Carbon Reduction Plan

Supplier name: Zensar Technologies Limited

Publication date: February 28th, 2022

Introduction

Zensar is a technology consulting and services company with over 10,000 associates in 33 global locations and headquartered in India. We are very conscious of our environmental footprint while operating out of all our global facilities. We have undertaken several sustainability initiatives at our premises, primarily for reducing greenhouse gas (GHG) emissions, energy and water conservation, and responsible waste management. We believe that such efforts are instrumental in making Zensar a greener enterprise, a critical milestone in our sustainability journey.

We understand that it is essential to conduct business purposefully and take actions with integrity. We must also closely monitor the impact of our business to the local and global environments. It is crucial to drive sustainability through investments in ensuring lesser emissions and actively offsetting emissions on a continuous basis.

Zensar thrives to focus on capitalising on renewable energy, obtaining green building certifications, conducting energy management programs, and becoming water positive. We believe these steps would help the communities we serve and the world at large.

Commitment to achieving Net Zero

Zensar is committed to achieving Net Zero greenhouse gas (GHG) emissions by 2040 as part of our global ESG strategy.

To achieve this commitment, we have adopted the approach of prioritizing reductions in our gross emissions and shifting to renewable energy sources where relevant and feasible. We have invested in a Renewable Energy Plant and would expand that footprint in the years to come. Our focus has been to use technology as a medium in carbon reduction. Our workforce in our greatest asset, and we continue to use technology as means to offset employee commute that otherwise has high emissions. Additionally, we have launched hybrid operating models, reduced air travel, and resorted to online collaboration tools for meetings, among other initiatives that has shown significant reduction in energy consumption. We have also initiated several energy management and waste management programs to reduce our gross emissions globally.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: Calendar Year 2020 (Jan'20 to Dec'20)
Additional Details relating to the Baseline Emissions calculations.
At Zensar, we are dedicated to monitor GHG emissions data regularly and treat it with thorough governance. As required by the Technical Standard, we have completed the assessment of our carbon footprint for GHG emissions across our global locations in the data reported below. It should be noted that we function from multi-tenant, leased office spaces across our global locations (apart from our headquarters) and we do not have operational control of direct emissions across these sites. UK, being a part of global locations, Scope 1 emissions are not applicable to our carbon footprint for GHG emissions across our global sources. The GHG emissions reporting disclosed in this Carbon Reduction Plan comprises of Scope 2 and the Scope 3 emissions (business travel and employee commute) across our UK business operations. As pertinent, we will include other Scope 3 emission subsets for the future reporting years. We have considered our Baseline year for the UK as CY 2020 and the Current emissions reporting year as CY 2021. The below mentioned carbon emissions for our UK operations are calculated using an operational control consolidation approach as described in the GHG protocol.

Baseline year emissions: CY 2020 (Jan'20 to Dec'20)		
EMISSIONS		**TOTAL (tCO_2e)**
Scope 1		Not applicable
Scope 2		**14.54**
Scope 3 (Included Sources)	(Business travel & Employee commute)	**74.50**
Total Emissions		**89.04**

Current Emissions Reporting

Reporting Year: CY 2021 (Jan'21 to Dec'21)		
EMISSIONS		**TOTAL (tCO_2e)**
Scope 1		Not applicable
Scope 2		**9.08**
Scope 3 (Included Sources)	(Business travel & Employee commute)	**23.72**
Total Emissions		**32.79**

Emissions reduction targets

Zensar is committed to achieve Net Zero greenhouse gas emissions by 2040 across all global operations. We commit to globally reduce absolute scope 1 and 2 GHG emissions and significant reduction in emissions for Scope 3 by 2040 from a base year of 2020.

