












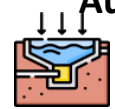






ESG Initiatives

ESG initiatives that have been implemented



Environment Initiatives

 <p>Installation of Sensor Lights We installed sensor lights on every floor to enhance energy efficiency and support our sustainability goals.</p>	 <p>Sleep Mode Implementation Employees are encouraged to use sleep mode on their computers to promote good habits and save electricity.</p>	 <p>Instruction Stickers Stickers are placed in key areas to remind employees to turn off lights and equipment when not in use.</p>	 <p>Reducing AC and Fan Usage We aim to conserve energy by reducing AC and fan use through temperature guidelines and natural ventilation.</p>
 <p>Ventilation Design Workplace rooms have windows and cross ventilation, using fans for comfort and energy efficiency.</p>	 <p>Adjust Lightening We use natural daylight for lighting and block sunlight heat with opaque windows and curtains in the cooling season.</p>	 <p>Energy Efficient Equipment's We prioritize energy-efficient equipment and only purchase energy-rated products.</p>	 <p>Use of Recyclable Papers We use recyclable paper to reduce waste and promote sustainability.</p>
 <p>Plastic/Paper Cups We use steel tumblers instead of paper or plastic cups for beverages to reduce waste.</p>	 <p>Reduction of Plastic Use We reduce plastic by using paper and wooden plates for snacks to minimize pollution.</p>	 <p>Water Reuse from RO Machines We reuse water from reverse osmosis machines for cleaning.</p>	 <p>Automatic Water Tank Controller We use an Automatic Water Tank Controller to prevent overflow and save energy.</p>
 <p>Waste Segregation We separate biodegradable and non-biodegradable waste to support recycling and reduce landfill use.</p>	 <p>Server Usage Optimization We optimize server usage to reduce energy consumption and costs.</p>	 <p>Encouraging Public Transport Use We promote public transport to reduce carbon emissions and foster eco-consciousness.</p>	 <p>Monthly Maintenance Program We perform monthly maintenance to ensure a conducive work environment.</p>

ESG initiatives that have been implemented

Social Initiatives

- Health Insurance and ESI Hospital Cards
- Healthy Eating Initiatives
- Women's Safety Programs
- Cancer Awareness Program
- Recognition of Employee Contributions



- Community Engagement through Tech Education
- Women Empowerment Programs
- Health Awareness Programs
- Food and Safety Guidance
- Maintaining Diversity in Employment

Governance Initiatives



Everyday Actions: Do's and Don'ts

Do's

- **Do Use Reusable Bags:** Opt for reusable shopping bags instead of single-use plastic bags.
- **Do Conserve Energy:** Turn off lights and unplug devices when not in use to reduce energy consumption.
- **Do Support Local Businesses:** Purchase from local vendors to reduce carbon footprints associated with transportation.
- **Do Use Public Transport:** Whenever possible, use public transportation, carpool, or bike to reduce emissions.
- **Do Recycle Properly:** Follow local recycling guidelines to ensure materials are disposed of correctly.
- **Do Choose Sustainable Products:** Buy products made from sustainable materials and those with minimal packaging.
- **Do Educate Yourself and Others:** Stay informed about ESG issues and share knowledge with your community.
- **Do Reduce Meat Consumption:** Incorporate more plant-based meals into your diet to lower your environmental impact.
- **Do Support Renewable Energy:** If possible, switch to renewable energy sources for your home.
- **Do Participate in Community Cleanups:** Join or organize local clean-up events to help maintain a clean environment.

Don'ts

- **Don't Use Plastic Bottles:** Avoid single-use plastic bottles; instead, use a reusable water bottle.
- **Don't Waste Water:** Be mindful of water usage; avoid leaving taps running unnecessarily.
- **Don't Ignore Waste:** Don't throw away items that can be composted or recycled.
- **Don't Support Unsustainable Practices:** Avoid purchasing products from companies known for harmful environmental practices.
- **Don't Neglect Your Carbon Footprint:** Don't overlook the impact of your travel choices; consider virtual meetings instead of flying when possible.
- **Don't Use Disposable Cutlery:** Avoid single-use cutlery and opt for reusable alternatives.
- **Don't Overconsume:** Be mindful of your consumption habits and avoid buying more than you need.
- **Don't Use Harmful Chemicals:** Avoid using products with harmful chemicals that can damage the environment.
- **Don't Ignore Local Wildlife:** Be considerate of local wildlife and their habitats; avoid disturbing them.
- **Don't Forget to Advocate:** Don't hesitate to advocate for sustainable practices in your workplace and community.