

EVALUESERVE

Sustainability Highlights 2023



Our ESG Vision

ESG Vision



We aim to redefine success by embedding environmental, social, and governance (ESG) principles at the heart of our operations. We are focused on nurturing people and protecting the planet through dedicated environmental initiatives, transformative social programs, and robust governance practices.

We strive to



Adopt environmentally conscious practices to mitigate climate risks.



Ensure fair treatment for every individual and provide equal access to opportunities.



Foster an inclusive society by making a positive impact on underserved communities.



Operate with the highest levels of integrity and ethics, in alignment with our core values.



Align our strategies with internationally recognized frameworks to ensure that our efforts are not only impactful but also measurable and transparent.



Empower our clients by offering sustainable solutions

In 2023, we undertook many projects and initiatives to reduce our environmental footprint, support community development, and foster a culture of integrity and transparency within our organization.



“We prioritize the ESG principles and are committed to reducing our environmental impact, promoting social responsibility, and upholding good governance. We aim to deliver value to our clients and make a positive impact on society and the environment by adhering to the ESG principles.”



Tal Volok
Chief Sustainability Officer (CSO),
Evalueserve

Paving the Way to a Sustainable Future with Environmental Initiatives



- We have adopted a comprehensive policy that serves as the fundamental pillar of our commitment to environmental conservation.
- We have a strong dedication to practices aimed at conserving energy and water, minimizing GHG emissions, and managing waste.
- Our offices are certified with energy ratings such as LEED Gold, BREEAM Excellent, and IGBC Platinum.
- We dispose of e-waste responsibly through authorized recyclers.

2023 Highlights: Energy Efficiency and Conservation



Renewable Energy Consumption

5.52%



GHG Emission Intensity (Scope 1 and 2)

11.301 Mt CO₂e / USD million sales

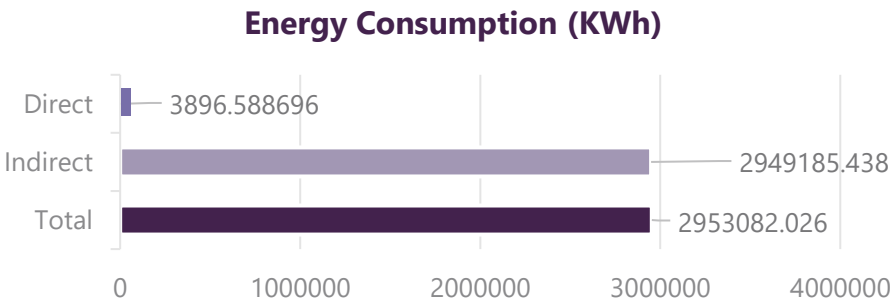
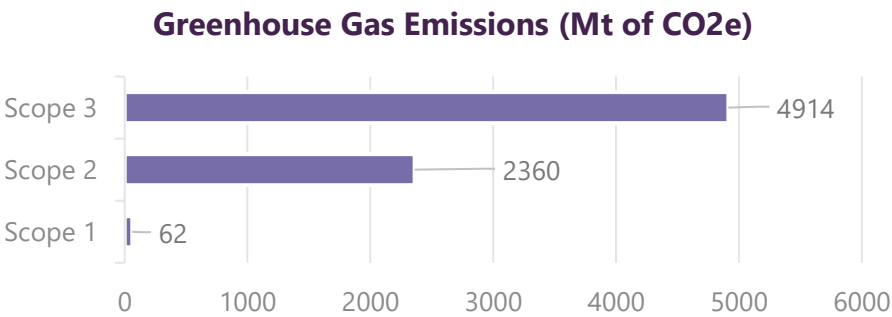


Emissions Reduction from Hybrid / Flexible Work Model

5.4 K Mt of CO₂e

While we operate across several locations, energy efficiency has been accounted for Chile, China, the US, India, Romania, Switzerland, and Germany.

*Scope 3 emissions are categorized as purchased goods and services (226 tCO₂e), capital goods (8 tCO₂e), business travel (757 tCO₂e), employee commuting (1,548 tCO₂e), and work-from-home (2,375 tCO₂e).



Joining Forces to Deliver Change and Ensure Social Sustainability



- Our robust policies on inclusion and equal opportunity, occupational health and safety, modern slavery, prevention of sexual harassment, collective bargaining, talent acquisition, and talent development empower our people and ensure they have the resources and opportunities needed to excel and contribute to collective success.
- We conduct health and safety training, organize regular health, safety, and wellness camps, and provide medical support for employee well-being.
- Our global employee engagement initiatives include HR Connects (an open platform to record employee concerns), Amber (a chatbot that collects real-time feedback), Rewards & Recognition (celebrating achievements and fostering belonging), and team building activities (for teamwork and skill growth).

2023 Highlights: Social Initiatives and Giving Back to Community



4500+

No of Employees



100%

Career Development
and Performance
Review Coverage



924

Lives Touched through CSR Initiatives
(education, upskilling, healthcare, food security, animal welfare, rural development, and environment)



40%

women in Workforce



58.89%

Suppliers Covered
by Supplier
Engagement Program
(India and Romania)



1,71,751

Total Training Hours
(compliance, corporate orientation, communication and behavioral skills, digital and technological skills, domain and functional skills and leadership development)



100%

Romanian Employees
Covered under Collective
Labor Agreement

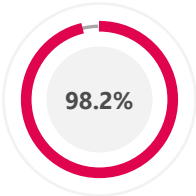
Strengthening Corporate Governance for Sustainable Growth

- Our governance structure is focused on upholding the highest ethical and legal standards, prioritizing stakeholder trust, and implementing robust compliance policies.
- Some of our key policies are related to business conduct and ethics, anti-bribery and anti-corruption, prevention of insider trading, whistleblower policy, data privacy, physical and environmental risk management.

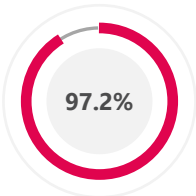
2023 Highlights: Ethics and Compliance



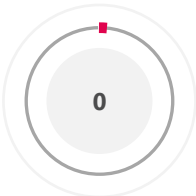
Employees who completed code of conduct training



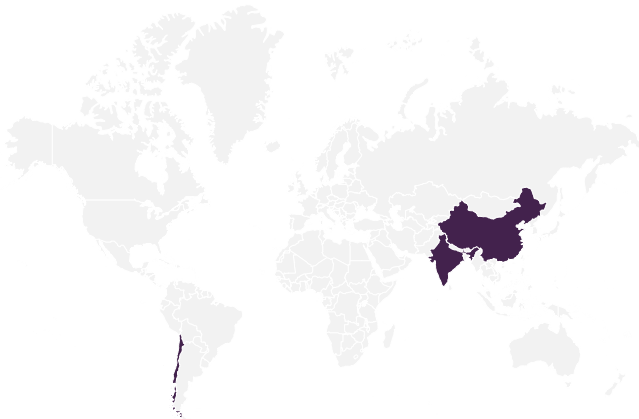
Employees who completed anti-corruption and anti-bribery training



Number and nature of confirmed incidents of corruption



Our major centers located in India, Chile, and China also undergo annual **SOC 1 and SOC 2** assurance audits.



We have **1** female on director position



Evalueserve is an **ISO 27001:2013** certified organization

EVALUESERVE

Thank You

