Annual ESG Report

Apr' 2024 – Mar' 2025

Inside this report

Introduction

Our Commitment to a Sustainable Future

- At TAAL Tech, we believe that growth and responsibility go hand in hand. As a company rooted in engineering and innovation, we understand that the way we operate today shapes the world of tomorrow. That's why sustainability isn't just an add-on for us — it's part of how we think, work, and plan for the future.

- **We're making conscious choices to reduce our environmental impact. Whether it's lowering our energy use, managing our waste better, or shifting to cleaner power sources, we're taking practical steps that make a real difference. We've set clear goals — like reducing our carbon emissions by 15% by 2028, and working steadily toward reaching net zero by 2040.**

- But this journey isn't just about numbers. It's also about people. We're engaging our employees to be part of the change, from turning off unnecessary lights to choosing greener ways to commute. We're improving the energy efficiency of our buildings, moving toward solar power, and handling waste in smarter ways — like recycling e-waste properly and composting food waste where possible.

- We're also being transparent about our progress. By following well-known standards like the GHG Protocol and working in line with India's national environmental goals, we're keeping ourselves accountable and aiming to do things the right way.

- For us at TAAL Tech, sustainability is about being responsible today so we can build a better, more balanced tomorrow — for our people, our clients, and the planet we all share.

Key highlights from the reporting year

Total Emissions for TAAL Tech during Apr'2024 – Mar'2025 : <u>**483303.4 Kg CO$_2$e**</u>

Our commitment to overall GHG emissions

15% by FY 2028

30% by FY 2030

Net Zero by FY 2040

using FY 2024–25 as the base year.

100 % e-waste disposed thro' CPCB approved vendors

First Internal carbon audit using GHG Protocol

ISO 27001: 2022 Certified for Information security management

EN 9100: 2018 Certified for Aerospace Quality management

ISO 9001: 2015 Certified for Quality management

Significant Contribution to **Cancer treatment** of **underprivileged children** thro' Yuvraj Singh Foundation (YOUWECAN)

TAAL Tech supported **Awaaz** (**Voice of Stray Animals**) in their mission to rescue, heal, and care for thousands of injured and abandoned animals across Mumbai — giving a voice to those who cannot speak.

Contribution to **Radha Annapurna Charitable Trust**, TAAL Tech helped **serve free, wholesome meals** to those in need — nourishing not just stomachs, but also spirits, every single day.

TAAL Tech collaborated with Grow Billion Trees to make a green impact! Together, we've planted **2500 trees**

Supporting **Annasaheb Shinde Foundation**, TAAL Tech contributed to **empowering rural women** through sustainable farming practices and entrepreneurship — promoting inclusive growth and greener livelihoods.

Code of Conduct is communicated and implemented at levels (**100 %**)

Anti-bribery and corruption policy (**zero tolerance**)

Anonymous whistleblower mechanism

Robust **grievance redressal** process

Completed **ESG awareness training** for the middle and senior **management**

Message from Managing Director

At TAAL Tech, we've always believed that real innovation isn't just about what we build—it's also about how responsibly we build it. As a technology and engineering company, we're in a unique position to lead by example, and that's a responsibility we don't take lightly.

The challenges of climate change are no longer distant or abstract. They're here, affecting communities, businesses, and industries alike. We see sustainability not as a box to check, but as a core value—one that shapes our decisions, drives our strategy, and reflects the kind of future we want to be part of.

This year, we took meaningful steps forward. We conducted our first detailed assessment of greenhouse gas emissions, covering everything from the electricity we consume to the travel we undertake and the waste we generate. More importantly, we've committed to real targets: cutting our emissions by 15% in the short term and working toward **net-zero by 2040**.

But we know this is just the beginning. Sustainability is not a destination—it's a continuous journey. It's about making better choices every day, whether that's investing in energy-efficient systems, promoting greener transportation, or simply switching off lights when not in use. We're also deeply committed to transparency and accountability, aligning our efforts with global best practices and India's national goals.

To our employees, partners, and clients: thank you for walking this path with us. Your ideas, actions, and shared commitment are what make this work meaningful. Together, I believe we can build not just a stronger company, but a cleaner, more resilient future.