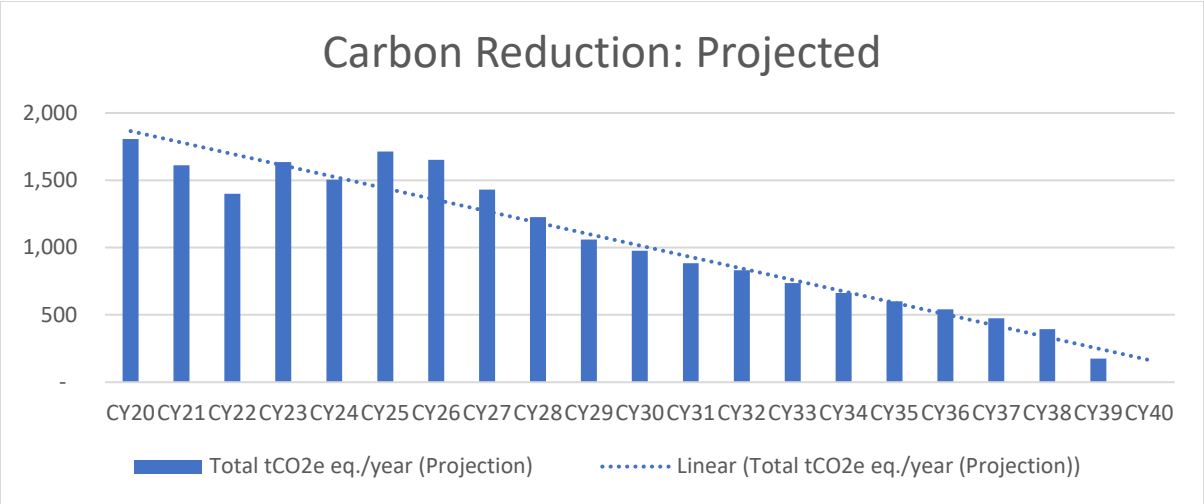
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- Source 100 percent renewable electricity for the premises that we own
- Lease new facilities with green building benefits

- Reduce our business travel and employee commute globally by 50 percent

We believe the world would recover in CY22 from the COVID pandemic which would result in normal operations that will result in higher energy consumption. We believe new work methods would curb this to a large extent but in short term, energy consumption would have a significant jump from the base year being COVID impacted. This would also result in a projected higher emission too.
To neutralize this, Zensar has taken corrective investment plans, new work methods, technology investments, among others, that would aid us to reduce the global carbon emissions to 91.11 tCO2e by 2025 (over the next 5 years). Zensar UK will play a pivotal role in this journey. This would be a cumulative reduction of ~5.05 percent.

Progress against these targets at a global level can be seen in the graph below:



**The above graph represents the reduction in global operational carbon emissions (Scope 1 & 2).*
**We have considered approximate 10%-15% YoY employee growth for our calculations.*
**Emissions level for CY20 and CY21 are actual calculated emissions.*

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented and are ongoing globally since the 2020 baseline. It is difficult to separate the impacts of COVID pandemic and our carbon reduction programs, but the cumulative carbon emission reduction achieved globally equate to 195 tCO_2e, a ~11 percent reduction against the 2020 baseline and the measures will be in effect when performing the contract. For Zensar UK, the emissions reduction from the baseline year 2020 achieved is 56.25 tCO_2e, a 63 percent reduction.

On-going carbon reduction initiatives:

Zensar is on its journey towards creating a global GHG emissions reduction strategy. We are already on the path of accomplishing it with the help of several environmental initiatives we have undertaken globally.

Following are some examples of our completed/ on-going carbon reduction initiatives which will contribute to our strategy:

