

Sustainability Policy

Mastek's Sustainability Policy (the "Policy") outlines a comprehensive commitment to environmental, workplace, social sustainability, governance, stakeholder management, and leadership commitment.

The Policy is applicable to all companies/ entities of Mastek Limited ("Mastek") and extends to all its business operations, facilities, software/services, distribution network and supply chain. Each employee of Mastek participates and work towards fulfilling the commitments made in the Policy.

1. **Board Commitment:** Corporate Social Responsibility and the Risk Management & Governance Committee appointed by the Board provides oversight and reviews risks, opportunities, budgets and resources allocated for efforts towards environment, workplace, social stability, governance, stakeholder management and leadership commitment.
2. **Environmental Sustainability:** Mastek emphasizes minimizing adverse environmental impacts through green initiatives, technology adoption, sustainable procurement, waste recycling, and emission reduction to mitigate climate change.

Mastek ensures compliance with all environmental laws and regulations. We benchmark emissions from our business operations and action necessary steps to reduce the emissions in line with organization goal. Mastek reports its environmental efforts to relevant forums transparently. Our due diligence processes covering third parties, mergers & acquisitions include environmental aspects.

We take measures to adopt clean energy sources, conserve water and food, and adopt processes for efficient usage of water and energy in our offices.

3. **Workplace Sustainability:** Mastek prioritizes sustainability in workplace decisions, focusing on health, safety, well-being, equal employment opportunity, diversity, and non-discrimination.
4. **Social Sustainability:** Operating in a way that balances social and economic impacts, Mastek aims to minimize adverse effects on local communities. This involves integrating community partnerships, volunteering programs, CSR initiatives, and promoting sustainable social change.

5. **Governance:** Mastek as an organization demonstrates good governance by integrating sustainability principles into business processes, adhering to personal and corporate codes of practice, ethics, integrity, compliance with laws and regulations, and sustainability standards and frameworks.

Mastek strives to adopt the best practices of Environmental standards like ISO 14001:2015 (Environmental Management System), LEED certifications, and Labour Standards prescribed by applicable regulations that imbibe the International Labour Organization guidelines.

6. **Stakeholder Management:** Emphasizing transparency, communication, consultation, and collaboration with stakeholders, Mastek aim for sustainable and substantial growth for all parties involved.

Mastek takes various steps to keep its employees, associates, partners and suppliers engaged and aware of various efforts taken towards Environment, Social and Workplace safety and betterment.

7. **Leadership Commitment:** Mastek's leadership is committed to effectively implementing the sustainability policy through strategies, awareness, programs, investments, resource allocation, and actions globally. Periodic reviews ensure the effectiveness of the policy.

Overall, Mastek's sustainability policy reflects a holistic approach to sustainability, encompassing various aspects of environmental, social, and governance responsibilities, while also highlighting leadership commitment and stakeholder engagement.

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Ashank Desai

Founder & Non-Executive Chairman