ESG facts & Stats

Sustainability Report 2022

Our ESG dashboard is an executive summary of our performance with a specific focus on data and trends derived from our Sustainability Report 2022.

The assurance statement can be viewed in our **Sustainability Report 2022**.

The ESG Focus

Act

At HCLTech, we understand that impact starts with us. We act in the most responsible and sustainable manner to ensure we use every resource efficiently to garner maximum value.

Pact

Our relationships go beyond a formal contract with our stakeholders. Our pact with our stakeholders is to provide the maximum value in the most sustainable manner.

Impact

We focus on creating sustainable impact through all our initiatives and activities.

12 material topics		Our goals
E	Climate Change	• Achieve Net Zero by 2040 • Reduce absolute scope 1 & 2 emissions by 50% by 2030 • Transition to 80% of electricity usage to reneawable energy by 2030 • Achieve zero waste to landfill at all owned facilities by 2025
	Eco Efficiency	
S	Human Capital	• Improve ESG knowledge and skills of employees • Improve gender diversity in our workforce by 40% women by 2030 • Increase gender representation in senior leadership levels to 30% by 2030 • Achieve recognition as a Best Employer in our key operating geographies
	Local Hiring	
	Diversity & Inclusion	
	Talent Attraction & Retention	
	Work Environment	
	Citizenship	
G	Cyber Security, Data Protection and System Availability	• Strengthen the sustainable supply chain process • Integrate ESG into Risk Management process and Internal Audit process • Be recognized among industry leaders for information security practices and data privacy standards
	Sustainable Impact on Clients	
	Sustainable Procurement	
	Governance and Ethics	

Environment Performance

Environment Highlights

70% reduction in per capita scope 1 & 2 greenhouse gas (GHG) emissions in the last decade.
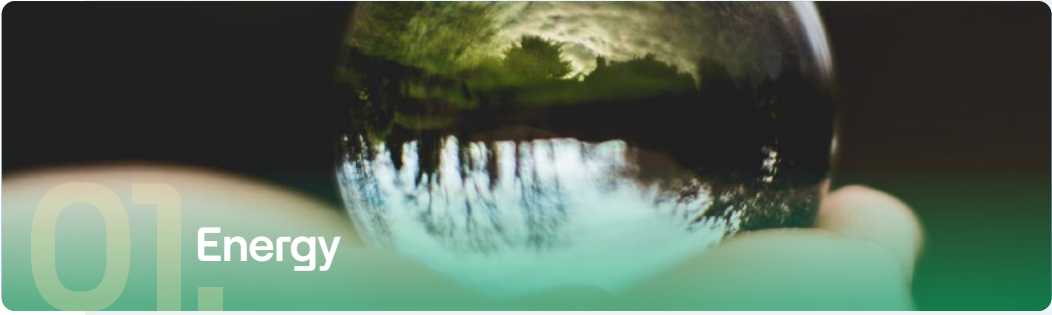
69% reduction in per capita water consumption in the last five years.
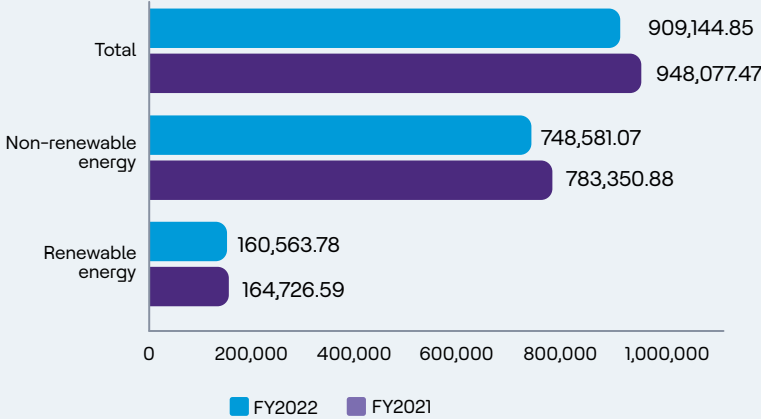
21x more water recharged into community supplies through our citizenship initiatives, compared to our Pan-India consumption.
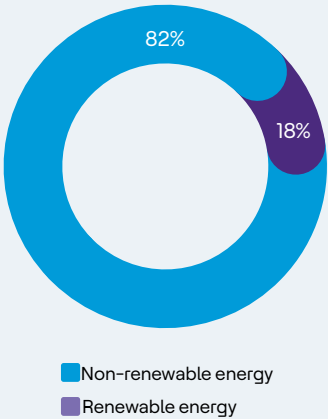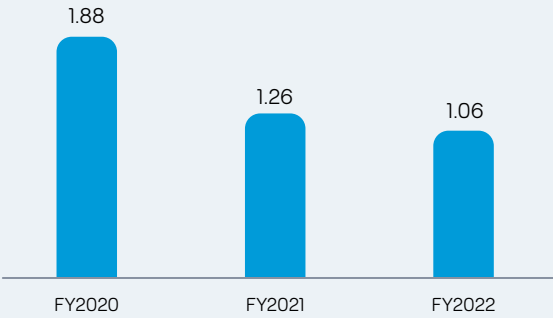
Over 844,000 saplings planted

