



SASKEN



# Environmental, Social and Corporate Governance (ESG) Strategy

Sasken's commitment to environment, health, and safety is backed by its ISO 14001 (Environmental Management Systems) certification. Sasken is working towards being among the top sustainable organizations in India. Our goals are:

- To leverage technology to solve the problems plaguing the under-served
- Commitment to adhere to pro-environmental principles
- To instill the ideology of embracing eco-friendly practices.

Today, there is a growing expectation from investors, employees, clients, and numerous other stakeholders that companies increase transparency of their sustainability and socially responsible practices through public reporting of ESG policies, initiatives and most importantly, metrics. Sasken is committed to reporting our progress in all of the areas of ESG, which are available in our Business Responsibility Report and Compliance to Various International standards

Environmental factors include the contribution a company or government makes to climate change through greenhouse gas emissions, along with waste management and energy efficiency. Given renewed efforts to combat global warming, cutting emissions and decarbonizing are becoming more important.

Social factors include human rights, labour standards in the supply chain, any exposure to illegal child labour, and more routine issues such as adherence to workplace health and safety. A social score also rises if a company is well-integrated with its local community and therefore has a 'social license' to operate with consent.

Governance factors refer to a set of rules or principles defining rights, responsibilities and expectations between different stakeholders in the governance of corporations. A well-defined corporate governance system can be used to balance or align interests between stakeholders and can work as a tool to support a company's long-term strategy.



**Sasken  
Environmental Governance**  
Conservation of natural world

- Water conservation
- Waste management
- Green energy
- Carbon sink
- Reduce Carbon intensity
- Education and awareness
- Environmental Risk governance
- Global Certification – ISO 14001:2015
- Internal and External Audits
- Regulatory compliance and filings



**Sasken  
Social Governance**  
Consideration of people & relationships

- Culture and Heritage
- Employee with Special needs
- CSR – Community connect
- Employee Volunteering
- Employee Connect
- Health and Safety
- Customer Satisfaction
- Rewards and Recognitions
- Gender and Diversity and inclusion
- Learning and Development
- Labor relations and compliance



**Sasken  
Corporate Governance**  
Standards for running a company

- Financial Risk Management
- Code of Conduct
- Cyber Security
- Centralized Management System
- Whistleblower
- Diversified Risk governance
- Prevention of insider Trading
- Data privacy controls
- Audits and Assessments
- Business Continuity Planning
- Sustainable Supply Chain

# Environmental Governance - Overview



- Environmental Sustainability initiatives at Sasken are driven by an in-house team called Prakriti. The Prakriti Group has a charter to work on various Environment conversation activities through the year and educate the new employees joining the organization with the organizational initiatives, which in turn help to spread the much-needed awareness. However, at Sasken, education is not limited to “Awareness Session”, most of the education is practical and, on the ground, and the results of the same are measured, monitored and reported periodically to its Stakeholders including Sasken management.
- **This approach assures the following to its stakeholders**
  - Accountability
  - Satisfaction of seeing positive changes happening in front of their eyes
- **The focus is on to Reduce, Recycle and Reuse at every step.**  
**This assures**
  - Scientific way of waste disposal
  - Reducing carbon footprint by various initiatives
  - Food waste management
  - Water conservation, and
  - Using eco-sustainable alternatives in various domains

# Environmental Management

## Conservation of natural world



### Water conservation

- 15KL of potable water saving/year by fixing water aerators to the taps
- Approximately 20000KL/Y rainwater is recharged to the earth in 2022 by means of RWH
- 50 KI water capacity STP recycles 500KL of water every month.
- Recycled water is used for Gardening, public utilities



### Waste management

- 550 kgs/Month wet waste is converted into bio-gas every month within the campus
- 1.5 tons of packing materials/tissues per year is donated to Khadi Gram Udyog, for recycling
- 1.9 tons of E-waste was safely disposed in FY22
- All the Paper waste from campus is donated to KHADI GRAMA UDYOG for recycling



### Green Energy

- 92.6% of Power used in Sasken Corporate campus is powered by Green and Renewable energy
- By completely switching over from CFL to LED, we have reduced 10 tons of CO<sub>2</sub> emission every month ever since July 2019.



