Risk management

Organization level risks and their treatment

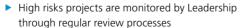| Risk	Risk treatment approach	Capitals impacted
Regulatory compliances Non-compliances towards changing regulations across multiple jurisdictions could result in penalties, business loss, debarment, reputational damage, and criminal prosecution.	Following mitigation measures are implemented to ensure compliances on regulations: ▶ Implementation of compliance monitoring system to effectively monitor the compliances across various jurisdictions globally ▶ Constitution of Internal Compliance Committee for governance on compliances globally ▶ Engagement with external consultancy firms for timely updation of the Compliance Obligation Registers in line with changing laws	
ESG ESG and its associated risks / opportunities are becoming more and more relevant, with heightened demand from investors, customers and increasing pressure from regulatory bodies. Non-compliance to the same can impact the brand image of the organization.	**Environment** ▶ Target to become carbon and water neutral for India operations by 2030. Initiatives include 'energy consumption optimization, increase green energy, reduce water consumption, green buildings, etc. **Social** ▶ CSR projects on Women Empowerment and Persons with Disabilities (PwD) by skilling, employing, educating, providing market linkages support as well as enabling beneficiaries for micro entrepreneurship **Governance** ▶ Transparent reporting feeding into Annual Reports ▶ Governance on the required regulations including Payroll and Social Security law, Employee Health and Safety, Financial Reporting, Bribery and Corruption	
Execution Impact of new normal style of working on critical deliveries and milestones.	▶ All delivery parameters are reviewed and monitored through digitized governance process ▶ High risks projects are monitored by Leadership through regular review processes	

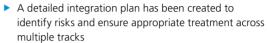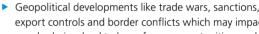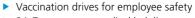| Risk	Risk treatment approach	Capitals impacted
Integration Integration of two erstwhile entities into LTIMindtree can bring its own risks, broadly from the following spaces: ▶ Employee related ▶ Customer/market related ▶ IT Systems/data security ▶ Regulatory/taxation compliance	Integration of two entities is a complex process and a framework has been built around the number of activities and processes that need to be harmonized. ▶ A detailed integration plan has been created to identify risks and ensure appropriate treatment across multiple tracks ▶ Multiple communication channels have been used to communicate merger benefits and synergies to all stakeholders ▶ All regulatory approvals have been obtained on time The LTIMindtree Integration Management Office is tracking the risks and working with identified track owners to monitor treatment plans. Detailed reports are being provided to executive management and the Board.	
Macroeconomic and geopolitical Geopolitical disruptions such as the Russia-Ukraine conflict and resultant volatility in the global economy may adversely affect the outlook, cause inflation. This in turn can result in reduced revenue growth opportunities that can impact client spend as well increased cost of doing business.	▶ Geopolitical developments like trade wars, sanctions, export controls and border conflicts which may impact supply chains, lead to loss of new opportunities, and harm the IT sector's global business environment are monitored closely ▶ Macro-economic parameters, such as GDP growth, interest rate and inflation, are tracked to identify uncertainties in economic conditions which may impact the countries in which LTIMindtree operates ▶ A diversified revenue mix across different geographies and domains helps to mitigate this risk	
Revenue concentration with top clients A big chunk of our revenue is from few of our major customers. IT spend budget/strategy of these customers as well as relations with them can have great bearing on our top-line as well as bottom-line	▶ Given the increased size of LTIMindtree post integration, business concentration with top customers has reduced. LTIMindtree is diversifying the revenue profile by targeting the next set of customers. Focused efforts are being made to ensure growth of the next set of top clients. Detailed monitoring of deliverables by senior management has led to very good client satisfaction scores. A high level of executive connect has ensured very healthy relationship levels with client leadership	
Pandemic outbreak The Company's operations could be adversely affected due to impact of the pandemic on employee's health and safety	Various programs have been implemented in the organization to maintain employee health and safety which helped to combat the situation, specially in earlier part of this year. ▶ Vaccination drives for employee safety ▶ 24x7 emergency medical helpline ▶ Establishment of Covid-19 emergency response cell	
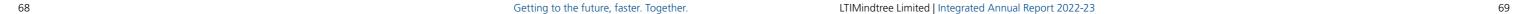
Legend:

- Financial capital
- Manufactured capital
- Intellectual capital
- Human capital
- Social and relationship capital
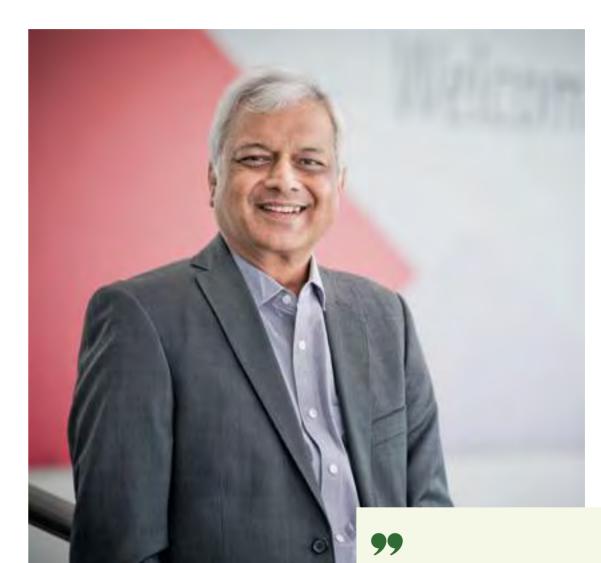- Natural capital

ESG focus

Caring beyond business

Building a sustainable future

> 〞 We recognize that forging long-term value for our stakeholders necessitates a holistic and purpose-driven approach to business, one that is firmly rooted in transparency, accountability, and purpose.