22.46% reduction in energy intensity per capita compared to FY2021

20.6% reduction in per capita scope 1 and 2 emissions compared to FY2021

7.3 million sq ft of building space in India is platinum rated by the US Green Building Council (USGBC) for Leadership in Energy and Environment Design (LEED)

SCIENCE BASED TARGETS

GHG emission targets validated by Science Based Targets Initiative (SBTI) aligned to 1.5°C pathway

CLIMATE PLEDGE ARENA

Signatory to The Climate Pledge

01. Energy

Energy Consumption (GJ)

	FY2022	FY2021
Total	909,144.85	948,077.47
Non-renewable energy	748,581.07	783,350.88
Renewable energy	160,563.78	164,726.59

Global Energy Mix FY2022

82% Non-renewable energy
18% Renewable energy

Energy Intensity (GJ/Million INR)

FY2020	FY2021	FY2022
1.88	1.26	1.06

Energy mix at Major Data Centres (FY2022)

50% Renewable energy
50% Non-renewable energy
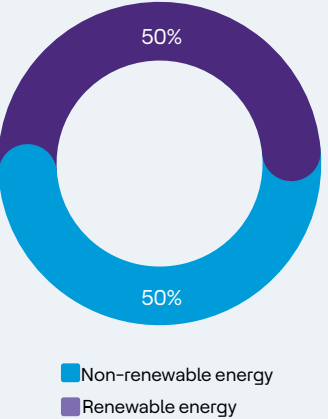
Energy Intensity (GJ/Employee)

FY2020	FY2021	FY2022
8.84	5.61	4.35
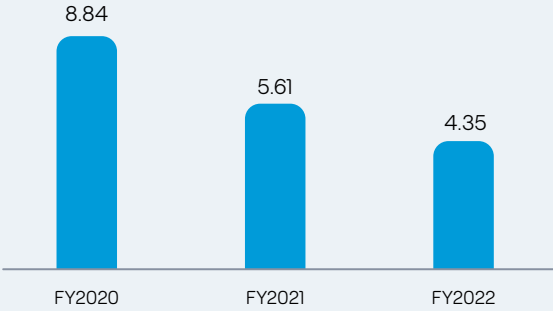
GHG Emissions

Emission Intensity (mtCO$_2$e/Employee)

FY2020	FY2021	FY2022
1.49	0.94	0.75
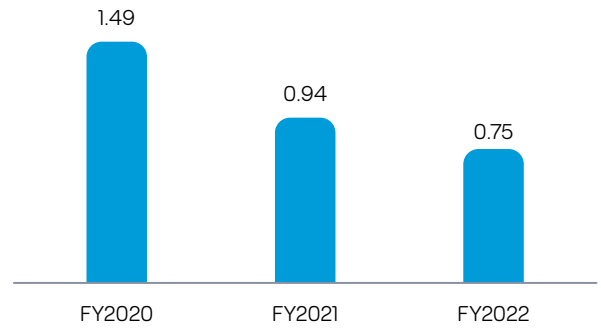
Scope 1 & 2 emissions (mtCO$_2$e)

FY2020	FY2021	FY2022
224,094.00	158,810.00	155,841.00

Scope 1 emission (mt CO$_2$e)

