



INFOPLUS TECHNOLOGIES UK LTD (GROUP)

CORPORATE SUSTAINABILITY REPORT

Doc No : INFOPLUS/ESG/160
Issue No : 01
Rev No : 00
Date : 16th April, 2025



Prepared By: : Radhika
Designation: HR Director



Approved By: Srikanth Settipalli
Designation: Director



LOCATIONS COVERED

INFOPLUS TECHNOLOGIES LTD (GROUP)

Sl.No	Entity Name	Country	Address
1	Infoplus Technologies UK Ltd	UK	Unit 6 Capital Business Park, Manor Way, Borehamwood WD6 1GW
2	Infoplus Technologies Netherlands B.V	Netherlands	Ho fplein 20, Rotterdam 3032 AC Netherlands
3	Infoplus Technologies Gmbh	Germany	14 th Floor, Tower 185 ,Friedrich-Ebert-Anlage 35-37 , 60327 Frankfurt am Main , Germany
4	Infoplus Technologies AG	Switzerland	Bahnhofstrasse 21, 6300 Zug, Switzerland
5	Infoplus Technologies IE	Ireland	The Black Church, St. Mary's Place, Dublin 7, Ireland
6	Infoplus Technologies s.r.o	Czech Republic	Zelený pruh 1560/99, Braník 140 00 Praha 4 Czech Republic
7	Info plus Technologies SPRL	Belgium	Chemin des Deux Maisons 73-3 1200 Bruxelles, Belgium
8	INFOPLUS Technologies Sweden AB	Sweden	Hammarbybacken 27, Johanneshov, Stockholm, 120 30, Sweden
9	INFOPLUS TECHNOLOGIES SPAIN SL	Spain	Cl Paris Num.45, Entresuelo 3, 08029 - Barcelona, Spain
10	Infoplus Technologies SAS	France	101-109 Rue Jean Jaurès 92300 Levallois-Perret, France
11	Infoplus Tech GmbH	Austria	Mariahilfer Straße 123 /3 1060 Vienna Austria
12	I PLUS Technologies SRL	Italy	via dell'Annunciata 23/4 c/o LEXIA Avvocati, 20121 – Milano
13	Infoplus Technologies Ltd	Bulgaria	85 Aleksandar Malinov Blvd. fl.1, office 1, 1715 Sofia, Bulgaria
14	INFOPLUS PROFESSIONAL SERVICES S.R.L.	Romania	B-dul IULIU MANIU, Nr. 57, Block OD16, Staircase E, Floor 2, Apartment 188, 61081 Bucharest Sector 6, Romania
15	Infoplus Technologies Spolka Zoo	Poland	Krakow Froton , ul Kamienna 21 31-403 Krawkow Poland
16	Infoplus Technologies Limited	UAE	DSO-IFZA, IFZA Properties, Dubai Silicon Oasis, Dubai, 1111, Dubai

A photograph of three small green seedlings growing out of a mound of dark, rich soil. The seedlings are at different stages of growth, with the tallest one on the left and two smaller ones to its right. The background is a soft, out-of-focus green, suggesting a natural environment. The word "SUSTAINABILITY" is written in white, bold, capital letters across the top of the image.

3

Born in 2000, Infoplus Technologies UK Ltd is a forward-looking Information technology company focused on building products, services, staffing, consulting, and digital transformation, needed for next-generation. We combine the power of technology with our culture: Quality, Innovation, and customer empathy, Infoplus Technologies UK Ltd is at the forefront in providing a comprehensive portfolio of services to cater to the needs of clients' strategies in the evolving world of digital.

ABOUT US

Headquartered at Borehamwood, United Kingdom, we challenge industry norms by holding ourselves accountable through our fixed-price and ongoing service contract methods, with a unique performance-pricing model.

Master Data Management

Our development teams are based in Europe and India to fulfill the needs of different delivery models of our clients. Infoplus is a pioneer in designing, developing, and deployment of innovative and customized business-critical software systems and solutions. Mission-critical in developing software solutions thus making technology an asset to the business. With more than two decades of operation, Infoplus Technologies has grown into an internationally recognized staffing service provider because of its innovative technical savvy engineering teams. Through a clear vision and a customized plan, these teams provide cutting-edge staffing services to all IT companies including industry giants, mid-sized, and unicorns. Infoplus consistently considers not only the current trends of software development, but also carefully performs its research on the future of software development. Our software development is predominantly focused on a few core values: Availability, Scalability, Reliability, and Lucidity. Our current portfolio of services includes.

Asset-intensive industries operate in a fast-paced environment with dizzying volumes of data. Lack of data standards, controls, and structured governance processes leads inexorably to inaccurate, inconsistent, and non-compliant data. Infoplus master data management solutions craft a single version of the truth and allow your master data to achieve the strategic foundational goal of providing accurate and reusable information, seamlessly syndicated across your organization.

SOLUTIONS



Material Master Data Governance

Legacy data-cleaning cleaning addresses one piece of the master data jigsaw. Master data governance is equally essential. Every organization and ERP implementation is unique, and it is vital that your governance strategy is applicable to your specific business needs. Using our standard and highly configurable workflow software, our team of professionals design, build and implement appropriate master data governance solutions for large manufacturing and asset-intensive organizations. These strategies have a number of parts - standards, processes, software, and resources - that we advise upon and implement alongside your team. The Infoplus MDM approach, grounded in the reality that you have multiple consumers of data, has the long-term firmly in focus and includes data from global to warehouse levels across your entire operational business system and all entities. A successful data governance strategy ensures ongoing consistent, accurate material master data is created using approved corporate processes, approvals, and controls, that the dictionary standard is properly implemented and governed, that the correct internal and external resources are utilized, that the request process is efficient and visible, and that end-users can search and find materials, quickly.

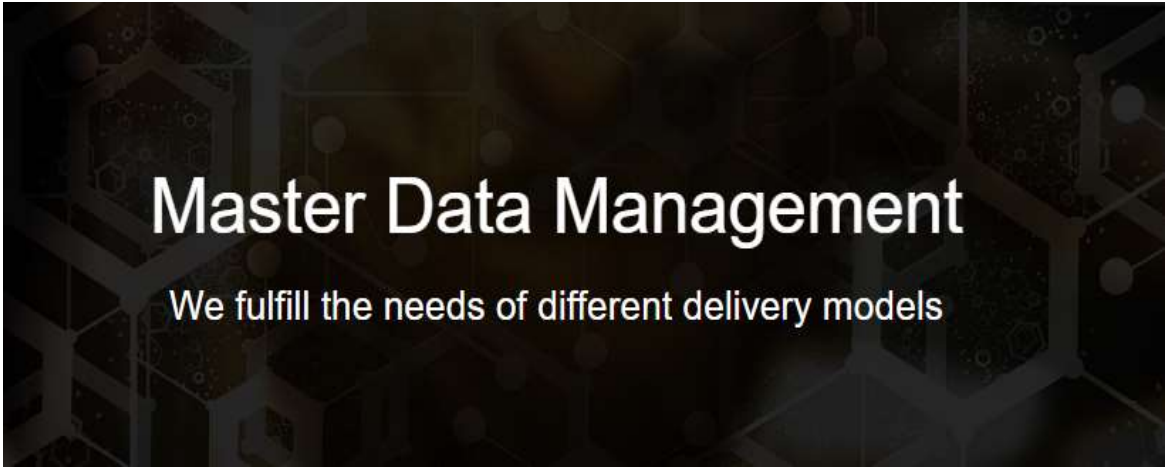


Material Master Data Standardization And Enhancement

Material masters are the largest and most complex of all master data types. In most manufacturing and asset-intensive organizations, material master data has been entered by dozens of individuals, over decades, to a variety of short-hands and standards, and with little governance. Data has accumulated both through everyday operating activities as well as mergers and acquisitions. End-users, manufacturing, purchasing, engineering, and finance share the resultant common data challenges of duplication, inconsistent, inaccurate, and incomplete descriptions. Often, small in-house data-cleaning projects have attempted to alleviate the problems. Infoplus MDM data cleaning solutions provide a stable long-term cure. Our implementations utilize leading software, are based on international standards and our market-leading technical dictionary, leverage our structured vendor reference catalog, follow consistent processes, and are delivered by a large team of experienced professionals. The outputs of the project are corporate-wide dictionary standards, consistent and compliant descriptions, and duplicate elimination. In other words, golden material's data. This enables efficient searching, improved asset utilization, and enhanced procurement activities.

