting up effective governance processes, with cross-functional representation and a direct line to the Board of Directors
- Regularly planning, reviewing, and stewarding the entire organization to align with the stated vision and goals

EHS/ESG leader and site EHS/ESG manager responsibilities

- Set annual goals and expectations for the business
- Regularly evaluate the team's effectiveness in implementing this policy and the Environmental, Health, Safety, and Sustainability program
- Provide adequate resources for the effective implementation of this policy
- Implement programs, trainings, and best practices for Environment, Health, Safety, and Sustainability and for the elimination or reasonable reduction of toxic and hazardous materials and other risks
- Familiarize all employees with the required and emergency procedures, including emergency contact numbers, roles and responsibilities, and drills
- Appropriately assess and manage the environmental, health, and safety risks, as well as the sustainability requirements, especially before starting a new activity or project
- Keep the leadership abreast of changes in corporate, country-specific, and local policies regarding Environment, Health, Safety, and Sustainability and all applicable laws in the countries where Genpact operates
- Implement a monitoring and auditing system to assure compliance with the law(s) and regulatory requirements as applicable and drive continual improvement.

Genpact's EHS/ESG Framework Elements defines roles and responsibilities for implementing this policy.

Employee responsibility:

- Seek assistance from your supervisor/manager, company legal counsel, or infrastructure & logistics SPOC (single point of contact) or EHS&S resource when you have questions about the application of this policy
- Help to eliminate all unreasonable workplace health, safety risks, and sustainability concerns from Genpact facilities, products, services, and activities by communicating concerns to your Infrastructure & Logistics SPOC
- Keep a lookout for potential health and safety hazards and report accidents or incidents promptly
- Contribute towards maintaining hygienic working conditions within Genpact premises or extended facilities
- Promptly raise any concerns about possible violations of this policy to your supervisor/manager, site logistics leader, EHS leader, Genpact legal counsel, or other designated person or send an email to EHS.global@genpact.com
- Follow this policy and the applicable laws and regulations to protect your own health, safety and the environment, as well as that of other employees/contractors of Genpact
- This policy would be displayed to employees through posters, emails, EHS cards, and the Intranet.
- To visitors, vendors, and the public, it would be made available on Genpact internet, site entry cards (safety passports), posters, and when requested

Consequences of non-compliance

Any employee who violates any provision of this Policy, regardless of position or title, may be subject to disciplinary actions up to and including termination of employment. Violations by contractors may result in removal from assignment at Genpact.

Reporting and non-retaliation policy

The Company encourages individuals to speak up without fear of retaliation when they see or suspect Policy violations. Retaliation is prohibited and will not be tolerated at Genpact. Please refer to the Non-Retaliation Policy for more information.

References

Global Safe Work Environment Policy

Sustainability Policy

EHS Framework Elements



Thank you!

Contact information:

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About Genpact

Genpact (NYSE: G) is a global professional services and solutions firm delivering outcomes that shape the future. Our 125,000+ people across 30+ countries are driven by our innate curiosity, entrepreneurial agility, and desire to create lasting value for clients. Powered by our purpose - the relentless pursuit of a world that works better for people - we serve and transform leading enterprises, including the Fortune Global 500, with our deep business and industry knowledge, digital operations services, and expertise in data, technology, and AI.

Get to know us at [Genpact.com](https://genpact.com) and on [LinkedIn](#), [X](#), [YouTube](#), and [Facebook](#)..