FY2020	FY2021	FY2022
22,121	19,857	19,503
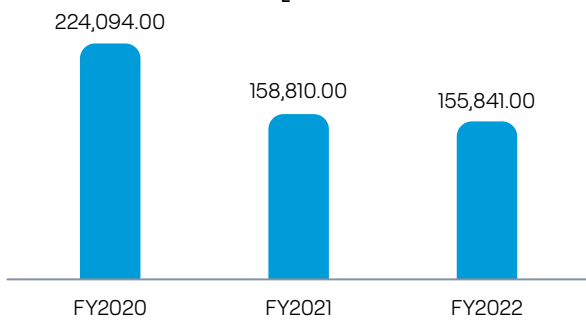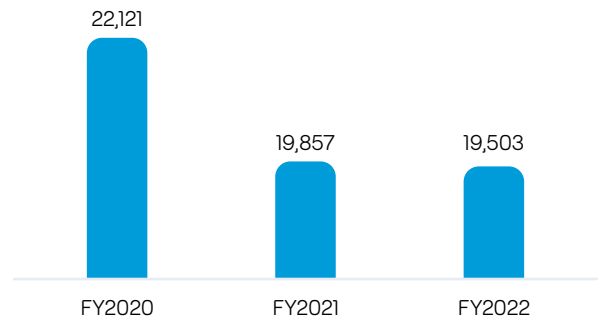
Emission Intensity (mtCO$_2$e/Million INR)

FY2020	FY2021	FY2022
0.32	0.21	0.18

Scope 2 emission (mt CO$_2$e)

FY2020	FY2021	FY2022
201,973	138,953	136,338
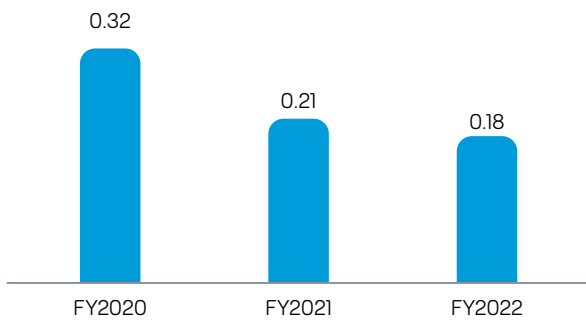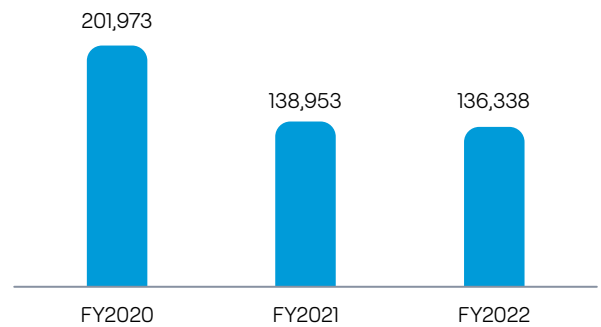
Scope 3 emissions (FY2022)

- 37%
- 35%
- 12%
- 11%
- 4%
- 1%
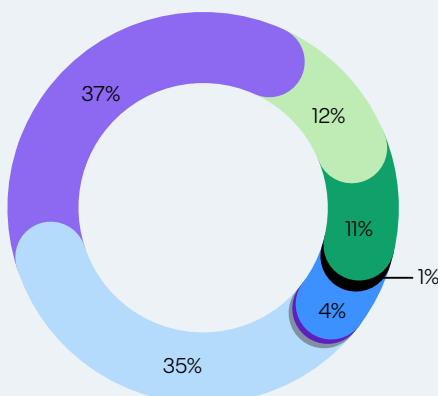
Legend:
- Work From Home
- Employee Commute
- Electricity T&D Loss
- Investments
- Business Travel
- Downstream T&D
- Waste Generated
- Purchased and Capital Goods

03. Water

Water consumption (KL)

- FY2020: 1,224,117
- FY2021: 699,759
- FY2022: 675,866

Water intensity (KL/Million INR)

- FY2020: 1.73
- FY2021: 0.93
- FY2022: 0.79

Water intensity (KL/Employee)