Material Master Data Cleaning Consultancy

Infoplus MDM has provided expert data cleaning and consultancy services on every continent (except Antarctica). Our large team of dedicated subject-matter experts covers all technical domains and has processed millions of material records for scores of clients in multiple industry verticals. Master data projects are inherently complex, and our successful solutions combine niche software and our deep specialist services. Effective implementations and projects often require a combination of internal and specialist external resources, and our large team of qualified, experienced professionals adds value to your organization, both during the project phase and during long-term governance. Infoplus MDM work with you to ensure you have a suitable blend of internal and external resources, our professionals are appropriate to your needs, and our personnel is able to seamlessly blend in with - and add value to - your team.



Data Quality Benefits

- ☐ Consistent, structured, and compliant data
- ☐ Defined dictionary templates and standards and common naming conventions
- ☐ Harmonized descriptions across all regions
- ☐ Elimination of duplicates
- ☐ A single source of the truth

Process Benefits

- ☐ Automated defined workflows and approval processes
- ☐ Structured and fully configurable workflow
- ☐ Fully integrated workflow
- ☐ Faster request processing and turnaround times
- ☐ Our specialist catalogers liberate your front-line resources

BENEFITS

Visibility And Control Benefits

- ☐ Enterprise-wide master view enables data analytics, prevents unnecessary purchases, and optimizes inventory
- ☐ Full visibility of workflows and material request status
- ☐ Improved spend analytics for strategic sourcing
- ☐ Improved searching and finding
- ☐ Improved reporting and monitoring

Commercial Benefits

- ☐ Reduce corporate spend on engineering spare parts
- ☐ Reduce free-text and off-contract spend
- ☐ Reduce stock holding and transfer surplus stock
- ☐ Reduce processing time
- ☐ Conduct strategic sourcing events with existing and new suppliers

Navigating the Future of IT Consulting

As the digital landscape evolves at an unprecedented pace, IT consulting is undergoing a transformation of its own. Organizations today are not just looking for technical solutions— they’re seeking strategic partners who can help them navigate change, drive innovation, and future-proof their businesses.

At Infoplus Technologies UK Ltd, we believe the future of IT consulting lies at the intersection of technology, agility, and industry expertise. With trends like cloud computing, AI-driven analytics, and cybersecurity reshaping the enterprise ecosystem, consultants must stay ahead of the curve. The demand for hybrid cloud strategies, intelligent automation, and real-time data solutions is only growing.

However, this evolution also brings challenges. IT consultants must balance legacy systems with new-age technologies, ensure compliance in a global regulatory landscape, and address the ever-present talent gap. Clients expect faster results, greater transparency, and scalable outcomes.

To succeed, IT consulting firms must invest in continuous learning, build diverse skill sets, and prioritize client-centric delivery models. At Infoplus, we’re committed to fostering innovation within our teams, leveraging emerging tools, and aligning our solutions with our clients' business goals.

The future is not just about adopting new tech—it's about enabling transformation with purpose. By staying informed, adaptable, and collaborative, IT consultants can not only survive but thrive in this new era of digital disruption.



How to Find and Retain High-Performing IT Professionals

In today’s fast-moving tech landscape, finding and keeping top IT talent is one of the biggest challenges companies face. With high demand for skilled developers, data engineers, cybersecurity analysts, and IT support specialists, businesses need more than just a good job offer to stand out. Start with smart sourcing. Use targeted job boards, LinkedIn, and tech communities like GitHub or Stack Overflow. Look beyond CVs—real talent often shines through in portfolio work, open-source contributions, and Git histories. Partnering with a specialist IT recruitment agency can also give you access to pre-vetted, job-ready professionals.

Craft a compelling employer brand. IT professionals are drawn to companies that invest in technology, offer career growth, and promote work-life balance. Highlight your tech stack, flexible working options, and company culture on your careers page and social channels.

Speed matters. The best candidates often have multiple offers. Streamline your hiring process with efficient interviews, clear communication, and fast decision-making. A slow process can cost you your ideal hire.

Retention is just as important as hiring. High performers want to learn and grow. Provide access to upskilling, certifications, and opportunities to work on exciting projects. Recognize achievements, encourage innovation, and maintain an inclusive, collaborative environment.

Finally, stay competitive with salaries and benefits. Use market data to ensure your compensation package reflects the value IT professionals bring to your team.

Hiring and retaining great IT talent isn’t easy—but with the right strategy, you can build a team that powers innovation and drives long-term success.

FACTS

As an end-to-end IT Service provider, we have the privilege of growing with our clients, partners, and employees. It is really a source of utmost pleasure to see that our company has grown organically over the last two decades by religiously practicing our core values. Some of the interesting facts include.



OPERATING IN 16 COUNTRIES.



PREFERRED IT PARTNER FOR MANY LEADING ORGANIZATIONS.



2 DECADES WITH 120+ CUSTOMERS.



STATE-OF-ART INFRASTRUCTURE IN THE UK AND INDIA.

VISION



Provide visible positive contribution to the client's IT growth strategy.

MISSION



Build the best IT product and service, use innovation in engineering and development, implement the highest standards of quality and ethical practices.

Introduction

Infoplus Technologies UK Ltd (Group) is a United Kingdom–based information technology and digital transformation organization delivering software solutions, IT consulting, staffing services, and digital enablement to clients across Europe and India. Operating within a knowledge-driven and service-oriented business model, Infoplus leverages digital infrastructure, skilled human capital, and global delivery capabilities to support clients across diverse sectors. With limited physical infrastructure and a strong reliance on technology and cloud-based systems, the organization’s sustainability priorities are closely aligned with energy efficiency, climate responsibility, data security, ethical governance, and workforce well-being.

This Corporate Sustainability Report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards to demonstrate Infoplus’s commitment to transparency, accountability, and responsible business practices. The report covers the reporting period from 1 January 2024 to 31 December 2024 and serves as the organization’s first comprehensive GRI-aligned sustainability disclosure. It establishes a baseline for environmental and climate-related performance, including greenhouse gas (GHG) emissions, and provides stakeholders with a clear understanding of Infoplus’s environmental, social, and governance (ESG) impacts, risks, and opportunities. Environmental stewardship is a key focus area for Infoplus, particularly in relation to climate change and energy consumption. The organization has undertaken GHG accounting in accordance with ISO 14064 and the GHG Protocol, covering Scope 1, Scope 2, and selected Scope 3 emissions. Given the nature of its operations, the most significant environmental impacts arise from electricity consumption, purchased services, employee commuting, and business travel. Infoplus is committed to reducing these impacts through energy-efficient office practices, promotion of remote and hybrid working, engagement with suppliers, and long-term planning for renewable energy and emissions reduction targets aligned with science-based pathways.

Social responsibility remains central to Infoplus’s sustainability approach. The organization values its diverse, multinational workforce and emphasizes fair labor practices, equal opportunity, continuous learning, and employee well-being. Hybrid working models, professional development programs, and a strong focus on data privacy and information security support both employee satisfaction and customer trust. Infoplus also recognizes its responsibility to uphold human rights, prevent discrimination, and ensure ethical conduct throughout its operations and value chain. Strong governance underpins all sustainability efforts at Infoplus. Oversight by the Board of Directors and senior management ensures that ESG considerations are integrated into strategic decision-making, risk management, and operational planning. Through this report, Infoplus reaffirms its commitment to continuous improvement, stakeholder engagement, and long-term value creation, positioning sustainability as a core enabler of resilient and responsible growth..



STATEMENT OF USE

GRI 1-5

This report is prepared in accordance with GRI standards.



