

HCL TECHNOLOGIES LTD.

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COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: January 2020

To: December 2021

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

January 5, 2021

To our stakeholders:

I am pleased to state that HCL 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 document, we describe the actions we have taken 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 various channels of communication.

Sincerely yours,



C Vijayakumar
CEO & MD
HCL Technologies

2. DESCRIPTION OF ACTIONS

HCL Technologies has a number of policies in place to ensure that all employees, suppliers and contractors are protected. Our policies can be viewed at our website: [Corporate Governance Policies of our Company | HCL Technologies](#). We have also articulated our focus around the principles of UNGC in our annual report as well as our annual sustainability report available on our website: www.hcltech.com. Both, our annual report and our sustainability report, are audited/assured by independent parties.

Human Rights

Respect and support for human rights is an integral facet of our employee relations. It is also a requirement to our supply chain partners. The details of our initiatives are in the annual sustainability report. We reaffirm that:

- We provide safe and healthy work facilities
- Provide protection from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats.

Labour

HCL Technologies complies with all labour regulations in the countries where we operate in.

- We ensure that there is no forced labour or child labour in any of our facilities.
- We comply with minimum wage standards
- We ensure that employees have the right environment and freedom to voice their concerns and challenges.

Environment

At HCL Technologies we are committed to reducing the impact our company has on the planet. We have devised environmental policies and initiated practices across our locations and delivery centers to ensure we create a minimal impact to the environment. The policies as well as our environmental certifications can be seen on our website: [HCL Economic, Social, and Environmental Sustainability | HCL Technologies](#). Below is a list of key achievements enabled by these initiatives.

- We have achieved a 70.96% reduction in per capita carbon footprint between 2010 and 2021
- We have increased the renewable energy portion of our overall energy consumption to 13.36% in FY21
- We have decreased per capita water consumption by 60.15% since 2013
- Obtained **BEE Star Labeling** from Bureau of Energy Efficiency(BEE), Ministry of Power, Government of India for energy efficient operations of various facilities.
- Received **Leadership in Energy and Environmental Design (LEED)** Silver rating for SEZ, Noida under **Green Building Certification and Rating System of US Green Building Council (USGBC) for operation and maintenance (O& M)** of green buildings that aims to help building owners and operators be environmentally responsible and use resources efficiently.
- Certification for **ISO 50001– Energy Management System (EnMS)** for using energy efficiently and helping to conserve resources and tackle climate change and having efficient operational energy management system (EnMS).
- Undertaken various interventions in the field of clean technology, energy efficiency and renewable energy. The Company has taken initiatives to procure renewable power through Open Access System and On-site installations. In total, 24,115 MWh of Renewable Power has been consumed in the financial year 2020-21. In addition to the above, Measurable Energy Conservation Plan, implemented by the Company led to energy saving of 5,876 MWh.
- Ensured emergency procedures to prevent and address accidents affecting the environment and human health

Anti-Corruption

HCL Technologies has an Anti-Bribery and Anti-Corruption Policy. This policy is applicable to employees across all grades including senior executives, members of the Board and fixed-term or temporary employees like contractors, consultants, trainees, interns, volunteers, third-party agents or any other person associated with the Company. These policies are also applicable to all the affiliates and subsidiaries of the Company as well as our entire value chain.

In alignment with this UNGC principle, we:

- Assess the risk of corruption as part of our business diligence.
- Incorporate “anti-corruption” and/or “ethical behaviour” in all our contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment
- Provide mandatory training to all HCL employees on anti-corruption and business ethics.

MEASUREMENT OF OUTCOMES

We have revisited our materiality through a structured process. We have taken inputs from stakeholders, contextualised our objectives, risk and opportunity landscape and the global trends to arrive at 12 material topics as below.

Environment:

- Climate Change
- Eco-Efficiency

Social:

- Human Capital
- Local Hiring
- Diversity and Inclusion
- Talent Attraction and Retention
- Work Environment
- Corporate Citizenship and Philanthropy

Governance

- IT Security, Data Protection and System Availability
- Sustainable Impact on Clients
- Sustainable Procurement
- Governance and Ethics

A detailed performance metrics evolved from these material topics and many of those outcome measurements are presented in our annual sustainability report. As you will see in this report, this year we further enhanced our performance in many aspects. While we draw pride from our achievements, more importantly we look at them as an inspiration to do even better, try harder and aim higher.

Our overarching vision remains clear - we will continue to explore the confluence of technology with the best of human spirit to enable harmony between people, planet and prosperity.

Appendix:

HCL Sustainability Report

HCL Annual Report

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