- FY2020: 8.14
- FY2021: 4.14
- FY2022: 3.24
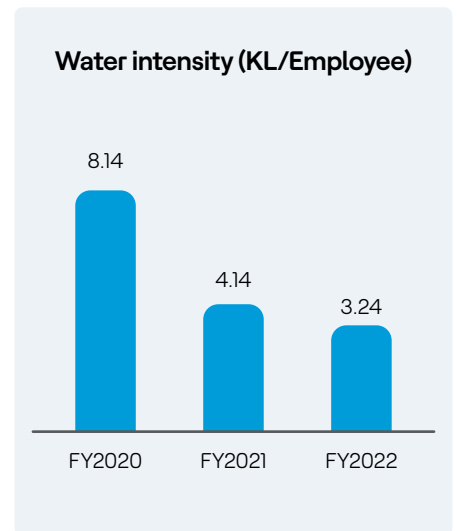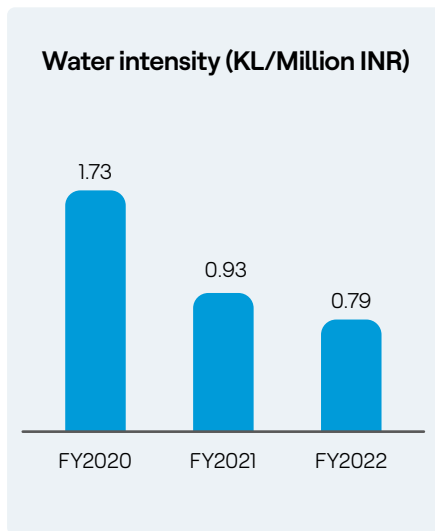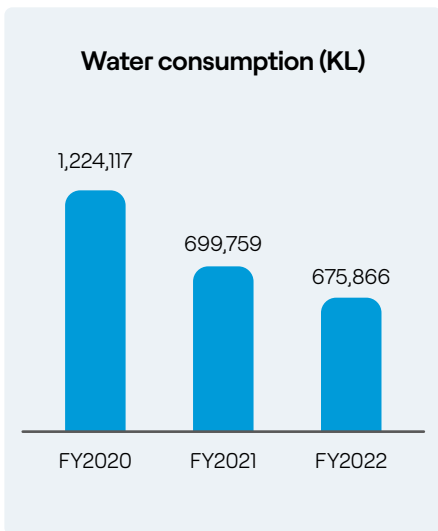
Water withdrawal

Source	Total water withdrawal (KL)		
	FY2019–20	FY2020–21	FY2021–22
Groundwater	713,985	323,825	311,277
Third party water	466,454	281,954	231,972
Others (Rain + Municipality Water)	88,728	124,422	156,070
Total volume	**1,269,167**	**730,200**	**699,319**

Note: India data has been considered in the table above.

04. Waste

Details of waste

Particular	FY2019-20	FY2020-21	FY2021-22
Total waste generated (metric tonnes/MT)			
Plastic waste	9.11	18.23	14.72
E-waste	2	219.30	127.00
Bio-medical waste		2.40	3.90
Battery waste	9.33	130.61	392.08
Other hazardous waste. Please specify, if any. (DG filters & oil-soaked cotton waste)	101.33	163.79	2.08
Used oil – DG	24.75	12.23	13.16
Other non-hazardous waste generated	751.70	519.87	521.65
Total waste generated	**898.22** (excluding Bio medical waste)	**1,066.43**	**1,074.59**

Note: India data has been considered in the table above.

Social Performance

209,000+
Ideapreuners

85,393
ideas have been generated through the value portal that resulted in almost USD 11 billion value to our clients.

