



# Communication on Progress 2020

United Nation Global Compact

June 2021



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## 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

1<sup>st</sup> July 2021

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, Labor, Environment and Anti-Corruption. This is our 7<sup>th</sup> Communication on Progress Report.

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.

We continually aim to improve the integration of the Global Compact and its principles into our ownership model, culture, and daily operations.

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.

### Policy, Goals and Assessment

Being an international employer, Hexaware has 37 global offices and impacts lives of more than 19,833 employees as on December 31, 2020. Hexaware lays emphasis on the protection of internationally proclaimed human rights. It pledges to recognize, respect, and protect the human rights of all its stakeholders, such as: employees, customers, and society. Robust commitments, policies and procedures related to human rights have been highlighted in the Code of Conduct Policy, the Whistle-blower Policy, Sustainability and Corporate Social Responsibility Policy.

Hexaware has a Code of Conduct Policy including the right to safe and healthy working conditions to protect the human rights of all its employees according to global human rights proclamation and standards.

Hexaware discourages any form of discrimination based on gender, nationality, ethnicity, religion, disability, caste, race, etc. and believes in providing equal and equitable opportunities to all its employees. The Company as an organization is committed to provide a healthy environment to all the employees and thus does not tolerate any discrimination and/or harassment in any form. The Company has a framework for employees to report sexual harassment cases at workplace and process ensures complete confidentiality of information.

Hexaware conducts training sessions for the employees to understand the concept of harassment and the potential repercussions of it. The Company has in place Prevention of Sexual Harassment (POSH) policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Frequent communication of this policy is done through various programs and at regular intervals to the employees. The Company has setup an Internal Complaints Committee (ICC) both at the registered office and at every location where it operates in India in accordance with the Act and has representation of men and women and is chaired by senior lady member and has an external women representation. Awareness programs are conducted during induction for sensitizing the employees with the provisions of the Act.

Hexaware believes in the importance of having a positive work environment which is crucial for physical, mental, and emotional health of the employees. Hexaware is committed to impart awareness on human rights and uphold the universal value 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.



## Implementation

Providing information on different policies of Hexaware forms one of the fundamental parts during the trainings and inductions. The 'StationH' portal which was relaunched provides a one stop shop for employees to get information about all the organization wide processes and policies. As a regular practice, we responsibly communicate the updates in policies, procedures, benefits across Hexaware's offices across the globe. Several digital and automation tools have been developed to strengthen the overall engagement levels with the employees.

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 grievance 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.

A Cordial Working Environment Policy has been institutionalized, which ensures creating an encouraging workplace for its employees. This policy has been formulated to assist individuals who believe that they have been subjected to any kind of harassment. The victims can seek support and remedial action as per the procedures in this policy.

Hexaware engages closely with the customer to seek feedback, provides a channel to report any concerns and any violation of the Policy may be reported. The modes of engagement are visit to customer sites and feedback forms. Customer satisfaction survey is done on period basis to measure the level of satisfaction of customer. An Independent agency conducts the survey. The audit procedures for its suppliers also touches upon human rights aspects.

Hexaware has established a Prevention of Sexual Harassment (POSH) policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Hexaware communicates about the policy through various programs and at regular intervals to the employees. It has set up an Internal Complaints Committee (ICC) both at the registered office and at every location where it operates in India in accordance with the Act. It is chaired by a senior lady member and has an external woman representation. Workshops and awareness programs are organized for sensitizing the employees regarding sexual harassment.

Hexaware has established a vigil mechanism/framed a whistle blower policy. The policy enables the employees and other stakeholders to report to the management instances of unethical behavior, actual or suspected fraud or violation of the Company's code of conduct or ethics policy. The policy is reviewed annually by the Audit Committee to check the effectiveness of the policy. No personnel have been denied access to the Audit Committee. The provisions of this policy are in line with the provisions of Section 177 (9) of Companies Act, 2013.

## Measure of Outcomes

Hexaware maintains proper record of the complaints related to the Human Rights violation. All the complaints received during the year under Whistle-blower act and complaints that received from shareholders were addressed. There was no sexual harassment complaint or human rights violation complaint received during the year. There were no customer complaints pending at the end of the year.