Organizational Profile (GRI 2: General Disclosures 2021)

GRI 2-1: Organizational Profile

Company Name: INFOPLUS TECHNOLOGIES UK LTD (GROUP)

Address: Unit 6, Capital Business Park Manor Way, Borehamwood Hertfordshire WD6 1GW. United Kingdom

In 2002, we started our journey with the Education business and over time we have expanded our horizons to 15 key industries. Our primary focus now lies in providing Digital transformation services in this digital and agile world.

GRI 2-9: Governance Structure

Infoplus Technologies is governed by a Board of Directors responsible for strategic oversight, financial performance, risk management, and ESG integration. Senior management executes sustainability strategies through existing operational structures rather than standalone ESG departments. Cross-functional teams from HR, Finance, IT, Facilities, and Procurement support implementation and monitoring. ESG and climate responsibilities are embedded within leadership roles to ensure accountability and alignment with business objectives. This governance structure enables effective oversight of sustainability risks and opportunities while supporting integration of environmental, social, and ethical considerations into daily decision-making processes.

GRI 2-23: Policy Commitments

Infoplus is committed to responsible business conduct through clearly defined policies addressing ethics, data privacy, human rights, labor practices, environmental management, and anti-corruption. These commitments align with international standards, including ISO 14064, the GHG Protocol, and applicable regulatory requirements. Sustainability principles are embedded in corporate policies governing employee well-being, supplier engagement, and information security. Leadership promotes ethical conduct and accountability across all operations. Policy commitments are communicated internally and reinforced through training and governance oversight, ensuring that sustainability values guide operational practices, risk management, and long-term value creation.

GRI 2-29: Stakeholder Engagement Approach

Infoplus engages stakeholders through structured and informal mechanisms tailored to its business model. Key stakeholders include employees, clients, suppliers, regulators, and internal leadership. Engagement methods include employee feedback, client ESG requirements, supplier discussions, performance reviews, and compliance assessments. Sustainability priorities are informed by stakeholder expectations related to climate performance, data security, ethical conduct, and workforce well-being. While current engagement focuses on operational and regulatory needs, Infoplus plans to enhance stakeholder dialogue through more formal materiality assessments, supplier ESG engagement, and employee participation in sustainability initiatives.

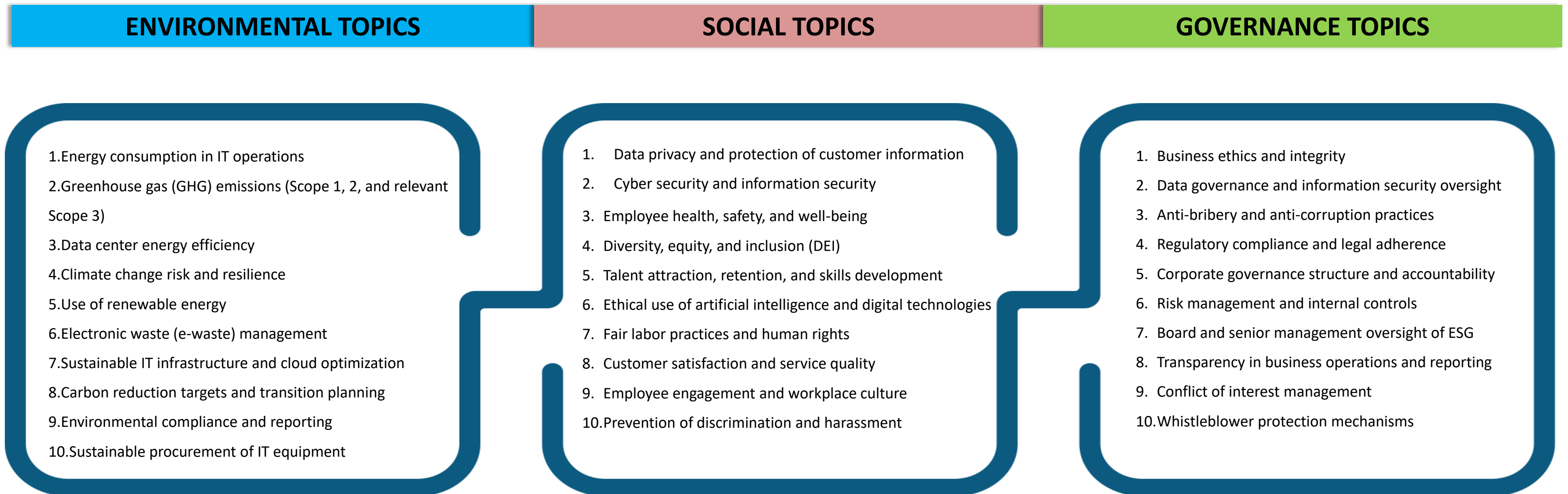


GRI 3-1 – Process for Identifying Sustainability-Related Impacts

Infoplus identifies sustainability-related impacts through internal assessments of operations, value chain analysis, regulatory requirements, and stakeholder expectations. Key inputs include GHG emissions data, energy consumption, workforce practices, supplier dependencies, and client ESG expectations. Environmental impacts, particularly climate change and energy use, were identified as significant due to their relevance to global stakeholders and business resilience. Social and governance impacts such as data privacy, employee well-being, and ethical conduct were also prioritized. The materiality process will be refined through structured stakeholder engagement and improved data quality in future reporting cycles.

GRI 3-2: List of Material Topics

Based on its materiality assessment, Infoplus has identified climate change, energy consumption, GHG emissions, employee well-being, data privacy and security, ethical business conduct, and supplier sustainability as material topics. These topics reflect the organization's most significant environmental, social, and governance impacts and influence stakeholder decision-making. The selected material topics align with the organization's service-based business model and value chain characteristics. They form the foundation for sustainability strategy development, performance monitoring, target setting, and disclosure, ensuring that resources and initiatives focus on areas of highest impact and stakeholder relevance.



MATERIAL MANAGEMENT

GRI 3-3: Management Approach for Material Topics

Infoplus Technologies UK Ltd (Group) manages its material sustainability topics through an integrated management approach embedded within its overall governance, operational processes, and strategic planning. Material topics identified through the organization's impact and risk assessment include climate change and GHG emissions, energy consumption, employee well-being, data privacy and information security, ethical business conduct, and supplier sustainability. These topics are managed collectively through policies, defined responsibilities, performance monitoring, and continuous improvement mechanisms.

Environmental material topics, particularly climate change and energy use, are addressed through systematic GHG accounting and energy management practices aligned with ISO 14064 and the GHG Protocol. Infoplus monitors Scope 1, Scope 2, and selected Scope 3 emissions annually to understand emission drivers and inform reduction initiatives. Energy efficiency measures such as optimized IT systems, energy-efficient lighting, HVAC controls, and promotion of remote and hybrid working are key components of the management approach. Long-term actions include renewable energy adoption, engagement with landlords and cloud service providers, and the development of formal emissions reduction targets aligned with science-based pathways.

Social material topics are managed through comprehensive human resource policies and employee engagement practices. Infoplus promotes fair labor practices, equal opportunity, diversity and inclusion, and continuous learning across all locations. Employee well-being is supported through flexible working arrangements, professional development programs, and awareness initiatives related to mental health and work-life balance. Data privacy and information security are managed through robust policies, technical controls, contractual safeguards, and regular employee awareness programs to protect customer and organizational information.

Governance-related material topics are overseen by the Board of Directors and senior management, ensuring accountability and alignment with business objectives. Ethical business conduct, compliance, and supplier sustainability are addressed through codes of conduct, risk management processes, and supplier evaluation mechanisms. Performance against material topics is reviewed annually, enabling Infoplus to track progress, respond to stakeholder expectations, and continuously strengthen its sustainability performance.



GOVERNANCE

GRI 201: Economic Performance Disclosures

Infoplus’s economic performance is driven by sustainable growth, responsible financial management, and long-term value creation. As a service-oriented organization, economic value is generated primarily through intellectual capital, skilled workforce, and digital service delivery. The company prioritizes stable employment, fair compensation, and reinvestment in technology and people. Financial resilience supports continued investment in sustainability initiatives, including energy efficiency, digital optimization, and employee development. Economic performance disclosures demonstrate the organization’s commitment to transparency, financial responsibility, and contribution to local and global economies through ethical and sustainable business practices.