The number of new hires increased from 44,695 in FY2021 to
97,495 in FY2022

191,746+
employees participated in career and performance development reviews, up from 153,393 in FY2021.
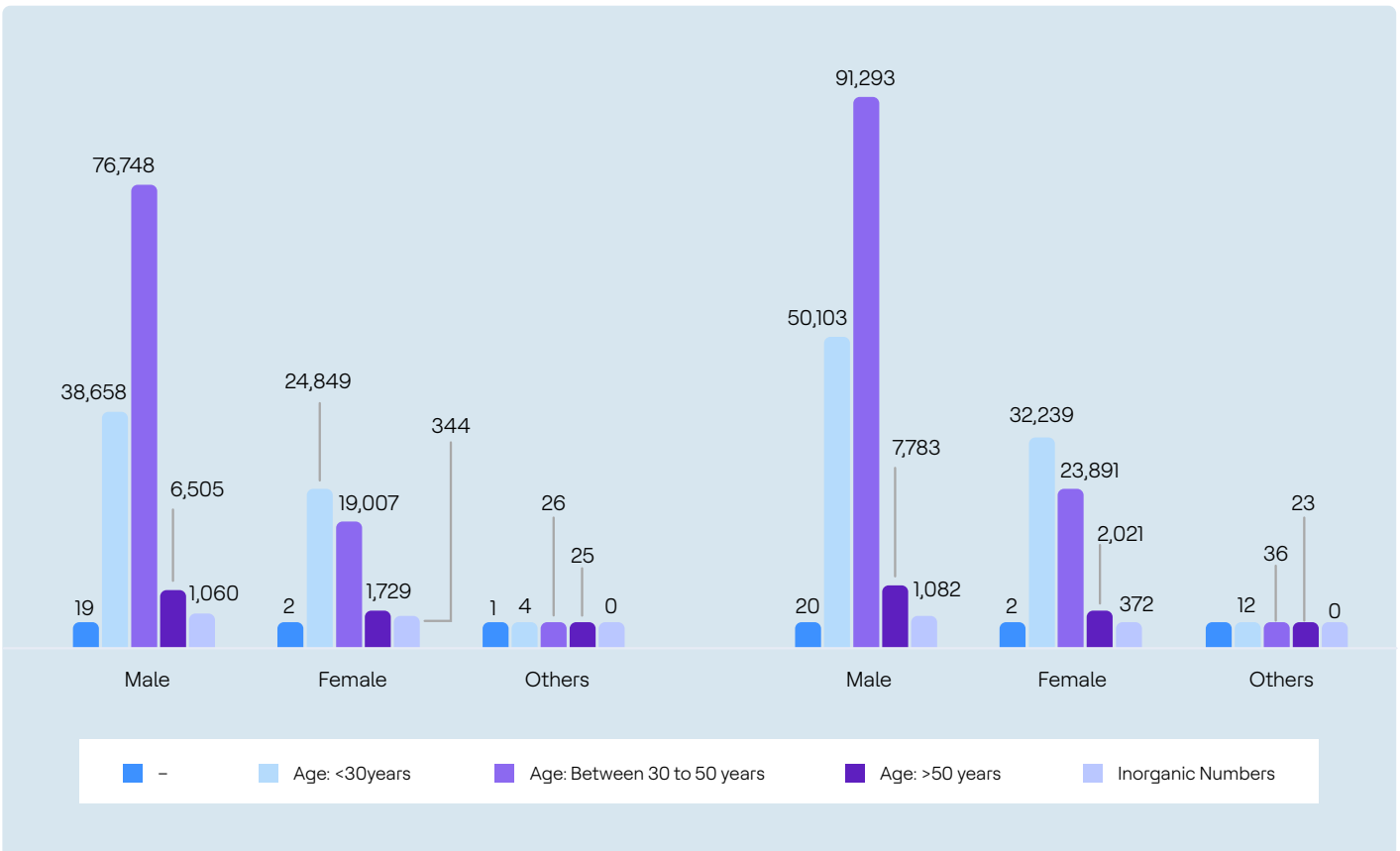
While more than 99% of our female employees who took maternity leave returned to work, the retention rate for these employees for one year and beyond was at 77.2% during FY2022.
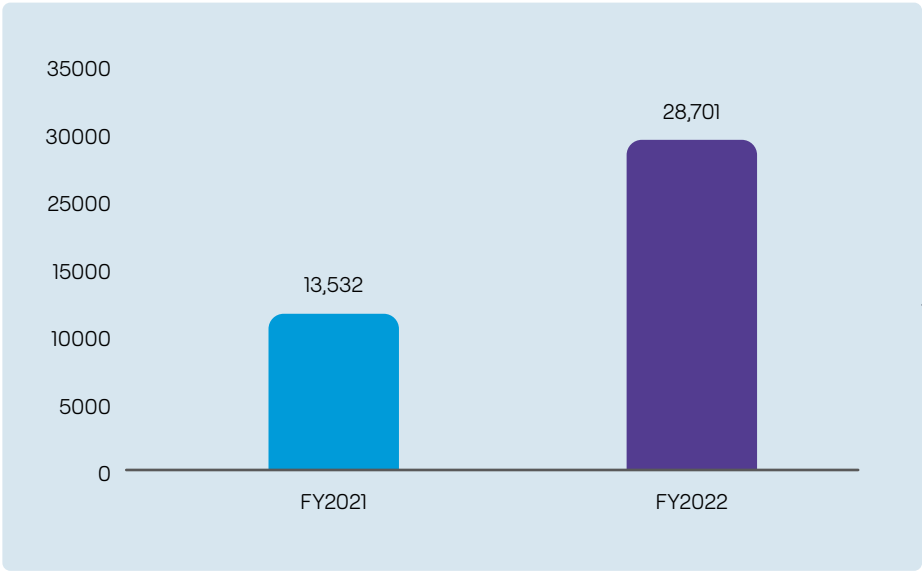
01. Employee Base