## Labor 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 labor.

**Principle 5:** The effective abolition of child labor

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

## Principles Policy, Goals and Assessment

Hexaware is committed for 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 all forms of child labor, forced and compulsory labor.

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

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



## Implementation

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 at large, focusing on creating a friendly atmosphere and discussing the changing dynamics of the industry. With the implementation of effective change 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 work force 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.

Employees attend the regular HR pulse and skip meetings which help in resolving their concerns and provides them with the required clarification.

At the time joining Hexaware, develops a repository of the employee records which provide information on date of birth, academics scores, training/certifications etc. With the help of these measures Hexaware ensures not to employ any child labor for its regular employment, contractual employment or apprentice.

## Measure of Outcomes

Hexaware received no complaint under child labor or sexual harassment act during the year.

## 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.

## Policy, Goals and Assessment

Hexaware being an IT service Company is essentially a non-energy intensive organization. Despite that, considering the Global Challenges of climate change and UN Sustainable Development Goals, the Company constantly strives for the betterment of efforts on environmental safety, consumption and wastage of energy, in form of energy-friendly apparatus, highly efficient design, deep green retrofits and renewable energy, which have helped to conserve resources.



Hexaware acknowledges the fact that natural resources are limited in nature and hence must be utilized judiciously. It strives to mitigate the risks and improve its environmental performance with a holistic approach. The Company is engaged in proactively looking for opportunities towards minimizing its environmental footprints and tries to minimize its waste.

## Implementation

Hexaware is entirely a services Company and thus essentially, a non-energy intensive organization, despite that the Company is committed to sustainable business practices by contributing to environment protection and considers energy conservation as one of the important parts of preserving natural resources.

Hexaware motivates and educates its employees for responsible resource consumption. It encourages its employees to be sensitive and minimize the consumption of valuable resources such as electricity, water, paper. Awareness sessions are organized for employees and initiatives are implemented to encourage responsible practices such as switching the lights off when not in use, judicious use of paper, regulating air conditioners temperature and updating fixtures to energy efficient fittings.

Hexaware has taken various initiatives as listed below, for energy conservation and preserving natural resources.

- Hexaware has installed 1124 KW capacity Roof Top solar system in its Siruseri campus and 114KW at Mumbai MBP. Power generated in FY 2020 from these systems is 1657825 & 145558 Units, respectively. This results in avoiding of Green House Gas emission of about 1645 tons of CO<sub>2</sub> (Carbon Dioxide). 1512 tons at Chennai and 133 at MBP.
- Wind energy to the tune of about 4.3 million units are availed in year FY 2020 as Captive Power Consumer through 3rd party Private power agency.
- 89% of total energy consumed at Chennai campus is fed from Green Power (Wind & Solar).
- Indoor and Ambient Air quality monitoring is done on monthly basis. CO<sub>2</sub> level at inside work area is monitored to ensure pollution free environment.
- Chennai campus is Zero-water discharge campus. Rainwater harvesting system is installed along the periphery.
- There is a State of the art 220 KLD Sewage Treatment Plant (membrane bio-reactor technology) installed. The Treated water generated from STP is used for gardening purpose.
- Gensets are pollution free as certified by Government Pollution Control agencies and the stacks are fixed at the prescribed heights and locations.
- In FY 2020, Sewage Treatment Plant (STP) treated water about 21,000KL at Chennai and 5325KL at Pune is recycled and reused. The Company undertakes several green campaigns throughout its locations.

Hexaware has made significant efforts to employ renewable energy to minimize carbon footprint and increase water efficiency.





Hexaware institutes key performance indicators for each of the thrust areas of environmental sustainability. The Steering Committee, a committee that sets and drives the CSR agenda of Hexaware, sets goals and monitor against each of these indicators on an annual basis or as it deems suitable. Hexaware disposes the hazardous and electronic waste responsibly and through authorized recyclers/ resellers.

