



# Cigniti

## Environmental Social and Governance (ESG) Policy

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## 1.0 Introduction

In an era of increasing global challenges and a growing awareness of corporate responsibility, Environmental, Social, and Governance (ESG) considerations have emerged as critical facets of sustainable business practices. Cigniti's ESG policy is structured around several pillars, striving to accelerate the journey toward a net-zero future while fostering a culture of diversity, inclusion, and ethical governance. These pillars encompass climate action, sustainability culture, social responsibility, and sound governance practices.

### 1.1 Purpose

Cigniti (“we”, or “our”) is aware of its responsibility to care for the environment, social, governance and to ensure the sustainability of resources. This policy is intended to provide a framework to

- Demonstrate Cigniti’s commitment to doing more than just generating profit
- Create a safe and healthy environment for employees
- Reduce the Cigniti’s environmental footprint
- Ensure that the Cigniti is creating value for all stakeholders
- Attract and retain customers who value ethical business practices
- Focus on non-financial performance indicators

### 1.2 Scope

This policy applies to all the Cigniti employees, contractors and vendors who have a direct or indirect impact on the environment.

### 1.3 Policy

Cigniti is committed to protecting the environment of the Earth and related resources. To minimize environmental impacts concerning Cigniti’s services and activities, we shall:

- » Comply with applicable legal requirements and other requirements to which the Company subscribes which relate to its environmental aspects
- » Prevent pollution, reduce waste and minimise the consumption of resources
- » Educate, train and motivate employees to carry out tasks in an environmentally responsible manner
- » Encourage environmental protection among suppliers
- » Perform regular performance reviews to ensure that environmental objectives and the requirements of interested parties are met
- » Cigniti’s Carbon Zero Policy - Achieve zero net carbon by December 2050

Cigniti is committed to continual improvement of environmental performance. This Policy will be communicated to all employees, contractors, and consultants, and be available for the public whenever requested.

**Ms. Urmila Markili,**  
President – Corporate Services

## 2.0 Environmental

Cigniti has a longstanding commitment to environmental sustainability by achieving Net Zero carbon emission.

- We act on climate change by becoming a net zero business by 2050. We regularly assess and review our organization's impact on environmental and social factors and identify areas of improvement. We are committed to integrating ESG goals into our overall business strategy.
- We promote Sustainability culture into the organization and Ecosystem: Cultivating a sustainability culture transcending our organization, touching clients, employees, vendors, investors, and other stakeholders.
- We foster employee engagement through volunteering initiatives. Our commitment to reducing carbon footprint extends through energy-efficient practices, waste reduction, and our impactful "**Cignitree**" - green initiative, which has seen the planting of over 1600 saplings across the globe.

Our business strategy takes climate-related risks and opportunities into consideration: Our supply chain or value chain and investments in R&D are highly influenced by climate-related risks and opportunity. iNSta tool designed and developed by Cigniti is a test automation accelerator for desktop, web, mobile and enterprise applications is helping clients in faster test automation, thereby saving energy. Also, Cigniti R&D team is working on multiple products like: iNSta - Test automation tool for improving test coverage and productivity reducing energy usage.

Verita - is a dashboard tool which provides integrated metrics and dashboard reducing energy usage on multiple tools.

- We conduct climate reporting to improve environmental impact data transparency: To effectively report the impact of climate actions on stakeholders, investors, and suppliers, shall disclose our Carbon Disclosure Plan at various platforms.
- We invest in sustainable buildings: Cigniti building operations are influenced by our commitment towards environmental goals. We operate from leased IGBC certified building and had successfully achieved the Green Building Standards required for the respective level of certification under the IGBC Green Existing Buildings Rating System.

Refer Carbon Reduction Plan on our website.

## 3.0 Social

Nurturing Diversity, Equity, and Community Engagement, Cigniti's commitment embraces:

- "**Project Cignificance**," a social initiative under our Corporate Social Responsibility umbrella, catalyzes positive change. We pledge to allocate 2% of net profit towards uplifting society. We steer educational programs that target government school students from underprivileged backgrounds, emphasizing quality learning and inclusive education. Our initiatives span beyond education, extending to skill development and employability enhancement, particularly benefiting young women who are first-generation learners. Under our healthcare initiative to strengthen tertiary healthcare, we provide immediate responsive care to support. Through our initiatives, we have directly impacted over one lakh beneficiaries to date.

- The ethos of contributing extends to our workforce, encouraging Cignitians to devote at least 5 hours annually to volunteer activities, and fostering a culture of giving back.
- Diversity, Equality, and Inclusivity: At Cigniti, we strive to foster a culture that values diversity, equity, and inclusion. We have taken steps to promote diversity and inclusion in the workplace and strive for a gender-neutral environment. Our DE&I vision is to build a diverse and inclusive environment with equal opportunity to succeed, regardless of race, gender, ethnicity, sexual orientation, or other characteristics. By embracing diversity, equity, and inclusion, we create a stronger sense of belongingness among our fellow Cignitians.
- As we strive for creating equality, a flagship initiative by Cigniti has been taken up to celebrate women in tech who are disrupting emerging trends and technologies. herDIGITALstory™ (hDs) - a platform dedicated to supporting and empowering women in digital and emerging technology is a unique initiative through which we are building a global community where women in emerging tech can learn from their peers, challenge perspectives, and share their brilliance with like-minded professionals.

Refer we-stand-against-discrimination on Cigniti's website.

- Promoting Employees' well-being: We prioritize the health, safety, and well-being of our employees. Providing essential health and safety information to all employees, we advocate ongoing training to maintain preparedness in case of incidents and to manage emergencies effectively. We support our staff in improving their emotional and physical well-being by developing a nurturing and supportive environment and by reducing the need for unplanned health-based intervention, primarily by informing in the areas of Diet and Healthy Lifestyle by way of an in-house global wellness consultant and our awareness programs.

We are certified with "Great Place to Work" based on employee feedback and external evaluation and have been acknowledged for providing a positive work environment for employees. This indeed helps in working in a policy to be guided in the workforce area

- Culture, employee engagement and growth: At Cigniti, we believe that our employees are our biggest assets. We strive to create a work culture that fosters togetherness, encourages creativity and innovation and overall personal growth. Our values comprise of the integrity of our character, competence, and our commitment to create a difference.
- At Cigniti, we understand the importance of a healthy work-life balance, and we ensure that our employees have access to flexible work arrangements, such as remote work options and hybrid options to help them maintain a healthy work-life balance.
- We recognize and celebrate the contributions of our employees through various recognition programs and celebrate each moment together. We believe that having fun and fostering positive relationships among team members is essential to creating a happy and healthy workplace. We regularly organize team-building activities.

We encourage our employees to take charge of their career growth by providing them ample opportunities for professional development. We have a robust training program that includes on-the-job training, mentorship, and external training programs.

We are committed to creating a work culture that promotes employee well-being, professional development, diversity and inclusion, recognition, social and community engagement, and team building.

- **Compensation and Benefits:** In Cigniti, we offer benefits to all full-time employees. The FBP is an assortment of different components from which you may opt for and customize your benefits; LTA (Leave Travel Allowance), Telephone reimbursement, PDA (Professional Development Allowance), Sodexo Meal coupon, NPS, VPF, and Vehicle Fuel reimbursement. All employees of the company have access to non-occupational medical and healthcare services.

The below policies have been formulated for the betterment of all employees:

- Group Personal Accident Policy
- Medclaim Insurance Policy
- Group Term Life Insurance Policy

Refer Corporate Social Responsibility on our Website.

Refer CPL039\_Social Value Quality Mark Pledges

#### 4.0 Governance

Cigniti's governance program upholds the highest standards of transparency, accountability, and ethical conduct. Our Board governs ESG matters, which include Diversity and Inclusion, Health and Safety, Modern Slavery, Code of Conduct, Privacy & Compliance, and more. This ensures that we uphold the utmost standards of corporate governance.

- **Code of Business Conduct:** Cigniti is committed to ethical and lawful business conduct and perceives it as critical to the company's success. It ensures that every Cignitian understands the rules and expectations for exceptional client service and societal contribution in a competitive and regulated landscape. We're committed to ethical decision-making, foster an open work environment, and strongly discourage retaliation for reporting violations. Our COBC outlines the basic standards we seek to adhere to in our work and acts as a guide to doing business "the Cigniti way."

**Refer Code of Business Conduct and Ethics on our website**

- **Modern Slavery Act:** Committed to ethical practices, Cigniti takes a proactive stance against modern slavery, diligently working to identify and address any instances within its supply chain. This commitment is further demonstrated through the company's practice of issuing annual statements, transparently showcasing the outcomes of its efforts to combat modern slavery and ensure responsible sourcing.  
Refer the latest Modern Slavery Act on our website
- **Privacy Policy:** At Cigniti, our utmost priority is safeguarding the privacy and security of personal information shared by our clients and employees. Our comprehensive privacy policy outlines our dedication to transparent data handling practices, assuring our stakeholders that their information is safe.  
Refer Privacy Policy on our website
- **Occupational Health & Safety Policy:** Cigniti Technologies Limited recognizes and accepts its responsibility as an employer for providing a safe and healthy workplace and work environment for its employees and others (contractors, visitors, and the public) who may be affected by its activities and services

- Appointment of Business Responsibility and Sustainability Committee: Implementation and oversight of the Business Responsibility Policies and the decision-making on sustainability-related issues are the responsibility of the Business Responsibility and Sustainability Committee of the Board of Directors

Mr. C. V. Subramanyam –Chairman

Mr. Phaneesh Murthy-Member

Mr. Ram Krishna Agarwal-Member

Mr. Srinath Batni - Member

Mr. C. Srikanth – Member

Cigniti has appointed Registrar and Share Transfer Agent (RTA) to look into the grievances/complaints of the shareholders. In addition to it, the Company has designated email ID [company\\_secretary@cigniti.com](mailto:company_secretary@cigniti.com), where the shareholders can send their grievances/complaints.

We have designated Audit Committee, Nomination & Remuneration Committee, Stakeholders Relationship Committee, Risk Management Committee, Corporate Social Responsibility Committee. Also, Chief Human Resource Officer is the focal point responsible for addressing human rights impacts or issues caused or contributed to by the business.

- Alignment with NGRBC principles: Our ESG Policy is in-line with the NGRBC principles. We aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC Principles and Core Elements.

Refer latest Annual Reports on our website