Salil Taneja
MD, TAAL Tech

About the Company

Company Profile

TAAL Tech is a dynamic, trusted global technology company providing excellence in Engineering and Digitalization services to customers in the United States, Canada, Europe, Middle East, and APAC regions. Since inception in 2007, TAAL Tech has always been focused on establishing itself as a specialist in the field of engineering services. Today, we feel extremely proud to be recognized as a trusted partner-of-choice for various Fortune 500 companies across domains

Our Credentials

10+	150+	16+	700+
INDUSTRIES	CLIENTS	YEARS	EMPLOYEES
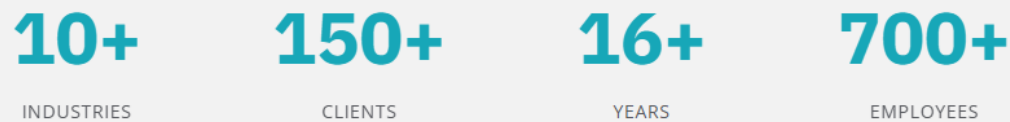
Office Locations

Operations

Sales Offices

Head Office – India

AKR Tech Park, 3rd Floor, C Block, 7th Mile Hosur Rd, Krishna Reddy Industrial Area, Bengaluru, Karnataka – 560 068 INDIA

USA Office

10210 Grogans Mill Rd, The Woodlands, TX 77380, USA

Germany Office

Richmond Strasse 6, 50667 Köln, Germany

The Netherlands Office

Industrieplein 2, 7553 LL Hengelo, The Netherlands

Corporate Overview

We at TAAL Tech are highly committed to providing High Quality, Consistent and Dependable Engineering, Embedded, and IoT Solutions. Certified for **ISO 9001:2015, ISO 27001:2022 and EN 9100:2018**, TAAL Tech ensures strict adherence to industry standards for quality and compliance. This forms the core of our Quality Policy, which dictates our work ethics, process-centric approach, attention to detail, meeting commitments, and result-oriented services.

TAAL Tech has a CSR (Corporate Social Responsibility) policy in place. Our CSR activities are spread across 4 categories namely environmental, ethical/human, philanthropic, and economic.

CSR-Policy.pdf

Governance and Strategy

Sustainability Governance Structure

Managing Director → ESG Head → Quality Team, Human Resource Team, General Admin Team, Procurement Team, ICT Team, Project Teams
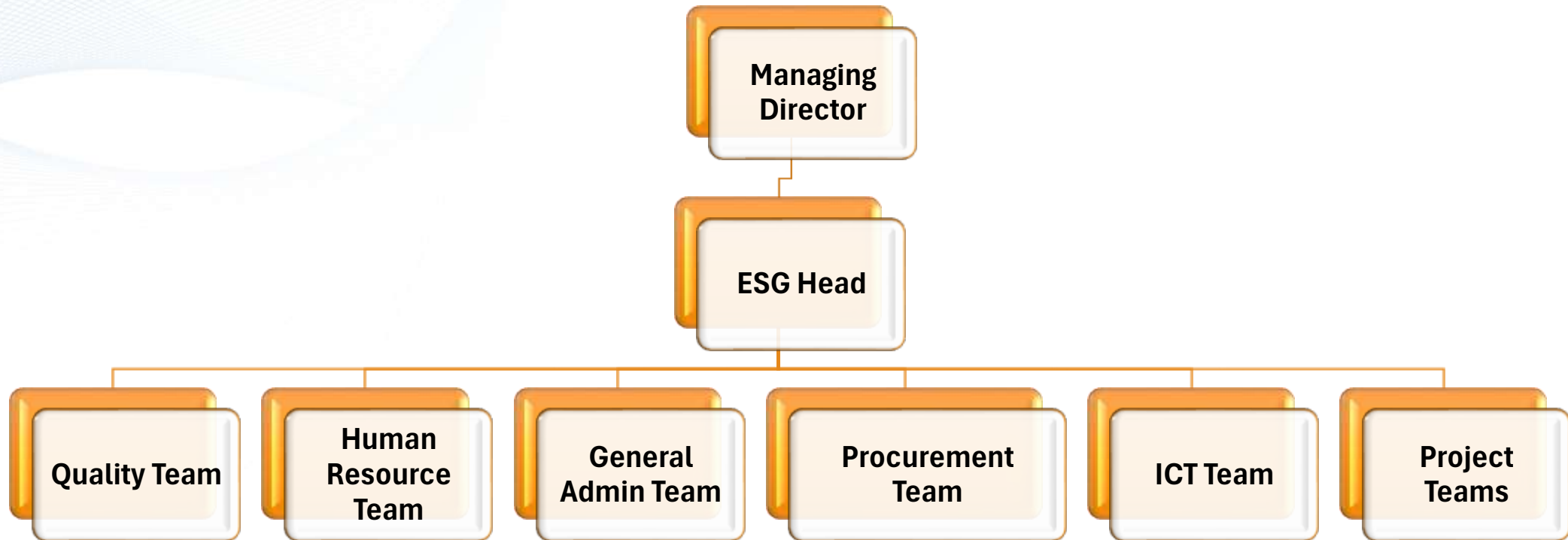
Integration of sustainability into business strategy

