

LTIM/SE/STAT/2023-24/121

November 27, 2023

**National Stock Exchange of India Limited,**  
Exchange Plaza, Bandra-Kurla Complex,  
Bandra (E),  
Mumbai - 400 051

**The BSE Limited,**  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai - 400 001

**NSE Symbol:** LTIM

**BSE Scrip Code:** 540005

Dear Sir(s)/Madam,

**Subject: Press Release**

We are sending herewith copy of the Press Release titled “**LTIMindtree Recognized by IWEI in the Silver Category for LGBTQ+ Inclusion Efforts**”, which is self-explanatory.

The same is submitted for public dissemination and for your records.

Thanking You,

Yours faithfully,  
**For LTIMindtree Limited**

**Vinit Teredesai**  
**Chief Financial Officer**

Encl.: As above

LTIMindtree Limited  
(Formerly Larsen & Toubro Infotech Limited)

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LTIMindtree Limited is a subsidiary of Larsen & Toubro Limited

## LTIMindtree Recognized by IWEI in the Silver Category for LGBTQ+ Inclusion Efforts

**MUMBAI, India, November 27, 2023:** [LTIMindtree](#) [NSE: LTIM, BSE: 540005], a global technology consulting and digital solutions company, today announced that it has been recognized by India Workplace Equality Index (IWEI) in the silver category for its efforts towards LGBTQ+ (Lesbian, Gay, Bi, Trans, Queer/Questioning) inclusion.

According to a [recent study](#), 1 in 10 adults identify as LGBTQ+. LTIMindtree, believes that diversity is a key driver for success and an employer of choice is one that has a rich work culture and delivers diversity and inclusion both in letter and spirit. Fostering an environment of inclusion has accelerated the company's journey to the future faster.

“While organizations in India may have policies prohibiting discrimination against individuals because of gender, gender identity, sex or sexual orientation among other characteristics, there is still a long way to go to build equality in benefits and in behaviour. Conversations around LGBTQ+ inclusion need to be mainstreamed, to bring about real change in attitudes, mindsets, and benefits. We at LTIMindtree are constantly and consistently working towards building an inclusive community that is built on the foundation of acceptance and respect towards all individuals,” said **Paneesh Rao, Chief Sustainability Office, LTIMindtree.**

LTIMindtree has been consciously working towards ensuring inclusiveness and equality. The organization's employee pool is a healthy mix that includes highly qualified individual, irrespective of differences in gender, gender-identity, sex, or sexual orientation.

The organisation conducts regular sensitization sessions for the employees which includes speaker sessions and panel discussions with prominent members of the LGBTQ+ community, along with PRIDE fair at the office premises. Self-learning modules provide the employees with awareness about LGBTQ+ inclusion on how to display acceptance and respect that creates a safe space for conversations and a positive work environment.

LTIMindtree's offices, employee policies and systems are gender neutral. To build a culture of inclusion, the company's offices across the globe have all gender restrooms. Work systems are enabled to support employees' choice of preferred pronouns, enabling healthier communication.

Strong inclusive policies such as medical and insurance includes same-sex partner coverage, Gender Identity Dysphoria consultation, hormone therapy, and Gender Realignment Surgery. Primary caregiver leave includes same-sex partners adopting children, trans persons, and single fathers as well.

The India Workplace Equality Index is a comprehensive benchmarking tool for companies to measure their progress on LGBTQ+ inclusion. IWEI benchmarking is in partnership with Stonewall UK (leading LGBTQ+ rights organization in Europe), Keshav Suri Foundation & Pride Circle India. The IWEI explores 9 areas of employment policies and practices which includes policies and benefits, employee life cycle, employee Resource Group (ERG), allies and role models, senior leadership, and monitoring.

**About LTIMindtree**



LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 83,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit <https://www.ltimindtree.com/>.

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