## **Anti-corruption Principles**

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

### **Policy, Goals and Assessment**

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

Hexaware 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 also has well illustrated Whistle blower policy, which is revised from time to time to strengthen the organization.

The Company has well-defined Code of Conduct for all employees, Senior Management and Directors of the Company that covers issues, related to ethics, honesty, misconduct etc. The Company also has separate Anti-Bribery Policy. The code of conduct of Employees is available on intra website of the Company and easily accessible to all the employees, the code of Conduct of Senior Management and Directors is available on the website of the Company [www.hexaware.com](http://www.hexaware.com). The code of conduct of the employees and Senior Management applies to all the employees and Senior Management of Company respectively, including its subsidiaries. It covers dealings with vendors, customers, and other business partners. All employees must abide by its Code of Conduct Policy which outlines the ethical and professional conduct of the employees.

Hexaware 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 making 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, contractor's 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 comprises 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 person usually a fulltime 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. An unethical activity can be reported by the Whistle Blower through email complaint/written complaint as soon as possible but in no event later than 30 days of 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 Global CEO, who has the right to decide on the issue on his own or through an investigation.

## Measure of Outcomes

In 2020, there were five complaints received by the Whistle Blower Committee, they all were resolved during the year and there was no pending complaint as on 31 December 2020.



### 3. MEASUREMENT OF OUTCOMES

#### 3.1 Care for the Community

‘True measure of growth lies beyond the balance sheet’, it is the underlying ideology of Hexaware that drives its CSR Programs and contribute towards the betterment of local communities and society at large. Hexaware’s CSR philosophy is to use business to serve the society, built on a strong belief that ‘common good’ is more important than ‘individual gain’. Hexaware Technologies Limited (Hexaware) is committed to contributing towards its societal responsibilities beyond statutory obligations. Hexaware’s Corporate Social Responsibility (CSR) initiative aims to broaden the vision of being accountable to the community and the environment.

In pursuance of its vision of inculcating good corporate citizenship, Hexaware continues to engage in strategic philanthropic programs to improve the quality of life of under-served, disadvantaged and marginalized communities. We are proud of our longstanding commitment to Corporate Social Responsibility (CSR) that is built on a strong edifice of inclusive growth and value creation for every stakeholder.

Hexaware has constituted a robust governance structure to oversee the implementation of the CSR projects, in compliance with the requirements of Section 135 of the Companies Act, 2013.

Hexaware’s CSR activities are classified into four broad categories namely:

- a) Flagship Programs
- b) Programs Aligned with National Themes
- c) Sustainability Employee Engagement Programs:
- d) Stakeholder Management Program

The following activities were undertaken as a part of its contribution to the community:

#### a) Flagship Programs

##### I. V-Excel Trust

- a) **V-Excel Early Intervention Program:** The Early Intervention Program focuses on aiding children aged 0 to 7 who are at risk of developing developmental problems. To help children with developmental delays, several therapies such as occupational therapy, neurodevelopmental therapy, sensory integration therapy, and speech and language facilitation are used.
- b) **Vocational Training Program** The goal of the Vocational Training Program is to help disadvantaged persons enhance their talents while simultaneously providing professional training and work prospects. People with disabilities are trained to run printers, laminating machines, and several other tasks in a printing shop at vocational training centres in Mylapore, Chennai. The program also provides support for running printing shops. The installation of paper cutting, binding, shredding, and laminating machinery was the first step in the program.

**II. Rainbow Homes-** Hexaware Technologies is supporting a complete care program which provides educational and healthcare support to children living on the streets. This year the support is extended for 245 boys and girls in Chennai and Mumbai.

**III. Apne Aap Women's Collective (AAWC)-** Hexaware has been supporting Apne Aap Women's Collective (AAWC) for five years, and the company is presently running two significant CSR programs, Umeed and Udaan. AAWC is a trafficking prevention organization that helps women and their children in Mumbai's red-light areas of Falkland Road and Kamathipura. AAWC team provides the beneficiaries with services under the theme of education, health, finance, recreation, empowerment, and shelter home, thus enabling the beneficiaries to lead a dignified life.

