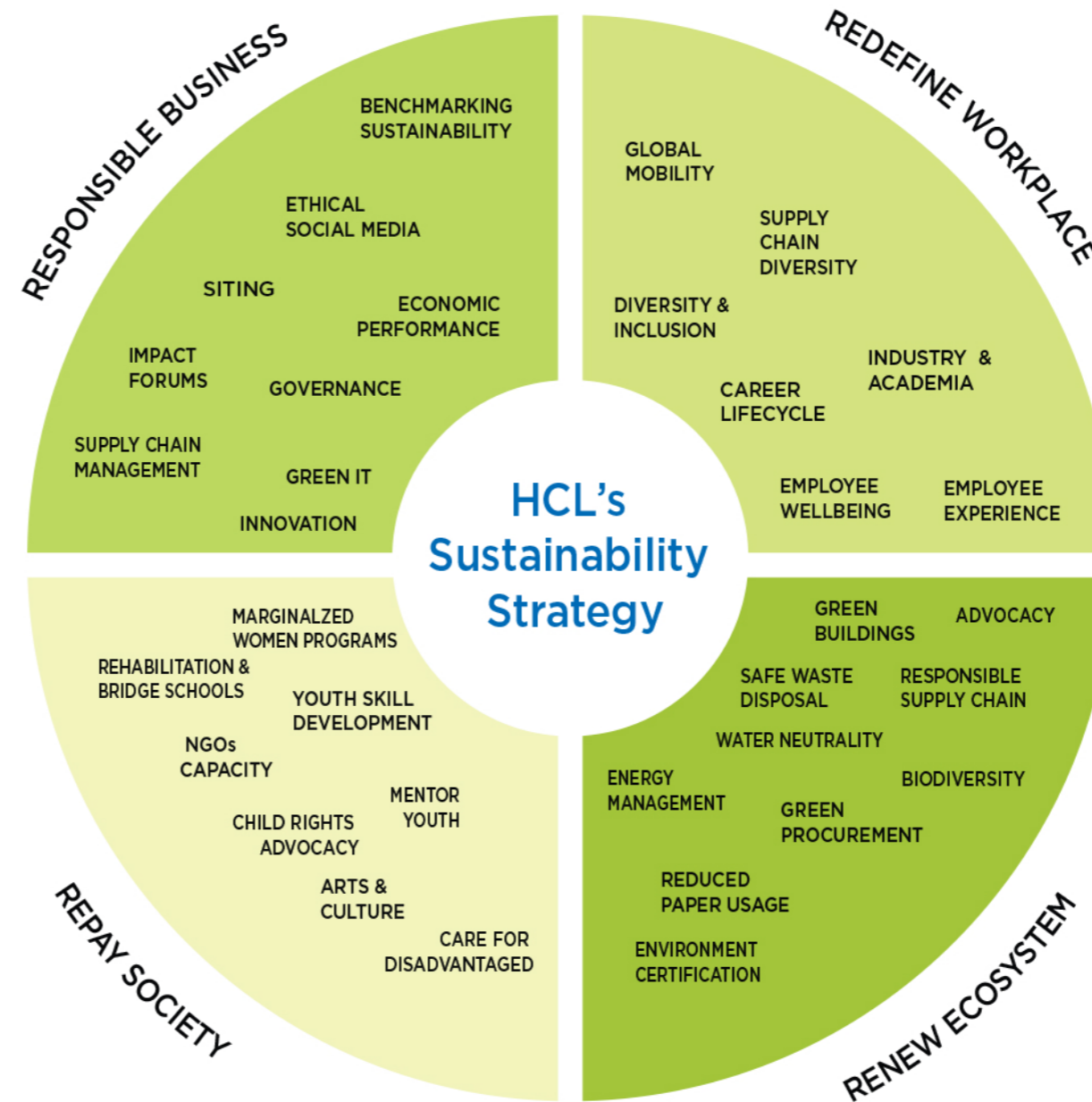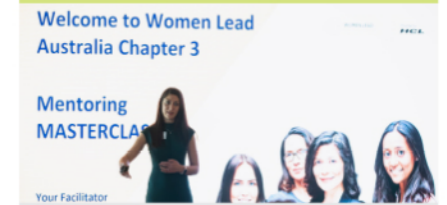# Sustainability

