



**Waste
Management
FY 2025-26**



Waste Management

Circular IT operations

GRI 306-1, 306-2, 306-3, 306-4, 306-5

Waste at a glance

754.14 MT

Total waste generated

96.21%

Waste recycled

0.46

Tonnes/ \$ Mn

Waste intensity per
Revenue

6

India owned locations
“Zero Waste to Landfill (ZWL)”
certification

0.027

Tonnes / Employee

Waste intensity per
Employee

Persistent Systems manages waste through a structured waste management approach focused on minimizing environmental impacts and maximizing resource efficiency across operations. Our waste strategy is guided by the waste hierarchy and the 3R principle (Reduce, Reuse, Recycle) and is embedded into operational controls, employee practices and vendor-managed disposal processes.

As an IT and ITES organisation with no manufacturing activities, Persistent Systems does not generate production or hazardous industrial waste streams. Waste is primarily generated from end-of-life IT equipment, office operations, facility maintenance, pantry and housekeeping activities and contractor operations. We prioritise reduction at source, segregation at source and circular pathways that maximize reuse, refurbishment, recycling and recovery, with disposal used only as a last resort.

ZERO Waste to Landfill (ZWL) Certification

In FY2026, Persistent Systems six India-owned locations were certified as Zero Waste to Landfill (ZWL), as verified by DNV Business Assurance India Private Limited. This milestone was attained one year ahead of the FY2027 target and is certified by an independent third party, DNV. The Company diverted 95.84% of waste from landfill, attaining “Leadership Level” under DNV’s ZWL criteria. This performance demonstrates alignment with circular economy principles and is supported by measurable outcomes, robust vendor controls and high data coverage.

At a global level, 96.21% of total waste was recycled and 3.79% was safely incinerated. The incinerated waste primarily comprises wood waste (bark) utilised for energy recovery in cooking applications by our recycler.

To further strengthen circularity, the Company has made capital investments to establish a bio-gas plant at a food vendor’s premises, converting food waste into organic manure. This initiative supports resource recovery, reduces landfill dependency and enables MSME partners to align with our sustainability objectives.

In parallel, we have implemented structured vendor capacity-building programmes to enhance waste management practices across the value chain. These include training on waste quantification and measurement methodologies, use of appropriate metrics and adoption of standardised reporting templates. We also undertake periodic verification of regulatory compliance, including Pollution Control Board permits, authorisation letters, gate passes and waste inventory records covering generation, handling and disposal.

» Refer [Zero Waste to Landfill \(ZWL\) certification](#)