GRI 202-1: Ratios of Standard Entry-Level Wage to Local Minimum Wage

Infoplus Technologies UK Ltd (Group) is committed to fair and responsible remuneration practices across all its operational locations. The organization ensures that standard entry-level wages meet or exceed applicable local minimum wage requirements in each country where it operates. Compensation structures are designed based on local labor laws, market benchmarks, job roles, and required skill levels, ensuring compliance as well as competitiveness within the technology and services sector. Regular reviews of wage structures are conducted to reflect changes in statutory minimum wages, inflation, and market conditions. This helps maintain equitable pay practices and supports employee well-being and financial security. Entry-level compensation packages also include benefits aligned with local regulations, contributing to overall employee value and retention.

GRI 203 Indirect Economic Impacts

Infoplus Technologies UK Ltd (Group) contributes to positive indirect economic impacts through employment generation, skills development, and support for local economies across its operational regions in Europe and India. As a digital services and technology-driven organization, Infoplus’s primary economic contribution lies in knowledge creation, workforce capability building, and technology enablement rather than capital-intensive infrastructure. By employing a skilled, multinational workforce, the organization supports income generation, professional growth, and long-term career development within local communities. Infoplus actively contributes to skills enhancement through continuous training, exposure to global projects, and adoption of advanced digital technologies. This strengthens local talent pools and improves employability within the broader technology ecosystem. The organization also supports local economies through procurement of professional services, office facilities, IT support, and other operational services from regional suppliers and service providers.



GRI 204: Procurement Practices

Infoplus’s procurement practices are designed to ensure transparency, efficiency, ethical conduct, and sustainability across its value chain. As a service-oriented organization, procurement primarily focuses on professional services, IT hardware and software, cloud infrastructure, office facilities, and operational support services. Procurement decisions are guided by internal policies that emphasize value, quality, compliance, and risk management. Environmental, social, and governance (ESG) considerations are increasingly embedded into supplier selection and evaluation processes. Infoplus assesses suppliers based on ethical business conduct, labor practices, data security, regulatory compliance, and environmental responsibility. Preference is given to suppliers that demonstrate alignment with the organization’s sustainability values and international best practices.

GRI 205: Anti-Corruption

Infoplus Technologies UK Ltd (Group) maintains a strict zero-tolerance policy toward corruption, bribery, fraud, and unethical business conduct. The organization’s anti-corruption framework is supported by formal policies, codes of conduct, and governance mechanisms that define acceptable behavior and outline clear procedures for reporting concerns. These principles apply across all operations, subsidiaries, and business relationships. Employees are required to conduct business with integrity in all interactions with clients, suppliers, partners, and public authorities. Ethical standards are embedded in onboarding processes, employee communications, and contractual agreements. Confidential reporting channels are available to raise concerns without fear of retaliation, supporting a culture of transparency and accountability.

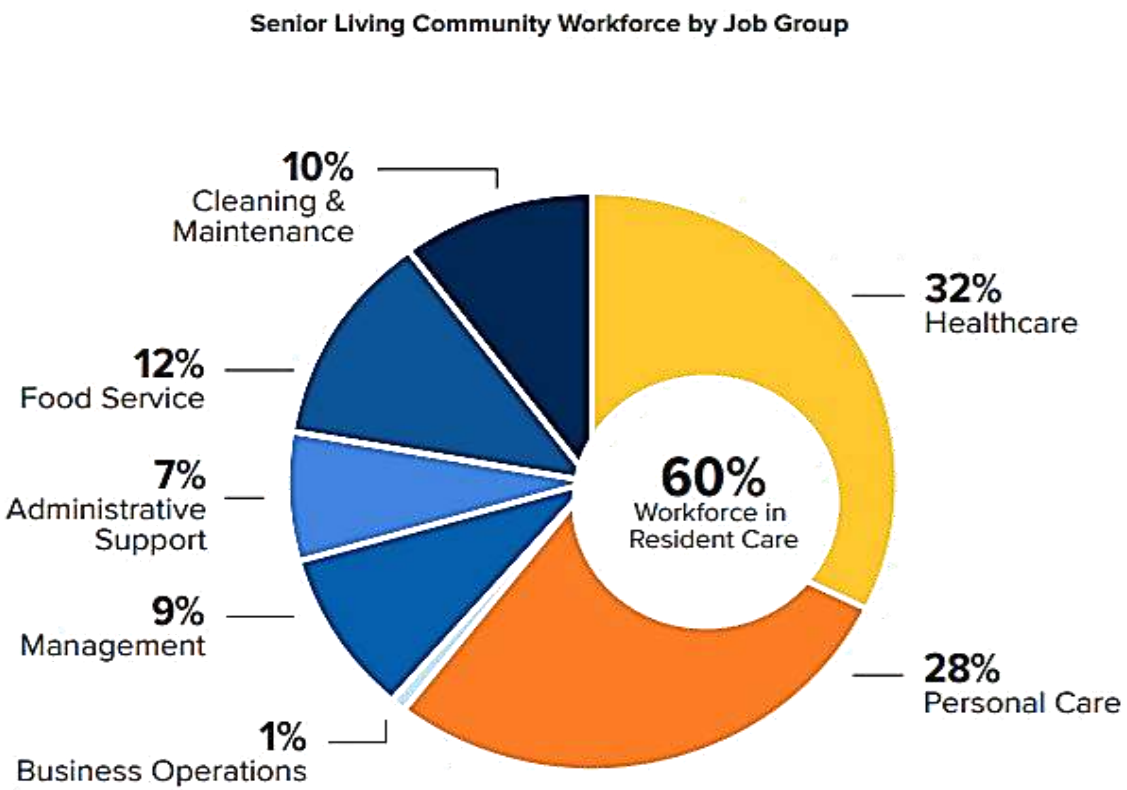
GRI 206: Anti-Competitive Behaviour

Infoplus is committed to fair competition and full compliance with applicable competition, antitrust, and fair-trade laws across all jurisdictions in which it operates. The organization conducts business ethically and transparently, ensuring that market participation is lawful and free from anti-competitive practices such as price fixing, market manipulation, or unfair exclusion of competitors. Internal guidelines and codes of conduct govern employee behavior in sales, procurement, partnerships, and contractual negotiations. Employees involved in commercial decision-making are expected to understand and comply with competition laws and internal policies designed to prevent anti-competitive behavior. Contractual safeguards and governance oversight further support compliance and risk mitigation.

GRI 202-2: Proportion of Senior Management Hired from Local Communities

Infoplus Technologies UK Ltd (Group) recognizes the importance of local leadership in strengthening organizational effectiveness, cultural alignment, and stakeholder relationships. The company prioritizes hiring senior management from local communities across its operational geographies in Europe and India, ensuring that leadership teams possess strong understanding of regional market dynamics, regulatory environments, and cultural contexts. This localized leadership approach supports informed decision-making and enhances responsiveness to client, employee, and community needs.

A significant proportion of senior management roles at Infoplus are filled by individuals recruited locally or promoted internally within the same country or region of operation. This reflects the organization’s commitment to developing local talent and creating clear career progression pathways. Leadership development programs, succession planning, and performance-based advancement enable employees from local communities to transition into senior and strategic roles over time.



ENVIRONMENT



GRI 301: Materials

Material use at Infoplus is limited due to its service-based business model. Primary materials include office supplies, IT equipment, and furniture. The organization prioritizes responsible sourcing, durability, and efficient use of materials. Where possible, refurbished equipment and recyclable materials are preferred. Digital processes are promoted to reduce paper consumption and material waste. Material management practices align with waste reduction goals and support a transition toward more circular and resource-efficient operations.

GRI 301-1: Materials Used by Weight or Volume

Due to the nature of Infoplus's operations, material consumption by weight or volume is relatively low. Materials primarily consist of office consumables, electronic equipment, and infrastructure-related items. Quantitative tracking is gradually being strengthened to improve data accuracy and transparency. The organization focuses on minimizing material use through digital workflows, optimized procurement, and extended asset lifecycles. These practices support reduced environmental impact and align with sustainability objectives.