Creating Harmony Between Profit, People and the Planet

HCL builds sustainability principles and actions into our strategy, culture and day-to-day operations of our company. We aim to improve the lives of people around the planet, engaging our employees, clients, stakeholders and the communities we live in, to a higher purpose. We focus on areas where we can make the most difference: health, education, technology, jobs, and people who are denied the benefits and access afforded by science, technology, and innovation. Guided by the United Nations Sustainable Development Goals, we view sustainability in three ways – economic, environmental and social, known informally as Profits, Planet and People.

The 2020 winners of the HCL Grant, a coveted institutionalized grants to non-governmental organizations in India, were among over 5,000 submissions in the Environment, Health and Education categories.
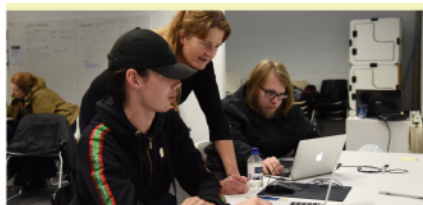

HCL's "Women Lead" initiative is a 1:1 mentorship program for aspiring women leaders that began in Australia and In 2020 expanded to the Nordics.

For its 43rd anniversary, the HCL Foundation organized the planting of over 40,000 trees, with the aim of combating climate change.

In South Africa, HCL is partnering with not-for-profit Safe-Hub on a major campaign to provide digital labs for at-risk teens to help them develop computer skills.

The 2020 winners of HCL's annual "Wavemakers" award, which recognizes champions of social causes, were announced at the World Economic forum annual meeting in Davos, Switzerland.

HCL held 19 major global events on Internatonal Women's Day to strengthen its commitment to women empowerment and celebrate the contributions of women in the organization.
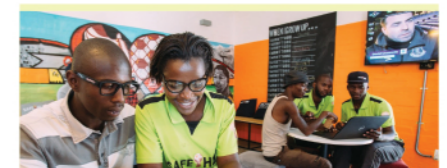

HCL UK works with The Prince's Trust helping disadvantaged youth gain digital skills through such programs as "Get Started with Technology."

At HCL, new datacenters use low-powered blade servers and more energy-efficient uninterruptible power supplies, which can use 70% less power than a legacy UPS.

HCL's Sustainability Strategy

RESPONSIBLE BUSINESS
- BENCHMARKING SUSTAINABILITY
- ETHICAL SOCIAL MEDIA
- SITING
- ECONOMIC PERFORMANCE
- IMPACT FORUMS
- GOVERNANCE
- SUPPLY CHAIN MANAGEMENT
- GREEN IT
- INNOVATION

REDEFINE WORKPLACE
- GLOBAL MOBILITY
- SUPPLY CHAIN DIVERSITY
- DIVERSITY & INCLUSION
- INDUSTRY & ACADEMIA
- CAREER LIFECYCLE
- EMPLOYEE WELLBEING
- EMPLOYEE EXPERIENCE

REPAY SOCIETY
- MARGINALIZED WOMEN PROGRAMS
- REHABILITATION & BRIDGE SCHOOLS
- YOUTH SKILL DEVELOPMENT
- NGOs CAPACITY
- MENTOR YOUTH
- CHILD RIGHTS ADVOCACY
- ARTS & CULTURE
- CARE FOR DISADVANTAGED

RENEW ECOSYSTEM
- GREEN BUILDINGS
- ADVOCACY
- SAFE WASTE DISPOSAL
- RESPONSIBLE SUPPLY CHAIN
- WATER NEUTRALITY
- ENERGY MANAGEMENT
- BIODIVERSITY
- GREEN PROCUREMENT
- REDUCED PAPER USAGE
- ENVIRONMENT CERTIFICATION

HCL's sustainability priorities are determined based on a combination of importance to business and importance to company stakeholders. They are organized into four types and arrayed in importance, with the highest priorities located near the core of the matrix.