

Biodiversity Policy

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Purpose

Genpact is a signatory to the United Nations Global Compact. It is also aligned with UN Sustainable Development Goals (“UN SDGs”). Biodiversity is an integral part of the sustainable guiding principles and promoting and protecting biodiversity in the ecosystem is a basis for long term human survival.

This policy establishes the approach on preserving and supporting biodiversity in sites owned and operated by Genpact

Scope

This policy applies to all Genpact employees and contractors.

Key Biodiversity Policies

1.	Identify Genpact’s dependencies and impacts on biodiversity in its operational sites.
2.	Minimize Genpact’s negative impacts on biodiversity, if any, through regular assessments and comply with relevant international agreements and regulations in locations where Genpact operates.
3.	Drive sustainable practices and technologies to improve the biodiversity quotient across Genpact’s campuses.
4.	Conduct business activities without damaging the local ecosystem.
5.	Raise awareness about biodiversity in and outside the company and share information on biodiversity with stakeholders.
6.	Collaborate with stakeholders to take actions to protect and restore biodiversity and regenerate nature wherever material to Genpact.
7.	Work with vendors and suppliers to reduce any adverse impacts on biodiversity across Genpact’s supply chain in a phased manner.
8.	Address all aspects related to biodiversity and conservation in alignment with the UN SDGs.

1. Identify the relationship between Genpact’s busi-ness activities and biodiversity:

The following steps will be taken:

- Biodiversity assessments of owned sites of Genpact by December 2024 and single-tenanted/operationally controlled sites of Genpact by December 2025.
- Identify the relationship between business activities and biodiversity using relevant monitoring and evaluation methods for identified ecosystems, local communities, and various stakeholders in all cycles of Genpact’s operations and/or services or events sponsored by Genpact.
- Explore methods to identify and sustain the biodiversity that is affected by or has relevance to Genpact’s business activities.
- Identify the impact of Genpact’s business activities on the environment. This policy applies to all Genpact employees and contractors.

2. Reduce the negative impacts of Genpact’s business activities on biodiversity and comply with relevant agreements and regulations:

Infrastructure & Logistics function will draft policies in consultation with functional stakeholders to address specific targets based on the assessed impacts of business activities, e.g. proximity to key biodiversity areas, urgency of conservation. And assess the effects of conservation to reduce the impacts on biodiversity by starting with prioritized activities e.g., engaging in sustainable procurement of raw materials, while complying with relevant local and international regulations. Based on the results of identifying the impact of Genpact’s business activities on the environment, specific goals, and timelines, Genpact would promote activities to mitigate and reduce Genpact’s negative impacts (if identified):

- Comply with relevant international agreements and regulations on biodiversity at all locations Genpact

operates in and adhere to relevant national laws of individual countries to promote biodiversity conservation.

- Implementation of action plans for sites owned by Genpact by April 2025 and single-tenanted/operationally controlled sites of Genpact by April 2026.

3. Drive the use of sustainable practices and adopt technologies to improve the biodiversity quotient across campuses:

Promote the use of technologies at Genpact's operational sites and along different verticals, to effectively use limited resources, or promoting the development of and use of raw materials with smaller impacts on the environment:

- Opt for technologies to realize the shift from fossil fuel-based resources to sustainable resources.
- Opt for technologies to reduce water consumption at Genpact's operational sites and mitigate the impact of wastewater on local ecosystems, in recognition of the importance of water as a resource.

4. Make efforts to conserve local ecosystems in the vicinity of Genpact's business activities:

Implement business activities which respect ecosystems in forests, rivers, swamps, waterbodies, and oceans, which support local lives and cultures with an aim of maintaining a good balance with the need of local communities which might be affected by Genpact's operations:

- Promote communication with local communities through activities paying due consideration to local ecosystems, e.g., carbon reduction initiatives, provide support for the marginalized communities around Genpact's business activities, in line with Genpact's Corporate Social Responsibility (CSR) strategy and initiatives.

5. Raise awareness about biodiversity:

Improve the understanding and awareness of internal and external stakeholders on biodiversity and promote information sharing across departments, through participation in activities to conserve local biodiversity, like sustainability drives planned at Genpact's operational sites:

- Carry out capacity building sessions with stakeholders.
- Raise awareness among employees through campaigns, training, and events, e.g. on environmental day, as an awareness campaign.
- Provide opportunities where employees can engage in the conservation of biodiversity, such as encouraging them to participate in activities to protect biodiversity organized by local governments and other external organizations including NGOs/NPOs through CSR initiatives.
- Communicate Genpact's biodiversity related action plans and progress annually in Sustainability Reports from 2025 (Reporting year 2024).

6. Pursue cooperation with external stakeholders in conserving biodiversity:

Cooperate with organizations outside of Genpact such as customers, business partners, central government agencies, local governments, corporate organizations, academic organizations, NGOs and improve the effectiveness of Genpact's conservation activities:

- Promote projects to conserve biodiversity in collaboration with consumers, business partners, and society.
- Provide natural infrastructure to help protect its operational sites during disasters and extreme weather events.
- Work on ameliorating events like erosion, inundation, effect of climate change on the flora and fauna around its operational sites or areas identified for CSR projects.

7. Identify the adverse impact on biodiversity across Genpact's supply chain:

Identify the relationship across supply chains and biodiversity using relevant monitoring and evaluation methods stakeholders in supply chain cycles of Genpact's products and/or services. Explore methods to identify the biodiversity that is of utmost importance to Genpact's supply chain:

- Identify the impact of Genpact's supply chain on the environment over the life cycle of their products and/or services in a phased manner.

8. Address all aspects related to biodiversity and conservation in alignment with the UN SDGs:

Drive change, primarily in lifestyle and organization's responsibilities, by promoting integrated actions to create a sustainable society and implementing specific actions to achieve a society that allows for harmonious co-existence between nature and humankind, aligning with all 17 UN SDGs proportional to its means and strategies.

- Enhance disaster risk reduction preparedness, other environmental initiatives; like resource circularity; decarbonization initiatives, facilitating clean energy and improving energy efficiency, empowering local communities.
- Aim at regional development connecting localities to global communities through the exchange of expertise, information, and technologies.

Consequences of non-compliance

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

Reporting and non-retaliation policy

Genpact 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.



Thank you!

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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 and on [LinkedIn](#), [X](#), [YouTube](#), and [Facebook](#)..