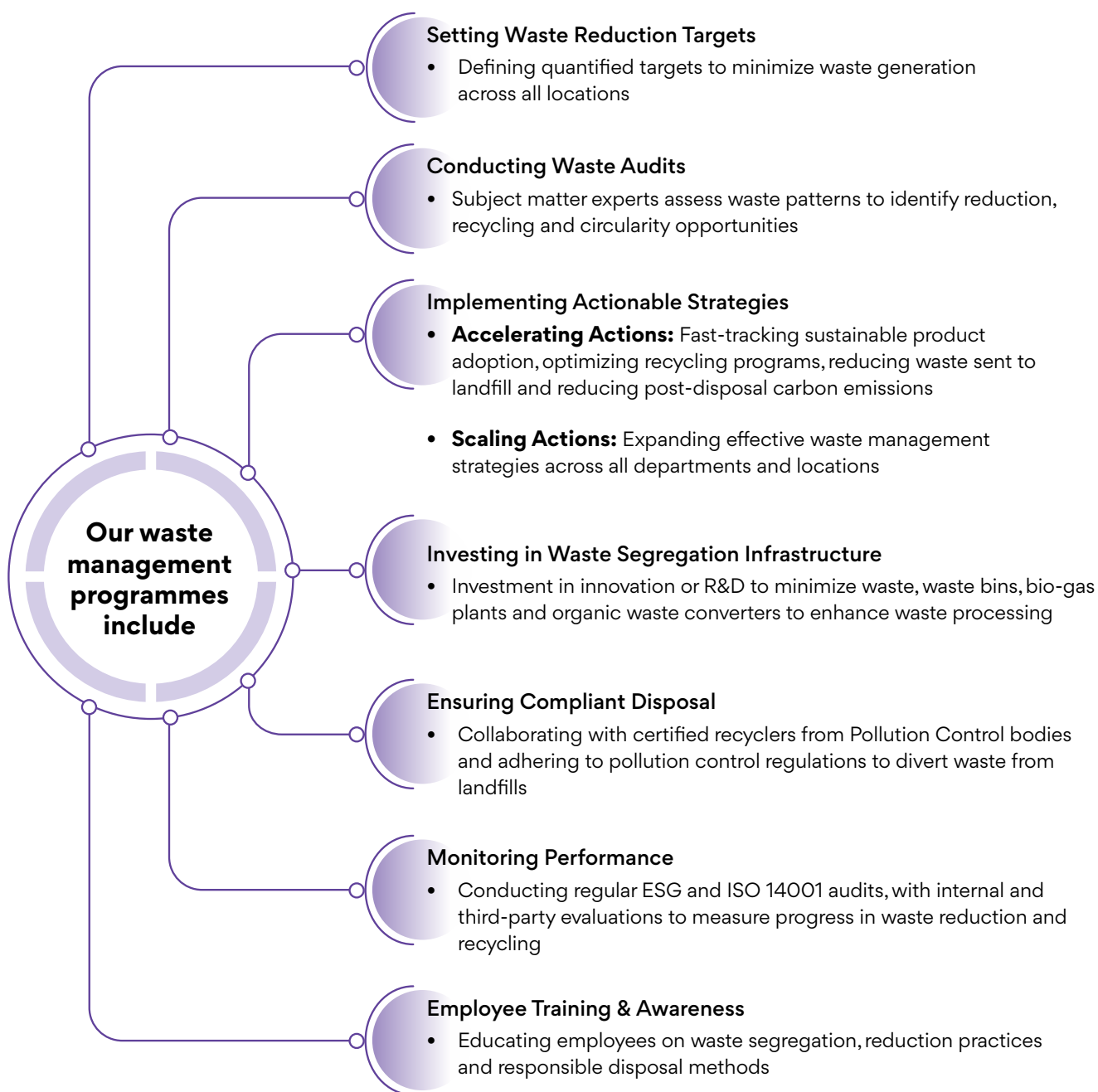
Governance and Accountability

Waste management governance and accountability are embedded within the environmental governance framework including Board oversight through the SR and ESG Committee and management accountability through the Head of Administration and Infrastructure and Head of ESG. Waste management is included within environmental KPIs, with quarterly tracking and reporting through internal reviews and management dashboards.

Clear governance and accountability: Board and management oversight supported by defined roles and KPI linkage.

Robust operational controls: Persistent Systems implements robust waste management practices across all establishments to ensure regulatory compliance and responsible resource management. Waste is segregated at source into clearly defined streams to enable safe handling and appropriate recycling or disposal. Documented processes govern waste segregation, vendor compliance and manifest tracking.

Strong performance outcomes: High recycling rate (96.21%) and zero waste to landfill, supported by comprehensive data coverage.



Waste Hierarchy and Circularity Approach



Persistent Systems follows the waste hierarchy principle embedded within operational and procurement processes:

Reduce

Process optimization, responsible consumption practices, elimination of single-use plastics, paperless operations and default duplex printing.

Reuse

Refurbishment and donation of end-of-life IT equipment were feasible to extend product life and reduce virgin material demand.

Recycle

Segregation at source into distinct waste streams and recycling through authorized vendors to maximize diversion from disposal.

Recover

Composting and organic waste conversions were feasible, including biogas and organic waste converters at select facilities.

Responsible disposal

Waste is managed exclusively through authorised channels, prioritising recycling and repurposing, with non-recyclable waste disposed of via compliant incineration or authorised municipal landfills in line with regulatory requirements.

Waste Management Initiatives

Persistent Systems integrates waste minimisation into operations through investments in innovation-led process improvements and regular employee training. The Company maintains a strong focus on waste reduction, segregation at source and responsible handling across all facilities. Comprehensive recycling programmes and circularity initiatives are implemented to minimise waste sent to landfill, with diversion performance independently verified by an accredited third party, ensuring transparency and alignment with global best practices.

