

Water Management Policy

Version 1.2

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Revision History

Version No.	Release Date	Function	Reviewed by	Approved by	Description of Change
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1.2	31/05/2024	FLM	FLM Leads	FLM Head	Policy template standardization

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1. Purpose

Birlasoft is committed towards being a responsible organization pursuing business growth and understands impacts of water scarcity, water stress and water risks arising out of climate change on our business and communities. We have taken target to reduce our water consumption, increase water efficiency and reuse wastewater after recycling it through treatment plants.

We believe in the sustainable management of water resources across our facilities by focusing on increasing our knowledge of water-related risks, setting achievable goals. & targets, optimizing water efficiency, and advancing innovative solutions to water challenges. We make our efforts to transparently disclose our water consumption, water-related risks and governance mechanism/ initiatives through our annual report and on our company's website. We further collaborate with our key vendors and suppliers on water management practices to ensure water efficiency and minimize wastage during logistics and transportation i.e., across the supply chain, to whatever possible. Birlasoft is committed to comply to all national regulatory and statutory norms as well as adhere to international standards to drive efficient water consumption practices and conservation of water resources.

2. Scope

This policy shall apply to all establishments of Birlasoft Ltd, and each employee, extended workforce, vendors, and suppliers shall be made a partner in implementing the policy.

3. Policy Statements

Birlasoft proactively addresses water sustainability challenge by implementing this Water Management Policy, which will serve as a directive for establishing water management strategies, procedures, processes, and practices with respect to:

- Complying with legal, statutory, and regulatory norms/requirements,
- Aligning with public policy initiatives and international commitments such as UN SDGs (Sustainable Development Goals).
- Acknowledging Human Rights on water and sanitation
- Optimizing water consumption practices
- Maintaining desired water quality during procurement, processing, consumption, and discharge
- Report on water performance in public domain for all its stakeholders' consideration
- Co-create solutions to enhance water efficiency and minimize negative impact on water resources.

Specific objectives and targets are set for the water management systems. The objectives of our Water Management Program are increasing efficiency, responsible sourcing and becoming water positive. Our policy also aims at ensuring Safe potable water and water for sanitation for all.

The 4 'R's namely Reduce, Recover, Recycle and Reuse shall remain the pillars for water conservation and water management enabling circular economy while carrying out our core business.

4. Policy Implementation

The above policy shall be implemented by the following means:

4.1 STAKEHOLDER ENGAGEMENT

Birlasoft shall identify internal and external stakeholders such as employees, suppliers, community, stakeholders, community, local bodies, other interested parties and respective State Governments. List down their water-related expectations, prioritize, and identify the areas which need action and then establish phase-wise implementation plan with specific commitments, goals, and targets.

Required technological support that promote water sustainability are sought, by collaborating with:

- International and national research institutes
- Equipment manufacturers and suppliers
- Peer group/internal expertise
- Align with public and private sector initiatives.

We shall communicate to all stakeholders to promote awareness on water sustainability issues and enforce timely and informed decisions. We shall encourage our vendors and suppliers to improve their water conservation activities and drive efficiency in their operations, to whatever extent possible. Further, we will tie up with various NGO partners to undertake green initiatives and water-conservation programs/initiatives at community level.

4.2 WATER MANAGEMENT SYSTEM

The primary water usage at Birlasoft premises is for domestic purposes i.e., employees' consumption and operations such as drinking water, water consumption in cafeterias, washrooms, landscaping and for infrastructure and equipment utilization. We ensure appropriate access to safe water, sanitation, and hygiene through implementing WASH tool in our operations.

We are focusing on water management through conserving water, reducing freshwater withdrawal by recycling wastewater through Sewage Treatment Plants (STPs), ground recharging through rainwater harvesting, installing water sensors, and restrictors to increase water usage efficiency.

Birlasoft has a robust water management system to optimize specific water consumption at our premises. Birlasoft ensures water conservation across its entire value chain and strives to reduce it through Stakeholder Management.

The Water Management System shall at minimum:

- Enable water quality checks at every point of use, with zero deviation towards detrimental effects and effective equipment operation and maintenance of water treatment and distribution systems.
- Periodically review the quality and availability of water from traditional and non-traditional resources – to ensure that Birlasoft water supply requirements are met in the short, medium, and long term, including peak and non-peak periods.
- Right quality and quantum of water is available at all time at every point of business operation irrespective of location and external condition.
- Measure and track water consumption and discharge trends vis-à-vis industry standards for ensuring efficiency and optimization.

- Monitor, track, assess, and review monthly and annual water withdrawal, consumption, and discharge data to devise appropriate strategies to 'Recover, Reduce, Recycle and Reuse' the water and wastewater, respectively.
- Encourage adoption of latest solutions and efficient technologies to promote water conservation practices and achieve the desired results of resource efficiency.
- Modify and replace existing STP/ETP equipment to increase efficiency of wastewater recycling as per the technology innovation.
- Undertake periodic awareness sessions and capacity building training for employees, extended workforce, vendors, and suppliers on water conservation, resource efficiency, wastewater management, rainwater harvesting, community water management initiatives, and other water management related themes to drive behavior change.

5. Compliance and Assurance

Birlasoft ensures that all business premises have and comply with applicable water-related norms and regulations. Discharges, if any, shall be consistent as per stipulated norms, and efforts to be made to achieve quality over and above the statutory norm standards. The Policy is in place to identify water-related risks and its mitigation strategies. Regular water audits are conducted, and the recommendations are deliberated and acted upon.

6. Responsibilities

The overall responsibility is vested with Birlasoft, however, responsibility of implementation of this policy lies with the Corporate Sustainability team in-coordination with the FLM team.

Key responsibilities:

- Strategy formulation, review, and follow-up of all water management activities.
- Design, prepare and support in formulating required budget to conserve water.
- Engage with external stakeholders and organization to improve water-related performance.
- Provide inputs on water related schemes, projects, and planning.
- Collaborate to adopt next-gen technologies like IoT, AI, Analytics etc. to reduce impact of water risks.

7. Communication and Training of the Policy

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

8. Compliance Standards

This Policy is in accordance with ISO 14001:2015 and ISO 45001:2018 standards.

9. Related Policies

- ESG Policy
- EOHS Policy

10. Review

Birlasoft commits to support and implement this Water Policy. This policy shall be reviewed at least once a year or as and when there are any change/s in the external landscape.