Paneesh Rao
Chief Sustainability Officer, LTIMindtree

ESG goals

Responsible choices,
sustainable future

At LTIMindtree, we understand that our responsibility towards the environment and our communities goes beyond mere compliance. We adopt a proactive stance towards sustainability, recognizing it as more than just an obligation but as a chance to actively contribute to the long-term objectives of sustainable development.

The principles of sustainable development guide our growth trajectory, and permeate every facet of our business.

To achieve our sustainable growth targets, we have set clear objectives through our ESG goals, which go beyond just meeting the minimum requirements.

Environment

Net zero by 2040
85%+ renewable energy use by 2030

~100%
waste recycling by 2030

Water positive
by 2030

Scale up of Green Tech offerings to clients

Read more on page 74

Social

40% women
in the workforce

15% women
in leadership by 2030

Become **the Employer of Choice** for PwD, LGBTQ+, and veterans and a great place to work for all; 50%+ local nationalities in major countries of business by 2030

Promote and create an ecosystem of diverse suppliers; 10% supplier base to be minority-owned businesses

Impact
4 Million+
lives positively in the community by 2030

Read more on page 80

Governance

Diversify our board
across gender and background

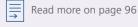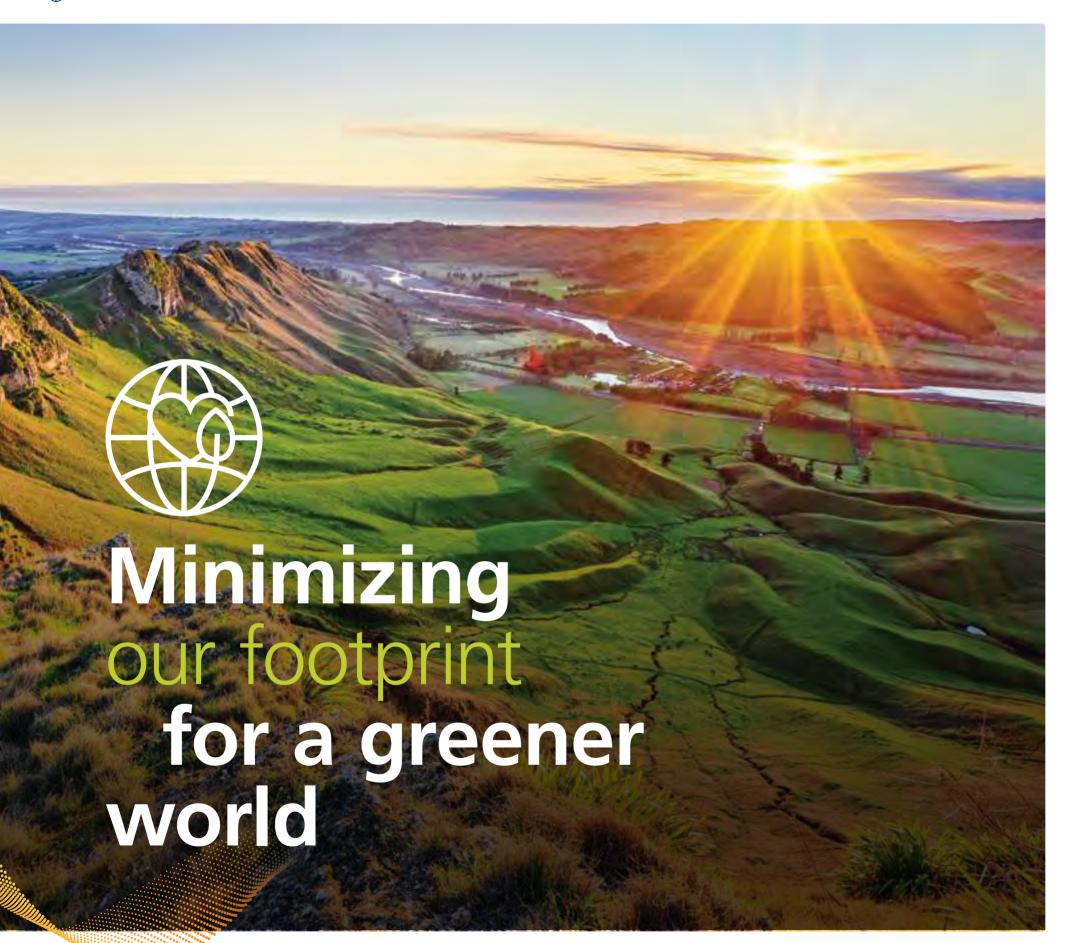**Link** ESG to executive compensation

Continue to train
100% of associates, partners, and suppliers on business ethics, and data privacy

Maintain
robust compliance, integrity practices, and key certifications

Read more on page 96

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Getting to the future, faster. Together.   LTIMindtree Limited | Integrated Annual Report 2022-23

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Minimizing our footprint for a greener world

Environment

Our pledge towards the environment is integral to our everyday operations. We are committed to monitoring, measuring, and controlling our ecological impact at our workplaces using sustainable practices, all while maintaining the ecological balance.