Dimension	Details
Strategic Integration	ESG goals are embedded into TAAL Tech's business planning, annual reviews, and risk strategy.
Leadership Accountability	Sustainability KPIs are reviewed half yearly by executive leadership.
Employee Engagement	Awareness campaigns and cross-functional sustainability challenges initiated.
Operational Actions	Energy audit conducted in 2024 Waste segregation and e-waste compliance as per CPCB
Carbon Reduction Targets	15% by 2028 30% by 2030 Net zero by 2040
Client Collaboration	Sustainable engineering and digital transformation projects promoted with existing clients.
Supply Chain Screening	Initial ESG screening introduced for vendors above ₹10 lakh procurement threshold.

Risk management related to ESG issues

Risk Area	Risk Statement	Actions	Implemented Date
Cultural / Social	Lack of planning to help employees with management of stress and stressful situations.	Employees wellness programs are being conducted for healthy life-style including stress management.	**Q3 2024**
Values and ethics	Employees may engage in corrupt practices such as offering or accepting bribes in the course of business dealings.	Anti-Corruption policy and code of conduct is implemented in the organization.	**Q3 2024**
Values and ethics	Employees May face or engage in discriminatory or harassing behavior.	1. Posh policy is implemented to prevent the harassment 2. Mandatory training is conducting yearly once on Anti- harassment	**Ongoing**
HSE	Fire accidents may occur in the work premises	1. Conducting Fire mock drill on a bi-yearly basis 2. Electrical check will be conducted throughout the office premises once in a year.	**Ongoing**

Engagement with Stakeholders

Stakeholder Group	Mode of Engagement	Frequency / Timeline	Key Topics Discussed	Expected Outcomes
Employees	Meet of the Quarter, ESG surveys, suggestion box, intranet updates	Quarterly townhalls, Annual surveys	Energy-saving practices, health and safety, training needs	Increased awareness, employee buy-in for sustainability, action plans from feedback
Clients/Customers	ESG briefings during monthly reviews	Semi-annually	Sustainable solutions, ESG performance, carbon disclosures	Stronger partnerships, sustainable procurement, client-aligned climate action
Vendors/Suppliers	Vendor onboarding with ESG screening	Onboarding checkpoints	Compliance with ESG standards, waste disposal, labor conditions	ESG-aligned supply chain, ethical sourcing, reduced third-party risks
Financial Institutions	Sustainability disclosures, annual reports, ESG queries	Annual reports + ad hoc queries	Climate risk, governance practices, ESG metrics	Continued trust, improved ESG ratings, access to green financing
Regulators (e.g., CPCB)	Environmental compliance reports, licenses, audit follow-ups	As required (biannual/yearly filings)	E-waste compliance, emissions reporting, carbon audit documentation	Regulatory compliance, operational licenses, reputational trust
Local Communities	CSR initiatives, environmental campaigns, volunteering activities	Ongoing	Education, skilling, environment, local hiring	Social license to operate, improved local goodwill, community development
Board of Directors	ESG performance reviews, risk committee updates	Quarterly board meetings	ESG targets, audit findings, climate risk strategy	Board oversight, alignment of sustainability and corporate strategy
ESG Auditors/Certifiers	Data disclosures, audit walkthroughs, KPI validation	Annual ESG audit cycle	Emissions verification, reporting alignment	Third-party assurance, data credibility, readiness for ratings/submissions

Policies

Climate Policy:
TAAL Tech integrates climate risks into its business strategy through risk assessments, scenario analysis, and climate action plans. The company is committed to reducing its carbon footprint by adopting clean and efficient energy sources. Climate-related goals are aligned with business objectives and supported by a governance framework that monitors policy implementation and environmental performance. These efforts reflect TAAL Tech's dedication to long-term sustainability and resilience.