Segregation and responsible disposal controls

Persistent Systems implements segregation at source with clearly labelled bins and defined routes for each waste stream:

- **Dry waste:** civil debris, furniture waste, paper, cardboard, plastic, glass-segregated and sent to municipal collection or authorized recyclers
- **Wet waste:** organic waste collected separately, composted or managed through organic waste converters where feasible and remaining sent to municipal handling
- **E-waste and hazardous waste:** collected separately and disposed only through authorized, government-approved vendors under State Pollution Control Board (SPCB) oversight
- **Biomedical waste:** managed separately through compliant pathways where applicable at any location

Vendor controls, compliance and traceability

E-waste and hazardous waste are disposed only through authorized vendors approved SPCB.

Vendor controls include:

- Authorization verification for e-waste and hazardous waste vendors
- Safe storage controls, including secondary containment for hazardous waste (waste oil, used batteries)
- Documentation and manifesting, with record retention as per regulatory requirements
- Periodic vendor and disposal pathway checks conducted as part of EMS audits and ESG assurance readiness processes

End-of-life IT equipment refurbishment Programme

Persistent Systems runs a refurbishment and donation programme for end-of-life laptops and IT equipment to:

- Extend product lifecycles and reduce e-waste generation
- Support circularity through reuse and secondary markets
- Enable digital access through donations to NGOs and educational institutions
- Support livelihood opportunities through refurbishment ecosystems

Elimination of Single-Use Plastics & Paper reduction

- Default duplex printing and digital workflows to reduce paper consumption
- Single-use plastic ban across campuses and recycling partnerships for plastics and paper shredding
- Employee awareness campaigns to reinforce responsible consumption and waste minimization behaviours

Organic waste management

Biogas plants and organic waste converters at select facilities support:

- Sustainable treatment of biodegradable and garden waste
- Reduced reliance on disposal routes
- Potential energy recovery opportunities for future scaling

No waste-related non-compliance or violations were recorded during FY 2025-26.

Targets & Performance

Parameter	FY2024 Performance	FY2025 Performance	FY2026 Performance	Status
90% waste recycling year-on-year	99%	99%	96.21%	Achieved
Zero waste to landfill (ZWL) certifications across owned locations by FY2027	NA	NA	100% India Owned locations certified for ZWL	Achieved one year ahead of the target

Reporting boundary: Actual data of waste management practices are reported for Persistent Systems' owned locations in India (Pune, Nagpur, Goa and other sites) and applicable leased locations where operational control over waste management exists (93% of global facility area). Estimated waste intensity data is calculated for rest of the global locations. Data coverage: 100% of global locations for FY2026.

Monitoring, data quality, controls and assurance

Waste performance is monitored through

Facility-level reviews:

Regular segregation checks

Quarterly audits:

Verification of segregation, disposal pathways and vendor compliance

ISO 14001 audits:

Annual validation of waste controls and pathway compliance

ESG assurance reviews:

Validation of metrics and disclosure traceability

Monthly reconciliation:

Tracking against vendor disposal reports

Data governance:

Protocols with sign-off by the Head of Administration and Infrastructure and Head of ESG

Data coverage: 100% for FY2026

About Persistent

Persistent Systems (BSE: 533179 and NSE: PERSISTENT) is a global services and solutions company delivering AI-led, platform-driven Digital Engineering and Enterprise Modernisation to businesses across industries. With over 27,500 employees located in 21 countries, the Company is committed to innovation and client success. Persistent offers a comprehensive suite of services, including 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 Best-in-Class World Index. The Company has achieved carbon neutrality, reinforcing its commitment to sustainability and responsible business practices. Persistent has also been named one of America's Greatest Workplaces for Inclusion & Diversity 2025 by Newsweek and Plant A Insights Group. As a participant of the United Nations Global Compact, the Company 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 468% growth in brand value since 2020, Persistent is the fastest-growing IT services brand in 'Brand Finance India 100' 2025 Report.

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