Particular	FY2019-20	FY2020-21	FY2021-22
Male	110,027	122,990	150,281
Female	40,318	45,931	58,525
Others	78	56	71
Total	**150,423**	**168,977**	**208,877**

02. Diversity, Equity and Inclusion

No. of women hired

FY2021	FY2022
13,532	28,701
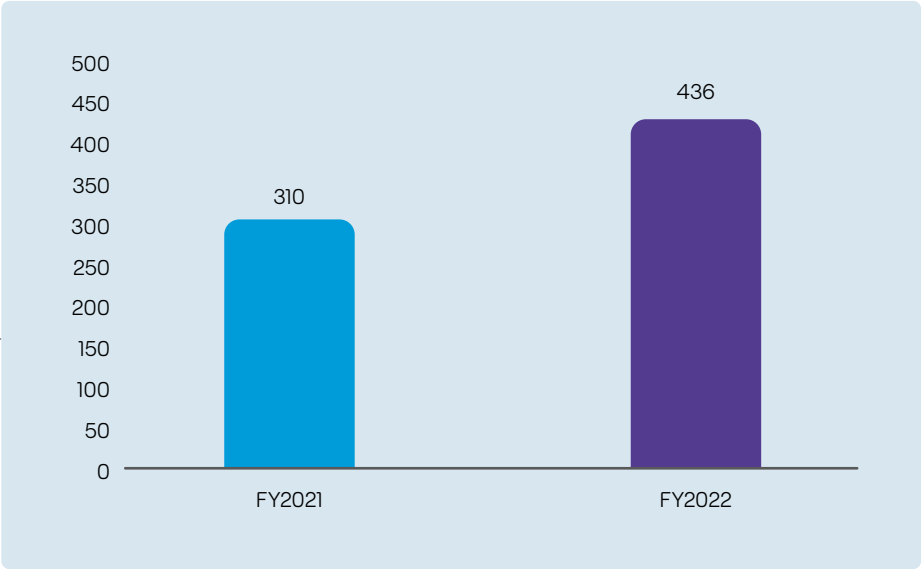
Employees with disabilities

FY2021	FY2022
310	436

03. Human Capital

Total Training Hours (hours)

FY2021	FY2022
8,453,214	7,649,294
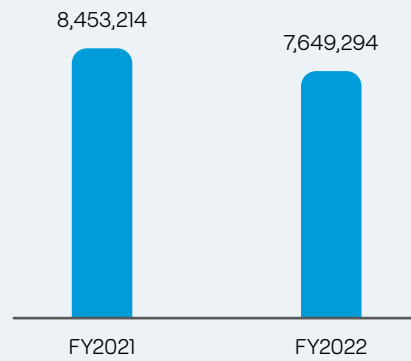
Skills improvement (number of employees)

FY2021	FY2022
106,583	129,862
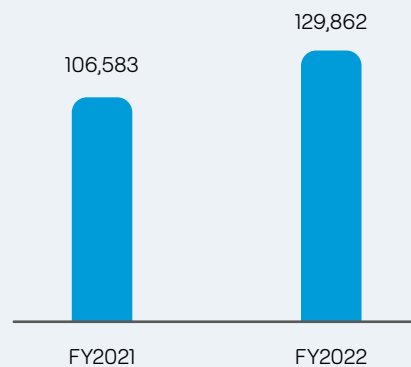
Ideas Generated and Implemented