GRI 301-2: Recycled Input Materials Used

Infoplus Technologies UK Ltd (Group) promotes the use of recycled and refurbished materials as part of its commitment to responsible resource management and circular economy principles. Given the organization's service-based and office-oriented operations, recycled input materials are primarily associated with information technology equipment, office furniture, stationery, and consumables. Where feasible, Infoplus prioritizes suppliers that incorporate recycled content in their products or offer refurbished alternatives that meet quality, performance, and data security requirements. Procurement practices increasingly consider environmental criteria, including recycled material content, supplier take-back programs, and product life-cycle impacts. By choosing refurbished IT assets and recycled office materials, Infoplus reduces demand for virgin raw materials, lowers embedded carbon emissions, and minimizes waste generation.

GRI 301-3: Reclaimed Products and Packaging

Reclaimed products and packaging primarily relate to IT equipment refurbishment and responsible disposal. Infoplus works with authorized vendors to ensure end-of-life equipment is reused, recycled, or disposed of responsibly. Packaging waste from office supplies and IT assets is minimized through supplier engagement and waste segregation practices. These initiatives support waste reduction and responsible resource management across operations.

GRI 302: Energy

Energy management is a key sustainability focus for Infoplus due to its reliance on electricity for office operations and IT infrastructure. The organization monitors energy consumption and implements efficiency measures to reduce environmental impact. Initiatives include energy-efficient lighting, optimized HVAC systems, and IT power management. Renewable energy adoption and engagement with landlords and service providers form part of the long-term energy strategy.



GRI 302-1: Energy Consumption Within the Organization

Energy consumption within Infoplus primarily involves purchased electricity for office spaces and IT systems. Fossil fuel use is minimal and limited to backup generators. Energy data is collected through utility bills and facility records. Efficiency initiatives such as LED lighting, efficient office equipment, and optimized IT usage contribute to reduced consumption. Continuous monitoring supports cost savings and emissions reduction.

GRI 302-2: Energy Consumption Outside the Organization

Energy consumption outside the organization arises mainly from cloud services, data centers, business travel, and employee commuting. While not directly controlled, Infoplus recognizes these impacts and addresses them through supplier engagement, remote working policies, and digital collaboration tools. Improving data availability and collaboration with service providers is a key focus area for managing external energy impacts.

GRI 302-3: Energy Intensity

Infoplus tracks energy intensity relative to operational scale, such as employee headcount and office footprint. Due to its service-oriented model, energy intensity remains relatively low compared to asset-heavy industries. Ongoing efficiency improvements and remote working practices contribute to stable or reduced intensity levels. Energy intensity metrics support performance monitoring and continuous improvement.

GRI 302-4: Reductions in Energy Consumption

Energy reduction initiatives include adoption of energy-efficient equipment, optimized office layouts, and increased remote working. Digital transformation reduces reliance on physical infrastructure and travel. These measures have contributed to lower energy demand and operational efficiency. Infoplus continues to identify opportunities for further reductions through technology upgrades and behavioral change programs.



GRI 302-5 – Reductions in Energy Requirements of Products/Services

Infoplus reduces the energy requirements of its services by adopting digital-first and technology-enabled delivery models. The organization relies extensively on cloud-based platforms, virtual collaboration tools, and optimized software architectures that minimize the need for energy-intensive physical infrastructure. Remote service delivery significantly reduces energy consumption associated with employee commuting and business travel. Additionally, Infoplus continuously reviews IT system efficiency, promotes responsible device usage, and encourages energy-saving practices among employees. These initiatives collectively reduce energy consumption per service delivered, improve operational efficiency, and support Infoplus's broader commitment to climate action and sustainable service innovation.



GRI 303 – Water and Effluents

Water consumption at Infoplus is limited to routine office operations such as sanitation and pantry use. Given the organization's service-based and office-centric business model, overall water usage remains low. Infoplus promotes responsible water use through employee awareness, efficient plumbing fixtures, and regular facility maintenance to prevent leaks and wastage. The organization does not generate industrial wastewater or hazardous effluents, and all wastewater is discharged through municipal systems in compliance with local regulations. Water stewardship practices reflect Infoplus's commitment to minimizing environmental impacts while maintaining efficient and responsible workplace operations.

GRI 304 – Biodiversity

Infoplus has minimal direct impact on biodiversity due to its non-industrial, office-based operations and absence of activities in or near ecologically sensitive areas. While direct biodiversity dependencies are limited, the organization supports biodiversity conservation indirectly through sustainable procurement practices, reduced energy consumption, and minimized business travel. Infoplus prioritizes digital solutions that lower land-use pressure and environmental disturbance. Environmental awareness initiatives encourage employees to adopt environmentally responsible behaviors both at work and in daily life. Through these indirect measures, Infoplus contributes to the protection of natural ecosystems and aligns its operations with broader biodiversity preservation goals.

GRI 305 – Emissions

Infoplus recognizes climate change as a critical global challenge and is committed to managing and reducing greenhouse gas (GHG) emissions across its operations and value chain. The organization monitors emissions in line with the GHG Protocol and GRI 305 requirements, covering Scope 1, Scope 2, and Scope 3 emissions. Given its knowledge-based and office-driven operations, emissions primarily arise from electricity consumption, business travel, employee commuting, and purchased goods and services. Emissions data is reviewed periodically to identify hotspots and improvement opportunities. Infoplus integrates energy efficiency, digital optimization, and behavioral initiatives into its environmental management approach. By embedding emissions considerations into operational planning and supplier engagement, the organization aims to reduce its carbon footprint while supporting responsible growth. Continuous improvement, transparency, and alignment with international reporting standards guide Infoplus’s emissions management strategy.

GRI 305-2 – Indirect (Scope 2) Emissions

Scope 2 emissions arise from purchased electricity consumed across Infoplus’s offices in Europe and India. For 2024, total Scope 2 emissions were reported as 1.0105 tCO₂e using the location-based method. Electricity consumption represents a key operational emission source due to the organization’s reliance on digital infrastructure, office equipment, and climate control systems. Infoplus actively manages these emissions through energy-efficient lighting, optimized HVAC operations, IT power management protocols, and employee awareness initiatives promoting responsible energy use. Regular monitoring of electricity consumption supports efficiency improvements and cost optimization. Future reduction strategies include increased engagement with building owners, exploration of renewable electricity sourcing, and enhanced energy performance tracking across locations. These actions reflect Infoplus’s commitment to reducing indirect emissions while maintaining reliable and efficient operations.

GRI 305-3 – Other Indirect (Scope 3) Emissions

Scope 3 emissions constitute the largest share of Infoplus’s total carbon footprint, reflecting the organization’s reliance on external goods, services, and workforce-related activities. In 2024, total Scope 3 emissions were reported at 2,883.30 tCO₂e, with major contributors including purchased goods and services, employee commuting, business travel, and waste generation. As a service-oriented organization, Infoplus recognizes that many environmental impacts occur beyond its direct operational control. To address these impacts, the organization promotes remote and hybrid working models, sustainable travel practices, and responsible procurement. Improving Scope 3 data accuracy and supplier engagement remains a strategic priority. Through collaboration, awareness, and gradual integration of sustainability criteria into purchasing decisions, Infoplus aims to manage and reduce its indirect emissions across the value chain.