147,845 GJ Energy consumption	**52.07 %** Renewable energy
216,535 KL Water consumption	**64.20 %** Waste recycled

We take pride in our footprints of positive change, with which we are looking for ways to minimize the negative impact on the environment. We constantly identify key risks and take the necessary steps to mitigate them. At LTIMindtree, we remain committed to promoting sustainable practices that align with our values and vision for a better future.

Material issues addressed
▶ Green tech and innovation
▶ Climate change
▶ Water management
▶ Waste management
▶ Supply-chain sustainability

Key risks considered
▶ No risks identified

SDGs impacted

6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Environment

Our organization is dedicated to promoting a sustainable future by implementing responsible and eco-friendly practices. We have incorporated into our business operations our commitment to the environment and society, ensuring sustainable growth. Our approach involves continuously monitoring, measuring, and controlling the environmental impact of our initiatives across all our facilities to minimize our ecological footprint.

⚡ **Energy conservation and emission management**

Our approach to energy efficiency involves two strategies: Promoting behavioural changes among our associates to encourage energy conservation and smart management of lighting, heat ventilation, and cooling and integrating energy efficiency into our overall operations through design considerations and operational practices. We prioritize energy efficiency throughout our processes, from effectively utilizing our energy sources to reducing our carbon emissions and waste. We continually monitor our energy consumption to ensure efficient resource management.

Key initiatives

Replacement of T5 lights with LED lights

Enhanced LED lights have been installed at our Bengaluru West Campus and ESTPI campus to replace the existing T5 lights. This transition has resulted in a considerable reduction in lighting energy consumption. The initiative is expected to save 132,929.28 kWh of energy, with zero maintenance cost for five years. The overall cost savings, including the AMC for five years, energy savings, and buyback, is estimated to be INR 21.59 lakh per annum. The same initiative at ESTPI campus in Bangaluru resulted in a saving of 32,240 kWh of energy.

132,929.28 kWh
Energy saving for five years due to replacement of T5 lights with LED lights

Optimization of UPS

At one of our Bengaluru Whitefield campuses, we have reduced the installed UPS capacity from 500 kVA to 320 kVA, which is 36% less than the original capacity. This decision was based on a thorough analysis of the load pattern over the past two years, including future projections. This reduction in capacity not only leads to energy and cost savings but also helps to minimize the need for replacements and associated expenses. The initiative is expected to save 1.27 lakh kWh of energy per annum, with a cost saving of INR 28.06 lakh per annum (including AMC, AC capacitor replacement, energy savings, and buyback), resulting in an ROI of 9 months. Similarly, at our Chennai DLF facility, we replaced the conventional uninterruptible power supply (UPS) with modular UPS to reduce the energy loss due to equipment inefficiency. The UPS capacity was reduced from 440 kVA to 380 kVA, which is 14% less than the original capacity. This initiative is expected to save 135,780 kWh of energy units per annum, with a cost saving of INR 15.75 lakh per annum.

Installation of DG Emission Control Device

The Indian government has made it compulsory to use Retrofit Emission Control Devices (RECD) for diesel generator (DG) sets with a capacity of 125 kVA or more. As a best practice, we have initiated the process of installing emission control devices for DGs in a phased manner. We analyzed various partners referred by the State Pollution Control Board (SPCB) in the market, as the Original Equipment Manufacturer (OEM) partner did not support the requirement, and finally identified a partner who met the set requirements by the SPCB.

At one of our Whitefield campuses in Bengaluru, we have installed RECD in a DG with a capacity of 500 kVA, resulting in 83% reduction in particulate matter and 87% reduction in carbon monoxide without causing any adverse effects on the Genset.

The emissions now meet the standard set by the authorities (i.e. less than 70%). To ensure the equipment's safety, the OEM partner will observe the condition for 6-9 months, after which we will install the device in the remaining DG sets.

Installation of motion sensors

At our facilities in Airoli, Hyderabad, Coimbatore, and Pune, we installed motion sensors to control lighting across the facility area without the need for manual intervention. The system automatically detects when a room is unoccupied and turns off the lights leading to significant energy savings over time. This initiative resulted in energy savings of ~71,402 kWh per annum with a cost saving of ~ INR 500,073.

