

# ESG Factsheet

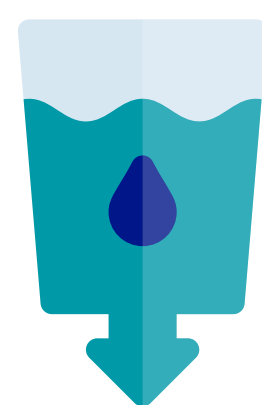
[For FY 2021-22]



# ENVIRONMENT



**1438 MWH**  
Total Energy consumed



**18519 KL**  
Total Water consumed



**4.8 MT**  
Total Waste disposed

Renewable energy used  
**3.12 %**

## Carbon emission for Mastek UK

	Scope 1	Scope 2	Scope 3
Location Based	0	26.73 tCO2e	530.71 tCO2e
Market Based	0	23.04 tCO2e	530.54 tCO2e

## ISO Certification

Mastek's Mahape, SEEPZ and Ahmedabad offices are ISO certified

**ISO 14001: 2015** Environment Management system standard

**ISO 45001: 2018** Occupational Health and Safety Management System standard

## Carbon Neutrality Target

**FY 2025-26 (Global)**

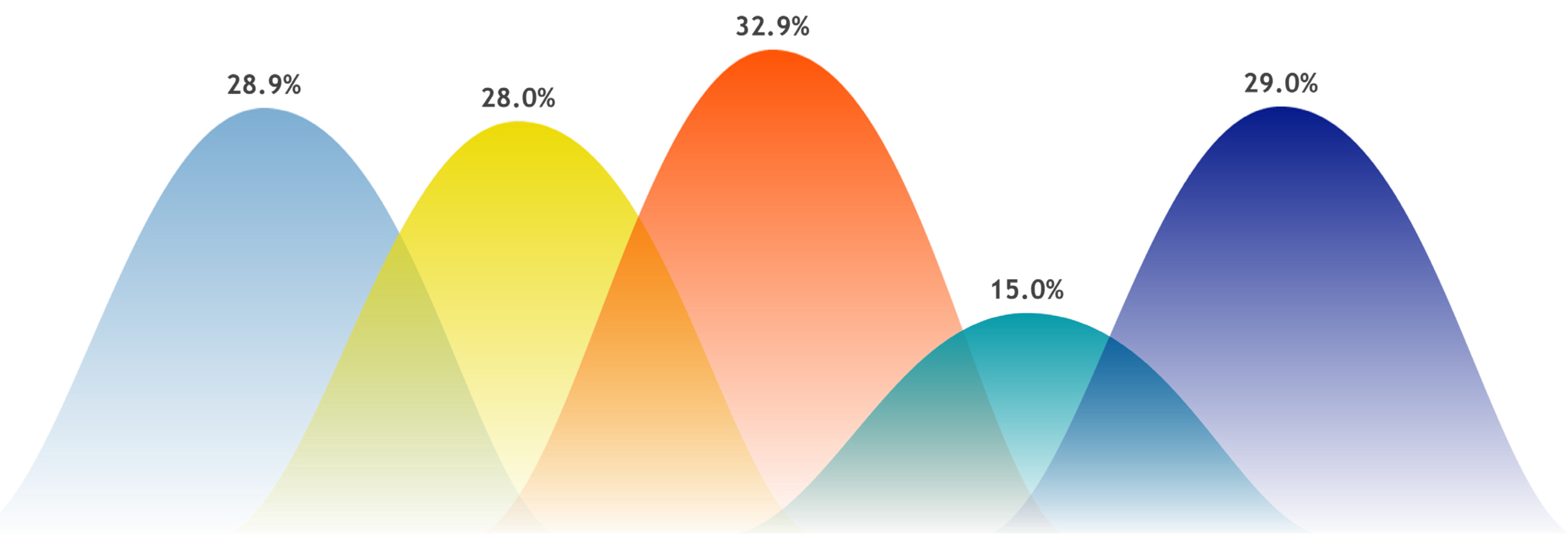
**FY 2022-23 (UK)**






## Net Zero Target

**FY 2039-40 (Global)**

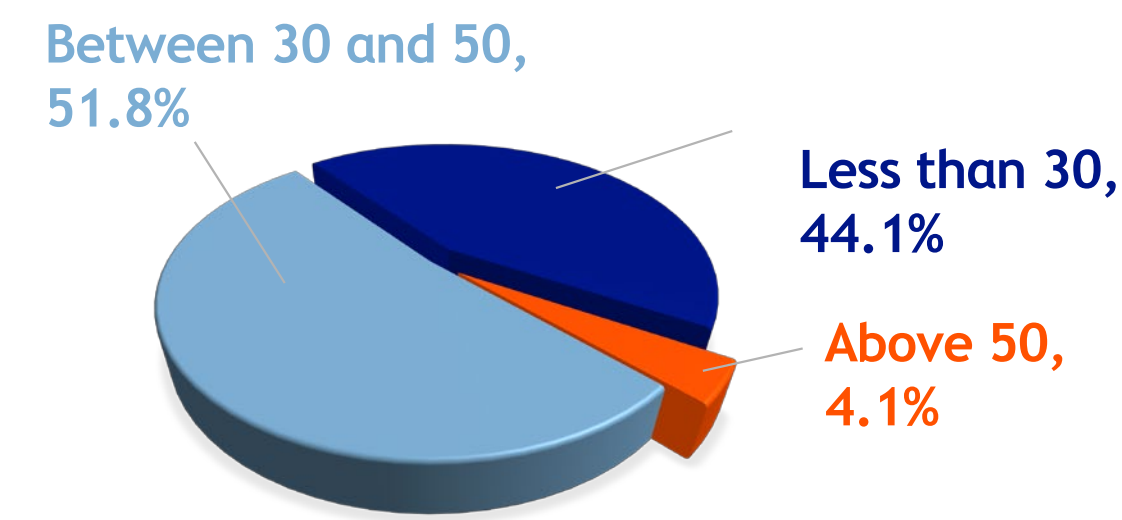
SOCIAL

Share of women in different level of workforce



	Share of women in total workforce (as % of total workforce)	28.90%
	Share of women in all management positions, including junior, middle and top management (as % of total management positions)	28%
	Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	32.86%
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	15%
	Share of women in STEM-related positions (as % of total STEM positions)	29%

