



# Environment Health, Safety and Sustainability Policy

Genpact Public



## Table of Contents

1. Scope .....	3
2. Purpose .....	3
3. Policy.....	3
3.1 Implementation of Policy .....	3
4. Mission Statement.....	4
5. Consequences of non-compliance .....	5
6. Reporting and non-retaliation .....	5
7. References .....	5
8. Document History.....	5

## 1. Scope

This policy applies to all Genpact employees and contractors while conducting company business, including official business activities conducted on Genpact premises and, to the extent within Genpact's reasonable control, business-sponsored programs and related activities conducted off-premises.

## 2. Purpose

This document establishes an Environment, Health, Safety, and Sustainability (EHS&S) Policy for Genpact, demonstrating commitment from the top management to continuously improve the organization's EHS&S performance to satisfy compliance obligations and to focus on how Genpact's operations may affect, and be affected by, the environment, climate change, and greenhouse gas emissions.

## 3. Policy

All employees and contractors at all levels of the company are responsible for abiding by this policy. 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.

### 3.1 Implementation of Policy

#### Leadership's 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.
- Establishing effective governance processes with appropriate cross-functional representation and reporting structures, including reporting to the Board of Directors or a committee thereof as appropriate.
- Regularly planning, reviewing, and guiding the company to align with the stated vision and goals.

#### EHS/ESG Leader and Site EHS/ESG Manager's responsibility

- Set annual goals and expectations for the business. Regularly evaluate effectiveness of the team on their implementation of this policy and the EHS&S Program.
- Provide adequate resources for effective implementation of this policy.
- Implement programs, trainings and best practices for EHS&S, including the reduction of toxic and hazardous materials and other risks.
- Train employees on emergency procedures and other required procedures including emergency contact numbers, roles and responsibilities and drills.
- Wherever possible, facilitate consultation with, and participation of, employees and employees' representatives in EHS&S programs.
- In accordance with our established ISO certifications, adhere to our prioritization and action plans designed to mitigate identified environment, health, and safety risks, if any, and implement targeted interventions on a regular basis.
- Appropriately assess and manage environment, health, and safety risks and sustainability requirements before starting a new activity or project.
- Keep leadership abreast of changes in corporate, country-specific, and local policies regarding EHS&S in the countries where Genpact operates.
- Implement a monitoring and auditing system designed to promote compliance applicable legal and regulatory requirements and drive continual improvement.
- Assign roles and responsibilities for implementing this policy as defined in Genpact's EHS/ESG Framework Elements.

- Display this policy through posters, emails, EHS cards, and the intranet to employees wherever deemed appropriate.
- Make this policy available to visitors, vendors, and the public via the Genpact website, site entry cards (Safety Passports), posters, and upon request or when otherwise deemed appropriate.

### **Employee Responsibility**

- Seek assistance from your supervisor/manager or Infrastructure & Logistics SPOC or EHS&S resource when you have questions about application of this policy.
- Help to identify and reduce workplace health, safety, and sustainability risks from Genpact facilities, products, services, and activities, communicate potential hazards to the relevant Infrastructure & Logistics SPOC. Stay aware of potential health and safety hazards and report accidents or incidents promptly.
- Contribute to hygienic working conditions within Genpact premises or extended facilities.
- Promptly raise any concerns about possible violations of this policy to supervisor/manager, Site Logistics Leader, EHS Leader, other designated person, or by email to [EHS.global@genpact.com](mailto:EHS.global@genpact.com)
- Follow this policy and applicable laws and regulations to protect your own health, safety and the environment, as well as the health and safety of other employees/contractors of Genpact.

## **4. 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. We commit to:

- Operate the business in compliance with applicable regulations and mandatory standards.
- Endeavor to take environmental action beyond the requirements of regulatory compliance in instances where the company's goals exceed regulatory requirements.
- Endeavor to use renewable energy as per the SBTi validated net zero commitments.
- Develop and refine our sustainability strategy to promote relevant UN Sustainable Development Goals (SDGs) and other global sustainability initiatives.
- Drive active participation of stakeholders in Genpact's sustainability initiatives and promote environment and occupational health and safety procedures through training.
- Provide a safe and healthy work environment by proactively identifying, assessing, and mitigating EHS&S risks.
- Understand our exposure to climate risks (physical and transitional).
- Strive to reduce Genpact's overall ecological footprint, with a commitment to reduce our environmental impacts and work toward achieving our net-zero greenhouse gas (GHG) emission targets as outlined in our Sustainability Report.
- Review progress against these objectives and targets regularly, with public reporting in accordance with our established disclosure practices, as they may be revised from time to time, and in accordance with applicable legal requirements.

### **Achieved by:**

- Developing and implementing a global program for 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.
- Endeavouring to reduce company emissions consistent with science-based targets aligned with limiting global temperature rise to 1.5°C above pre-industrial levels, in line with the Paris Agreement, with clearly defined intermediate goals:

## 5. Consequences of non-compliance

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

## 6. Reporting and non-retaliation

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 Speak Up Policy for more information.

## 7. References

- Global Safe Work Environment Policy
- Sustainability Policy
- EHS Framework Elements

## 8. Document History

Version	Date	Policy Owner	Summary of Changes
1.0	September 2005	Sona Saptarshi, EHS Leader	Initial Release of Formal Safe work environmental policy
3.0	January 2022	Amit Ganguly, EHS Leader, Infrastructure & Logistics	India's OHS Code 2020, Integrated
3.1	May 2023	Amit Ganguly, EHS Leader, Infrastructure & Logistics	Review of Policy - No change
3.2	August 2024	Amit Ganguly, EHS Leader, Infrastructure & Logistics	Revision of Policy
3.3	August 2025	Amit Ganguly, EHS Leader, Infrastructure & Logistics	Revision of Policy
3.4	February 2026	Amit Ganguly, EHS Leader, Infrastructure & Logistics	Revision of Policy



# Thank you

For further information, please contact:

Amit Ganguly

Vice President

T +918586966140

E [amit.ganguly1@genpact.com](mailto:amit.ganguly1@genpact.com)

W [www.genpact.com](http://www.genpact.com)

*The content of this presentation is confidential and proprietary to Genpact. The recipient(s) and any person(s) viewing it acknowledge that the information contained herein may constitute trade secrets, or be deemed commercially valuable and/or price-sensitive. As such, Genpact expects that this information will not be disclosed or shared outside of a closed group of individuals identified in advance. Further, such individuals may not commercially exploit or use this information for the benefit of themselves or any third parties or otherwise than as agreed with Genpact.*