Energy Management Policy:
TAAL Tech's Energy Management Policy focuses on reducing energy use, improving efficiency, and increasing renewable energy adoption across all operations. The company monitors performance, raises employee awareness, and works with stakeholders to promote responsible energy practices. These efforts aim to lower emissions, cut costs, and support global climate goals.

Waste Management Policy:
TAAL Tech is committed to sustainable waste management across all operations, covering hazardous, e-waste, and non-hazardous waste. The company promotes reduce, reuse, recover, and recycle principles, ensures proper segregation and safe disposal, and monitors waste processes. Employees are encouraged to participate, while teams track compliance. These efforts aim to lower the ecological footprint and support a sustainable future.

Labor & Human Rights

Diversity, equity & inclusion:
TAAL Tech is committed to fostering a diverse, equitable, and inclusive culture across all operations and investments. The company promotes diversity in gender, age, religion, language, disability, and more, ensuring inclusive hiring, development, and workplace practices. DEI efforts align with national laws and global standards, supported by dedicated resources, clear procedures, and stakeholder collaboration for effective implementation and impact.

Training & Development:
TAAL Tech is committed to continuous Training, Development, and Cross-skilling to build a competent, future-ready workforce. This policy applies to all associates and covers identifying training needs, facilitating internal and external programs, and evaluating effectiveness. It includes technical, functional, health, and safety-related training to ensure employee growth, well-being, and alignment with evolving business needs.

Grievance Redressal Policy:
TAAL Tech's Grievance Redressal Policy is to provide employees with a clear and fair mechanism to raise concerns related to their employment. It ensures consistent, prompt, and equitable handling of personal grievances, whether related to actions or inactions by colleagues, department heads, or management. The policy aligns with other organizational guidelines to maintain a respectful and supportive workplace.

Code of Conduct:
TAAL Tech's Code of Conduct outlines the ethical standards and professional behavior expected from all employees. It promotes integrity, respect, accountability, and compliance with laws and company policies. The Code ensures a safe, inclusive, and responsible work environment, guiding TAAL Techies to uphold the company's values in all business activities and stakeholder interactions

Human Rights policy
TAAL Tech is committed to equal opportunity, non-discrimination, and a safe, healthy, and secure workplace free from harassment or abuse. The company strictly prohibits child labor and forced labor, ensuring all employment is voluntary. It complies with all laws on wages, working hours, and benefits, and respects employees' rights to freedom of association and collective bargaining in line with local laws.

HSE Policy:
TAAL Tech prioritizes the health, safety, and environment (HSE) of its employees, customers, and communities. We integrate HSE into all operations, comply with legal standards, and proactively reduce environmental impact. By ensuring safe workplaces, promoting accountability, adopting cleaner technologies, and continuously monitoring performance, we aim to embed HSE excellence into our culture.

Ethics

Anti-corruption due diligence policy:
TAAL Tech is committed to ethical, legal, and transparent business practices, maintaining a strict zero-tolerance policy on bribery and corruption. This policy applies to all employees, management, and third-party associates. It prohibits any form of bribery, mandates reporting of unethical behavior, and includes regular training to ensure compliance. Violations may result in disciplinary action, including termination and legal consequences. TAAL Tech upholds integrity and accountability to protect its reputation and support sustainable growth.

Data Protection Policy:

TAAL Tech is committed to complying with all applicable data protection laws and maintaining the highest ethical standards in handling personal data. This policy applies to all employees, consultants, service providers, and third parties involved in the collection, use, storage, transfer, or disposal of personal data. As both a Data Controller and Data Processor, TAAL Tech is responsible for ensuring data privacy, security, and legal compliance to avoid regulatory penalties or reputational damage. Leadership ensures ongoing implementation of the policy, and any breach may result in disciplinary and legal actions.

Whistle Blower Policy:

TAAL Tech is firmly committed to transparency, accountability, and ethical conduct. Employees and stakeholders are strongly encouraged to report any suspected fraud, financial irregularities, legal violations, or serious misconduct. All concerns will be handled with strict confidentiality and investigated thoroughly by the designated ethics authority.