### Carbon sink

- Average 5000 seed balls are distributed from Sasken every year towards afforestation initiative
- In FY22 Paper consumption is reduced by 21% in comparison to FY21



### Reduce Carbon intensity

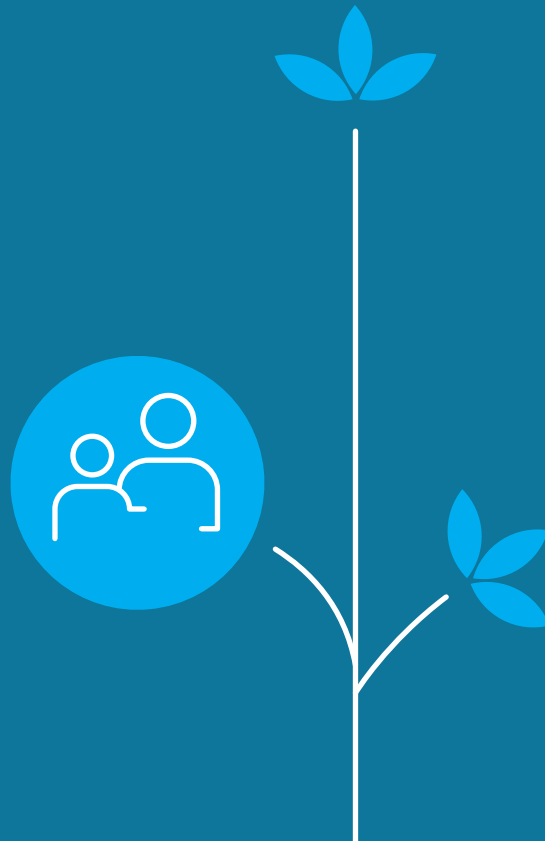
- CO<sub>2</sub> emission for the year stood at 298 tons for the organization inclusive of all aspects. We have avoided 1583 tons of CO<sub>2</sub> emission for the year 21-22 by implimenting various controls
- 15 tons of CO<sub>2</sub> is offset every month by various public welfare projects we carry out
- Electronics purchased are all GOLD EPEAT certified products
- Focus is not just to reduce on SCOPE1, we do consider SCOPE2 and SCOPE3 emission reduction too.



### Education and Awareness

- E-waste collection and safe disposal drives (within Sasken and in the neighborhood)
- Echo festival celebrations and guidance on its methods
- Educative Series to employees from the experts in the field of environment sustainability

# Social Governance - Overview



- Sasken values have centered around five pillars – Integrity, Respect for the individual, Innovation, Customer centricity, and Excellence. In short IRISE.
- With the passage of time and in keeping with the need to reflect our dynamism we have rearticulated our value framework and embraced Leadership, Excellence, Accountability, and Passion. LEAP builds on the IRISE framework and serves to remind us that a steadfast commitment to Integrity, Respect and Customer centricity are constants and woven into our DNA
  - Self-knowledge, Understanding of our strengths, and the ability to inspire colleagues are the hallmarks of a leader. A collaborative spirit, accountability and fearlessness personify leadership at Sasken
  - Excellence encompasses tenacity, versatility, and commitment to continuous learning cue excellence. Refraining from shortcuts, taking stretch goals and balancing stakeholder needs are facets of excellence at Sasken
  - Accountability ensures success that entails a commitment to deliver desired outcomes and ownership. It requires transparency and a persistent adherence to intellectual integrity
  - Passion ensues a fuel that ignites organisations, teams, and individuals. An engaged, motivated, and inspired work environment unleashes the energy to excel and flourish

# Social Practices

## Consideration of people & relationships



### Customer Satisfaction

- Centralized Customer Satisfaction survey process
- Periodic Customer Feedback surveys and time bound action plan to satisfy customer concerns
- Periodic Customer Senior Executive Survey to determine Brand value of Sasken, Growth/Expansion insights, Key challenges and concerns, etc.
- Periodic Customer MRMs and QBRs



### Diversity, Equity, and Inclusion

- Equal opportunity employment regardless of race, religion, ethnicity, caste, creed, color and sex
- Employment across various experience levels of employees (GTs, n+1, Laterals etc.) across business functions
- Fair compensation and Performance linked pay and promotion
- Respect for Individual in the organization being a key value, where regardless of Hierarchy, the Employees are encouraged to approach leaders to share their continuous feedback and ideas to solve business problems
- Gender diversity at Sasken is 69% Male and 31% Female colleagues, of which India sites are a major contributor with a ratio of 50% in each category



### CSR

- SEWA: Financially and Economically empower women from rural areas on selling their products via digital solution platform built by Sasken
- Uplifting of underprivileged children education and funding of medical equipment for identifying various ailments
- Providing meals to healthcare workers, patients, and families of people recovering from the COVID-19 pandemic through CSR
- Contributed to leading Hospital for construction of 200 bed facility
- Joy of Giving, spread over the entire month of October and has 6-8 interventions during this time period. The spirit of CSR is kept alive by periodic organizational updates on company initiatives.
- Full operational Organic waste composter plant taking wet and dry waste as input and generating Environment friendly Compost for green neighbourhood is set up and operated by Sasken in the Domlur Ward



### Employee Volunteering

- Members of Sasken Prakriti group forms a special team and volunteer in many social outreach programs like; Neighborhood cleaning drive , E-waste collection drive, tree planting drive, Educating school children on the effect of de-forestation.
- Fundraisers are organized periodically for needy people and funds/supplies are redirected to the concerned through authentic distribution channels. Ex: During pandemic, Medical support, Food supplies etc. were supplied for 7 continuous months to needy people.