Upstream (GRI 305-3)

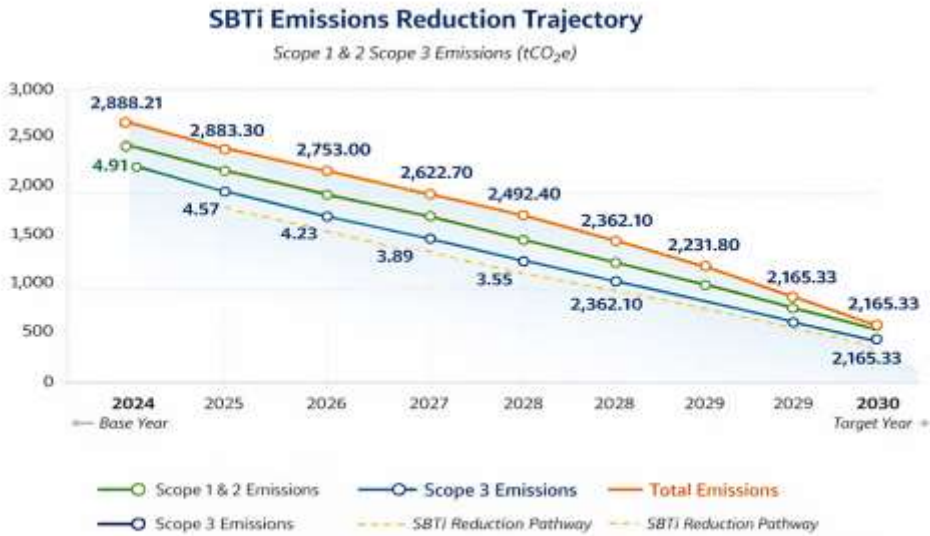
Upstream Scope 3 emissions for Infoplus amounted to 2,883.2987 tCO₂e in 2024 and represent the most significant portion of its emissions profile. These emissions primarily originate from purchased goods and services, supplier operations, employee commuting, and business travel. As a knowledge-based organization, Infoplus places strong emphasis on influencing upstream partners through responsible procurement and supplier engagement. Sustainability expectations are increasingly integrated into vendor selection and performance discussions. Internal policies promoting remote work and digital collaboration further reduce commuting and travel-related impacts. Infoplus continues to improve upstream emissions estimation methodologies and supplier data quality. By focusing on collaboration, transparency, and gradual integration of environmental considerations into sourcing decisions, the organization seeks to reduce upstream emissions while maintaining operational efficiency.

GRI 305-1 – Direct (Scope 1) Emissions

Scope 1 emissions at Infoplus are limited due to the absence of manufacturing activities and heavy fuel usage. These emissions primarily relate to minor sources such as fuel consumption from company-owned or controlled vehicles and standby power equipment, where applicable. Given the low intensity of direct emissions, Infoplus maintains a preventive and monitoring-based approach rather than large-scale mitigation programs. Vehicle usage is optimized through route planning, preventive maintenance, and promotion of fuel-efficient practices. Where feasible, alternatives such as shared transportation and reduced on-site fuel dependency are encouraged. Although Scope 1 emissions represent a small portion of the organization’s overall footprint, Infoplus remains committed to minimizing them through operational discipline, awareness initiatives, and gradual transition toward lower-emission mobility options as part of its broader climate responsibility strategy.

Emissions Baseline Summary (2025)

Scope	Emissions (tCO ₂ e)
Scope 1 – Direct	3.90
Scope 2 – Purchased Electricity	1.0105
Scope 3 – Other Indirect	2,883.30
Total Corporate Footprint	2,888.2105



Downstream (GRI 305-3)

Downstream Scope 3 emissions for Infoplus are relatively limited due to the nature of its service-based offerings, which do not involve physical product distribution or energy-intensive product use. Potential downstream impacts may include emissions associated with client usage of digital services and end-of-life disposal of IT equipment. While these impacts are comparatively low, Infoplus encourages responsible digital practices and data efficiency in service delivery. The organization also promotes proper disposal and recycling of electronic equipment through authorized channels. As digital services continue to expand, Infoplus remains mindful of downstream environmental impacts and monitors emerging risks. This measured approach ensures that downstream emissions are acknowledged and managed responsibly, consistent with the organization’s commitment to transparency and continuous environmental improvement.

SBTi-Aligned Target Table

Scope	Target Type	Base Year Emissions (2024)	Target Year	Reduction Commitment	Target Emissions (tCO ₂ e)
Scope 1	Absolute reduction	3.90	2030	42%	2.26
Scope 2	Absolute reduction	1.0105	2030	42%	0.59
Scope 1+2	Absolute (combined)	4.9105	2030	42%	2.85
Scope 3 (selected categories)	Absolute reduction	2,883.30	2030	25%	2,162.48

GRI 305-4: GHG Emissions Intensity

Infoplus tracks GHG emissions intensity to understand the relationship between emissions and business growth. Emissions intensity metrics are evaluated relative to operational indicators such as number of employees and office footprint, reflecting the organization's service-oriented structure. This approach enables Infoplus to assess efficiency improvements over time, even as business activities expand. By monitoring intensity rather than absolute emissions alone, the organization gains insight into the effectiveness of energy-saving initiatives, remote working arrangements, and digital optimization. Trends in emissions intensity inform management decisions and support continuous improvement. Although absolute emissions may fluctuate due to operational changes, Infoplus aims to reduce emissions intensity year-on-year through efficiency measures, employee engagement, and responsible resource utilization aligned with its long-term sustainability objectives.

GRI 305-5: Reduction of GHG Emissions

Infoplus implements multiple initiatives to reduce GHG emissions across operational and value-chain activities. Key measures include energy-efficient office infrastructure, IT power management, increased use of virtual collaboration tools, and flexible working arrangements that reduce commuting and travel emissions. Awareness programs encourage employees to adopt energy-conscious behaviors both at work and remotely. Supplier engagement and sustainable procurement practices support emissions reduction beyond direct operations. While formal science-based targets are under evaluation, Infoplus focuses on achievable, incremental reductions supported by reliable data and continuous monitoring. Emissions reduction efforts are integrated into broader operational efficiency and cost-management initiatives, ensuring alignment between environmental responsibility and business performance. This pragmatic approach enables steady progress toward lower emissions while supporting long-term organizational resilience.

GRI 305-6: Emissions of Ozone-Depleting Substances

Infoplus does not use ozone-depleting substances (ODS) in its core operations. Office facilities and equipment comply with applicable regulations related to refrigerants and cooling systems. Where air-conditioning or refrigeration systems are used, they are maintained by authorized service providers to ensure compliance with environmental and safety standards. Preventive maintenance programs help minimize leakage risks and ensure responsible handling of refrigerants. Infoplus remains vigilant in monitoring regulatory developments related to ODS and refrigerant management. Although ODS emissions are not considered material to the organization's activities, adherence to compliance requirements and responsible facility management reflects Infoplus's commitment to environmental stewardship and regulatory alignment across all operational locations.

GRI 305-7: NOx, SOx, and Other Air Emissions

Infoplus's operations generate minimal emissions of NOx, SOx, and other significant air pollutants due to the absence of industrial processes or combustion-intensive activities. Minor emissions may arise indirectly from electricity generation, employee commuting, and business travel. These impacts are addressed through energy efficiency initiatives, promotion of public and shared transportation, and increased adoption of remote working practices. The organization complies with applicable environmental regulations related to air quality in all jurisdictions of operation. Although air emissions are not a material risk, Infoplus continues to monitor relevant environmental indicators and encourages responsible behavior among employees and service providers. This approach supports cleaner air outcomes while reinforcing the organization's broader commitment to environmental responsibility.

GRI 307 – Environmental Compliance

Infoplus complies with all applicable environmental laws and regulations across the jurisdictions in which it operates. Environmental compliance is supported through internal controls, responsible facility management, and engagement with compliant service providers. The organization monitors regulatory requirements related to energy use, waste disposal, and emissions reporting. During the reporting period, no significant incidents of environmental non-compliance, fines, or penalties were identified. Infoplus remains committed to maintaining compliance and strengthening environmental governance as part of its broader sustainability framework.

GRI 308 – Supplier Environmental Assessment

Infoplus is progressively integrating environmental criteria into its supplier selection and evaluation processes. Priority is given to suppliers that demonstrate responsible environmental practices, regulatory compliance, and alignment with sustainability expectations. Environmental considerations include energy efficiency, emissions management, waste handling, and resource use. While supplier environmental assessment is still evolving, Infoplus aims to strengthen engagement with key suppliers, improve data transparency, and encourage upstream environmental performance improvements. This approach supports risk mitigation, emissions reduction, and long-term value chain sustainability.