Sustainable Procurement

Supplier Code of Conduct:

TAAL Tech is committed to ethical, responsible, and sustainable business practices, and we expect the same from our suppliers and partners. Our Supplier Code of Conduct outlines key expectations, including compliance with laws, fair labor practices, safe working conditions, environmental responsibility, and transparency. Suppliers must also promote continuous improvement and ensure their sub-suppliers follow similar standards. Together, we aim to build a sustainable and ethical supply chain.

Supply Chain Sustainability Management:

TAAL Tech is committed to integrating environmental sustainability into its supply chain management alongside key priorities like cost, quality, and reliability. The company aims to reduce environmental risks by partnering with responsible suppliers who comply with regulations and uphold ethical, eco-friendly practices. This includes prioritizing sustainable materials, minimizing waste and pollution, encouraging energy-efficient products, and supporting low-emission transport and renewable energy use across its supply chain.

Initiatives

Safety Initiative

ESG Initiatives

Green Engineering Practices: Integrate energy-efficient and sustainable materials in design projects.

Waste Reduction Program: Digital-first policy to reduce paper usage; recycling of electronic waste.

Carbon Footprint Tracking: Monitor and reduce emissions from office operations and employee travel.

Energy Conservation: LED lighting, smart HVAC, and power-saving devices in all facilities.

Vendor Environmental Screening: Evaluate environmental policies of suppliers and contractors

Diversity, Equity & Inclusion (DEI): Targeted hiring, DEI training, and inclusive workplace practices.

Health & Safety Training: Regular safety drills, ergonomic workspace design, and health camps.

Employee Engagement: Annual feedback surveys, well-being programs, and open-door grievance systems.

Community Development: Technical skill development training for youth and CSR volunteering programs.

Fair Labor & Human Rights Audits: Auditing supply chain for child labor, forced labor, and unfair wages.

Code of Conduct Training: Mandatory for all employees, with annual refresher sessions.

Anti-Corruption and Bribery Policy: Enforcement with strict penalties and whistleblower protection.

Internal Audit & Compliance Reviews: Periodic audits of financial, legal, and ethical conduct.

Whistleblower Protection Program: Secure, anonymous reporting system with non-retaliation policy.

Board Oversight on ESG: ESG committee formed to review and guide policy and performance.

SCOPES OF EMISSIONS
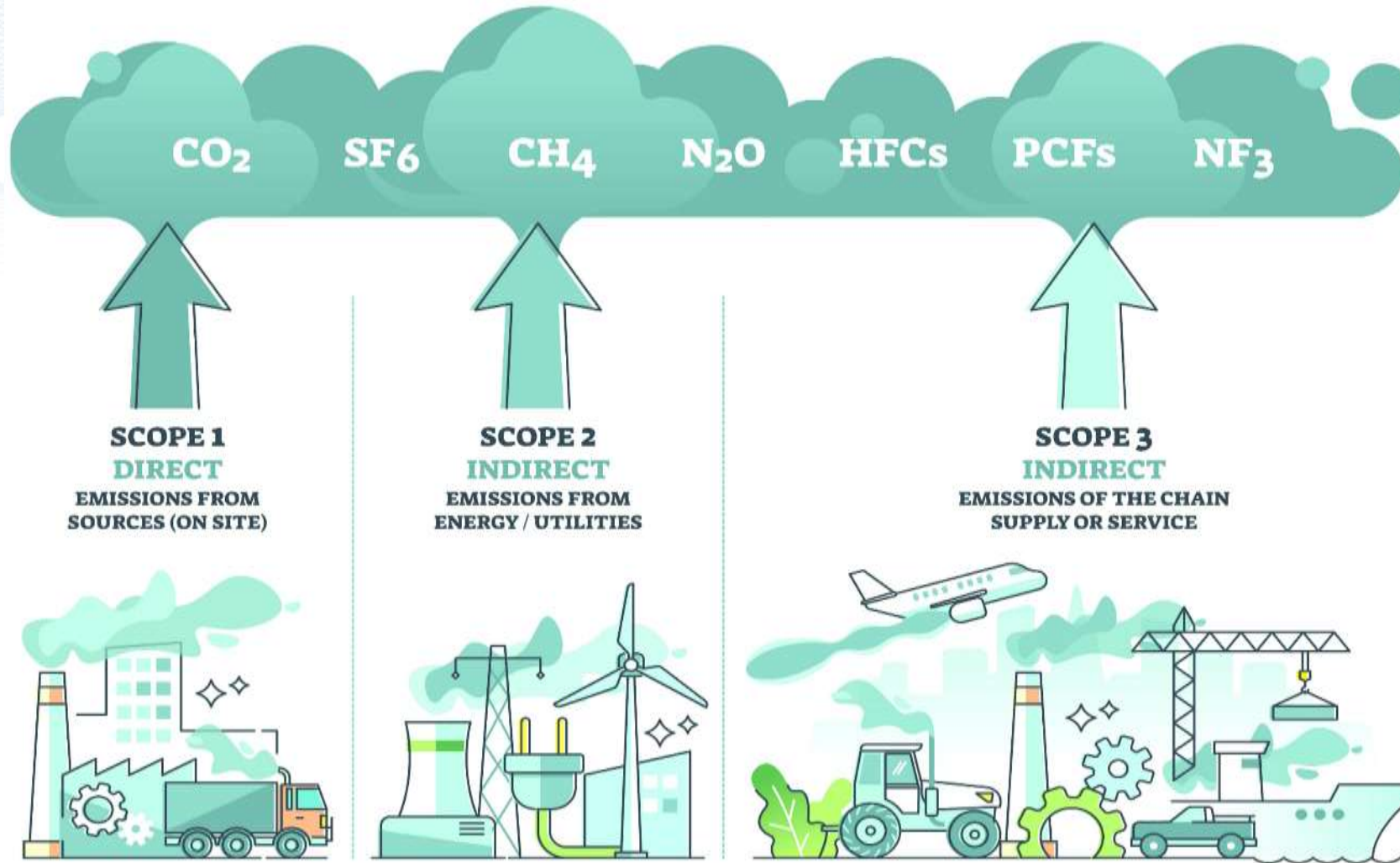
Sl. No	Scope	Emission Source	UOM	Quantity	Emission Factor	Total Emissions (Kg CO_2e)
1	Scope 1 Direct Emissions	Company-owned vehicle (Single Vehicle – Toyota Innova)	Liters of fuel consumed	616	0.16 kg CO_2e/L	98.5
2	Scope 1 Direct Emissions	Generator (Diesel) – 300 KVA	Liters of diesel	7343	2.68 kg CO_2e/L	19680.6
3	Scope 2 Emissions (Indirect Emissions from Purchased Electricity)	Electricity consumption	kWh	573871	0.7 kg CO_2e/kWh	401709.7
4	Scope 3 Emissions (Indirect Emissions)	Business Travel Air travel	Miles	412866	0.13 kg CO_2e per mile	53672
5	Scope 3 Emissions (Indirect Emissions)	Employee commuting (Cabs)	Km travelled	15840	0.03 kg CO_2e/km	475.2
6	Scope 3 Emissions (Indirect Emissions)	Waste Generated in Operations	kg of waste	5598.07	Refer next page	7667.40

Total Emissions for TAAL Tech during Apr'2024 – Mar'2025 : **483303.4 Kg CO_2e**

Waste Generated in Operations

Sl. No	Scope	Emission Source	UOM	Quantity	Emission Factor	Total Emissions (Kg CO$_2$e)
1		C1: Food waste	Kg waste	2006.22	0.5 kg CO$_2$e/kg of food waste	1003.11
2	Scope 3 Emissions (Indirect Emissions)	C2: Plastic waste	Kg waste	24	2.0 (kg CO$_2$/kg of plastic waste)	48
3		C3: Paper waste	Kg waste	3231	2.0 (kg CO$_2$/kg of plastic waste)	6462
4		C4: E-waste	Kg waste	336.85	Multiple Emission factors (Refer next page)	154.295

Waste Generated in Operations

Description	Count	Approx. Weight per Unit (kg)	Total Weight (kg)	Emission Factor (kg CO_2e/kg)	Emissions (kg CO_2e)
Laptop with Adapter	26	2.5	65	0.6	39
Monitor	5	4.5	22.5	0.7	15.75
Docking Station with Adapter	52	1	52	0.5	26
Headset	85	0.25	21.25	0.3	6.375
Server Hard Disk	12	0.7	8.4	0.4	3.36
WS HDD(19)/Lap HDD(17)	36	0.5	18	0.4	7.2
Switches	5	3	15	0.5	7.5
Firewall	1	3.5	3.5	0.8	2.8
Router	1	2	2	0.8	1.6
Tape Drive	1	2	2	0.6	1.2
Workstation	1	12	12	0.9	10.8
Mouse	65	0.1	6.5	0.2	1.3
Keyboard	27	0.6	16.2	0.2	3.24
VGA Cables/OTG Cables (Already KG)	—	—	81	0.2	16.2
Printer	1	8	8	1.2	9.6
Modem/Actelis	1	1.5	1.5	0.7	1.05
HP Access Point	1	0.8	0.8	0.6	0.48
Fibe Air 2000 IDU-C	1	1.2	1.2	0.7	0.84
Grand Total Emissions					**154.29**

KPI's

Safety KPI (Apr 24 – Mar 25)

Sl #	Table of Contents	Key Performance Indicators (KPI)	Target	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25
1	Lagging Indicators	Lost Time Injury(LTI)	Zero per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Recordable Incident (First Aid, Property Damage etc.)	Max. 10 Per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Recordable Incident (Near Misses)	Max. 15 Per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Fatalities	Zero per Month	0	0	0	0	0	0	0	0	0	0	0	0
2	Lead Indicators	Safety Walk Audit (AKR)	Once in Four Months	1			1			1			1		
		Corrective actions closed within agreed timeline	100%	100 %			100 %			100 %			100 %		
		Emergency Rescue Drills	Once in Six Months	NA			1			NA			1		
		HSE Training	Once in Six Months	2			2			2			2		

Trainings

Sl No	Training Particulars	Training Type	Training Delivered Month	Total Hours	Total Participants	Total Training Hours
1	Knowledge Dissemination Session -BD	Non-Technical	Mar-24	1	18	18
2	Insurance Orientation Session	Non-Technical	Mar-24	1	95	95
3	Knowledge Dissemination Session -BD	Non-Technical	Mar-24	1.5	37	55.5
4	Insurance Orientation Session	Non-Technical	Apr-24	1.5	76	114
5	Insurance Orientation Session	Non-Technical	May-24	1	56	56
6	Insurance Orientation Session	Non-Technical	Jun-24	1	67	67
7	Insurance Orientation Session	Non-Technical	Jul-24	1.5	94	141
8	Knowledge Dissemination Session -BD	Non-Technical	Jul-24	1.5	39	58.5
9	Insurance Orentation Session	Non-Technical	Aug-24	1.5	183	274.5
10	Internal Project Related Trainings	Technical	Aug-24	-	-	1804
11	Insurance Orentation Session	Non-Technical	Sep-24	1	98	98
12	Knowledge Dissemination Session -BD	Non-Technical	Sep-24	1.3	34	44.2
13	Insurance Orentation Session	Non-Technical	Oct-24	1	112	112
14	Internal Project Related Trainings	Technical	Oct-24	-	-	1369
15	Insurance Orentation Session	Non-Technical	Nov-24	1	97	97
16	Internal Project Related Trainings	Technical	Nov-24	-	-	1224
17	Case Study Session -I	Technical	Nov-24	1	34	34
18	Case Study Session -II	Technical	Nov-24	1	21	21
19	Book Reading Session-I	Non-Technical	Nov-24	1	17	17
20	Book Reading Session-II	Non-Technical	Nov-24	2.5	19	47.5
21	Technical Case Study Session -I	Technical	Dec-24	1	18	18
22	Case Study Presentation	Technical	Dec-24	1	22	22
23	POSH Awareness Training	Non-Technical	Dec-24	1	468	468
24	Internal Project Related Trainings	Technical	Dec-24	-	-	1165
25	Internal Project Related Trainings	Technical	Dec-24	-	-	1337

