Persistent

Water Stewardship
FY 2024-25

Water Conservation

(GRI Disclosure 303-1, 303-2, 303-3, 303-4, 303-5)

Water is a fundamental resource for life and business operations, yet increasing scarcity demands responsible management. At Persistent Systems, we are committed to efficient water usage, conservation, and recycling, integrating sustainable water management practices across our facilities. By implementing advanced water-saving technologies and wastewater recycling initiatives, we aim to minimize consumption and contribute to long-term water security.

Our approach includes investments in water-efficient systems and community awareness initiatives, reinforcing our dedication to addressing water scarcity and promoting responsible water stewardship.

"Zero effluent discharge"
across Persistent Owned campuses

100%
Wastewater recycled in the owned campus

35%
of treated wastewater in owned campuses is re-used within our facilities

11.69%
Reduction in water consumption from the base year FY 2023-24

(GRI Disclosure 303-3, 303-4, 303-5)

87333.81 Kl
Water Withdrawal

77533.82 Kl
Water Consumed

9799.99 Kl
Water Discharged

Water Intensity FY 2024-25

55.03 Kl/$ Mn

3.15 Kl/FTE

Note: Data reported is specific to India locations since we do not have operational control outside India region

For more details, refer
ESG Factsheet page 216

Water Efficiency Management Programs

(GRI 303-2)

At Persistent Systems, we are committed to responsible water stewardship through structured water efficiency management programs. Our approach focuses on conservation, reducing freshwater dependency, and optimizing wastewater reuse across our operations. Persistent Systems is committed to water stewardship by investing in smart water infrastructure across select campuses. This includes the installation of real-time monitoring systems and rainwater harvesting enhancements to reduce freshwater dependency over the next few years. Furthermore, Persistent Systems is dedicated to long-term water stewardship by continuing research and development efforts focused on improving water efficiency, monitoring, and conservation technologies.

Water Efficiency Program

Setting Water Targets

- Establishing clear water conservation and wastewater/ effluent discharge goals under our water stewardship program for all owned locations.

Conducting Water Audits

- Subject matter experts perform assessments/ audits to identify leakages and inefficiencies for water efficiency improvements, enabling freshwater reduction through treated water reuse.

Implementing Identified Opportunities

- **Accelerating Actions:** Fast-tracking water conservation initiatives, such as touchless taps, groundwater recharge pits, and rainwater harvesting.
- **Scaling Actions:** Expanding effective water-saving strategies across all departments and regions.

Ensuring Water Quality Compliance

- Freshwater and treated wastewater are tested through third-party labs, with corrective actions taken when needed.

Enhancing Wastewater Recycling

- Reusing treated wastewater from sewage treatment plants (STPs) at owned and municipal facilities for gardening and flushing.

Monitoring & Performance Evaluation

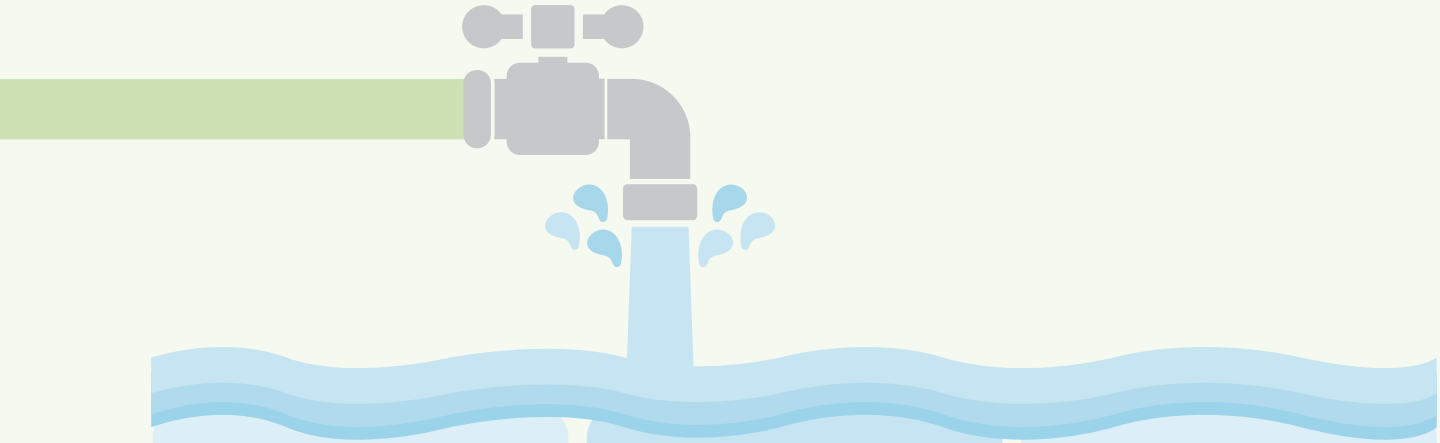
- Conducting internal and third-party audits, including ISO 14001 and ESG assessments, to track progress in reducing water consumption and increasing treated water reuse.