GRI 306 – Waste

Waste generation at Infoplus is limited and primarily consists of non-hazardous office waste and electronic waste from IT equipment. Waste management practices focus on segregation, recycling, refurbishment, and disposal through authorized vendors. E-waste is handled in compliance with regulatory and data security requirements to ensure responsible end-of-life management. Paper reduction initiatives and digital workflows further minimize waste generation. These practices support resource efficiency, reduce environmental impact, and align with the organization's commitment to responsible waste management and circular economy principles.



SOCIAL

GRI 401: Employment

Infoplus's employment practices are founded on fairness, transparency, and long-term workforce stability. The organization provides equal employment opportunities across all locations and ensures that recruitment, onboarding, performance evaluation, and career progression processes are merit-based and non-discriminatory. Employment contracts comply with applicable labor laws and clearly define roles, responsibilities, compensation, and benefits. Infoplus promotes flexible and hybrid work models, enabling employees to balance professional and personal commitments while reducing commute-related stress and environmental impacts. Workforce planning emphasizes talent retention, skills development, and succession planning to support sustainable growth. Employee engagement initiatives, regular communication, and feedback mechanisms strengthen organizational culture and trust. By investing in people and maintaining responsible employment practices, Infoplus enhances productivity, employee well-being, and organizational resilience.

GRI 403-2 – Non-Hazardous Waste

Non-hazardous waste generated by Infoplus primarily consists of paper, packaging materials, and general office waste. The organization manages this waste responsibly through segregation, recycling, and authorized disposal practices. Digital workflows and paperless systems are encouraged to minimize paper consumption. Office supplies and consumables are procured with consideration for waste reduction and recyclability. Employees are made aware of waste management practices and encouraged to participate actively in reduction initiatives. Through these measures, Infoplus minimizes landfill disposal, supports resource efficiency, and reinforces environmentally responsible behavior within daily operations.

GRI 402: Labor/Management Relations

Infoplus maintains constructive labor-management relations through open communication, mutual respect, and collaborative engagement. Management encourages dialogue with employees through regular meetings, internal communication platforms, and feedback channels. Employees are informed of organizational developments, operational changes, and policies in a timely and transparent manner. While formal collective bargaining agreements may not apply in all locations, Infoplus respects employees' rights to freedom of association and representation, in accordance with local regulations. Leadership actively engages with teams to address concerns, clarify expectations, and resolve workplace issues promptly. This open and inclusive approach strengthens trust, improves morale, and supports organizational alignment. Effective labor-management relations enable Infoplus to manage change responsibly, maintain operational continuity, and foster a positive and engaged workforce across its global operations.



GRI 403-10 – Work-Related Ill Health

No material cases of work-related ill health were reported during the reporting period. Infoplus proactively supports employee well-being through flexible work arrangements, awareness initiatives, and responsible workload management. The organization recognizes the importance of mental health, particularly in knowledge-based roles, and promotes work-life balance through hybrid working models. Employees are encouraged to raise health concerns, and management takes appropriate steps to address them. This preventive and supportive approach contributes to a healthy workforce and sustained organizational performance.

GRI 403 – Occupational Health and Safety

Infoplus is committed to providing safe, healthy, and supportive working environments for all employees. Given the office-based nature of operations, occupational health and safety risks are limited but proactively managed through internal policies, ergonomic workplace design, and safety awareness initiatives. Regular inspections, maintenance of office facilities, and emergency preparedness measures help minimize workplace risks. Employees are encouraged to report safety concerns, incidents, or near-misses without fear of retaliation. Health and well-being are further supported through flexible work arrangements, stress management awareness, and access to appropriate support resources. By integrating health and safety considerations into daily operations, Infoplus ensures employee protection, enhances productivity, and reinforces a culture of prevention and responsibility.



GRI 403-8 – Workers Covered by Occupational Health & Safety (OH&S) System

All Infoplus employees are covered by internal occupational health and safety practices designed to ensure safe working conditions across office locations. These practices include workplace safety guidelines, emergency procedures, ergonomic assessments, and health awareness initiatives. While formal external OH&S certifications may not be required due to the low-risk nature of operations, internal controls and management oversight ensure consistent application of safety standards. Coverage applies equally to permanent, temporary, and contract employees working on Infoplus premises. This comprehensive coverage reflects the organization's commitment to employee protection, legal compliance, and responsible workforce management.

GRI 403-2 – Hazardous Waste

Infoplus's operations do not generate hazardous waste, as the organization does not engage in manufacturing, chemical handling, or industrial processes. Office-based activities are limited to administrative and digital service functions, which do not involve hazardous materials. Any IT equipment or electronic components are managed through authorized vendors that comply with applicable environmental and safety regulations. This approach ensures that potential risks related to hazardous substances are avoided entirely. The absence of hazardous waste generation significantly reduces environmental and occupational health risks and aligns with Infoplus's low-impact operational model. Continuous oversight ensures that any future operational changes maintain this standard.

GRI 403-9 – Work-Related Injuries

During the reporting period, Infoplus recorded no significant work-related injuries. The office-based operational model, combined with preventive safety measures and ergonomic workplace design, contributes to a low incidence of occupational injuries. Employees receive guidance on safe workstation setup, proper use of equipment, and general office safety practices. Any minor incidents or safety concerns are promptly addressed through internal reporting and corrective action mechanisms. The absence of serious injuries demonstrates the effectiveness of Infoplus's health and safety practices and reinforces its commitment to employee well-being and risk prevention.

GRI 404 – Training and Education

- ❖ Training and continuous learning are central to Infoplus’s people development strategy. Employees receive role-specific training, technical upskilling, and awareness programs related to sustainability, data security, and ethical conduct. Learning opportunities support innovation, service quality, and long-term career development. Knowledge-sharing initiatives and digital learning platforms enable continuous improvement across teams and geographies. By investing in employee development, Infoplus enhances workforce capability, adaptability, and engagement while supporting sustainable business growth.

GRI 412 – Human Rights Assessment

- ❖ Human rights considerations are fully integrated into Infoplus’s governance framework, organizational policies, and day-to-day operational practices. The organization is committed to respecting and upholding internationally recognized human rights standards across all areas of its business. Infoplus assesses potential human rights risks associated with employment practices, workplace conduct, client engagements, and procurement activities, with particular attention to fairness, dignity, and equal treatment. Internal codes of conduct and human resources policies clearly define expectations for ethical behavior, non-discrimination, and respect for individual rights. These principles are reinforced through onboarding processes, periodic awareness programs, and accessible reporting mechanisms that allow employees to raise concerns confidentially and without fear of retaliation. Human rights expectations are also extended to suppliers and business partners through contractual requirements and codes of conduct, promoting responsible practices throughout the value chain. Given the office-based and digital nature of operations, inherent human rights risks are considered low; however, Infoplus conducts periodic reviews to identify emerging risks and ensure continued compliance. This proactive and preventive approach strengthens ethical conduct, supports social responsibility, and reinforces Infoplus’s alignment with global human rights principles.

GRI 413 – Local Communities

- ❖ Infoplus contributes to local communities primarily through employment generation, skills development, and responsible business operations. By creating knowledge-based jobs and investing in workforce capability, the organization supports economic development and long-term employability. Engagement with local service providers and professional partners further stimulates local economies. Although community impacts are largely indirect, Infoplus’s operations promote inclusive growth, digital capability building, and economic resilience. The organization seeks to operate responsibly within the communities where it is present, minimizing negative impacts and supporting sustainable development objectives. This approach aligns community contribution with Infoplus’s broader commitment to responsible growth and long-term value creation.

GRI 416 – Customer Health and Safety

- ❖ Infoplus prioritizes customer health and safety through the delivery of secure, reliable, and high-quality digital services. Data protection, system integrity, and service continuity are central to service design and execution. Robust technical controls, governance frameworks, and risk management practices protect client information and ensure reliable system performance. Service delivery processes emphasize compliance with contractual, regulatory, and industry requirements. Continuous monitoring and improvement help address emerging risks and maintain service quality.