Trainings

Sl No	Training Particulars	Training Type	Training Delivered Month	Total Hours	Total Participants	Total Training Hours
26	Case Study Session -I	Technical	Jan-25	1	20	20
27	Case Study Session -II	Technical	Jan-25	1	30	30
28	Case Study Session -III	Technical	Jan-25	1	27	27
29	Book Reading Session-I	Non-Technical	Jan-25	1	25	25
30	Book Reading Session-II	Non-Technical	Jan-25	1	15	15
31	GPA Mediclaim - Employee Awareness on Renewed Medical Policy	Non-Technical	Jan-25	1	112	112
32	Meal and Diet plan - General Health Awareness	Non-Technical	Jan-25	1	69	69
33	Case Study Session -I	Technical	Jan-25	1	20	20
34	Case Study Session -II	Technical	Jan-25	1	30	30
34	Case Study Session -III	Technical	Jan-25	1	27	27
36	Book Reading Session-I	Non-Technical	Jan-25	1	25	25
37	Book Reading Session-II	Non-Technical	Jan-25	1	15	15
38	GPA Mediclaim - Employee Awareness on Renewed Medical Policy	Non-Technical	Jan-25	1	112	112
39	Meal and Diet plan - General Health Awareness	Non-Technical	Jan-25	1	69	69
40	Practical Project Risk Management - ATOM Methodology	Non-Technical	Feb-25	1	12	12
41	GPA Mediclaim - Employee Awareness on Renewed Medical Policy	Non-Technical	Feb-25	1	68	68
42	Fire Drill - Emergency Evacuation Training	Non-Technical	Feb-25	1	289	289
43	Brief Introduction on Trailers Nomenclature, Terminologies and its Applications	Technical	Feb-25	1	24	24
44	Stress Management - Expert Session on Practical guidelines	Non-Technical	Feb-25	1	139	139
45	Start with Why - Simon Sinek	Non-Technical	Feb-25	1	12	12
46	GAUGE Philosophy - Ground engaging tools for Heavy Machines	Technical	Feb-25	1	23	23
47	Onsite readiness Program	Non-Technical	Mar-25	1	24	24
48	Getting to YES by Roger Fisher and William Ury	Non-Technical	Mar-25	1	10	10
49	Digital Lighting Application _ Case Study	Technical	Mar-25	1	16	16
50	The Five Dysfuctions of the team _ Patrick Lieonini	Non-Technical	Mar-25	1	14	14

Training Engagement Statistics

SL No	Month	Avg Total Number of employees(Last 12 Months)	Total Training Man Days	Total Training Hours	1-man days for overall organization (Actual)
1	Jan-23	629			
2	Feb-23	555	564	5074	1.02
3	Mar-23	581	580	5217	1.00
4	Apr-23	582	697	6273	1.20
5	May-23	594	710	6391	1.20
6	Jun-23	605	755	6795	1.25
7	Jul-23	619	723	6510	1.17
8	Aug-23	627	632	5684	1.01
9	Sep-23	635	643	5784	1.01
10	Oct-23	647	665	5984	1.03
11	Nov-23	654	657	5910	1.00
12	Dec-23	659	657	5910	1.00
13	Jan-24	663	683	6145	1.03
14	Feb-24	668	681	6125	1.02
15	Mar-24	679	750	6750	1.10
16	Apr-24	664	722	6501	1.09
17	May-24	651	728	6550	1.12
18	Jun-24	638	654	5890	1.03
19	Jul-24	599	608	5476	1.02
20	Aug-24	593	668	6010	1.13
21	Sep-24	569	694	6250	1.22
22	Oct-24	561	780	7017	1.39
23	Nov-24	504	763	6864	1.51
24	Dec-24	499	1453	13077	2.91
25	Jan-25	494	1087	9781	2.20
26	Feb-25	495	1128	10154	2.28
27	Mar-25	496	1109	9984	2.24

Trainings on Governance

S.No	Months	Trainings Conducted				
		Code of Conduct	Anti Corruption & Bribery Policy	Whistle Blower	Diversity, Equity & Inclusion (DEI)	Health & Safety Training
1	Apr-24	3	3	3	3	3
2	May-24	5	5	5	5	5
3	Jun-24	3	3	3	3	3
4	Jul-24	0	0	0	0	0
5	Aug-24	1	1	1	1	1
6	Sep-24	7	7	7	7	7
7	Oct-24	12	12	12	12	12
8	Nov-24	10	10	10	10	10
9	Dec-24	11	11	11	11	11
10	Jan-25	10	10	10	10	10
11	Feb-25	11	11	11	11	11
12	Mar-25	22	22	22	22	22

Action Plan

Planned actions

Scope 1 – Direct Emissions

Diesel Generator

- Optimize runtime

- Invest in building energy efficiency (HVAC, lighting)

Scope 2 – Purchased Electricity

- Install rooftop solar panels

- Shift to renewable electricity suppliers (RECs or green tariffs)

- Run awareness programs for energy conservation

- Replace old lighting with LED, use energy-efficient devices

Scope 3 – Indirect Emissions

Business Air Travel

- Choose lower-emission airlines or direct flights

Waste Generation

- Improve segregation and send food/e-waste to authorized recyclers
- Compost organic waste, digitize paper record

Thank You

For details contact:

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