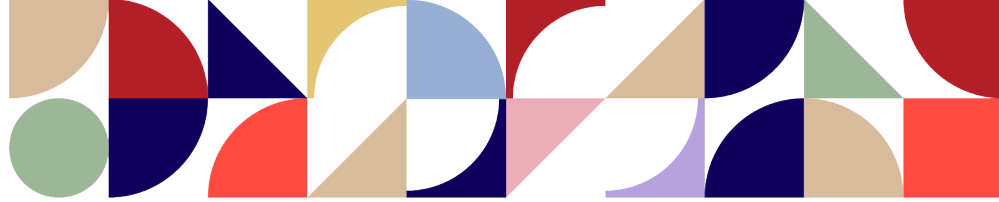




**zensar™**



# **ZENSAR TECHNOLOGIES LIMITED SUSTAINABLE PROCUREMENT POLICY**

An  **RPG** Company

**Zensar** aims to promote and encourage all our Suppliers and Partners to adopt preferred standards and practices of Social, Environmental and Governance (ESG) principles, to conduct business responsibly, ethically and in a sustainable manner, that helps build sustainable businesses and demonstrates care for the community and environment.

This policy applies to all our Suppliers and partners, local or International, including but not limited to contractors, consultants and all personnel affiliated with third party agencies providing Goods and Services to Zensar. The policy would be communicated to the relevant stakeholders at the time of onboarding and shall be made available on the Company's website.

We intent to create strong, long-term partnerships and engage suppliers who share a common commitment, **to build capacities and ensure adherence to:**

- All applicable local, state, national and international laws and registrations relevant to its business operations, and Zensar's, including Zensar's Code of Conduct, Health & Safety standards and practices.
- Strong Management approach, governance and policy implementation.
- Labour practices, compensation and employee rights with respect to minimum wages, overtime pay, working hours, prohibition of use of child labour or forced labour, and promote diversity and inclusivity.
- Health and Safety; by providing a safe and healthy workplace to its employees and partners. And impart necessary training and awareness to employees to take reasonable precautions and minimize risk exposure, to avoid accident and injuries at work.
- Human rights upkeep of all stakeholders in the Supply chain.
- Promoting fair competition; by working collaboratively, not discriminating against Small Medium Enterprises and by actively engaging the local business community.
- Protecting the environment by conserving natural resources, reducing usage of hazardous material, recycling and safe disposal of waste generated, while providing cost-effective, innovative products and services.
- BCM Systems and BCP preparedness; to handle any business disruptions and recovery of critical business activities to resume normal business operations quickly.
- Transparency and disclosure of sustainability performance as per regulations and industry best practices.

An  Company

As part of this commitment, we assess suppliers on ESG parameters for evaluation of potential vendors and performance monitoring of targeted suppliers periodically through:

- Supplier awareness programs.
- Seeking information from suppliers by use of checklists, audits, and third-party verification.
- Preferential procurement from key suppliers, small medium enterprises, and marginalized groups.
- Supplier recognition and reward programs that promote best practices.
- Strategic collaborations for achieving our mutual, collective sustainable goals and objectives.

Zensar looks forward to developing sustainable business practices, processes, and systems, and demonstrate continual improvement w.r.t its own procurement standards and that of its supply chain, from time to time.

The SCSR committee shall review the policy periodically and any amendments to the same shall be approved by the Board of Directors.

#### DOCUMENT HISTORY

Version	Approved by	Approval Date	Effective Date
1.0	Board of Directors	March 14, 2023	March 14, 2023