### Rewards and recognition

- Fair process is setup to evaluate employee performance, 360-degree feedback for employee development and recognition
- Integrated Platform to reward People for demonstration of Execution Excellence, delivering customer delight, Innovation, Quality championship, Onsite brand ambassadors etc.
- High performer recognition through SPOT Awards and a Appreciation event led by CXOs
- Good effort recognition platform, termed Virtual Marbles to appreciate good work done by a colleague at Sasken



### Employee Connect

- Periodic connects by Business HR and Managers to assess motivation and morale of engineers
- Planned and conducted various health drives pre-COVID to ensure timely medical help for Employees and their family members
- Blood donation camps in campuses, as well channelize such needs through Internal communication to help needy
- During the COVID-19 lockdown virtual engagement drives were conducted teamwise to ensure a personal connect
- Annual celebrations are held to commemorate employees who have completed long tenures at Sasken
- Mandhaara, an employee connect program hosts distinguished guest speakers from various fields to inspire & motivate our employees
- Across these categories we ensure that there are over 100+ unique engagement activities that cover a vast majority of our employees



### Employees Health and Safety

- Corporate group insurances from the reputed insurer covering employees and their families, globally
- Tie ups with Hospitals globally to ensure Employees get priority medical assistance and/or hospitalization when needed
- Conducted corporate Vaccination drives at all facilities during COVID-19 for employees and their nearest families



### Learning and development

- Focus on continuous skill development of Professionals at work. Skills range from Behavioral, Technical, Leadership, Functional and role-based development
- Access to Globally benchmarked tools like LinkedIn learning, Udemy etc. platforms to enable their continuous learning ,Unique competency mapping framework, termed as Ken MAP (Knowledge measurement of Aptitude and Proficiency) of our Engineers, enabling continuous assessments for our Engineers



### ESN

- Supporting employment for People with Special needs such as 7 employees with a broad range of disabilities and challenges like cognitive speech impairment, mobility challenges, and integrates them into the work fabric of the company
- Pre-COVID monthly get-togethers and annual excursions including their family members have been conducted. 12 monthly get-togethers would be held in a calendar year
- Post-COVID era, we have been conducting biweekly virtual calls with them and the family to keep them motivated and engaged. Over 40+ MS Teams calls have been conducted over the year
- Sasken HQ in Bangalore is ESN friendly and takes care of the special requirements, while the work from premises



### Culture & Heritage

- Taking pride in its Employee diversity and strives to celebrate various festivities
- Celebrate National Festivals in various Geographies across the world like Independence Day to mark the remembrance of such important events for respective Nations
- The typical cadence for such events are once a month and range to around 15-20 events in a year



### Sports

- Sasken has held annual sports day events across all campuses to promote the spirit of sportsmanship across various games. This is held once a year towards the start of December and is spread over a 45-day period with more than 20+ events

# Corporate Governance - Overview



- Corporate governance is about maximizing shareholder value legally, ethically and on a sustainable basis. At Sasken, the goal of corporate governance is to ensure fairness for every stakeholder – our customers, investors, vendor-partners, the community, Geo specific regulatory bodies, and our own employees. We believe that sound corporate governance is critical in enhancing and retaining investor trust
- We are committed to defining, following and practicing the highest level of corporate governance across our business functions. Our corporate governance reflects our value system, which encompasses our culture, policies, and relationships with our stakeholders. Integrity is at the heart of our values-driven governance culture, which helps gain and retain the trust of our stakeholders



# Corporate Governance

## Standards for running a company



### Risk based Governance

- The highest governing body for risk management in the organization is the Risk Management Committee of the Board for overall risk governance and a subcommittee to govern cyber security risks. Our risk governance hierarchy includes risk management at various levels, including Enterprise Risk Governance, Information Security Risk Governance, Risks related to Data Privacy, Environmental Risk Governance, Employee Health and Safety related Risk Governance, Project specific Risk Governance, Pre-sales specific Risk governance and Industry specific Risk governance.
- Risk based governance at Sasken is benchmarked using ISO/IEC 27001:2013 Global Standard and is audited internally and externally periodically



