

|               |                            |                                      |
|---------------|----------------------------|--------------------------------------|
| Document No.  | CP 01                      | <b>ENVIRONMENT MANAGEMENT SYSTEM</b> |
| Issue Date    | 1 <sup>st</sup> April 2025 |                                      |
| Version       | 1.1                        |                                      |
| Revision Date | 20 <sup>th</sup> June 2025 | Environmental Policy Statement       |

## eClerx Services Limited

### Environmental Policy

eClerx Services Limited is India's leading process management and data analytics companies. The company is committed to fulfil its compliance obligations, protect the environment and minimize the environmental impacts of its activities, products, and services. Our goal is to integrate sustainability into our business operations while providing high-quality services.

Our Environmental Management System (EMS) covers all operations and activities related to the delivery of information technology, data analytics, and business process management services to our clients. This includes all office operations, data centre management, and business functions involved in supporting our customers and internal processes.

To achieve our environmental goals, we commit to the following:

- **Net-zero CO<sub>2</sub> Emissions by 2050:** We are committed to achieving net-zero CO<sub>2</sub> emissions by 2050, in line with the UN's global 'Race to Zero' campaign, supporting to the global transition to a low-carbon economy.
- **Energy and GHG Emissions Reduction:** We are dedicated to minimizing energy consumption and GHG emissions across our operations.
- **Waste Management:** Adopting circular economy principles by reusing, repurposing, and recycling waste. Responsible disposal of e-waste.
- **Water Efficiency:** Ensuring responsible and efficient water usage across operations.

We are also committed to continual improvement of our environmental performance to create long-term value for both the business and the environment. This policy will be communicated to all employees, contractors and suppliers, and will be made publicly available.

*Endorsed by*

**KAPIL JAIN**  
Kapil Jain

Digitally signed by KAPIL JAIN  
DN: c=GB, postalCode=SW193LA,  
o=LONDON, ou=1758 NWAM ROAD,  
LONDON SW193LA, i=LONDON, o=Personal,  
serialNumber=3c0d090c10a0d1403b0d2a4  
4bc21d1b133c02ac994096c40bc0a9a752f48  
208,  
pseudoym=9e6a85051b09c7325ad4bca1  
9f54005,  
2.5.4.29=0e2b0d2846d00f8c3b0f09037f  
0745124c19f6a8b150e0271a06c148052,  
email=KAPIL\_JAIN@CLERX.COM, cn=KAPIL  
JAIN  
Date: 2025.06.30 13:29:27 +05'30'

Managing Director and Group CEO

June 2025