Over the years 85,393 ideas were generated and almost 60% of these ideas were implemented. In FY 2021-22, these ideas translated into 1.3 billion USD of value for our clients. Cumulatively, over the last decade, the value portal has delivered almost 11 billion USD value to our clients.
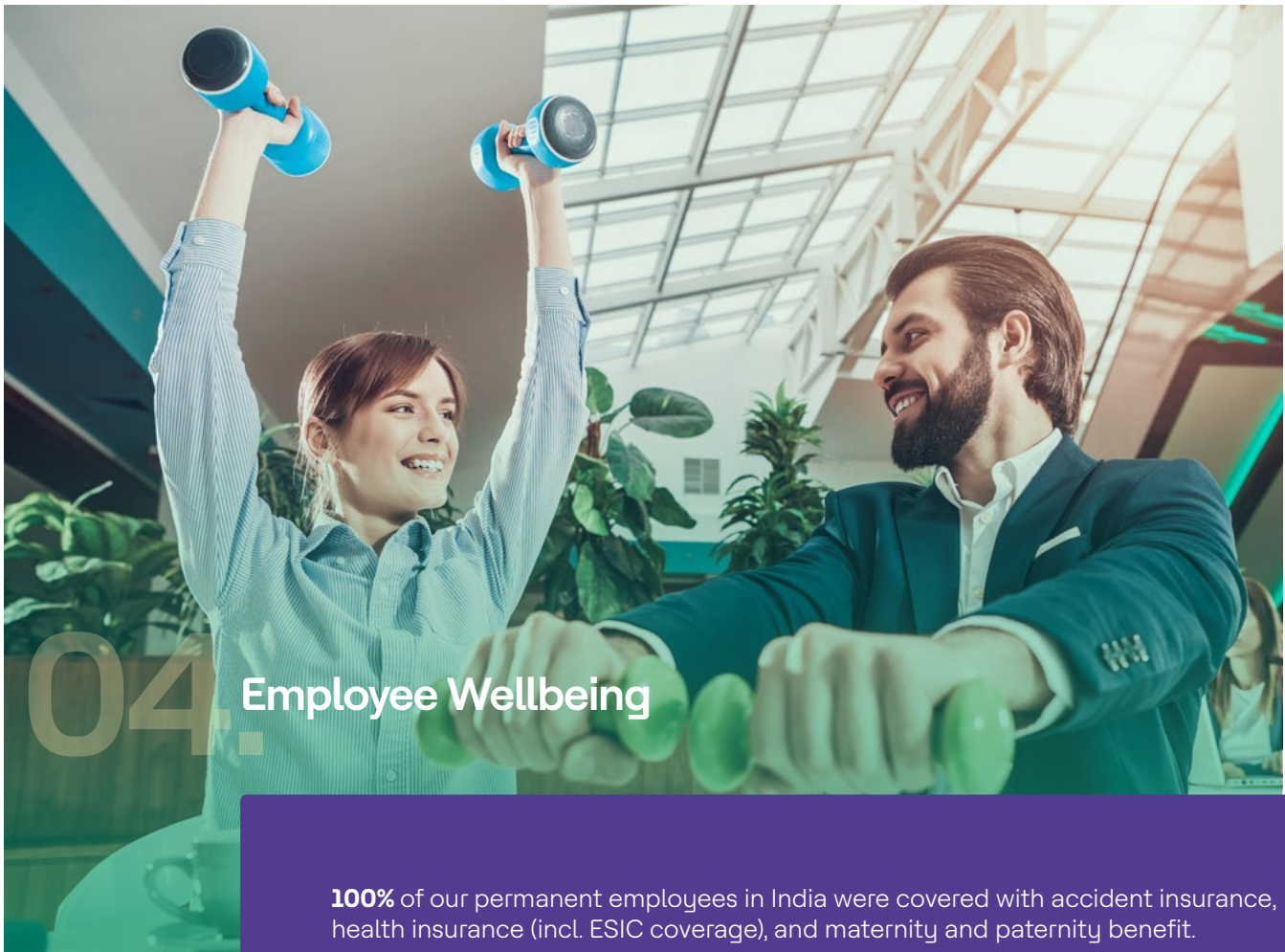
04. **Employee Wellbeing**

