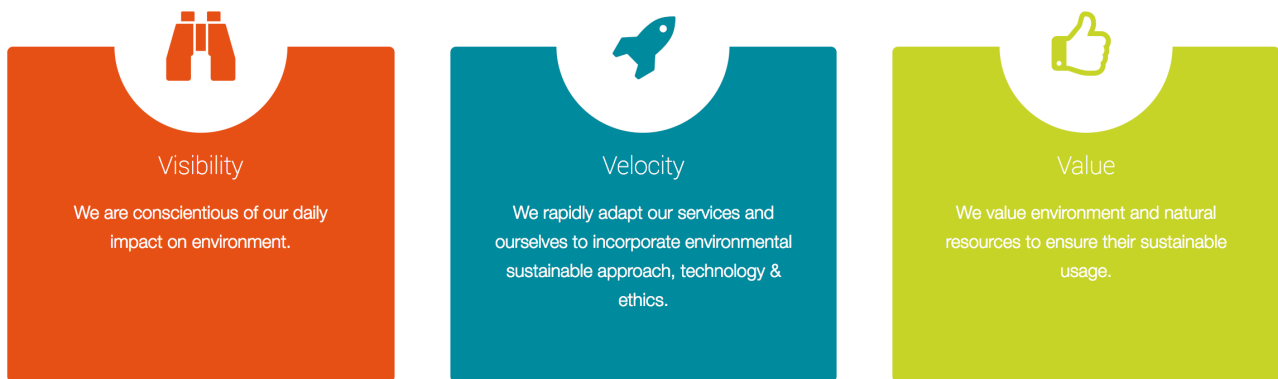


Environmental Policy

Concentrix (India) promotes environmental best practices and recognizes the importance of balancing growth with our goal environment protection. We are determined to promote responsibility toward environment among our employees and contractors to prevent any potential impact on the environment.

Concentrix (India) is an ISO 14001:2015 certified organization and meets the requirements for an environmental management system. With the certification, Concentrix has been able to fulfil its environmental compliance and objectives, improve resource efficiency, drive down costs, and improve overall environmental impact. Additionally, ISO 14001:2015 certification assists in achieving strategic business objectives by incorporating environmental issues and providing a competitive edge for Concentrix in the global marketplace.

Concentrix Environmental System is supported by a robust Environmental Policy, with objectives and important elements.



1.0 Objective

Concentrix (India) is committed to managing all its activities in order to provide exemplary levels of care and safety for the environment, as well as for its customers and employees. Good management practices and associated procedures in all our operations play a major part in the practical implementation of our Environmental Policy.



- Meet all applicable regulatory and statutory requirements.
- Ensure minimum generation of waste and maximize reuse and recycling where possible.
- Prevent environment pollution.



- Conserve energy.
- Develop an environmentally responsible culture within Concentrix.
- Continuously improve Concentrix India's Environmental Management System.

2.0 Scope

All the Concentrix facilities will be covered under the policy.

3.0 Policy Details

Concentrix (India) Environmental Policy

We at Concentrix (India), are committed to providing our services* in a manner that ensures a safe and healthy** workplace for our employees and minimizes*** our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and we will strive to use pollution prevention and environmental best practices in all we do.

We commit to comply with the following - being environmentally responsible.

1. Meet all applicable regulatory & statutory requirements and maintain all applicable permits and other regulatory approvals required for operations and wherever feasible, enhance the prescribed standards in all the countries that we operate in.
2. Ensuring minimum generation of waste and maximize reuse and recycling where possible.
3. Establish systems for the prevention of pollution due to our operations, wherever practical.
4. Promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those that are non-renewable.
5. Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible and take all reasonable steps to protect human health and the environment when such materials are used, stored and disposed.
6. Ensure education and promotion for creating environmentally responsible culture within the company. This will include sensitizing the employees on sustainable use of resources and general environmental issues.
7. Ensure that regular and requisite trainings are conducted to train the employees, contractors and sub-contractors who are working on maintenance and implementation of Environmental management system within the company.
8. Strive to continually improve Concentrix India's Environmental management system, conduct rigorous audits and self-assessments and periodically update issues, progress reports to the Board of Directors.



Concentrix India will review this policy on annual basis, taking account of any changes within legislation and our organization and other factors. We will communicate this policy to all our employees and ensure that they are given appropriate training to raise awareness of environmental issues.

* IT service/ Business process service

** To follow WHS (Work Health & Safety) Policy of Concentrix (India)

*** Within regulatory permissible limits.

(August 2017)

Ravinder Singh Rana,
VP and Country General Manager- Concentrix India

4.0 Exceptions

No exceptions to the policy.



Document Attributes

Document Number	CNX/ENV/PL/ 1.1
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Policy Owner	Vikas Gupta
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Version Number	Date	Change Approved By	Change Description
CNX/ENV/1.0	April '2014	NA	Initial version
CNX/ENV/PL/ 1.1	August' 2017	Vikas Gupta	Approver & Policy owner name Changed from Jai Agnani to Vikas Gupta.
CNX/ENV/PL/ 1.1	August' 2017	Vikas Gupta	Designation of Ravinder Rana revised to VP and Country General Manager Concentrix India from VP & Country Leader.