GRI 405 – Diversity and Equal Opportunity

- ❖ Infoplus is committed to fostering a diverse, equitable, and inclusive workplace. Recruitment, promotion, and development decisions are based on skills, experience, and performance, without discrimination based on gender, age, nationality, or other personal characteristics. Inclusive workplace practices promote respect, collaboration, and equal opportunity for all employees. Diversity is viewed as a driver of innovation, creativity, and better decision-making. Management oversight ensures fairness and consistency across employment practices, supporting a culture of inclusion and mutual respect.

GRI 406 – Non-Discrimination

- ❖ Infoplus enforces a zero-tolerance policy toward discrimination, harassment, or unfair treatment. Clear policies define acceptable behavior and reporting mechanisms for concerns. Employees are encouraged to report incidents confidentially, with assurance of non-retaliation. Any substantiated cases are addressed through appropriate corrective actions. This commitment to non-discrimination supports employee dignity, trust, and compliance with applicable labor and human rights regulations.



GRI 408 & 409 – Child Labor and Forced Labor

- ❖ Infoplus strictly prohibits child labor and forced or compulsory labor across its operations and supply chain. Employment practices comply with local labor laws regarding minimum working age, working hours, and employment conditions. Supplier expectations include adherence to ethical labor standards and human rights principles. This commitment ensures responsible operations and alignment with international labor norms.

GRI 414 – Supplier Social Assessment

- ❖ Infoplus integrates social responsibility considerations into supplier evaluation and engagement processes. Key criteria include compliance with labor laws, ethical conduct, human rights standards, and responsible workplace practices. Suppliers are expected to align with Infoplus’s values and sustainability expectations, which are communicated through procurement processes and contractual requirements. As supplier engagement matures, Infoplus aims to strengthen social assessment mechanisms and encourage continuous improvement among suppliers. Identified risks are addressed through dialogue and corrective actions where necessary. This structured approach supports transparency, accountability, and long-term supplier relationships while helping mitigate social risks within the value chain.

GRI 418 – Information Security

- ❖ Information security is a critical priority for Infoplus, reflecting the organization’s responsibility to protect customer, employee, and business information in a digital operating environment. Infoplus has established information security policies and procedures that define requirements for data protection, acceptable use, and incident management. Technical safeguards such as access controls, authentication mechanisms, secure network configurations, and regular system monitoring are implemented to prevent unauthorized access, data breaches, and cyber threats. Employee awareness programs and periodic training reinforce responsible data handling, password hygiene, and cybersecurity best practices. Information security risks are reviewed regularly, and corrective actions are taken when vulnerabilities are identified.

GRI 419 – Social and Economic Compliance

- ❖ Infoplus is committed to full compliance with all applicable social and economic laws and regulations across the jurisdictions in which it operates. This includes adherence to labor standards, employment regulations, data protection requirements, taxation laws, and general business compliance obligations. Governance frameworks, internal policies, and management oversight support consistent compliance across operations. Periodic internal reviews and audits are conducted to identify potential risks and ensure corrective actions are implemented where necessary. Employees are informed of relevant legal and ethical requirements through policies and awareness initiatives.



SUSTAINABILITY PERFORMANCE DATA (01st April 2024 TO 31st March 2025)

Sl. No	KPI	Unit	Measure
1	Percentage of employees trained on business ethics	Percentage	100
2	Number of reports related to whistleblower procedure	Count	0
3	Number of confirmed corruption incidents	Count	0
4	Energy consumption and GHGs	kWh	1.0105
5	Total energy consumption	kWh	1.0105
6	Total renewable energy consumption	kWh	0
7	Total gross Scope 1 GHG emissions	MT of CO2e	3.9
8	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	1.0105
9	Total gross Scope 3 GHG emissions	MT of CO2e	2883.2987
10	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	0
11	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	2883.2987
12	Total weight of hazardous waste	Tons	0.0248
13	Total weight of non-hazardous waste	Kgs	1225.60
14	Total weight of waste recovered	Kgs	367.68
15	Waste	Kgs	1098.65
16	Environmental services and advocacy	Count	7
17	Number of hours worked	Hours	68640
18	Working conditions	Percentage	100

Sl. No	KPI	Unit	Measure
19	Employee health and safety	Count	0
20	Number of work-related ill health	Count	0
21	Career management and training	Percentage	100
22	Average hours of training per employee	Hours	21
23	Percentage of women employed in the whole organization	Percentage	6
24	Percentage of employees from a minority or vulnerable group in the whole organization	Percentage	18
25	Discrimination and Harassment	Count	0
26	Social dialogue	Count	12
27	Child labor, forced labor, and human trafficking	Count	0
28	External stakeholder human rights	Count	0
29	Percentage of targeted suppliers who have signed the supplier code of conduct	Percentage	100
30	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
31	Percentage or number of targeted suppliers covered by a sustainability assessment	Percentage	100
32	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage	100
33	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
34	Percentage of all buyers who received training on sustainable procurement	Percentage	100
35	Number of confirmed information security incidents		0

GRI Index

THIS REPORT IS PREPARED IN ACCORDANCE WITH GRI STANDARDS (2021)

GRI. NO	GRI CONTENTS	PG.NO
GRI 1-5	Statement of Use	09
GRI 2-1	Organizational Profile	10
GRI 2-9	Governance Structure	10
GRI 2-23	Policy Commitments	10
GRI 2-29	Stakeholder Engagement Approach	10
GRI 3-1	Process for Identifying Sustainability-Related Impacts	11
GRI 3-2	List of Material Topics	11
GRI 3-3	Management Approach for Material Topics	12
GRI 201	Economic Performance disclosures	14
GRI 202-1	Ratios of Standard Entry-Level Wage to Local Minimum Wage	14
GRI 202-2	Proportion of Senior Management Hired from Local Communities	14
GRI 203	Indirect Economic Impacts	14
GRI 204	Procurement Practices	14
GRI 205	Anti-Corruption	14
GRI 206	Anti-Competitive Behaviour	14
GRI 301	Materials	16
GRI 301-1	Materials Used by Weight or Volume	16
GRI 301-2	Recycled Input Materials Used	16
GRI 301-3	Reclaimed Products and Packaging	16
GRI 302	Energy	16
GRI 302-1	Energy Consumption Within the Organization	16
GRI 302-2	Energy Consumption Outside the Organization	16
GRI 302-3	Energy Intensity	16
GRI 302-4	Reductions in Energy Consumption	16
GRI 302-5	Reductions in Energy Requirements of Products/Services	16
GRI 303	Water and Effluents	16
GRI 304	Biodiversity	16
GRI 305	Emissions	17
GRI 305-1	Direct (Scope 1) Emissions	17
GRI 305-2	Indirect (Scope 2) Emissions	17

GRI. NO	GRI CONTENTS	PG.NO
GRI 305-3	Other Indirect (Scope 3) Emissions	17
GRI 305-3	Upstream	17
GRI 305-3	Downstream	17
GRI 305-4	GHG Emissions Intensity	18
GRI 305-5	Reduction of GHG Emissions	18
GRI 305-6	Emissions of Ozone-Depleting Substances	18
GRI 305-7	NOx, SOx, and Other Air Emissions	18
GRI 306	Waste	18
GRI 307	Environmental Compliance	18
GRI 308	Supplier Environmental Assessment	18
GRI 401	Employment	20
GRI 402	Labor/Management Relations	20
GRI 403	Occupational Health and Safety	20
GRI 403-2	Hazardous Waste (GRI 403-2)	20
GRI 403-2	Non-Hazardous Waste (GRI 403-2)	20
GRI 403-8	Workers Covered by Occupational Health & Safety (OH&S) System	20
GRI 403-9	Work-Related Injuries	20
GRI 403-10	Work-Related Ill Health	20
GRI 404	Training & Education	21
GRI 405	Diversity & Equal Opportunity	21
GRI 406	Non-Discrimination	21
GRI 408 & 409	Child Labor and Forced Labor	21
GRI 412	Human Rights Assessment	21
GRI 413	Local Communities	21
GRI 414	Supplier Social Assessment	21
GRI 416	Customer Health & Safety	21
GRI 418	Information Security	21
GRI 419	Social economic Compliance	21

INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassurance.com

Authorized Representative (Assurer):

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature : 