

Occupational Health and Safety Policy

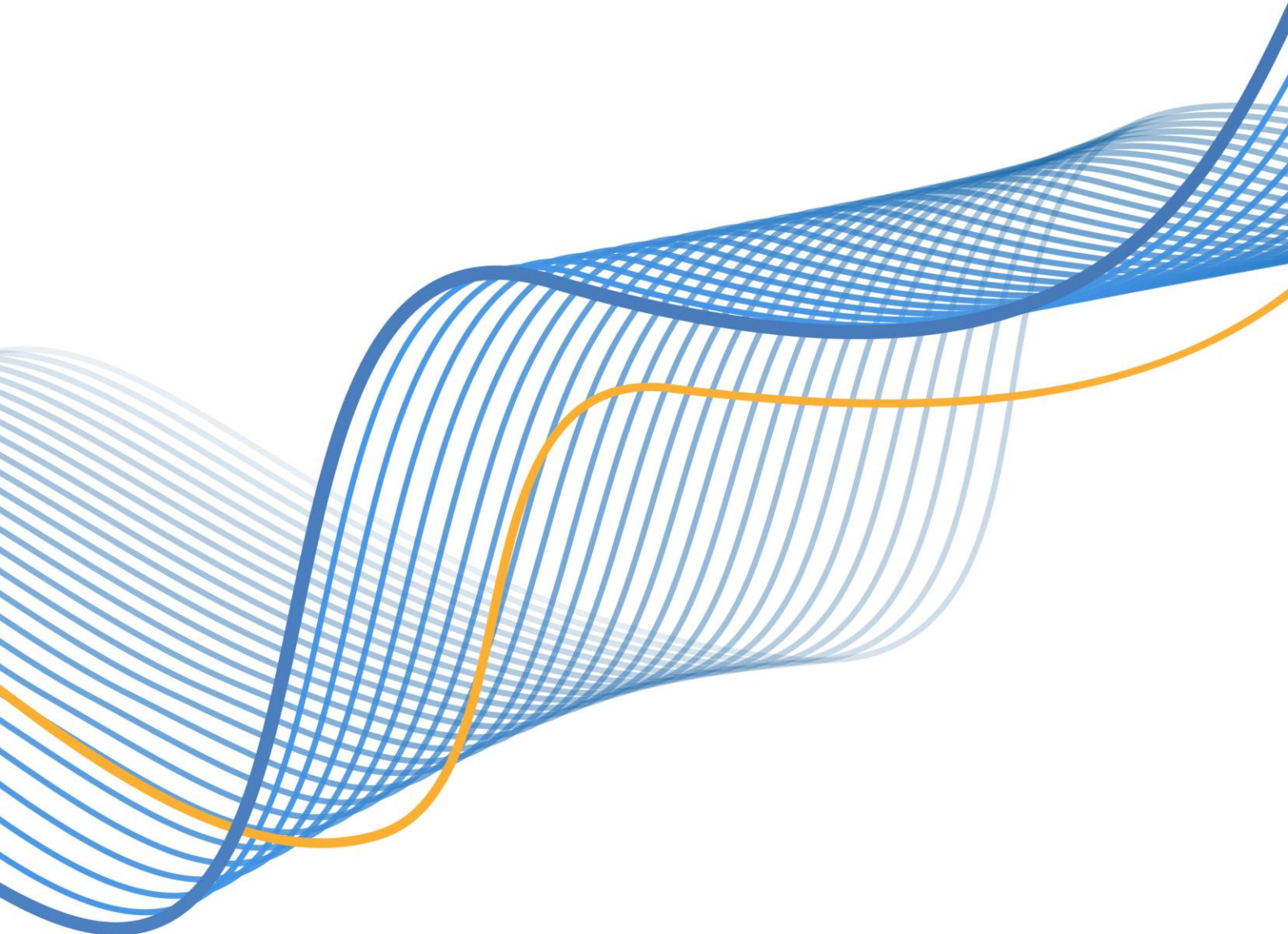


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Introduction

Tata Consultancy Services (TCS) is an IT services company offering IT consulting services and business solutions. We aspire to demonstrate leadership through a holistic approach to associate safety encompassing occupational safety, physical and mental health and wellbeing, personal safety awareness.

Purpose

The purpose of this Policy is to outline our commitment and plan of action to provide a safe workplace by

- Ensuring the provision and upkeep of advanced physical safety measures in the office infrastructure under TCS control and influence
- Adopting measures and processes that focus on the prevention of occupation-related accidents, injuries, illnesses, and near-misses and striving to continuously improve these measures
- Striving to eliminate hazards and have control measures to reduce OHS risks to acceptable levels

Scope and Applicability

Establish and operate a robust OHS Management system in line with International Standards which sets the framework for conducting risk assessments, prioritizing risks and drawing action plans to mitigate them through a hierarchy of controls.