Replacement of old AC units

The Airoli facility's server room has been equipped with AC units with a total capacity of 3TR, but these units are 10 years old and consume a significant amount of power while also experiencing frequent breakdowns. In order to reduce energy consumption, we have installed energy-efficient AC units, resulting in a 56% reduction in power usage, saving 10,368 kWh per year and INR 0.82 lakh per year. Additionally, the 10-year-old 43TR ductable AC units in the electronic private automatic branch exchange (EPABX) and multiplexer (MUX) room were replaced with 45TR inverter ductable AC units without interrupting the EPABX & MUX room's operations. This resulted in an energy savings of 94,003 kWh per year, with cost savings of INR 7.52 lakh and a Return on Investment (ROI) of 10 months.

94,003 kWh
Energy savings from replacement of old AC units

At the Whitefield Software Technology Parks of India (STPI) campus in Bengaluru, non-inverter AC units were replaced with high-performing inverter AC units for improved operations. This initiative resulted in energy savings of 25,600 kWh per year.

In the Chennai DLF facility, the Precision Air Conditioning (PAC) units in the data center and UPS room were over 10 years old and consumed a significant amount of power while experiencing frequent breakdowns. The ageing factor caused capacity loss of 9.53 TR and 5.58 TR for the data center and UPS room, respectively. To address this, high-performing PAC units with advanced technology were installed to improve operations, resulting in energy savings of 168,657 kWh per year. Additionally, the old AC units in the switch rooms were replaced with energy-efficient AC units, leading to energy savings of 282,072 kWh per year and recurring cost savings of INR 32.72 lakh per year.

282,072 kWh
Energy savings from replacement of old AC units with energy efficient AC units

Installation of Variable Frequency Drives (VFD)

By installing variable frequency drives (VFDs) for air-handling units (AHUs), we were able to achieve significant energy savings by allowing the Heating, Ventilation and Air-Conditioning (HVAC) motors to operate at required speeds based on the load requirement instead of constantly running at a fixed speed. This also helps to maintain indoor temperatures within the set range as per demand.

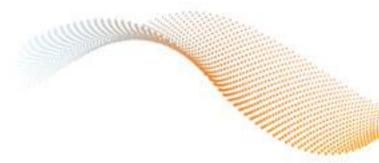**This initiative was implemented at various facilities and resulted in the following energy savings:**

▶ At our Global SEZ facility in Bengaluru, we achieved an **energy saving of 18,000 kWh per annum** with a cost saving of INR 1.98 lakh per annum

▶ At Hyderabad Skyview facility, we achieved an **energy saving of 15,500 kWh per annum**

▶ At Whitefield STPI campus, we achieved an **energy saving of 135,000 kWh per annum** with a cost saving of INR 14.85 lakh per annum

Installation of APFC and AHF panels

In the Qubix Hinjewadi IT6 building in Pune, the electricity connection was registered in the builder's name, and the bills were based on sub-meter consumption. However, following a new guideline from the Maharashtra Electricity Regulatory Commission, LTIMindtree entered into a DF agreement, and direct metering and billing will be done in their name. As per the agreement, PF and harmonics will be monitored, and penalties will be levied for any deviations. To address the power factor and harmonics issues, we installed Automated Power Factor Correction (APFC) + Automatic Harmonic Filter (AHF) panels to prevent overloading of the electrical system. This initiative resulted in energy savings of approximately 15,000 kWh per annum, with a cost saving of around INR 2 lakh per annum.

15,000 kWh
Energy savings due to installation of APFC and AHF panels

Environment

Renewable energy

We have committed to making our operations run through 85%+ renewable energy by 2030. In the FY23, 52.07% of the electricity requirement for our India operations was met by renewable resources. We are constantly working with partners and governments in various states to increase our electricity requirement from renewable resources. We also provided electric vehicle (EV) charging stations in a few of our facilities to encourage employees to move toward EVs.

FY22	53.03%
FY23	52.07%

Water management

Preserving fresh water is a vital component of our corporate social responsibility (CSR), and we continually strive to reduce our impact on the community by adopting sustainable practices. To achieve this, we have integrated the reduce, reuse, and recycle (3R) approach into our operations to ensure minimal freshwater usage, and we have implemented various initiatives to achieve this goal. At most of our facilities, water required for flushing, landscaping, and Heating, Ventilation and Air-Conditioning (HVAC) cooling towers is sourced from recycled water. Moreover, in our Bengaluru facilities, we have initiated rainwater harvesting and installation of recharging pits to recharge the groundwater level. These efforts have helped us reduce private water purchases by a considerable amount in the current financial year.

We have also undertaken the following initiatives to reduce water consumption:

▶ Replaced existing water aerators with efficient ones in our Pune Hinjewadi and ICC Facility, which reduced the rate of water flow by 55% without compromising on user comfort. With full occupancy of the building, this initiative has the potential to save 3,894 KL per annum.

▶ Replaced conventional water-flush urinals with advanced waterless urinals in Pune, Hinjewadi facility. This initiative led to **water savings of around 343 KL per annum**, resulting in a cost saving of INR 140,000.

