



# **Environmental, Health & Safety Policy**

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# Environmental, Health & Safety Policy

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## Introduction

Persistent Systems Limited and all its subsidiaries (Present and Future) are committed to proactively conserve the environment, mitigate climate change, promote sustainable development in all our activities including software design and development, and continually improve performance of our Environment, Health and Safety (EHS) Management Systems. The [ESG Policy](#) outlines the principles and actions we adopt to ensure that our operations are environmentally sound, socially responsible, and governed by the highest ethical standards. To achieve this, we pledge to focus on the following –

## Environment

**The organization is committed to reduce emissions, efficient management of energy, water & waste, and further to conserve natural resources and protect biodiversity.**

- **Energy management and GHG emissions:**

Persistent will continue to reduce greenhouse gas (GHG) emissions across all operations, transitioning towards a low-carbon economy, and being mindful of using natural resources. This includes adopting energy-efficient technologies, investing in renewable energy, improving energy efficiency, and promoting energy conservation.

- **Water Management:**

- Minimize the usage of freshwater, recycle and reuse of treated water and also adopting the water conservation methods to attain sustainability in water usage, aiming eventually towards zero discharge.
- Effective management of water treatment and distribution while ensuring necessary water quality & its validation.
- Create awareness to the employees on the conservation of water.

- **Waste management and circular economy:**

Efficiently segregate waste, partner with certified waste management companies to enhance recycling, compost organic waste, and reduce waste sent to landfills. Focus on reducing, reusing, and recycling including use of products and materials made from recycled resources, mitigating environmental impacts, conserving water and energy, and preventing pollution.

- **Biodiversity preservation:**

This involves planting native trees/plants and restoring natural habitats in our owned facilities as well as beyond them through CSR.

## **Occupational Health and Safety**

- Prevent occupational hazards, risks, injuries, and illnesses, and support the overall well-being of employees through effective control measures.
- Drive environmental, health, and safety awareness programs and drills, fostering a culture of safety among employees, visitors, and partners through structured training programs (covering health and safety measures, including fire drills, ergonomic best practices, and workplace hazard identification), active participation, communication, and consultation.
- Conduct regular workplace risk assessments to identify additional measures needed to control risks to the health and safety of employees and other personnel.
- Encourage employees and vendor staff on our premises to adopt healthy lifestyles and increase their awareness of occupational hazards and risks.
- Compliance with relevant OHS international standards and regulations,
- A commitment to continually improve the performance of the OHS management system.
- Seek consultation, participation and representations from all stakeholders like senior management, associates, consultants, support staff in prioritizing the action plans to address OHS risks.

## **Alignment with Business Strategy**

Persistent Systems emphasizes a collaborative approach towards sustainability and the importance of working together to promote environmental and social responsibility. By partnering with businesses, governments, non-profits, suppliers and communities, to support sustainable development goals like reducing carbon emissions, conserving resources, and promoting social equity.

- Integrate critical environmental issues into its core business strategy by setting clear environmental objectives, implementing sustainable practices, engaging stakeholders, ensuring transparency and reporting, leveraging innovation and technology, and raising education and awareness.

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- Take customers into confidence to adopt eco-design principles and support in reducing adverse environmental impact.
  - Encourage suppliers to adopt pro-active approach to make their facilities EHSMS compliant.
  - Work with our supply chain partners to procure eco-friendly hardware, products and material to reduce generation of hazardous waste.
  - Encourage facility owners / builders to ensure appropriate legal and environmental compliance were Persistent hires facilities.
  - Ensure that all applicable legal and other requirements are identified and endeavor to achieve results beyond compliance.

## EHS Incident Reporting Process

Persistent Systems has implemented a safety incident and reporting process to ensure all work-related incidents, including accidents, near misses, unsafe conditions, and unsafe acts within office premises, are reported and resolved with necessary corrective actions. Employees can report health and safety incidents internally via the Global Helpdesk (AskAdmin option) or use the [Whistleblower mechanism](#) for transparency and accountability.

## Governance and Review of the policy

The Environmental Policy will be made available to all stakeholders, including the public, upon request. The updated EHS policy will be available on the Persistent website.

This policy will be reviewed at least annually by the owners of this policy. i.e. Administration Function.

## About Persistent

Persistent Systems (BSE & NSE: PERSISTENT) is a global services and solutions company delivering Digital Engineering and Enterprise Modernization to businesses across industries. With over 23,900 employees located in 19 countries, the Company is committed to innovation and client success. Persistent offers a comprehensive suite of services, including AI-enabled software engineering, product development, data and analytics, CX transformation, cloud computing, and intelligent automation. The Company is part of the MSCI India Index and is included in key indices of the National Stock Exchange of India, including the Nifty Midcap 50, Nifty IT, and Nifty MidCap Liquid 15 as well as several on the BSE such as the S&P BSE 100 and S&P BSE SENSEX Next 50. Persistent is also a constituent of the Dow Jones Sustainability World Index. The Company has achieved carbon neutrality, reinforcing its commitment to sustainability and responsible business practices. As a participant of the United Nations Global Compact, Persistent is committed to aligning strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, as well as take actions that advance societal goals. With 327% growth in brand value since 2020, Persistent is the fastest-growing IT services brand in the 2024 Brand Finance India 100 Report.

[www.persistent.com](http://www.persistent.com)

### USA

Persistent Systems, Inc.  
2055 Laurelwood Road, Suite 210  
Santa Clara, CA 95054  
Tel: +1(408) 216 7010  
Fax: +1(408) 451 9177  
Email: [Info@persistent.com](mailto:Info@persistent.com)

### India

Persistent Systems Limited  
Bhageerath, 402  
Senapati Bapat Road  
Pune 411016  
Tel: +91(20) 6703 0000  
Fax: +91(20) 6703 0008