**IV. Pankh- 'Vocation Training for People with Disability'-** Hexaware Technologies is supporting the Pankh Program, which aims at training people with disabilities (PwD) and providing them with employment opportunities in retail industry. The initiative aims to create sustainable livelihoods for PwD and to promote inclusive growth in retail sector. Hexaware makes this program possible with Trust for Retailers and Retail Associates of India (TRRAIN trust) as its implementing partner. The beneficiaries are persons with speech and hearing disability and persons with locomotor disabilities between the age of 18-28 years who have completed their SSC/ SSLC. They come from the low-income communities whose families are mostly engaged in the informal sector.

**V. Katalyst India-** Hexaware Technologies is supporting Katalyst India to provide skill training and mentoring to 40 underprivileged girls pursuing professional degrees like Engineering, Architecture, Medicine and Chartered Accountants.

**VI. Holistic nutrition support and food Program for Cancer:** The Holistic Nutrition Support and Food Program for Cancer aims to provide holistic nutritional supplements and food support to underprivileged children fighting cancer. Hexaware has implemented this project with the support of the Cuddles Foundation. Three hospitals namely Bharati Vidyapeeth Hospital, Deenanath Mangeshkar Hospital and KEM Hospital are provided with support from the company. The main activity of this program includes providing nutritional counsel, assessing a child's malnutrition grade, providing customized diet plan, and holistically monitoring the child until he or she is cured.

**VII. Family Strengthening Program:** Hexaware Technologies Limited and SOS Children's Villages of India have partnered to implement the Family Strengthening Program (FSP) to extend support to 30 children from marginalized and disadvantaged children belonging to the most vulnerable families of Mumbai, Chennai, and Pune. The project aims at ensuring access to quality education and health care services to identified children.



**VIII. Youth Skilling Program:** Youth Skilling Program focuses on the skill development of youth from the marginalized sections and to provide employment opportunities for them. This is done in partnership with Magic Bus. It targets to benefits 600 youth, 200 across 3 locations- Thane, Lonavala and Chennai. Its object is 95% of the enrolled youth should complete their training, 70% of the trained should be gainfully employed and 65% of the placed youth should be retained in jobs for a minimum of 6 months.

#### **b) Programs aligned with the National theme**

**IX. Antar Bharti Balgram Yojana-** Hexaware Technologies is supporting the holistic development of orphan and destitute children of Antar Bharti Balgram. Orphaned and destitute children are supplied with a decent education and nutritional well-being through the Antar Bharati Balgram Yojana Program. Moral values are instilled in the children, infrastructure is developed with solar panels, computer laboratories are established, and a mobile library is placed at the children's doorway.

**X. Digital and Financial Education Program-** Digital and financial literacy are becoming increasingly important in today's world. Private schools instil digital literacy in children from an early age, but government schools lack the essential resources and infrastructure to teach kids digital literacy. Hexaware, through its CSR program, provides digital and financial education and STEM teaching activities to students and teachers. This ensures a computer-aided learning environment in the school which helps in the development of children. Under this program, digital content courses are provided, financial education and financial enterprise workshops are conducted, and various other competitions and workshops take place.

**XI. Yuva Unstoppable –** Hexaware Technologies is supporting the “Evolution Municipal School Empowerment Program” through which Hexaware will provide proper and hygienic sanitation, drinking water (RO+UV) and dish washing facilities in 10 government schools in Mumbai & Pune.

#### **c) Employee Engagement Programs**

Hexaware believes in the importance of involving its employees in CSR activities and thereby has **Employee Engagement** programs such as participation in COVID relief activities. This year Hexaware encouraged its employees in a unique virtual volunteering program. It was first of its kind and launched globally. Employees raised funds for food for needy, teach English workshops, remote learning sessions for children living in shelter homes, etc.

#### d) Stakeholder Management Programs

Hexaware is undertaking several programs such as Scholarships for School and College students, Young Scientist program to create international experiential learning for students in the field of Science, Support Athletes, Pond Restoration, Art1st program, Clean and Safe Neighborhood project etc.

#### Our commitment towards COVID-19 Relief.

The commitment of Hexaware has skyrocketed in its resolve to offer a helping hand to our society to cope up with the current pandemic – COVID 19. We have directed large number of our efforts and finances towards NGOs and programs working to overcome this pandemic. This situation is a threat not only to the health of our people but also the economic status of many who step out every day to bring food to plate. Amongst other activities we are supporting the families of such wage earners and are providing them with dry ration and groceries with the support of NGOs in various locations like Chennai, Mumbai, Pune, Nagpur, Haryana, and Delhi.

We have meticulously chosen a set of people to whom we wanted to direct our efforts, as mentioned in the below highlights.

- **Food & Dry Ration:** Provided cooked food to nearly 65,000 personnel who does not have amenities to cook and dry rations to nearly 3950 families who are affected by the prevalent situation in Chennai, Mumbai, Pune, Delhi & Nagpur.
- **Protective Gears:** Provided nearly 32,000 PPE kits to the Govt. Hospitals and 20,000 police personnel safety kit in Chennai, Mumbai, Pune & Haryana
- **Medical Equipment:** Provided 114 Oxygen Concentrators, 25 Multi Para Monitors, 10 ETCO<sub>2</sub>, 8 HFNC machines, 5 ventilators to various Govt. Hospitals in Chennai, Mumbai, Pune & Nagpur.
- **Covid Ward Facilities:** Converted 2 hospitals to a full-fledged facility for Covid-19 care, with all medical equipment like Oxygen Supply, Ventilators, ECG machines, Defibrillators, BP Apparatus and so on.
- **Educational Materials:** Provided 73 laptops to the bright engineering girl students and 325 tablets to the students studying in Govt. schools.

#### 3.2 Care for the Environment

Some of the projects at Hexaware which are directed by the philosophy of environmental sustainability. Hexaware campus (office) in Chennai and Pune SEZ are LEED standard compliant.

Hexaware has made significant efforts to employ renewable energy to minimize carbon footprint and increase water efficiency.





#### **a. Increase water efficiency through water and waste-water management**

Consumption of water at Hexaware is only for domestic purposes as it is a service industry. Hexaware undertakes wastewater recycling and rainwater harvesting and have installed effluent treatment plants (ETPs) to conserve and reuse water.

- The total amount of rainwater collected in 2020 was 2560 KL.
- Rainwater harvesting pits are installed around the periphery.
- Provision of rainwater collection sumps are built to collect surface run off and use for future.
- Water as a resource is conserved to minimize dependence on municipal and bore water.
- Chennai campus is a zero-water discharge zone.
- There was 34% reduction in total water consumption in the year 2020.
- There was 27.46% water recycled in 2020.
- In FY 2020, Sewage Treatment Plant (STP) treated water about 21,000KL at Chennai and 5325KL at Pune is recycled and reused. The Company undertakes several green campaigns throughout its locations.
- 100% of water used is recycled in Chennai Campus. There is no discharge of untreated water in the drains.

#### **b. Employ renewable energy to minimize carbon footprint.**

- The Chennai Siruseri Campus has a rooftop solar system of 1,124 kW.
- The Mumbai campus has a rooftop solar system of 114 kW. Power generated in 2020 from these systems stood at 16,57,825 units in Siruseri and 1,45,558 units in Mumbai as against 16,74,058 and 1,50,826 units, respectively, in 2019.
- Availed 4.3 million units of wind energy during 2020 against ~8.1 million units in 2019 as captive power consumer through third-party private power agency.
- There was 62.07% of renewable energy consumption in the total energy consumption in year 2020.
- 3613MTCO<sub>2</sub>e GHG emissions reduced in the year 2020.

#### **c. Creating sustainable neighborhood projects.**

- Hexaware's programs on Clean and Safe Neighborhood ensures that the community in and around its campuses are clean and hygienic. Through 'Clean and Safe Neighborhood' project implemented various initiatives like solar streetlights, tree plantation, clean-up drives, wall painting in schools and so on.
- They have tied up with Environmental Foundation of India (EFI) for pond restoration projects to scientifically refurbish and restore the water bodies in Chennai. Four ponds are restored so far.