Water performance

Source	FY23	FY22
Ground water extraction	44,010	29,000
Surface water	14,674	12,370
Municipal corporation	134,778	123,011
Private suppliers	15,813	11,352
Packaged water	3,236	412
Rainwater	4,024	2,712
Total	**216,535**	**178,857**

Waste management

Replacement of hand driers and removal of hand tissues

To promote sustainability in our workplace, we have been replacing all the old hand dryers with energy-efficient and high-speed hand dryers, which will help to reduce our environmental impact and eliminate the usage of hand tissue papers in all restrooms. The touch-free, high-speed hand dryers are designed to prevent cross-contamination and reduce the generation of contaminated waste. We have implemented this initiative in phases across our facilities, and it has been completed in our facilities in Bengaluru and Hyderabad. This initiative is expected to result in an energy saving of approximately 30,160 kWh units, a reduction of waste generation by approximately 20.23 MTPA, and a reduction in carbon emissions of approximately 3,447 tonne. Additionally, we can save approximately 345 trees per annum by eliminating the usage of tissues.

20.23 MT

Expected reduction in waste generation due to replacement of hand driers and tissue papers

Waste footprint

Source	Total Quantity (MT)	%
Electronic	29.28	8%
Hazardous	3.56	1%
Inorganic	25.89	7%
Organic	107.48	29%
Packaging	19.95	5%
Other	13.04	4%
Plastic waste	10.95	3%
Biomedical waste	0.06	0%
Construction & Demolition waste	123.45	34%
Battery waste	32.52	9%
Total	**366.19**	**100%**

Awards

National Safety Council of India and NSCI Safety Awards

Our Bengaluru West Campus has been awarded 'PRASHANSA PATRA' at the national level from NSCI Safety Awards in the Service sector

iNFHRA Workplace Excellence Awards

Our Bengaluru West Campus was recognized for its efficient energy conservation program and water saving, offsetting of overall organizational carbon footprint through various initiatives, and the Kolkata campus was recognized for Best Project Corporate

CII Energy Award

Our sustained efforts to minimize the environmental impact across our facilities resulted in Bengaluru West Campus earning recognition in the Excellence in Energy Efficient Unit category, while our Bengaluru East Campus and Chennai facility received accolades under the Energy Efficient Unit category

WSOINDIA (State Level) OHS&E Awards

Our continuous effort in improving the EHS measures across facilities resulted in Bengaluru East Campus won the Most Outstanding Performance, 5 Star Trophy under the category of Environment

Engaging
with care
and
responsibility

Social

Caring for our people, communities, and other stakeholders is intertwined with our everyday operations, ensuring that all our decisions and actions impact our stakeholders positively.

84,546
Total employees
(as on March 31, 2023 compared to 79,594 as of March 31, 2022)

579,916
Beneficiaries of CSR projects

79%
Customers have expressed that it has been a seamless transition following the merger

4,500
Suppliers

Social

People

LTIMindtree is committed to creating a diverse, inclusive, and equitable workplace where all employees can thrive. The company has several initiatives in place to support this goal, including:

- **A comprehensive Employee Value Proposition (EVP)** that offers competitive compensation and benefits as well as opportunities for career growth and development.
- **A strong focus on diversity and inclusion**, with programs and initiatives in place to support women, underrepresented minorities, and people with disabilities.
- **A commitment to creating a safe space** where all employees feel respected, valued, and included.
- **A strong focus on employee engagement**, with regular surveys and feedback mechanisms in place to ensure that employees are happy and productive.

Material issues addressed

- Employee well-being and experience
- Diversity, equity, and inclusion

Key risks considered

- Resource retention
- Resource fulfilment

SDGs impacted

Employee value proposition

At LTIMindtree, we offer a comprehensive Employee Value Proposition (EVP) that caters to the diverse needs of our employees. Our EVP is structured around four key pillars mentioned below, that help us attract, retain, and engage top talent in the industry.

Talent-growth opportunities

With a global presence in 20+ sectors, 100+ technologies, and 35 countries, we provide our employees with ample opportunities for career growth and development. Our career framework, 'My Career My Growth', ensures career progression and top talent development for all our employees.

People-centric culture

Our people-centric culture is driven by employee-friendly policies, differentiated connect programs, flexibility, and a performance-driven culture. We believe in empowering our employees to perform their best and create a positive impact on society.

Rich employee experience

We provide our employees with a rich and rewarding experience by offering recognition programs, leadership development programs, wellness-focused initiatives, diversity and inclusion practices, and digitized HR processes.

Compelling brand

As a top-tier positioned organization with strong financials, we are nimble as a startup and robust as an enterprise. Our solutions cater to the greater good of society, making our brand compelling and inspiring for our employees.

By prioritizing these pillars, we aim to provide a holistic and fulfilling experience for our employees, resulting in a highly engaged and productive workforce that drives the growth and success of our organization.

Talent acquisition

LTIMindtree has achieved significant hiring success, with 28,905 lateral employees joining globally in the past year. The company has emphasized diversity and inclusion, hiring women for 30% of positions and implementing state-of-the-art technology and a Buddy Referral program to enhance the hiring process.

