ESG Policy at Sasken

Sasken is committed to conducting business responsibly and sustainably. As a leading Indian IT company, we recognize the importance of sustainability in our operations and supply chain. This Sustainability Policy outlines our commitment to minimizing our environmental impact, promoting social responsibility, and fostering economic sustainability in the IT industry.

Environmental Stewardship:

- **Energy Efficiency**: Sasken is committed to optimizing energy efficiency in its operations by implementing energy-saving technologies, practices, and equipment. We have the target to become 100% green energy organization by 2025

- **Waste Reduction:** Sasken strives to minimize waste generation and promote recycling initiatives. Employees are encouraged to reduce, reuse, and recycle materials, both in the workplace and in their daily activities.

- **Carbon Footprint:** Sasken aims to measure and reduce its carbon footprint through responsible travel practices, energy-efficient facilities, and support for carbon offset programs. Our goal is to become carbon Neutral by 2030.

- **Biodiversity and Natural Resources:** Sasken recognizes the importance of protecting biodiversity and ecosystems. We will work to minimize any indirect impacts through responsible sourcing, sustainable e-waste management, and partnerships with suppliers committed to environmentally responsible practices. Where feasible, Sasken will also support community initiatives that promote biodiversity conservation.

Social Responsibility:

- **Diversity and Inclusion:** Sasken is dedicated to enabling a diverse and inclusive workplace that values individuals of all backgrounds, cultures, and perspectives.

- **Employee Well-being:** Sasken is committed to providing a safe and healthy work environment. We support employee well-being through initiatives such as flexible work arrangements, wellness programs, and mental health support.

- **Community Engagement:** Sasken actively engages with local communities, supporting initiatives that contribute to social development, education, and empowerment.

Economic Sustainability:

- **Supply Chain Responsibility:** Sasken works with suppliers who adhere to ethical and sustainable business practices, promoting fair labor conditions , human rights, anti-bribery, responsible sourcing. All the suppliers have to adhere to Sasken Supplier-code-of-conduct

- **Innovation and Research:** Sasken invests in research and development to create sustainable IT solutions, promoting innovation that benefits both our clients and the environment.

- **Training and Development:** Sasken prioritizes the continuous learning and development of our employees, ensuring they stay informed about sustainability and best practices and industry trends.

Compliance and Reporting:

- Sasken commits to complying with all relevant environmental laws and regulations. We will regularly assess and report on our sustainability performance in our annual report which shall align with a global reporting standard (like GRI, SASB, or TCFD), seeking opportunities for improvement.

Continuous Improvement:

- Sasken is dedicated to a culture of continuous improvement. We will regularly review and update our sustainability goals and practices to align with emerging standards and stakeholder expectations.

- Sasken will communicate openly and transparently with our stakeholders about our sustainability initiatives, progress, and challenges.

Governance:

- The Sasken ESG Committee will oversee the implementation and effectiveness of this policy. The committee will report to the executive leadership team, ensuring sustainability is integrated into the company's overall strategy.

For the detailed explanation of policy and its working in Sasken , you can refer to Sasken-ESG-Governance.pdf