### Data Privacy

- Institutionalized data privacy practices and controls across the enterprise
- Data Privacy Impact Assessment was done centrally for each department to identify Privacy related Risk and hand off the same to Information Security Risk register for further actions
- Data consent management across the geography we operate and ensure to practice, legally whatever is applicable as the law of the land
- Corporate binding agreement to ensure cross-border data transfer, safeguarding interests of applicable stakeholders involved in this process
- Experts in Organization certified for implementation of Data privacy controls based on ISO/IEC 27701:2019 – Personal Information Management Systems (PIMS)



### Audits and Assessments

- Robust Internal Quality Audit Framework, assuring periodic Audits for Engineering Function and Corporate Functions at Sasken
- Various Audits from externals certifying body ensures that our process and practices are verified against international Standard and also regulatory requirement
- We undergo CMMI-Dev-v2.0-ML3, ISO/IEC 27001:2013, ISO 14001:2015, ISO 9001:2015 audits & assessments periodically and our practices in organization are benchmarked against these global standards



### Cyber Security

- Cybersecurity requires participation from all spheres of the organization.
- We have designed and deployed engagement and enablement strategies for our stakeholders to equip them appropriately.
- As a final level of defense, we undergo many internal audits as well as external attestations and audits in a year at an organization level (ex: ISO 27001, Board initiated Security assessment Audit) as well as customer-initiated audits to assess our security posture and compliance against our obligations on an ongoing basis



### Integrated Management System

- Our Project lifecycle is governed by Robust management system consisting of org wide policies and processes
- Sasken's Management System certified against Global standards on Quality, Environment and Information security
- Metrics framework within organization to monitor, measure, analyze and evaluate process performance
- Practice Six Sigma, Lean, Agile, and DevOps framework
- Multi layered management review framework, delivering value to its internal and external stakeholders
- Majority of the processes are automated into systems and defines the way of working in organization



### Business Continuity Planning

- A well-defined Business continuity Plan Framework is in place keeping in mind the requirements from various stakeholders in ensuring their business continuity, including Disaster recovery
- BCP testing calendar is created at the start of the year and tested every qtr. Touches most critical components in the network. The Recovery time objective of 24 Hours was achieved when the entire organization was made to work from home on 24th March 2020 (during Pandemic). Efforts are sustained



### Financial Risk Management

- A robust Enterprise Risk Management Framework, encompassing controls specific to each department
- Financial risks and mitigation plans are detailed and documented. The same get verified Externally through Statutory and Financial Auditors
- A centralized Financial reporting mechanism and risk assessment of central controls, assure a good governance across various geographies Sasken operates in. Example: India, Finland, US, EU etc.



### Ethical conduct

- Equal opportunity and fair treatment are an essential part of this Code, along with ensuring equal pay for equal work and an environment free from discrimination and harassment
- Declaration by employees (all categories) and interested stakeholders on the Code of Conduct while signing NDAs during their employment/contract/association with Sasken
- A safe and positive work environment for Sasken employees to experience during their tenure at Sasken
- The Anti-Sexual Harassment Initiative (POSH) Committee is constituted as redressal forums for sexual harassment and workplace-related Complaints
- Suppliers have a channel to communicate in case of any unethical practice directly to an empowered group which can act on complaints, including their response to our Vendor Satisfaction Survey, every HY
- Effective Insider Trading regulations to educate and dissuade insiders from trading during window-close period and when in possession of Unpublished Price Sensitive Information
- Matters related to Ethical conduct are addressed by an unbiased Disciplinary committee, Harassment Addressal Committee (including Sexual Harassment Addressal Committee), and Whistle Blower Committee
- Breach of Confidentiality, Integrity and Availability (CIA) of Customer, and Sasken IP is treated with utmost seriousness and through a centralized Incident management tool. Each Incident is root caused and corrective action taken



### Anti-bribery and Anti-corruption practices

- Policies, such as the Whistleblower as well as Anti-Bribery and Anti-Corruption, along with the presence of a strong grievance redressal mechanism help us maintain an uncompromising stand on value system of Sasken. Business partners acknowledge and comply with the Supplier Code of Conduct.
- Governed through a centralized alias comprising of Chairman, MD & CEO, and Company secretary at Sasken



### Sustainable Supply chain

- Our approach is to progressively engage with our suppliers to inculcate responsible business practices in the entire supplier life cycle
- Suppliers are onboarded based on their Sustainable business practices which includes care for environment, employees and compliance
- We conduct awareness programs for our contract workforce on subjects, including our values and Code of Conduct, anti-discrimination, anti-sexual harassment, wages, benefits, health and safety and emergency preparedness.



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**THANK YOU!**

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