

Water Management Policy

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1. Introduction

At Hexaware, we are always driven by the “True North” values – our unwavering commitment to always do the right thing for our customers, our people, communities, and our planet. We are committed towards social impact and strive for sustainability across every function, including efficient water management across all our facilities.

2. Scope

This Policy is applicable to all our locations and all our employees.

3. Policy Statement

Our water management policy is built around the principles of reduce, re-use, recover and recycle thus enabling a circular economy. Through this Water management policy, we intend to make our operations more sustainable by:

- Upholding the laws and regulations of the respective countries we operate in
- Set realistic objectives on improving our water efficiency
- Reporting our water performance
- Identifying and tracking water-related risks
- Communicating the policy with stakeholders (internal and external) and raising awareness among our suppliers

In accordance with our commitment to the highest standards, we also expect our suppliers to aspire to the same standards in their business operations.

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4. Our Commitment

1. Transparent, statutory based water planning
2. Provision of water for environmental flows and other public benefit outcomes, wherever feasible
3. Use of surface water for primary needs of the operations and avoid using ground water to arrest depletion of water table
4. Enhanced water use efficiency by drip & sprinkler irrigation measures and reusing STP water for landscape requirement
5. Water use metering to provide accurate information for planning and management
6. Recognition of the connectivity between surface and groundwater.
7. Improve Water Table in the surrounding area by planting indigenous trees & shrubs, which not only arrests soil erosion but also help rainfall infiltrate into the soil and down into groundwater. thereby helping communities around us with the benefit of improved water table.
8. Well planned storm water drains to direct excess catchment rainfall runoff in the nearby natural creeks and rivers

5. Water Management System

The usage of water includes the following:

- water for drinking
- food preparation in cafeterias
- washrooms
- landscaping
- cooling towers
- Other infrastructure and equipment.

At Hexaware, water is primarily used for domestic purpose, and we ensure efficient water management system has been put in practice. We aim to make our campuses water sustainable and continue to reduce per capita freshwater consumption by reducing freshwater usage, rainwater harvesting, recycling wastewater, installation of Sewage Treatment plants to conserve and reuse water and installation of water sensors to increase water usage efficiency.

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The Water Management System shall ensure the following:

- Water to be recycled through in-house STP (Sewage Treatment Plant) at Hexaware owned facilities at Pune, Chennai. Sewage treatment system to treat the sewage to achieve the standards prescribed under EP Act 1986 and the rules made there under from time to time, whichever is stringent. This treated water to be used for rest room flushing, centralized air conditioning open loop system and landscape irrigation requirement.
- Right quantity of water is available with the Right quality of water in the Right time (24x7) and in the Right place.
- Ensure effective equipment used for treating and distributing water.
- Wherever possible, adopt to the latest water efficient technologies to reduce water footprints
- Periodically review the quality and availability of water – from internal and external sources
- Identify water-related risks and suitable mitigation & contingency strategies as part of Enterprise Risk Management
- Measure and track water consumption against the stated objectives for optimization.
- Periodic awareness training for employees to conserve water.
- Conduct campaigns and display boards to promote Water conservation within employees and local community
- Comply with the local laws / water regulatory bodies

6. Roles & Responsibilities

The responsibility of implementation of this policy is with the Global Corporate Affairs team. ESG Steering Committee would provide the necessary budgetary approvals, oversee the performance, governance, and business efficiency guidance.

This policy shall be reviewed at least once a year or as and when there are any changes.