The Company's Campus Hiring program has been successful, with 5,196 candidates hired from universities worldwide through engagement events, benefiting 67,000+ students and 500+ faculty members. The Leadership Hiring team focuses on creating a talent pool of relevant professionals, improving diversity and inclusion, and creating a bond of trust and transparency with the talent.

> **5,196**
> Candidates hired from universities worldwide through engagement events

The GEMS program assesses the leadership needs of the company and selects qualified, diverse leaders to create a healthy talent pipeline. The Onboarding program provides new hires with a 30-day incubation period that covers all essentials and critical people programs, nurturing all lateral new joiners across India. These initiatives lead to a memorable experience, resulting in high employee engagement.

People strategy for the merger of LTIMindtree

LTIMindtree's merger initiative was an impressively thorough and successful process that focused on harmonizing HR processes, systems, and policies to create a unified and connected organization. The HR integration journey was that of developing a common culture and value system that incorporates the best practices from both entities. This allowed for a shared objective, a consistent way of working, and a cohesive organizational perception.

The key guiding principle that drove policy harmonization was the employee interest. The HR team took advantage of this opportunity to introduce industry-leading practices, synchronizing policies across 35 countries while ensuring compliance with local by-laws and other considerations. Over 200 programs, processes, and systems were streamlined, ensuring comprehensive coverage for all employees without disrupting their day-to-day functioning. Furthermore, a well-established change management governance ensured that all changes were effectively communicated and implemented in a multi-pronged approach, keeping employees engaged and informed throughout the process. As a result, LTIMindtree has successfully positioned itself for a new and optimistic beginning and is poised for continued success in the future.

Diversity, equity and inclusion

We are committed to promoting diversity, equity, and inclusion in our workforce, and have implemented various initiatives and programs to achieve this goal. LTIMindtree values diversity in talent and aims to create an inclusive environment where everyone feels a sense of belonging.

> **69:31**
> Male to female ratio

LTIMindtree's diversity, equity, and inclusion charter focuses on Ethnicity/Nationality, Persons with Disability, Gender (Women), LGBTQ+ Inclusion, and Veterans. We believe that diverse and inclusive teams enhance productivity, problem-solving abilities, innovation, financial performance, resilience, and employee engagement.

To create a culture of inclusion, LTIMindtree emphasizes creating a psychologically safe space where respect, belongingness, empowerment, and progress are promoted for all. The Company's DEI brand identifier 'In Harmony' emphasizes the importance of creating an environment where individuals from different backgrounds can come together to redefine possibilities.
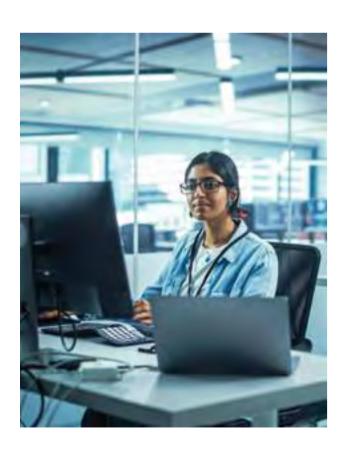
Social

Initiatives and programs

LTIMindtree has implemented several initiatives to foster Diversity, Equity, and Inclusion (DEI) in the workplace.

▶ All new joiners, whether campus or lateral, undergo DEI training to understand the organization's commitment and initiatives towards fostering DEI at the workplace.

▶ We have policies and benefits that are inclusive and reviewed periodically to keep up with changes. For instance, the policy language is gender-neutral, and insurance policies are LGBTQ+ friendly and cover partners, including transgender health requirements. Additionally, we offer reasonable accommodation for persons with disabilities and has a return ship program for people who have taken a career break.

▶ We have a focused diversity hiring strategy, partnering with organizations that specialize in diversity hiring, participating in job fairs, and investing in virtual events and job fairs for hiring diverse candidates into various roles. We have also revised job descriptions to use gender-neutral language and offer incentives and recognitions for recruiters who bring in diversity candidates.

▶ We consciously evaluate our suppliers specifically tracking MSME and women-owned business spends.

Workplace

LTIMindtree's facilities at the workplace are designed to encourage and support diversity, with gender-neutral toilet facilities as required by the Transgender Act, ramps for all building facilities, creche facilities, lactation rooms, and Baby's Day Out. In addition, we have implemented several learning and sensitization modules on DEI to dispel myths, assumptions, and prejudices in the workplace. These modules cover areas such as unconscious bias, women's programs, LGBTQ+ sensitization, and disability sensitization.

Special DEI programs

LTIMindtree has implemented specific DEI programs to promote DEI. These programs include:

Women tech-trailblazer program

This program is designed for entry to mid-level career women, combining technical expertise with life-skills coaching. Conducted six batches in the past year, covering over 200 women, and received positive feedback.

Womb to world Program

Designed for expectant mothers, it covers both employees and spouses. Conducted by a partner hospital, with separate sessions for each trimester, where doctors answer typical concerns and open the floor to questions. In the past year, we covered 732 expectant mothers through three sessions.