100% of our permanent employees in India were covered with accident insurance, health insurance (incl. ESIC coverage), and maternity and paternity benefit.
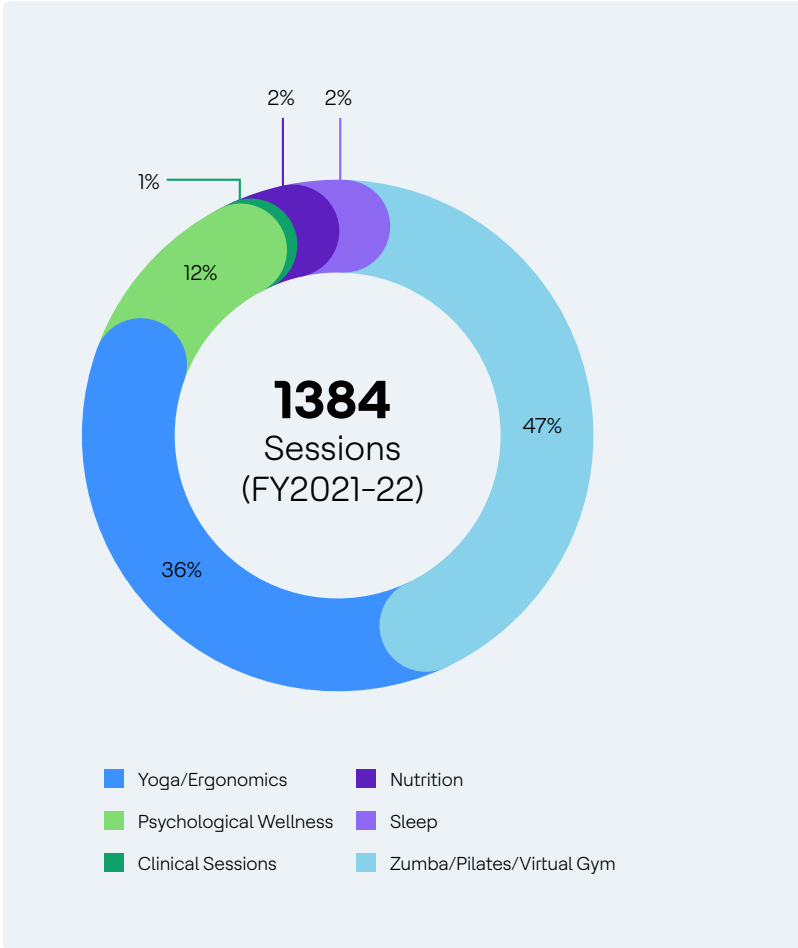
HCL Healthcare has over **400 highly qualified clinicians** across **9 on site clinics,** that use of state-of-the-art technologies and provide health care solutions to not only **our employees but their family members.**

	In clinics		**At home**		
Employees	43% **15,763**	+	57% **20,479**	=	39% **36,242**
Dependents	30% **17,194**	+	70% **40,297**	=	61% **57,491**

Disclaimer: India data has been considered

Employee Wellbeing Sessions

1350+
Sessions conducted

40K+
Participants

130K+
Employees participated

1384
Sessions (FY2021–22)

- 47%
- 36%
- 12%
- 1%
- 2%
- 2%

Legend:
- Yoga/Ergonomics
- Psychological Wellness
- Clinical Sessions
- Nutrition
- Sleep
- Zumba/Pilates/Virtual Gym

01. Employee Turnover

FY2022

Category	Male	Female	Total
Permanent	21.87%	22.05%	21.92%

FY2021

Category	Male	Female	Total
Permanent	9.81%	10.16%	9.90%

FY2020

Category	Male	Female	Total
Permanent	15.79%	17.11%	16.27%

Note: This data is Voluntary Attrition % (LTM – IT Services)

Governance

| Parameters	FY 2020 (USD million)	FY 2021 (USD million)	FY 2022 (USD million)
Direct Economic Value Generated (Revenue)	10,014	10,306	11,624
Economic Value Distributed	8,689	9,237	11,342
Economic Value Retained	1,325	1,069	282

Financial Performance

$1,481 million
up 12.8% year-on-year revenue

$1,807 million
up 3.2% year-on-year net income

18.9%
EBIT margin

24%
EBITDA margin

ESG Committee

```
┌──────────────────────────────────────────────┐
│  ESG and Diversity Equity Inclusion Committee  │
└──────────────────────────────────────────────┘
                      ↓
```

Ms. Robin Ann Abrams (chair of the committee)	Ms. Roshni Nadar Malhotra	Mr. Simon John England

Board Composition
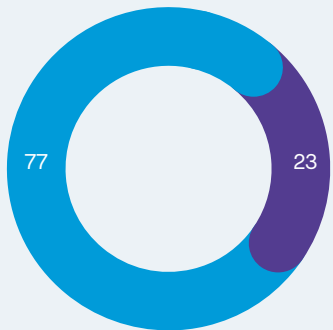
77 / **23**
- Non-Independent Directors (Executive and Non-Executive Directors)
- Independent Directors
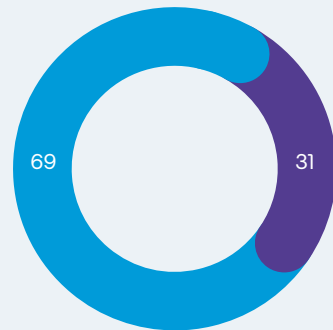
69 / **31**
- Male
- Female

Sustainable Procurement

89%
of procurement locally sourced

CDP's Supplier Engagement rating recognizes HCL in Leadership Band

Vendor Risk Assessment

- 634 vendor assessments carried out
- 54 risks related to health and safety identified
- 33 out of 54 risks addressed (remaining vendors in process of addressing the risks related to health & safety)

HCLTech | Supercharging Progress™