

Relevant Business Principle

SynapseIndia actively seeks to minimise and manage the environmental impact of its operations and offerings.

Purpose

To:

- integrate environmental management into our everyday operations
- improve our environmental efficiency (sustainability)
- help our customers reduce their carbon footprint through the use of technology and online solutions

Application

This is a Company Policy of SynapseIndia Outsourcing Private Limited and it applies to all SynapseIndia employees and contractors and to any other person who is notified that this Company Policy applies to them.

Policy

1. SynapseIndia's operations extend across the breadth of India. Our employees, customers and suppliers have a presence across the nation. SynapseIndia has a unique opportunity to promote and demonstrate high standards of environmental management and stewardship in order to reduce our own environmental impact and that of our customers.

2. SynapseIndia will:

- monitor and comply with all relevant environmental laws and relevant standards and practices
- manage our diverse activities to prevent or minimise pollution and impacts on visual amenity, air, water, land, flora, fauna and cultural and heritage values
- strive to improve resource consumption efficiency and minimise waste generation in our operations and through the life cycle of products
- investigate and implement mutually beneficial programs of environmental management with governments, external stakeholders and customers
- ensure understanding of environmental requirements and implementation of standards among our employees, suppliers and contractors
- respond to the environmental concerns of our customers and the communities in which we operate
- set and review environmental objectives and targets
- monitor and report our environmental progress, and
- continue to improve our environmental management system and environmental performance.

Breach of policy

If you do not comply with this Company Policy, you may face disciplinary action. This disciplinary action may involve a verbal or written warning or, in serious cases, termination of your employment or engagement with SynapseIndia.

If you break the law you may also be personally liable.