

## CORPORATE Sustainability Commitment

### ESG Statement

A robust corporate sustainability approach is key to the future of our planet and its people. Evalueserve's approach to corporate sustainability involves timely risk management, strategies focused on safeguarding the environment and making a positive impact on communities, and green investments that drive sustainable business and brand value. We believe in continuously expanding, promoting, and implementing green initiatives as well as fostering awareness for the development of our stakeholders and the community as a whole.

### Our ESG Commitments

#### Environmental

- Adhering to internationally accepted frameworks and methodologies, such as the United Nations' Principles of Responsible Investment, the United Nations Global Compact, EcoVadis rating, and CDP scoring
- Adopting business, supplier relationship, and customer interaction practices that have the minimum environmental impact, and using resources wisely to avoid any harm to the environment
- Covering the areas of energy and water management, paper usage, travel, and emission and waste generation under environmental management initiatives to ensure
  - Renewable energy generation through rooftop solar panels and power-saving mechanisms (use of LED, motion-sensor lights, etc.)
  - Energy-efficient initiatives and travel management programs, such as use of e-vehicles, shuttle services instead of personal vehicles, etc., in order to gradually switch to green alternatives to reduce carbon footprint
  - Waste management through reduction, reuse, and recycling (reduce paper consumption, eliminate single-use plastics, adopt reusable cutlery, and compost canteen waste)
  - Recycling and conservation of water through rainwater harvesting and use of sensor-based water taps

#### Social

- Collaborating with the community to find sustainable solutions to persistent problems, and identify support groups and individuals to empower them
- Volunteering in projects, such as the ones below, designed in accordance with SDG 4, to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
  - Project Pehchaan, which sponsors primary school education for over 160 students, in accordance with the concept of education for every child.
  - Navjyoti, a collaboration with Navjyoti Foundation (an NGO), which supports the education of 250 children studying in the 5th, 6th and 7th grades to prevent crime and poverty through education.
  - Project Aarogya, started in collaboration with LifeAid Medical Centre, Gurgaon, to provide cashless medical assistance to our support staff and their families (590+ beneficiaries enrolled and various health check-up camps and virtual consultations organized).
- Ensuring qualification, performance, and ability-based hiring and promotion, and equal employment opportunities for all persons under all conditions of employment
- Creating a diversified, inclusive and dynamic organization that welcomes employees from different nationalities, races, and ethnicities not just at the workplace but also across the supply chain.
- Enabling regular health and safety information and training that prepare employees to handle emergency situations.

#### Governance

- Advocating for the protection of human rights and welfare within the scope of business operations and supply chain
- Maintaining high ethical standards through our rigorous code of ethics and business conduct and continuous ethics training, as well as by fostering a culture of integrity
- Building strong stakeholder relationships by implementing robust policies, such as the ones below, and operating as a transparent, open, and responsive organization
  - Policies aimed at abating fraud, money laundering, conflict of interest, and corruption
  - Well-defined whistle-blower mechanism to report misconduct and unethical issues
  - Stringent controls to ensure the protection of employees' and clients' information, in accordance with ISO 27001: 2013
  - Processes aligned to the highest data security standards, such as GDPR