birla**soft**

Energy Management Policy

Version 1.1

Last review date: 31/05/2024

Revision History

Version No.	Release Date	Function	Reviewed by	Approved by	Description of Change
1.0	15/11/2023	FLM	FLM Leads	FLM Head	Document Release
1.1	31/05/2024	FLM	FLM Leads	FLM Head	Policy template standardization

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1. Purpose

At Birlasoft Limited, we are committed to manage company's energy resources efficiently and sustainably. We recognize that energy management plays a crucial role in achieving business objectives, reducing environmental impacts, and ensuring the well-being of our stakeholders. To minimize our energy footprint, Birlasoft has developed an Energy Management System (EnMS) in accordance with ISO 50001:2018 requirements to ensure sustainable and responsible management of resources.

2. Scope

This policy is applicable to all operational Birlasoft offices.

3. Policy statements

Our key strategic commitments towards sustainability are:

➢ Birlasoft pledges to reduce its carbon emissions through its business operations, by adopting energy efficient solutions and moving towards renewable energy.
➢ Birlasoft is committed to continuously enhance its renewable energy (RE) share in the total energy mix through PPA model or obtaining power from solar park on the outskirts of our operational areas.
➢ Birlasoft is promoting the adoption of EV vehicles in its fleet and setting up EV charging stations within premises to encourage employees to commute in cleaner and greener mobility solutions.

To fulfil the above commitments, we would continuously improve our energy conservation measures and EnMS performance for resource optimization and sustainable growth by:

• Complying with all applicable legal and regulatory requirements related to energy use, efficiency, and management.

• Being proactive to advice energy efficiency measures in different functions operations; like procurement practices to ensure energy efficient products and services.by designing activities that consider energy performance improvement from the planning stage to the operational to disposal stage.

• To carry out review of the energy management system through internal audits to identify gaps, develop area of improvement action items, and implement improvement plans, and monitor the gap-bridge success rate.

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4. Responsibilities

Driven by the leadership to stay aligned with Birlasoft's core strategy of sustainability and responsible business conduct, through reduced carbon footprint. Our energy management team is responsible for implementing, monitoring, and continuously improving the energy management system, performance, and processes across all operations.

All employees and extended workforce are responsible for being pro-active and participating in energy conservation initiatives and driving energy-saving opportunities and habits in their day-to-day business operations.

5. Communication and Training of the Policy

We communicate our Energy Management Policy internally and externally to ensure that all stakeholders, including employees, extended workforce, suppliers, vendors, and customers, are aware of our commitment to energy conservation and initiatives around energy management.

6. Documentation

We will maintain documented information and data related to energy performance, against the set objectives/ targets, and action plans, in accordance with ISO 50001:2018 requirements and other national/ international sustainability standards.

7. Compliance Standards

This Policy is in accordance with ISO 5001 :2018

8. Related Policies

- ESG Policy

9. Performance Evaluation

We will regularly monitor, measure, and evaluate our energy performance, and assess the effectiveness of our EnMS, using relevant data, KPIs, and metrics.

10. Continual Improvement

We are committed to continually improve our energy performance, EnMS, and energy-saving initiatives through regular reviews and corrective actions, as required.

11. Review

This energy management policy will be reviewed periodically to ensure its ongoing suitability, alignment with our business strategy, objective, and compliance with ISO standards, national regulations, and international sustainability frameworks.

The policy owner will review the policy at least once a year from the last revision and if there are any material changes required in the document, the policy version will be updated, else the version updation is not needed. The Policy version gets updated at least once in 2 years, even if there are no material changes, with the remark as 'version updation'.

12. Distribution

This policy will be made available to all employees and interested parties.