

Hexaware

Communication on Progress

For the United Nations Global Compact

 Date: 26th June 2023





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1.STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

June 2023

To our stakeholders:

I am pleased to confirm that Hexaware Technologies reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Supporting public accountability and transparency and committing to report on progress is a key requirement for participation in the Global Compact therefore we submit Communication on Progress (COP) that describes our Company's efforts to implement the ten principles.

Sincerely yours,
R Srikrishna
Chief Executive Officer



2. DESCRIPTION OF ACTIONS

Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses are not complicit in human rights abuses.

Policies and Commitments

As an international employer Hexaware has **40+ offices across 19 countries**, which has a direct impact on the lives of **28,500+** employees.

Hexaware lays emphasis on the protection of internationally proclaimed human rights. It pledges to recognize and respect the rights of all its stakeholders, such as: employees, customers, suppliers and society. This is emphasized by implementing policies such as Hexaware's Code of Conduct Policy for its employees, Board of Directors and Senior Management Personnel, the Whistle-blower Policy, Sustainability Policy, Corporate Social Responsibility Policy and the Supplier Code of Conduct which is applicable to the respective stakeholders across our locations of operations.

To protect the human rights of all our employees according to the global human rights proclamation and standards, our well-defined Code of Conduct Policy covers the right to safe and healthy working conditions, the right to form and join trade unions and the right to fair and timely remuneration. Hexaware is an equal opportunity employer and does not discriminate based on caste, colour, creed, religion, gender, disability, or sexual orientation. The company is committed to providing a healthy environment for all the employees and thus does not tolerate any discrimination and/or harassment in any form.

The Company has a Prevention of Sexual Harassment policy in place that is applicable to all the locations in India, complying with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The new joiners during induction are sensitized to Prevention of Sexual Harassment policy through an awareness program. The Company has set up an Internal Complaints Committee (ICC) both at the registered office and at every location where it operates in India under the Act, has a representation of men and women and is chaired by a senior lady member including an external women representation.

Hexaware is committed to imparting awareness on human rights and upholding universal values within its ambit. The Whistle-blower Policy provides a forum for employees to report any violations of human rights or any other policies of Hexaware.

The Company's supplier code of conduct is applicable to its suppliers of products, people, and services. All our suppliers are expected to adhere to the code of conduct and uphold the applicable international, national, and local laws and standards for the protection of human rights across all areas of operations.

We have been actively taking care of our communities and have made community development a part of our overall corporate objective. Hexaware's CSR vision is guided by the overall goal of empowering the communities. The CSR programs are designed with the singular focus of generating opportunities for individuals to enable a better future. The Company also encourages its employees to be a part of their CSR journey and to bring about a change in the society and the environment they thrive in. Hexaware has a long-standing commitment to CSR that is built on a strong edifice of value creation for everyone.



Implementation

Hexaware is working towards creating an environment that provides equal opportunity, avoids discrimination, and makes employees feel “valued”. It imbibes these principles in the process of hiring, assigning projects/ opportunities, performance reviews, rewards and recognitions, promoting, remunerating fairly and grievance redressals. The policies of Hexaware form one of the fundamental parts of the training and inductions. The StationH portal on the Company’s intranet contains all the information regarding processes and policies that the employees can access.

The HR Business Partners (HR BPs) have a well-defined employee engagement mechanism. HR BPs work closely with employees on Human Resources related topics and the employees can directly report their grievances to them. Regular skip-level meetings, one-on-one meetings, and open houses are conducted for the employees by the HR BPs, as forums where any concern may be raised, or feedback can be provided.

To ensure the wellbeing of our employees, Risk assessment process is established and benchmarks and parameters are defined in the organization-wide Risk register. This helps in defining the criteria for performing EHS-related risk assessment towards identification of Health & Safety risks and opportunities in the operations, eliminating incidents, preventing occupational illness and injuries at the workplace. Identification of hazards and assessment of risks pertaining to the operations is done on a periodic basis. Safety committees are established at all locations to monitor and control employee health and safety matters, implement robust governance to investigate incidents, actively deploy actions to avoid a recurrence and improve the emergency response practices for mitigating operational threats and vulnerabilities.

Hexaware has also institutionalized the AskGenie Ticketing Tool. Employees can raise EHS requests to the respective functions. These are then further approved via an approval workflow for the respective functions along with approval from the Functional Head. All these tickets are serviced and closed.

We organize training sessions for employees on EHS policy awareness and on how to report incidents related to environmental safety. The Corporate Affairs team organizes specific safety & operational training for their team members for handling equipment, chemicals, etc. The HR team organizes periodic Health-related training for all the employees across locations.

Various other physical and mental wellbeing initiatives are undertaken to encourage all employees to enjoy good health and avail counselling sessions to manage stress, anxiety and other such issues. Along with this, Health and Life insurance is provided which takes care of accidents or hospitalization.

Health & safety-related parameters are audited once in 6 months as a part of the Integrated Internal Quality Audit for QMS and EMS. We are certified for ISO 45001 which is an ISO standard for occupational health and safety.

The top management is committed to information security, and it is incorporated into all business processes of the organization with an appropriate governance structure. The company has appointed a Data Protection Officer (DPO) to spearhead the privacy initiatives. The security compliance ownership is through a dedicated team namely InfoSec Governance highlighting the sponsorship, roles and responsibilities, review, audits, and continuous improvement of the Information Security Management Program within the organization and to its business partner engagements.

Periodic assurance reviews are conducted to verify compliance adherence. Master Service Agreements are signed with all the security vendors to agree on the service offering and SLAs. All the customer/vendor agreements have a data privacy clause applicable to region/country. Role-based access control list is prepared and implemented. Also, periodic reconciliation is done to ensure provisioning and de-provisioning of the vendors. Customer data is not stored in the Hexaware environment.



Hexaware aims to ensure diversity across a range of suppliers, by engaging with business communities that reflect the diverse world around us. While selecting suppliers, we strive to choose reputable business partners who are committed to high ethical standards, provide a safe and healthy working environment, safeguard human rights, protect the environment and are compliant with applicable laws and regulations.

It is our ambition to engage with our suppliers regularly and offer them training across topics such as diversity, reducing operational emissions, protecting human rights, identify incidences of suspected modern slavery or human trafficking and employee health and safety. We educate our suppliers on their environmental impact and provide information on how they can also reduce their carbon footprint. To accomplish this, we have developed an educational webinar and we conduct regular training for all our suppliers. Through this approach, we wish to strengthen our partnerships with our suppliers with the mutual vision of improving diversity and caring for employees and the environment.

We at Hexaware strive to constantly create an impact in the lives of our stakeholders, across all the geographies we operate in. We contribute towards interventions focused on various areas such as Education, Women Empowerment, Environment, Health and Sanitation, Sports, Art and Culture, Natural Calamities and Disaster Relief, and Rural Development. Our activities are focused on ensuring a better quality of life for all while creating value and ensuring sustainability.

In the year 2022, our CSR spending was INR 126.7 million. We implemented over 22 projects across India impacting over 53143 beneficiaries. We also carried out an impact assessment of our programs with the help of an external third-party agency to impartially assess the impact created, gather the learnings, and improvise the projects undertaken in the years to come.



Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation

Policies and Commitments

Hexaware is committed to responsible business practices and stands in agreement with the ideologies and recommendations put forth by the International Program on the Elimination of Child Labor (IPEC) and Indo-US Child Labor Project (INDUS). Hexaware wholly complies with the Indian Child Labor (Prohibition and Regulation) Act of 1986. Hexaware does not support any form of child labor, forced labor or compulsory labor.

Hexaware has checks and balances in place to ensure that it does not employ any child labor or forced labor, rather it employs individuals solely based on their merit and will. Hexaware is committed to provide a safe working place and eliminate all form of discrimination or harassment based on race, color, religion, national origin, sex, age, sexual orientation, marital status, citizenship status, or disability.

Hexaware is a fair employer and does not discriminate amongst its employees. It provides a positive work environment to encourage its employees to contribute efficiently and effectively towards business benefit. Hexaware is committed to extending this positive culture across its suppliers, business partners and customers.

Hexaware recognizes the right to freedom of association through Collective Bargaining Agreements (CBAs) in accordance with the guidelines and compliance frameworks put forth by governments in countries of our operations.

Employees attend regular HR pulse and skip meetings which help in ironing out their concerns and providing the required clarifications.

Implementation

At the time of joining, Hexaware updates the employee database with the date of birth, academic scores, training/certifications, etc. With the help of these measures, Hexaware ensures that it does not employ child labour for its regular employment, contractual employment, or apprentice. Along with this, we have a strong employee value proposition which has helped us in nourishing the employee-employer relationship.

We undergo role-based recruitment which has a predefined technical and behavioral competency requirement. We provide equal opportunity without discrimination of gender, caste, creed, ethnicity, and demographics. Our campus hiring program for engineering graduates enables candidates from the most remote areas of the country to apply and get selected.



Hexaware has constituted committees comprising of employees to oversee operations such as canteen, employee engagement, etc.

The Company supports and promotes transparent communication and healthy interactions between leaders and employees, focusing on creating a friendly atmosphere and discussing the changing dynamics of the industry. With the implementation of effective organization management processes, there exists a clear line of communication among the employees and collectively they work with the mindset of achieving the organizational goals. The Company has put in place various mechanisms that constantly motivate the workforce to view the Company's vision and work dedicatedly towards future growth plans. Regular open house sessions are organized, where employees can participate and interact with the Senior Management.

Creating a culture where all Hexawarians feel that they belong and that they can thrive because of who they are, not in spite of who they are, comes with a constant focus on inclusion. Building an inclusive culture is the top priority at Hexaware, a continuous journey of listening, learning, changing, and growing as individuals, as employees, as leaders, and as a company. Over the course of past years, Hexaware has embedded DEI as part of their business strategy, the greater the mix of people with different experiences, ideas and input, the higher level of creativity, innovation, and company performance. Which will enable us to better serve our employees, customers, investors and impact our community.

We have launched employee diversity programs to develop a more vibrant and diverse workforce. We also create more focus on DEI (Diversity Equity & Inclusion) by constantly working on the following 4 areas:

1. Female career advancement

Currently, we run an 18-month academic women leadership program called Rising Women @ Hexaware which contains the 3 phases of learning, mentoring, and driving. The first batch of women leaders went through Rising W@H - a leadership program that is designed to develop women leaders with the help of IIM Calcutta. This program is highly appreciated by the women that are currently part of it and after evaluation, we will discuss further enhancement of the program.

We have Female Sponsorship programs, which supports our women to interact with leaders, and to learn and grow into more senior roles or to have a smoother return to work after being away from work for a while due to maternity leave or other personal circumstances. These programs commit to create equitable opportunities and possibilities for both women and men.

2. Cultural Agility advancement

We celebrate 98+ different cultures in our company, which brings a great variety of insights, ideas and experience that helps us grow creativity and innovation. Also, working with our global clients, suppliers and vendors come with different cultures. To make sure we get a better understanding of how we are being perceived, how we are perceiving others and how to cross those potential bridges, we are running culture agility training sessions across the company. It will support us in better ways of working together, communicating better, and building trust and having fun.

3. Evaluate and renew our policies, benefits, and processes

To build and sustain an inclusive culture, we need to make sure that our ways of working, policies, benefits, and processes are free of barriers that create a negative impact on different groups of people. We pro-actively strive for equal and equitable processes, benefits, and policies for everyone, regardless of (not limited to) gender (identity), race, culture, sex, religion, caste, or age.



4. DEI campaigns and workshops

Throughout the years we have continued to organize campaigns, workshops and share learnings about the many different aspects of DEI. We will be working with DEI partners to increase our awareness, experience and understanding. We will celebrate every identity. Hexawarians are also invited to share stories or start employee groups, all with the same goal, to make everybody feel that they belong.

Environment Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Policies and Commitments

Environmental sustainability is about making responsible decisions that will reduce a business' negative impact on the environment. It is not just about reducing the amount of waste produced or using less energy but is concerned with developing processes that will lead to businesses and communities becoming completely sustainable in the future.

We at Hexaware have been engaging our stakeholders (customers, suppliers, communities, employees), deploying significant financial resources, and implementing initiatives for -

- Monitoring & reduction of energy consumption, emissions released, water consumption, wastewater recycling and discharge, waste generation, waste recycling, and disposal.
- Adopting renewable energy, low carbon emissions, green infrastructure, Zero waste to landfill, Water efficiency, and other such smart climate change solutions, and technologies.
- Ensuring ecological development of the communities we operate in by undertaking projects in partnership with relevant external organizations.

Hexaware's Environmental Policy stating its commitments towards its material environmental aspects has been circulated & agreed upon by all our employees, vendors, and suppliers. It has also been made available for access to our customers, investors, and other interested stakeholders. The Policy is reviewed annually or as and when the needs arise to ensure compliance with the applicable laws, regulations & key changes happening in the IT industry. All (9 sites) of our sites in India, 1 site in the Philippines, and 1 site in Poland are Environmental Management System standard – ISO 14001 certified. Our other sites also follow the requirements of the standard through our internal audits and reviews.

Implementation

Renewable Energy and Energy Efficiency

We purchase our electricity units from the grid and have installed solar plants with a capacity of 1,563 KW (Chennai - 1,124 KW, Mumbai - 114 HW, 325 KW installed in Pune campus) for generation of solar energy.

Approximately 4.42 million units of wind energy were availed in the year 2022 as a group captive power consumer through a third-party private power agency. More than 50% of total energy consumed at the India campus, is fed from green power (wind and solar).



Even as we purchase more renewable electricity, we continue to drive energy efficiency. We have installed energy efficient light fittings with CFL & T5 lamps, Energy efficient variable frequency drives for Chillers, Air Handling units, Chiller pumps and Raw water distribution and occupancy sensors at Board room and Meeting rooms to save energy.

In locations where energy is purchased on our behalf (in our leased offices), we are collaborating with building management and others to improve our renewable electricity mix. In India, the Company has invested in shares of a company engaged in generation of renewable energy. The investment is of strategic nature to avail the benefit of renewable energy in our sites.

Employee Travel

We are working with suppliers to understand our carbon footprint per trip (flight, hotel room, car rental) and ways to further reduce our carbon footprint during business travel.

To reduce fuel consumption and promote the usage of EV vehicles, we have provided EV charging points in two of our locations in India. We encourage our employees to cycle to work. We have designated cycle parking space at all our India locations. This will reduce fuel usage as well as keep the employees fit and healthy.

Water

At Hexaware, water consumption is primarily done for domestic purposes. We understand the importance of efficient water management and systems have been put in place to minimize water consumption, recycle the wastewater generated and reuse the same. In line with the SDGs, we aim to make our campus' water sustainable and continue to reduce per capita freshwater consumption.

As a responsible organization, we endeavor to provide clean water to our employees and reduce our freshwater consumption. To facilitate our purpose, we have comprehensive SOPs to manage our water withdrawal, consumption, and disposal. We are making extensive efforts to recycle and reuse the water consumed by our organization. Our campuses are equipped with Sensor taps, Sprinklers, Smart meters, and Sewage Treatment Plants (STP) to ensure the conservation and recycling of water.

The Chennai and Pune offices are zero-water discharge campuses, and a rainwater harvesting system is installed along the periphery.

We have state-of-the-art 220 KLD and 75 KLD capacity sewage treatment plants installed at Chennai and Pune campuses, respectively. The treated water generated from STP is used for gardening purposes.

We have been supporting the Environmental Foundation of India (EFI) for pond restoration projects to scientifically refurbish and restore the water bodies near our campus in Chennai. Six water bodies have been restored so far.

Waste

We are focusing on waste management to work towards our goal of minimizing waste going to landfills. Most of the waste generated by the Company is e-waste, dry waste (mainly paper waste), STP sludge, and wet waste (primarily from the café).

Proper segregation at the source has ensured effective recycling and disposal, in adherence to applicable legislation. Our commitment to reducing plastic usage has ensured several plastic alternatives in daily use. We have discontinued the use of plastic water bottles and have replaced them with glass bottles in all our offices. We have discontinued the use of single use plastic in all shapes and forms.

E-waste generated is disposed of through authorized vendors to be processed in accordance with all applicable local, State and Federal laws in an environmentally controlled way, reducing waste to landfills. We also distribute our old computers and laptops which are in good condition to various social organizations as well as government and municipal schools through our CSR implementation partners, to extend the end of life of the electronic items and make it useful to society.

For the food waste generated, we have installed an organic waste converter that converts food waste from the canteen to manure.



Paper waste generated is given to ITC's WOW - Well Being Out of Waste Initiative for recycling purposes. In the year 2022, we recycled 5182 kgs of dry recyclable waste from our Chennai campus.

Like previous years, this year too, the Company publishes only the statutory disclosures in the Annual Report. Additional information is available on our website, www.hexaware.com. Notice calling the Annual General Meeting, Corporate Governance report, Directors' report, audited financial statements, Auditors' report, etc. are being sent only through electronic mode to those members whose email addresses are registered with the Company / depositories Members. The Annual Report and Sustainability Report will also be made available through online sources on the company's website. This is done to save paper and provide information to the relevant stakeholders through electronic form.

Air, Water, Noise Pollution Monitoring

We ensure regular monitoring of air, water, and noise pollution to operate well within regulatory norms. We monitor diesel generator stack emissions (NOX, SOX, and SPM), indoor air quality (CO, CO2, VOCs, RSPM), water quality, food cooked, and ambient noise levels across four of our owned offices monthly. These meet the specified regulatory norms.

Ultraviolet Germicidal Irradiation (UVGI) System is installed at Comfort Air conditioning for disinfection of microorganisms and improvement of Indoor Air Quality at Mumbai & Pune Campus. Generators are pollution-free as certified by Government Pollution Control agencies and the stacks are fixed at the prescribed heights and locations.

Wet scrubbers are installed in the Genset exhaust line to minimize the air pollution at the Chennai campus.

Anti-corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Policy and Commitments

Hexaware has implemented an Anti-bribery and anti-corruption policy and has a zero-tolerance approach to corruption in all forms. Hexaware is committed to always conducting business in an honest and ethical manner. Hexaware upholds all applicable laws relevant to countering bribery and corruption of the land where it operates. In addition, the Company is bound by the UK Bribery Act, 2010.

Hexaware has implemented an Anti-money laundering policy and is committed to the prevention, deterrence and detection of fraud, bribery, and all other corrupt business practices. It is Hexaware's policy to conduct its business activities with honesty, integrity, and the highest possible ethical standards, wherever it operates throughout the world and does not engage in bribery or corruption.

The Company has a well-defined Code of Conduct for all employees, Senior Management and Directors of the Company that covers issues related to ethics, honesty, conflict of interest, misconduct etc. The code of Conduct for Senior Management and Directors is available on the website of the Company www.hexaware.com. The global code of conduct for Employees, contractors and retainers is available on the Company website and is easily accessible to all. The code of conduct of the employees and Senior Management applies to all the employees and Senior Management of the Company respectively, including its subsidiaries. It covers working with vendors, customers, and other business partners.

All employees must abide by the Global Code of Conduct Policy which outlines the ethical and professional conduct of the employees.

A bribe may be anything of value and not just money - gifts, inside information, corporate hospitality or entertainment, offering employment to a relative, payment or reimbursement of travel expenses, charitable donation or social contribution, abuse of function -and can pass directly or through a third party. Corruption includes wrongdoing on the part of an authority or those in power through means that are illegitimate, immoral or incompatible with ethical standards. Corruption often results from patronage and is associated with bribery.



Hexaware has implemented a Gifts, Hospitality and Entertainment policy and does not endorse the payment or receipt of gifts or bribes for business or financial gain. The employees and representatives of Hexaware are expected not to do anything that could give the impression that Hexaware could be influenced in any manner. Hexaware does not welcome or encourage facilitation payments. Such payments may be made only when they are legal, small, customary in the circumstances, and are used to secure an outcome to which Hexaware is legally entitled. Any act of commission or omission which is detrimental to the business of Hexaware i.e., bribery, fraud, pilferage, theft, etc. is termed as misconduct.

Implementation

Employees at Hexaware are encouraged to raise any questions or concerns about any bribery issue or suspicion of noncompliance with the Company's Anti-Bribery policy, with the Company's Human Resources or Legal Department. If the Employee is unsure whether an act constitutes bribery or corruption, he or she should contact his or her manager or the Company's Human Resources or Legal Department as soon as possible.

Hexaware has strict policies and implementation mechanisms to uphold ethical behavior amongst the employees. Employees are expected to report gifts and hospitality amounting to more than 100 USD to their line manager and seek their guidance in case of any doubts. For unavoidable facilitation payments, Hexaware expects its employees to openly record the amount and seek reimbursement under the normal approval procedures or to consult local management and receive advance payment. Any fraudulent behavior of the employees is investigated, and the concerned employees faces disciplinary action including dismissal from the services of Hexaware.

Employees can also report violations through the Whistle-blower mechanism. A person or entity can make a disclosure of any unethical activity or improper practices or alleged wrongful conduct that they have observed. Whistle Blowers could be employees of the Company as well as subsidiary companies, contractors, contractors' employees, clients, vendors, internal or external auditors, regulatory agencies or other third parties. Ex-employees of the Company are also included within the definition of Whistle Blower.

Employees can report violations through the Whistleblower mechanism. The grievances reported through this mechanism are investigated by the Whistle Blower Committee. The Committee is comprised of a team of senior management personnel of the Company who independently assess the concerns raised by the Whistle Blower custodian. The Custodian is a full-time senior employee, well respected for his/her integrity, independence and fairness. He/she is authorized, appointed, consulted or approached by the Whistle Blower committee for receiving all complaints under this policy and ensuring appropriate action. Unethical activity can be reported by the Whistle Blower through an email complaint or a written complaint on becoming aware of the same and the disclosure can be made to the Whistle Blower custodian/any of the Whistle Blower committee member. If the complaint is against any member of the Whistle Blower committee, the same would be reported to the CEO, who has the right to decide on the issue on his own or through an investigation.



3. MEASUREMENT OF OUTCOMES

Human Rights Principles

- Hexaware maintains a proper record of the complaints related to the Human Rights violation. There were no complaints received during the year under the Whistle-blower act.
- We had two cases of Prevention of Sexual Harassment Policy violation, out of which one was pending to be resolved at the end of the FY.
- We received a total of 10 complaints from our customers during 2022 covering all the locations that Hexaware operates in. 8 complaints were closed during the year and 2 complaints raised in December were closed in Jan'23.
- Health & safety-related parameters are audited once in 6 months as a part of the Integrated Internal Quality Audit for QMS and EMS. In 2022, we have received ISO 45001:2018 - Occupational Health and Safety management system certification.
- We conducted ESG and Risks Assessment for our services providing suppliers.
- Zero supplier contracts were terminated due to non-compliance with any laws, regulations or the Hexaware code of conduct.
- Our CSR spending was INR 126.7 million in 2022. We implemented over 22 projects with the focus areas being Education, Skill Development, Healthcare, Environment, Sports & Disaster Relief across India impacting over 53,143 beneficiaries.

S. No	Name of the Project	Location	Summary about the project	Focus Area	SDG	Number of beneficiaries
1	Udaan - Empowerment of children of sex workers in the red-light area	Mumbai	While serving the women in brothel-based prostitution, AAWC realized that their daughters were at a greater risk of entering the cycle of inter-generational prostitution due to their proximity to sex trade. They did not have any positive role models, and thus no alternative aspirations for the future. The Udaan program aims at providing daughters of the women in brothel-based prostitution with an opportunity to education and path to break this inter-generational cycle of prostitution	Education and Healthcare	SDG 3, SDG 4, SDG 5, SDG 10, SDG 16	145 Girl Children
2	Digital and Financial Education	Chennai and Mumbai	Hexaware in partnership with AIF has implemented the DAFE and STEM teaching learning activities in 23 government schools of Chennai and Mumbai. The intervention is aimed at strengthening Digital and Financial Education and STEM teaching learning activities in the government schools of Chennai and Mumbai. Focus is on class of 6 to 8.	Education	SDG 4	3450 Children in 23 Schools
3	Antar Bharti Balgram Yojna - Holistic development of underprivileged children	Lonavla	Hexaware Technologies is supporting the holistic development of orphan and destitute children of Antar Bharti Balgram.	Education	SDG 4, SDG 3, SDG 2, SDG 10	160 Balgram children
4	Art Education - Art 1st	Lonavla	Two programs supporting by Hexaware are- Art Lab & Cascade Program for Antar Bharti Balgram school	Education	SDG 4	160 students



5	Pond Restoration Projects - Environmental Foundation of India	Chennai	Hexaware Technologies is supporting EFI to scientifically refurbish and restore the water bodies	Environment	SDG 6	8 water bodies in Chennai and 1 urban reforestation project
6	Providing Scholarship to 475 underprivileged and meritorious students to support higher studies	Chennai, Mumbai and Pune	Hexaware Technologies is supporting IDEA to provide scholarship to underprivileged and meritorious students to support their current or higher studies.	Education	SDG 4	475 students
7	Mentorship & Skill Training for Girls	Mumbai & Pune	Hexaware Technologies is supporting Katalyst India to provide skill training and mentoring to 60 underprivileged girls pursuing professional degrees like Engineering, Architecture, Medicine and Chartered Accountants	Education	SDG 4, SDG 8, SDG 5	60 Girl Students
8	Skill development training for employability	Chennai, Mumbai and Pune	Skill Development for youth from marginalized sections and gainful employment in the high growth service sector for the youth (18 to 25 Years) from underprivileged backgrounds in Chennai, Mumbai and Lonavla.	Skill Development	SDG 4, SDG 8, SDG 10	600 youths per year
9	Providing prosthetic legs for amputees	Chennai	Through participating in marathon, we at Hexaware endorsed noble practices and increased employee awareness and commitment to help differently abled people in partnership with Dream Runner Foundation and Freedom Trust. We provided 200 prosthetic legs to the amputees every year.	Healthcare	SDG 3	200 needy amputees per year
10	Supporting junior women athletes and para-athletes in sports training	Mumbai	Hexaware Technologies is supporting Olympics Gold Quest to provide expert coaching, training, and world class equipment's to 4 junior athletes and 68 para-athletes. The program will also sponsor their participation in international competitions.	Promotion of Sports	SDG 10	4 Athletes & 68 Para Athletes
11	Providing complete care program including healthcare and education support to girls living on the streets	Chennai and Mumbai	Hexaware is engaging with Rainbow Homes to financially support Rainbow Foundation India in Mumbai and Chennai. The Rainbow Homes program is a residential, long term, comprehensive care program which provides care and protection to children in need. The comprehensive care focusses on health, nutrition, holistic education, life skill development and career guidance to enable children to grow into independent individuals.	Education and Healthcare	SDG 3, SDG 4, SDG 10	215 children in Chennai and 25 children in Mumbai
12	Promoting science awareness among high school students, increasing their understanding of science, and attracting them into scientific careers through activities emphasizing hands-on research.	Chennai	Hexaware Technologies is supporting Space Kidz India to encourage students to opt for scientific studies in the field of Aerospace, Aeronautics, Environment, Robotics, apart from the regular stream of Engineering and Medicine.	Education	SDG 4, SDG 9	100+ Science based students



13	Providing training to people with disability to get employment in retail industry	Chennai, Mumbai and Pune	Hexaware Technologies is supporting the Pankh Program by TRRAIN for training people with disabilities (PwD) and providing them with employment opportunities in the retail industry. The initiative aims to create sustainable livelihoods for PwD and to promote inclusive growth in the retail sector.	Skill Development	SDG 4, SDG 8, SDG 10	600 PwDs every year
14	Vocational training center and support for Persons with Disability	Chennai	Hexaware Technologies is supporting V-Excel trust in providing employment and earning opportunities to young adults with special needs. This is an intensive vocational training program in all aspects of printing and documentation	Skill Development	SDG 4, SDG 8, SDG 10	28 children with special need
15	Early intervention and Remedial Programme	Chennai	Hexaware Technologies is supporting an early intervention center for the comprehensive development for the children 'at risk' for development disabilities in the age group (0-7 years) and remedial program in the age group (8-18 years)	Education and Healthcare	SDG 4, SDG 10	113 children
16	Promoting hygiene, sanitation practices in Government Schools	Mumbai & Pune	The program aims to create child- friendly learning environment in govt. schools by concentrating on infrastructural aspects from Sanitation, Drinking & Dishwashing areas, and digital classroom.	Education	SDG 4	42 govt. schools
17	Providing shelter and skill development for Transgender community	Mumbai	Providing safe space and care at Garima Greh to transgender people seeking shelter support and Providing Skill building training to 210 transgender persons	Skill Development	SDG 4, SDG 8, SDG 10	210 transgender persons
18	Providing Fundamental Education for the under-served children	Pune	The Manosakha Projects aims to cater to the teaching, counselling, nutrition, and overall well-being of 50 children between ages six and fifteen of female sex-workers residing in Pune.	Skill Development	SDG 4, SDG 10	50 children
19	Restoring Sight and Transforming Lives	Chennai	The project aims to conduct cataract surgeries in population aged 50 years and above in Tamil Nadu belonging to the backward and marginalized communities, thereby ensuring visual rehabilitation so that the individuals' ability to lead a dignified life remains unaffected.	Healthcare	SDG 3	1000 old age people
20	Rural Development Project	Mumbai	Providing economic growth in village, financial independence and achieving benefit of the value chain.	Rural Development	SDG 11	1000+ people
21	Providing Mental Health Support in the Government Schools	Chennai	The intervention is aimed to financially support in ensuring a safe environment for children where they are heard, concerns addressed, and guidance provided.	Education	SDG 4	400+ children
22	Providing Skills to the underprivileged	Nagpur	The goal of the program is to improve the socio-economic status of underprivileged youth from the peri-urban and urban slums of Nagpur, through vocational and capacity-building initiatives.	Skill Development	SDG 4, SDG 8, SDG 10	600 youths per year

All our projects are undertaken in partnership with Non-profits, Government, Civil Society Organizations and are linked to SDG 17

- Hexaware received no complaints related to the labour principles in 2022.
- “EAP orientation” and “Campus to Corporate” sessions conducted for 'Mavericks' who are fresh graduates from colleges for smooth onboarding.
- Various learning programs such as WILP, Segue, Code Gladiators, HTD Program were conducted during the year. On average, 36 Hrs. of training per employee was provided.
- Learning Nuggets’ – a bite-sized learning program was kicked off at the start of the year and has now fully matured into a bite-sized training program covering complex topics. The Company kicked off the ‘Hexa-Meister’ program which connects employees to SMEs from various specializations on-demand and helps employees build on their technology specialization.
- Under the Hexacare initiative, physical & mental welfare programs and workshops were organized for employees and their families.

Environment Principles

- Green power, including wind and solar energy, accounts for 88% of the total energy consumed at our Chennai campus. We have also installed several rooftop solar systems across our operations.
- We obtained approximately 4.42 million units of wind energy as group captive power consumers through a third-party private power agency in 2022.
- Our current solar capacity stands at 1,563 KW (1.563 MW). We avoided GHG emissions of about 1,748 tons of CO₂ due to solar and wind energy consumption in our campuses.
- In 2022, 34% of our global energy consumption needs were met by renewable energy. Our goal is to transition to 70% electricity usage from renewable sources on our campuses by 2030.
- Our emission intensity is 0.35 MTCO₂/ employee.
- The Ozone Depleting Substance (ODS) produced for the reporting period was 2.30 MT CFC-11 equivalent.
- Hexaware has invested in shares of a company engaged in generation of renewable energy in India. The investment is of strategic nature to avail the benefit of renewable energy in our sites.
- We have implemented various initiatives such as energy-efficient lighting, water conservation measures, and waste reduction programs to achieve our goal of creating a sustainable workplace.
- LEED is the most widely used green building rating system in the world. Our Pune campus in India has been awarded LEED Platinum Level certification (the highest level of certification), and our Chennai and Mumbai-LOMA campuses in India have been awarded LEED Gold Level certifications, totaling 5,26,308 sq. ft. Currently, we have 7,38,808 sq. ft. of LEED-certified owned office space in India.
- We have installed an Ultraviolet Germicidal Irradiation (UVGI) System at Comfort Air Conditioning for disinfecting micro-organisms. This has led to the improvement of indoor air quality at the Chennai, Mumbai, and Pune campuses.
- Indoor and ambient air quality is monitored monthly and the CO₂ level inside the work area is monitored to ensure a pollution-free environment.
- 16.5% of water is recycled in 2022 from overall water consumption.
- Our Chennai and Pune campuses are zero-water discharge campuses. We have installed a cutting-edge 220 KLD sewage treatment plant as well as a rainwater harvesting system along the periphery at Chennai and have installed a 75 KLD sewage treatment plant as well as a rainwater harvesting system at our Pune campus.
- Six water bodies restored in Chennai. In a span of 3 years, the project has benefitted over 999 people and has conserved over 9.99 crore liters across 6 water bodies in Tamil Nadu.



- 14 MTs E-waste generated, and 100% E-waste is disposed of through authorized vendors
- Donated 5182 KGs of dry recyclable waste from our Chennai campus for recycling purposes.
- All (9 sites) of our sites in India, 1 site in the Philippines, and 1 site in Poland are certified for Environmental Management System standard - ISO 14001
- Provided EV Charging Points at two of our locations in India for our employees to charge their vehicles.
- There were no cases of any non-compliance regarding environmental rules and regulations during the reporting period.

Anti-Corruption Principles

During the year under review, neither the statutory auditors nor the secretarial auditor has reported to the Audit committee, under Section 143 (12) of the Companies Act, 2013, any instances of fraud committed against the Company by its officers or employees.