Objectives

TCS has identified key objectives that it strives to achieve

- Comply with relevant OHS legal and other requirements applicable to the organisation and strive for 'beyond compliance' performance
- Provide safe and healthy working conditions for the prevention of work-related injury and ill health
- Conduct regular risk assessments and implement control measures by prioritizing risks and formulating strategies and action plans to mitigate risks to acceptable levels
- Set measurable objectives and targets and monitor them through appropriate lead and lag indicators
- Establish an emergency management system and conduct periodic drills to assess preparedness
- Implement a robust incident reporting and management system

Approach

To achieve the above objectives, TCS shall focus of the following approach:

People Focus

- Associates are expected to take reasonable care for safety, health and wellbeing of themselves and those who may be affected by their actions
- Safety is equally an individual and line function responsibility
- TCS shall ensure OHS awareness and build competency among associates at all levels to handle individual and team OHS responsibilities, through appropriate training, and proactive adherence to all OHS requirements to ensure a safe workplace for themselves as well as others
- Enhance associate awareness of off-duty safety concerns through campaigns, mailers and so on
- Communicate with, involve, and consult associates on physical, mental health and safety provisions and ensure their commitment and participation in the implementation of policies and processes
- Provide holistic wellbeing, safety and welfare support through appropriate programs

Mental Health and Wellbeing

TCS recognizes mental health as an integral component of overall employee wellbeing. TCS shall proactively identify mental health risks and take appropriate measures to mitigate them through a range of preventive and supportive interventions, including but not limited to:

- Creating a culture of trust and openness
- Promoting mental well-being through sustained communication and focused initiatives across internal channels
- Enhancing awareness and accessibility of support resources through various multiple modes of interactions

Value Chain

- Partnering with suppliers and contractors in its OHS mission through consultation and participation, by sharing the expectations and engaging with them to achieve the OHS objective of ensuring a safe and sustainable supply chain
- Engage with client partners towards ensuring occupational health and safety of TCS associates working at client locations
- Communication and Transparency
- Communicate the OHS policy to all its employees, business associates, customers and ensure it is available to other stakeholders and interested parties
- Report the OHS performance through various mandatory and voluntary disclosures and to other stakeholders through appropriate channels

Continual Improvement

- Implement action plans with responsibilities and timelines to achieve the targets based on prioritization
- Conduct periodic performance reviews against set objectives and targets

- Provide adequate resources to ensure continual improvement in its OHS performance

Policy Governance and Accountability

- Provide and ensure adequate governance mechanisms to oversee and achieve the OHS objectives and targets
- Track performance indicators to assess the effectiveness of the implementation of this policy
- Review the policy, processes and systems periodically (at least once in a year or on need basis) to ensure that it remains relevant, effective and consistent with organizational needs, applicable standards and stakeholder expectations, and also the effective implementation and recommend measures for improvement

This policy reaffirms TCS' commitment towards being a responsible employer and value chain partner by prioritizing the safety and wellbeing of the people we work with.

Signed By:



Sudeep Kunnumal

Chief Human Resources Officer

Date: 5th March, 2026

About Tata Consultancy Services (TCS)

Tata Consultancy Services (BSE: 532540, NSE: TCS) is the technology partner of choice for industry-leading organizations worldwide. Since its inception in 1968, TCS has upheld the highest standards of innovation, engineering excellence and customer service.

It has set an aspiration to become the world's largest AI-led technology services company and is enabling its clients to transform themselves across the full AI stack, from infrastructure to intelligence.

Rooted in the heritage of the Tata Group, TCS is focused on creating long term value for its clients, its investors, its employees, and the community at large. With a highly skilled workforce spread across 55 countries and 202 service delivery centers across the world, the company has been recognized as a top employer in six continents. With the ability to rapidly apply and scale new technologies, the company has built long term partnerships with its clients – helping them emerge as perpetually adaptive enterprises. Many of these relationships have endured into decades and navigated every technology cycle, from mainframes in the 1970s to artificial intelligence today.

TCS sponsors 14 of the world's most prestigious marathons and endurance events, including the TCS New York City Marathon, TCS London Marathon and TCS Sydney Marathon with a focus on promoting health, sustainability, and community empowerment.

TCS generated consolidated revenues of over US \$30 billion in the fiscal year ended March 31, 2025.

For more information, visit www.tcs.com

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