- To monitor and control the usage of mechanical and electrical equipment like ventilations, lightings, security systems, etc., we use Building Management System (BMS) in all our owned and leased premises.
- To monitor and control the energy waste of our buildings we use the Realtime Energy Management System.
- For optimum utilization of our lightings while maximising use of natural light, we have upgraded our conventional lighting with energy-efficient LED fittings, and motion & daylight sensors.
- We have made it a practice that all our new offices in India are Indian Green Building Council (IGBC) Green Interior Certified, based no acceptable energy and environmental principles.
- Additional measures for energy conservation and improvement in working conditions include replacement of our water pumps with energy-efficient pumps, maximising the usage of fresh air during low-ambient temperatures and use of portable or independent air conditioning units and improvements in cross ventilation.
- Zensar has been ISO14001:2015 and ISO50001:2011 certified since 2017 and has been implementing these standards across our India offices.
- We have adopted a well-defined system of segregation at source, collection, and management of both hazardous and non-hazardous waste. Further we have embraced the 3R philosophy of 'Reuse, Reduce and Recycle' to reduce waste pollution globally.
- All our global locations are 100 percent Single Use Plastic (SUP) free workplace since 2018. We have also implemented paperless invoice processing through our in-house Document Management System (DMS).
- To control and enhance our vehicle occupancy and optimize routes taken we have built an in-house application "ZenCommute", which reduces our carbon footprint. Nearly 15 percent of our cabs are CNG-operated.
- To reduce the carbon footprint within our campus and enable easier employee commute we have facilitated an efficient bus service.
- To optimize the UPS footprints at all our locations we have replaced 95 percent Desktops PCs with Laptops.
- To manage our e-waste, we have partnered with OEMs to surrender back toners and ink cartridges for recycling. We also have tied up with various government certified vendors who follow all the norms, rules, and regulations to manage & control e-waste and our IT hardware goes to them for recycling.
- Another initiative to reduce energy consumption involves raising awareness of energy conservation among associates via display screens across our offices.
- Through the pandemic and work-from-home situation we have continuously encouraged our employees to adopt sustainable behaviours from their home offices.
- In alignment with our commitment to conserve biodiversity and the environment, we have adopted an initiative for the maintenance of a biodiversity park in Pune (Maharashtra, India), in collaboration with the Pune Municipal Corporation.

We have created a global strategy to include renewable energy in our overall energy mix. To that end we have already invested to have 10 percent of our energy consumption requirement for our headquarter location met through solar rooftop in CY 2021. We plan to achieve and meet our future emissions reduction targets through the plantation of trees.

Many of our programs mentioned above have been continuously extended to all our global locations. We have constantly been working with our landlords in these locations to manage

our emissions. Our UK leased offices source 75 percent renewable energy. All our employees align with Zensar's commitment towards reducing emissions at their locations and hence try to reduce waste generation and wastage of energy by minimizing usage of plastic and paper. Our global locations have individually controlled air conditioning systems that are turned off during non-standard working hours (e.g., evenings and weekends). We have significantly reduced our business travels and employee commute at all our facilities by pro-actively engaging in online collaborative platforms for meetings.

In the future we plan to implement further measures across all our offices, such as:

1. Commitment to complying with applicable environmental laws and regulations.
2. Collaborating with our landlords to migrate multi tenanted properties, that we occupy, to 100 percent renewable electricity and improve efficiencies in electricity consumption.
3. Building energy performance through:
    a. Energy profiling of offices
    b. Consideration of environmental factors and green building certifications when leasing or purchasing property.
4. Make every effort to reduce business travel and promote alternatives wherever feasible and continue to develop online meeting and collaboration tools.
5. Hybrid working model to optimize energy usage at operational sites and reduce emissions during employee commute. Promote staff adoption of alternate and sustainable commuting options.
6. Manage the consumption of energy, water, paper, and other resources used in day-to-day operations and improve data and reporting to enhance carbon accounting accuracy.
7. Incorporation of environmental considerations into our procurement processes. Initiatives to procure 100 percent green energy and renewable energy sourcing to meet our total energy demand.
8. Operational control for HVAC management and investment in energy-saving products.
9. Optimization, and modification in our existing infrastructure:
    a. Identifying energy wastage via an Internal Energy Audit
    b. Server virtualization and use of cloud technology
10. We aim to reuse/ recycle 100 percent of our e-waste, such as servers, laptops, computers, etc., and all our office furniture.
11. Active engagement with our global suppliers so they monitor and report their carbon emissions.
12. Educate our employees through eLearning modules about protecting the environment and providing channels for employees to contribute to our efforts.
13. Continuing engagement with our employees to adopt sustainable behaviours in their homes and workplaces and promote these practices ahead.

Declaration and sign off

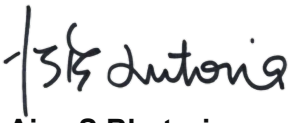
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Ajay S Bhutoria

CEO & MD – Zensar Technologies

Date: February 28th, 2022

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard