

Sustainability Policy

Sustainometric believes that as part of a larger holistic eco-system, we must take full responsibility for our actions and seek to drive a positive change within the lives of our stakeholders. This Sustainability policy represents our commitment towards all our stakeholders by maximizing the social, economic, and environmental value. This policy guides us in all sphere of our influence and helps us meet the highest standards of professionalism and ethics.

Operating our business sustainably has been a core value at Sustainometric from its inception and this commitment is embedded in our sustainability policy. Our commitment towards various stakeholders is defined as follows:

Responsibility towards Environment



As a professional services company, we do not have a sizeable environmental footprint. Our impact is largely related to office operations, events, and travel. We strive to continuously reduce our environmental impact by inculcating the following principles:

- **Compliance:** The Company shall comply with all the relevant environmental laws and regulations applicable to its business operations in letter and spirit.
- **Reducing energy consumption and CO₂ emissions:** We aim to make consistent efforts to reduce our climate change impacts through:
 - efficient use of natural resources and energy;
 - promoting use of renewable energy sources;
 - reducing our greenhouse gas (GHG) emissions;
 - promoting products and services that result in less energy consumption and emissions;
 - adopting energy efficient operating procedures for facility management and travel;
 - exploring opportunities for environment friendly procurement practices;
 - encouraging use of electronic methods of communications within and outside offices
- **Responsible water consumption:** We are committed to promote best practices and involve employees in water saving initiatives to reduce level of consumption.
- **Waste Management:** We aim to minimize waste, re-use and recycling where appropriate and dispose the waste in a way that minimises its impact on the environment. In this regard:
 - We aim to conduct most of our business online thereby reducing paper and single-use plastic waste generation within our offices.
 - We are mindful of the usage of paper and print within our work premises and are committed to going paperless.
 - We try to repurpose and recycle office waste products whenever possible.
 - We ensure that hazardous IT waste is disposed-off in a responsible manner.

Responsibility towards employees



- **Human rights:** Our approach to human rights is guided by the Universal Declaration of Human Rights (UDHR), the 2011 United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organization (ILO), 1998 Declaration on Fundamental Principles and Rights at work, and the ILO Core Conventions.
 - **Forced or child labor:** We do not tolerate any form of forced labor (including bonded labor, human trafficking, and modern slavery). We also prohibit employing individuals who are under the legal minimum hiring age.
 - **Non-discrimination:** We are an equal opportunity employer i.e. we do not engage in discrimination based on race, religion, color, sex, national origin, or age in hiring and any employment related matters such as training, promotions, and remuneration.
 - **Health and safety:** We go beyond local regulatory standards to ensure employees' health and safety.
 - **Living wage:** We understand that ensuring a living wage means paying employees enough to provide food, housing and basic needs for themselves and their dependents. We offer all our employees fair and equitable remuneration much higher than the living wage levels.
 - **Working hours, leaves and benefits:** We work with 8 hours per day and provide leaves much higher than the country's minimum levels to ensure good work-life balance.
- **Employee training and development:** Knowledgeable analysts are our biggest strength. Therefore, we focus on providing regular training and development in the form of career counselling and growth opportunities to our employees.
- For more details regarding our employee-related policies, please download the [Employee Handbook](#).

Responsibility towards community



- We mobilize youth and create a set of environmentally and socially conscious talent pool for the sustainability industry by providing promising career opportunities for young professionals.
- We are keenly involved in redefining the employment conditions in a developing country like India – by encouraging flexible timings, remote working, and healthy work-life balance.
- We actively pursue philanthropic activities, that is well reflected in our Corporate Social Responsibility goal – to provide educational support to children from the underprivileged segments of society.
- We are also committed to promoting girl-child education and women empowerment.

For further details regarding our community impact, please visit the page - [Our Impact](#)

Responsibility towards clients

- We provide high-quality research services to our clients while upholding the highest standards of ethics and conduct.

- We maintain an extremely transparent relationship with all our clients at all stages of the business.
- We ensure customer privacy by protecting sensitive client information and adhering to the highest level of confidentiality at all times.

To know more about our specific client services, please visit the page - [Our Services](#)

Championing sustainability is an individual responsibility for all of us, at every level within our organization. This policy statement applies to all Sustainometric employees, contractors, and other key business partners. Management is responsible for ensuring full compliance with this policy.

Annexure A: Environmental commitments and targets

1. Reducing our environmental footprint
a) Emissions
<ul style="list-style-type: none"> • Near term target: Reduce operational GHG emissions intensity (Emissions per Employee) by 1% Year-on-Year vis-à-vis FY2023 baseline • Long term target: Ensure all SustainoMetric delivery sites are ISO14001 certified by FY2025
b) Energy
<ul style="list-style-type: none"> • Reduce operational Energy intensity (Energy Consumption per Employee) by 1% Year-on-Year vis-à-vis FY2023 baseline • Increase share of renewable energy in total energy consumption to at least 50% by FY2030 • Long term target: Ensure all SustainoMetric delivery sites are ISO 50001 certified by FY2030
c) Waste
<ul style="list-style-type: none"> • Ensure Zero waste-to-landfill by FY2030

Annexure B: Means used

A continuous improvement approach

Our commitment to reduce our environmental impact largest comprises 3 types of actions:

- Understanding our environmental impacts
- Committing to making a positive impact on the environment
- Managing our impact

Raising Awareness

SustainoMetric actively engages with its stakeholders listening, raising awareness and building sustainable partnerships.

Employee Awareness

- We strive to increase employee engagement in environmental stewardship through volunteering activities.
- The Company shall make employees aware of their responsibilities and provide the necessary guidance and support for environment sustainability.

External Stakeholders Awareness

- The Company shall proactively encourage its value chain partners to reduce waste, improve efficiency and reduce carbon footprint.
- The Company shall make efforts to procure products which are – (a) Recycled, (b) Environment friendly, (c) Energy efficient & (d) Locally sourced.