

WATER MANAGEMENT POLICY

Version 1.0

Revision History

Version No.	Release Date	Prepared By	Overview of Changes	Reviewed by	Approved by
1.0	4 th Oct.2023	Santosh Komawar	Introduced the Water management policy	Praveen Siddannavar	Top Management

1. INTRODUCTION

BIRLASOFT Ltd. (Here after referred to as BIRLASOFT) is a Technology service provider organization in software engineering and services. Being an IT industry, the activities carried out by the organization have limited environmental footprint.

However, BIRLASOFT is committed to protect the environment and commitment to manage its water usage efficiently and effectively in a responsible and sustainable manner by minimizing impact on the environment, society, and community.

This policy sets down the framework for all the water management commitments, initiatives, and activities carried out by Birlasoft. A detailed information on the procedures along with water management plan in our operations is contained within this policy.

2. PURPOSE

Birlasoft is committed towards being a responsible organization pursuing business growth and understands impacts of water scarcity, water stress and water risks arising out of climate change on our business and communities. We have taken target to reduce our water consumption, increase water efficiency and reuse wastewater after recycling it through treatment plants.

We believe in the sustainable management of water resources across our facilities by focusing on increasing our knowledge of water-related risks, setting achievable goals. & targets, optimizing water efficiency, and advancing innovative solutions to water challenges. We make our efforts to transparently disclose our water consumption, water-related risks and governance mechanism/ initiatives through our annual report and on our company’s website. We further collaborate with our key vendors and suppliers on water management practices to ensure water efficiency and minimize wastage during

logistics and transportation i.e., across the supply chain, to whatever possible. Birlasoft is committed to comply to all national regulatory and statutory norms as well as adhere to international standards to drive efficient water consumption practices and conservation of water resources.

3. SCOPE

This policy shall apply to all establishments of Birlasoft Ltd, and each employee, extended workforce, vendors, and suppliers shall be made a partner in implementing the policy.

4. POLICY STATEMENT

Birlasoft proactively addresses water sustainability challenge by implementing this Water Management Policy, which will serve as a directive for establishing water management strategies, procedures, processes, and practices with respect to:

- ✓ Complying with legal, statutory, and regulatory norms/requirements,
- ✓ Aligning with public policy initiatives and international commitments such as UN SDGs (Sustainable Development Goals).
- ✓ Acknowledging Human Rights on water and sanitation
- ✓ Optimizing water consumption practices
- ✓ Maintaining desired water quality during procurement, processing, consumption, and discharge
- ✓ Report on water performance in public domain for all its stakeholders' consideration
- ✓ Co-create solutions to enhance water efficiency and minimize negative impact on water resources.

Specific objectives and targets are set for the water management systems. The objectives of our Water Management Program are increasing efficiency, responsible sourcing and becoming water positive. Our policy also aims at ensuring Safe potable water and water for sanitation for all.

The 4 'R's namely Reduce, Recover, Recycle and Reuse shall remain the pillars for water conservation and water management enabling circular economy while carrying out our core business.

5. POLICY OBJECTIVES

The primary water usage at Birlasoft premises is for domestic purposes i.e., employees' consumption and operations such as drinking water, water consumption in cafeterias, washrooms, landscaping and for infrastructure and equipment utilization. We ensure appropriate access to safe water, sanitation, and hygiene through implementing WASH tool in our operations.

We are focusing on water management through conserving water, reducing freshwater withdrawal by recycling wastewater through Sewage Treatment Plants (STPs), ground recharging through rainwater harvesting, installing water sensors, and restrictors to increase water usage efficiency.

Birlasoft has a robust water management system to optimize specific water consumption at our premises. Birlasoft ensures water conservation across its entire value chain and strives to reduce it through Stakeholder Management.

The objectives of this policy are to:

- ✓ Enable water quality checks at every point of use, with zero deviation towards detrimental effects and effective equipment operation and maintenance of water treatment and distribution systems.
- ✓ Periodically review the quality and availability of water from traditional and non-traditional resources to ensure that Birlasoft water supply requirements are met in the short, medium, and long term, including peak and non-peak periods.
- ✓ Right quality and quantum of water is always available at every point of business operation irrespective of location and external condition.
- ✓ Measure and track water consumption and discharge trends *vis-à-vis* industry standards for ensuring efficiency and optimization.
- ✓ Monitor, track, assess, and review monthly and annual water withdrawal, consumption, and discharge date to devise appropriate strategies to 'Recover, Reduce, Recycle and Reuse' the water and wastewater, respectively.
- ✓ Encourage adoption of latest solutions and efficient technologies to promote water conservation practices and achieve the desired results of resource efficiency.
- ✓ Modify and replace existing STP/ETP equipment to increase efficiency of wastewater recycling as per the technology innovation.
- ✓ Undertake periodic awareness sessions and capacity building training for employees, extended workforce, vendors, and suppliers on water conservation, resource efficiency, wastewater management, rainwater harvesting, community water management initiatives, and other water management related themes to drive behavior change.

6. STAKEHOLDER ENGAGEMENT

Birlasoft shall identify internal and external stakeholders such as employees, suppliers, community, stakeholders, community, local bodies, other interested parties and respective State Governments. List down their water-related expectations, prioritize, and identify the areas which need action and then establish phase-wise implementation plan with specific commitments, goals, and targets.

We shall communicate to all stakeholders to promote awareness on water sustainability issues and enforce timely and informed decisions. We shall encourage our vendors and suppliers to improve their water conservation activities and drive efficiency in their operations, to whatever extent possible. Further, we will tie up with various NGO partners to undertake green initiatives and water-conservation programs/ initiatives at community level.

7. Compliance and Assurance:

Birlasoft ensures that all business premises have and comply with applicable water-related norms and regulations. Discharges, if any, shall be consistent as per stipulated norms, and efforts to be made to achieve quality over and above the statutory norm standards. The Policy is in place to identify water-related risks and its mitigation strategies. Regular water audits are conducted, and the recommendation are deliberated and acted upon.

8. STRUCTURE AND RESPONSIBILITIES

The overall responsibility is vested with Birlasoft, however, responsibility of implementation of this policy lies with the Corporate Sustainability team in-coordination with the FLM team.

Key responsibilities:

- ✓ Strategy formulation, review, and follow-up of all water management activities.
- ✓ Design, prepare and support in formulating required budget to conserve water.
- ✓ Engage with external stakeholders and organization to improve water-related performance.
- ✓ Provide inputs on water related schemes, projects, and planning.
- ✓ Collaborate to adopt next-gen technologies like IoT, AI, Analytics etc. to reduce impact of water risks.

9. REVIEW

Birlasoft commits to support and implement this water management policy. This policy shall be reviewed at least once a year or as and when there are any changes.

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