Age group wise Women’s share



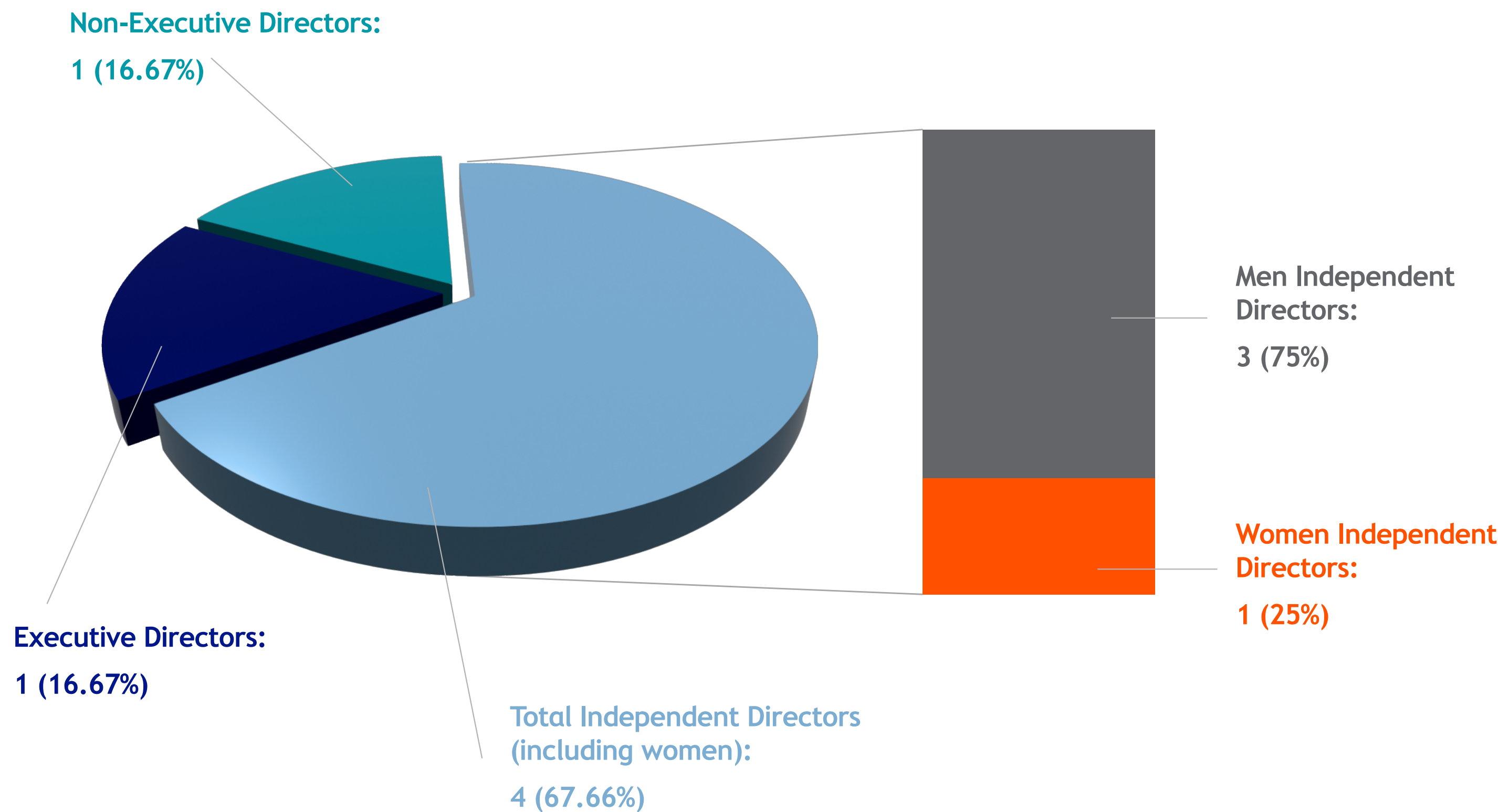
**40%**  
Gender diversity target by FY 2025-26

**15**  
Corporate Social Responsibility Projects (44,517 beneficiaries)

**28%**  
Voluntary Turnover rate

# GOVERNANCE

## Share of Directors



## Board Committees

Audit Committee, Nominatioan and Remuneration Committee,Stakeholder Relationship Committee, Corporate Social Responsibility Committee, Risk Management and Governance Committee

Independent Board Chair

**YES**

Separate Board chair & CEO

**YES**

Average Board Tenure as on 31-March-22

**12.33 years**

Median director age

**64.5 years**

Average attendance at board meetings(minimum 25% required)

**95 %**





## DATA PRIVACY

Number of users whose information is used for secondary purposes

**None**

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Total amount of monetary losses as a result of legal proceedings associated with user privacy

**Zero**

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1. Number of law enforcement requests for user information,
2. Number of users whose information was requested,
3. Percentage resulting in disclosure

**None**



# THANK YOU



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