Promoting Employee Awareness

- Conducting Periodic water conservation training programs for all the employees to instil sustainable water management practices across our workforce.

Water Conservation Initiatives

At Persistent Systems, we prioritize responsible water management by implementing innovative water conservation initiatives to reduce wastage, enhance efficiency, and promote sustainability across our operations.



Automated Water Level Control

Implemented auto-level control systems in overhead tanks to prevent overflow and water wastage

Touchless, Battery-Free Water Taps

Installed battery-free touchless water taps, eliminating hazardous maintenance work and reducing hazardous waste generation

Water Flow Optimization

Fitted special nozzles and aerators on taps to minimize water consumption

"No Leaky Tap" Policy

Ensured that any leaking taps or pipes are repaired within two hours, with immediate action taken in urgent cases

Proactive Water Monitoring

Conducted water meter readings twice daily to detect excessive usage or leaks

Sewage Treatment Plant (STP) Water Recycling

Recycled treated STP water for gardening and toilet flushing at our Pune, Nagpur, and Goa facilities

Natural Water Seepage Utilization

Installed infrastructure to collect and recycle underground spring water leakages for non-drinking and gardening purposes, reducing treated water dependency

Rainwater Harvesting & Groundwater Recharge

Implemented rainwater harvesting systems at our Hinjewadi-Pune, Nagpur, and Goa facilities to replenish groundwater resources

Employee Awareness Campaigns

Regularly conducted awareness programs to encourage water conservation both at the workplace and at home

Addressing Water-Related Risks & Impacts

(GRI Disclosure 303-2)

Recognizing water as a finite resource, Persistent Systems aims to ensure responsible water withdrawal that does not harm natural sources. There is no discharge or runoff of water into water bodies from Persistent Systems-owned locations. Wastewater is treated at inhouse Sewage Treatment Plants (STPs) and Municipal STPs and is reused for irrigation and flushing, reducing freshwater needs. In leased locations, the builder/ property management recycles wastewater and ensures zero discharge from non-operational control facilities. The Chief Operating Officer (COO), Chief Risk Officer (CRO), along with the Heads of ESG and Facilities and Administration, monitors and manages water-related risks. They provide biannual updates to the Stakeholder Relationship & ESG Committee and engage with the board to ensure timely identification and mitigation of emerging issues.

Using tools like the Aqueduct Water Risk Atlas, we have identified areas experiencing high water stress across global locations.

All Persistent Systems facilities have been evaluated, with risk levels ranging from low to extremely high.

Mitigation strategies are in place to manage and reduce water-related risks proactively.

Regions With Water Risk

During FY 2024-25, our offices located in following cities of India fall under water stress zones. These zones have been identified as per the Aqueduct report. Persistent Systems offices located in Pune, Nagpur, Hyderabad, Gurugram, Noida, Indore, Ahmedabad, Jaipur, Kochi, Bengaluru, Chennai.

Refer ESG Factsheet page 216 for detailed withdrawal and consumption of water at water stress locations.

Regions	Quantity in Kl
Water withdrawal	80077.48
Water consumption	70277.49
Water discharged	9799.99

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