Initiatives for unconscious bias

E-learning modules, multiple workshops, and awareness campaigns on unconscious bias were conducted, with this module being an essential element of the Manager Development Program for first-time managers. Fireside chats, panel discussions, and speaker sessions were also held, with over 45 sessions conducted in the past year.

Initiatives for women in data and analytics

We received over 100 thought papers, built several case studies, and strengthened its technical leadership for women in data and analytics through thought papers, competitions, and technology leadership programs.

Inclusive management training program

An inclusive management training program was conducted for managers of the Insurance Practice in the Americas.

Employee engagement

To improve employee engagement, LTIMindtree took various initiatives in FY23. These initiatives included empowering women through Women's Day programs, exclusive women connects, and programs to support new mothers and single mothers. Employee connects such as New Joiners Connect, HR Hour/Floor Walks, and Coffee Sessions with leaders were organized to improve employee satisfaction. Leadership touchpoints like CEO connects, BUHR Induction, and GEO HR Induction were also organized to provide employees with an opportunity to connect with the leadership team. The GEMS program was implemented to create a diverse talent pipeline. In addition, LTIMindtree Canada, Americas, and EMEA regions collaborated with universities and provided benefits to engage their employees. These initiatives not only improve employee satisfaction and productivity but also help in the growth and success of the organization.

Awards

LTIMindtree has received numerous awards for its initiatives and programs promoting diversity, equity, and inclusion in the workplace. These include:

Best Organizations for Women 2023

by Economic Times

Best Firm for Women in Tech

by Analytics India Magazine

IWEI Silver Award

for Workplace LGBTQ+ Inclusion

ASSOCHAM D&I Excellence Awards

First runner-up in the 'Best Employer for Women' category and the second runner-up in the 'Best Employer for Policies on Diversity & Inclusion' category among organizations with more than 5,000 employees

Women in Sustainability

Special ESG Awards Category at the ESG World Summit & GRIT Awards 2022

Business World – BW People – HR Diversity and Inclusion Award 2022

DivHERsity Awards

in two categories – Top 20 in returnee programs for women and Top 5 in innovate L&D programs for women

Great Place to Work® Institute

recognition as one of India's Best Workplaces™ for Women 2022

Social

Corporate social responsibility

LTIMindtree seeks to contribute to the well-being of the communities in which it operates and be a responsible corporation and good corporate neighbor.

Focus areas

Education

Empowerment

Environment

Health & Nutrition

Key facts

579,916
No. of beneficiaries assisted through CSR projects

86
Projects

66
NGO partners

Material issues addressed

▶ Community development

Key risks considered

▶ ESG

SDGs impacted

✎ Education

School transformation

The School Transformation project at Kodathi Higher Secondary Government School in Bengaluru successfully implemented a quality teaching and learning program for children from migrant families. As a result, there has been a notable improvement in attendance, increased participation in events, and a rise in overall enrolment from 375 to 409 students during the academic year.

409
Total enrolments

Model of school complexes

The Model of School Complexes project in B Matakere gram panchayat of Heggadadevankote Taluk, Mysuru District in Karnataka provided foundational, preparatory, middle, and secondary education to children from tribal communities. The program has enrolled 1,357 students from 23 schools and 18 Anganwadis, and 129 students in Grade 11 and 12 have received scholarships.

1,357
Students enrolled for the program

Foundational Literacy Numeracy (FLN) & Prerana

The Foundational Literacy Numeracy (FLN) & Prerana project in Karnataka, Telangana, and Maharashtra, aims to enable students to acquire essential literacy and numeracy skills. Under the guidance of Sikshana Foundation, the project achieved significant milestones, including rigorous FLN practice, bridging the gap in grade-level learning through age-appropriate activities, and aligning inputs with NIPUN Bharat guidelines. Additionally, the project has initiated peer-group learning activities in schools as part of the Prerana initiative to enhance the skills of the students.

87,500
Student beneficiaries

1,765
Schools

Lab on a Bike

The Lab on a Bike project in Uttar Pradesh, Telangana, and Maharashtra aims to increase access to practical and hands-on science education for government school children, fostering curiosity, creativity, and leadership traits. Under the guidance of the Agastya International Foundation, the project achieved remarkable outcomes, including providing students with opportunities for hands-on science experiments in Physics, Chemistry, and Biology. Students have gained knowledge and self-confidence to build models and display their work in science fairs.

23,131
Student beneficiaries

132
Total schools

Multi-Dimensional Learning Space (MDLS)

Multi-Dimensional Learning Space (MDLS) project, in partnership with the India Literacy Project (ILP), has successfully improved learning outcomes for 1,800 students and over 40 teachers in 13 schools located in the Thagaduru cluster of Nanjangud Taluk, Mysore District, Karnataka. The project has established smart classrooms, computer labs, libraries, and career-guidance programs, enhancing digital literacy and providing experiential-learning opportunities. Additionally, students have benefited from science kits, health and hygiene sessions, and teachers' training, resulting in significant improvements in learning, skills, and knowledge.

1,800
Student beneficiaries

40+
Teachers

Social

School Infrastructure Renovation (SIR)

The School Infrastructure Renovation (SIR) project focuses on renovating essential facilities in four rural schools located in Karya, Chinnamballi, Konthayyanhundi, and Thagaduru in Nanjangud Taluk, Mysuru District, Karnataka. In collaboration with the National Agro Foundation (NAF), the project has achieved notable outcomes, which include installation of handwash stations in three schools, addressing roof leaks in one school, implementing compound fencing and a sanitary-napkin incinerator in one school, constructing new toilet complexes and improving water facilities in another school, and enhancing the aesthetic appeal through school wall painting in one school.

698
Children benefited

Dream to Reality (D2R)

The Dream to Reality (D2R) project, has been instrumental in making the educational dreams of children from Somanahalli village in Dharmapuri District a reality. As a result of the project, 19 students from Somanahalli village have been awarded educational scholarships to pursue various undergraduate and postgraduate courses.

19
Students benefitted

Literacy enhancement

The Literacy Enhancement project in Harohalli, Ramanagara District, Karnataka, in collaboration with the Spastics Society of Karnataka (SSK), aims to identify and support children with learning difficulties to improve their learning levels. The project has achieved significant outcomes, including an average progress rate of 27% and notable improvements across metrics such as reading, writing, comprehension, and number works.

251
Student beneficiaries

12
Schools

Integrated development program for children with disabilities

The Integrated Development Program for Children with Disabilities implemented by The Spastics Society of Tamil Nadu (SPASTN) in Old Washermanpet, Chennai, has successfully provided special education and physiotherapy interventions and speech and communication training to students with disabilities. The project has enabled children to attain both functioning outcomes and wellbeing of health.

72
Students benefitted

Virtual learning / Digital learning/ STEM learning / Scholarships / Infrastructure upgradation

The Digital Literacy program has made a significant impact across multiple states in India. Collaborating with various organizations such as eVidyaloka Trust, Sewa International Akshar Bharati, Indian Institute of Education Vigyan Ashram, and more, the program has supported 1,70,340 students in digital and STEM learning. It has also upskilled 1,914 teachers to effectively utilize digital-teaching methods. 1,880 PwD children participated in special quiz and 1,000 students in grade 10 and 12 received scholarships for continuing their education.

186,313
Student beneficiaries

941
Schools

🧑‍🤝‍🧑 Empowerment

Socio-economic empowerment program

The project in B Matakere focuses on providing a skill-based training program and nurturing leadership skills among rural tribal youth. In collaboration with Swami Vivekananda Youth Movement, the project has achieved significant outcomes, including the graduation of 19 women from the fashion designing course, the graduation of 8 women from the beautician course, and the graduation of 62 dairy farmers from the dairy farming course.

114
Youth and farmers trained

456
People benefitted

Certificate program in IT

The certificate program in IT, implemented in Dharwad, Karnataka, and Hyderabad, Telangana, in partnership with Edunet Foundation, aims to provide inclusive and sustainable IT skilling opportunities to students from marginalized and underserved communities. Two training centers have been established, and approximately 200 learners who are 10th grade pass out were inducted. The course content includes English language skills, foundational modules on computer literacy, specialization in full stack programming, and soft-skill sessions.

200
Student beneficiaries

Training of intellectually disabled youths/adults for employment

The project offered in 20 centers across Tamil Nadu, Karnataka, and Telangana, in collaboration with AMBA–focuses on data-entry training for adults with moderate-to-severe intellectual disability with no capacity to go for formal education. The training equips them with valuable skills, enabling them to earn a meaningful livelihood and gain respect within their families and society.

400
Adults benefitted

Yuva Jyoti

The Yuva Jyoti project in Koratagere, Blalya, and Hakki Pikki colony in Tumkur district, Karnataka–in collaboration with Beem Rural Development Organization–focuses on empowering women and youths with skills for a dignified life and elevated status in society. The project has achieved success with tailoring and embroidery trainees becoming self-employed, and computer trainees securing jobs, including employment in "Grama One" centers in their villages.

2,050
Youth trained

8,200
Beneficiaries

Skill-development training for speech and hearing-impaired youths

The project in Odisha, in collaboration with Centurion University of Technology and Management, focuses on skill-development training for speech and hearing-impaired youths. The project aims to train them as Sewing Machine Operators and Textile Machine Operators for the apparel-manufacturing industry. The project has successfully trained 60 youths, providing them with sign-language training, basic computer literacy, and on-the-job training. Owing to this, 51 candidates are working in SP Apparels, GramTarang, Flipkart, and Reliance Smart.

60
Speech and hearing impaired youth trained

240
Beneficiaries

Job Entrepreneurship and Empowerment Training (JEET)

The JEET project in Hyderabad, Telangana, in collaboration with Sarthak Educational Trust, provides job-oriented training to PwDs in various fields. The project has successfully placed 93 candidates in MNCs, while ongoing placements are in progress. The training program includes both online and offline sessions, industry exposure visits, and weekly mentoring sessions to enhance the candidates' skills and confidence. The project utilizes the Rozgarsarathi portal, developed by Sarthak Foundation, to generate placement opportunities for PwD.

133
PwD trained

532
Beneficiaries