Sustainability Report
2023

SCII

Creating a Better Future

Contents

Introduction

At SCII, we recognize the profound impact businesses can have on the world around us. As a forward-looking company committed to ethical and responsible practices, we are proud to align our mission with the United Nations Sustainable Development Goals (SDGs). The 17 interconnected goals of the UN SDG represent a blueprint for a more sustainable and equitable future, addressing critical global challenges such as poverty, inequality, climate change, environmental degradation, and more.

Our goals focus on achieving sustainable development in its three dimensions – economic, social, and environmental – in a balanced and integrated manner. These goals call for action by all countries to promote prosperity while protecting the planet and cover a wide range of issues like poverty eradication, economic growth education, health, social protection, climate change, and environmental protection.

We believe that by integrating sustainable development principles into our business strategy, we not only contribute to the well-being of the planet and its inhabitants but also strengthen our resilience, innovation, and long-term success. SCII is focused on long-standing commitments in the areas of climate change, technology for development, diversity, and inclusion, helping local communities, skill development and growth of employees, ethics and transparency, data privacy, and information management.

We are dedicated to conducting our business in an environmentally friendly, socially responsible, and ethically sound manner. We embrace a purpose-driven approach that goes beyond profit, aiming to make a positive impact on society and the environment.

AT SCII SUSTAINABILITY IS NOT JUST A GOAL; IT IS A GUIDING PRINCIPLE WOVEN INTO THE FABRIC OF OUR OPERATIONS. TOGETHER, LET US EMBARK ON A JOURNEY TOWARD A MORE SUSTAINABLE AND EQUITABLE FUTURE.

Our Approach to Sustainability

At SCII, we believe in the transformative power of businesses to create positive change and contribute to a sustainable future. Our commitment to sustainability is not just a corporate initiative; it's a fundamental part of who we are and how we operate.

Environmental Stewardship Approach: We are dedicated to minimizing waste through responsible production practices, recycling initiatives, and the promotion of a circular economy. We are investing in energy-efficient practices and continuously optimizing our operations.

Community engagement approach: Our commitment to sustainability extends to the products and services we offer. We continuously explore and implement innovative solutions that have a positive impact on the environment and society. We actively engage with and contribute to the communities where we operate. Our initiatives focus on education, health, and socio-economic development, aligning with the United Nations Sustainable Development Goals.

Employee engagement approach: We empower our employees with the knowledge and tools to contribute to sustainability. Training programs and awareness campaigns foster a sense of shared responsibility. We encourage our employees to be catalysts for positive change. Ideas and initiatives that promote sustainability are welcomed and supported.

In SCII, by adopting a holistic approach that addresses **environmental**, **social**, and **economic** considerations, we aim to create a lasting positive impact on the world around us. Together, we are shaping a future where business and sustainability go hand in hand for the benefit of current and future generations.

Overview

Aspirations	Current Achievements	UN SDGs
Progress for a Better Planet: *Commitment towards environmentally conscious practices*	✓ Replaced 25 % of CFL lights with LED. ✓ Optimization and regular maintenance of server room and data center ✓ Encouraging power management among employees ✓ Regular inspection of the entire rainwater harvesting system ✓ Cleaning and debris removal from water storage tanks on a regular interval ✓ Water Quality Monitoring of STP water and harvested water ✓ Limit e-waste reaching landfills by processing through authorized recyclers ✓ Reduction of other types of waste by recycling or eliminating usage ✓ Planted 20% flowering and fruit plants in 2023 ✓ Maintained our native plants regularly	SDG 7 AFFORDABLE AND CLEAN ENERGY SDG 6 CLEAN WATER AND SANITATION SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION SDG 13 CLIMATE ACTION
Progress for a Better People: *Enhancing the current skill and exposure for future need*	✓ A regular awareness program conducted for the POSH Act to build a safe environment ✓ Equal opportunities for all female employees ✓ Finding out the skill gaps regularly to train our workforce ✓ Conducted several trainings (online & offline) for skill enhancement and bridging the skill gaps ✓ Near all leaders of SCII visited our Parent Company in Tokyo, Japan for exposure and to understand the future needs ✓ A few employees got an onsite opportunity for a long time to work with Japanese clients ✓ KSC (Parent Company, Tokyo Japan) employees visited SCII for a cross-culture experience ✓ Flexibility for work location, given an opportunity for remote work for a few employees ✓ A supporting team present for any technical needs of staff ✓ Recreation, exercise, and retrieval facilities provided to all staff	SDG 8 DECENT WORK AND ECONOMIC GROWTH SDG 4 QUALITY EDUCATION SDG 9 INDUSTRIA, INNOVACIÓN E INFRAESTRUCTURA

Progress for a Better Community:		
Dedication to creating positive changes in society	✓ Collaborated with the government NATs program and actively recruited 7% of candidates for the apprenticeship program ✓ 100% recruitment for NATs program students after the training program ✓ We offer students of almost all nearby colleges a first-hand experience of the corporate environment, bridging the gap between theory and practical application through industrial visits. ✓ Expanded the scope of collaborations with local professional colleges ✓ Expand our hand to reach out to the needy people ✓ Expanded our help and awareness regarding the sustainability of the environment to our nearby schools and helping centers ✓ Continue to practice the highest levels of information privacy and security ✓ IMS-PMS training implemented for all employees and refreshed every 6 months	17 PARTNERSHIPS FOR THE GOALS 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 1 NO POVERTY

Progress for a Better Planet

—Commitment towards environmentally conscious practices

Ensure access to affordable, reliable, sustainable, and modern energy for all

7.1   By 2030, ensure universal access to affordable, reliable, and modern energy services
7.2   By 2030, increase substantially the share of renewable energy in the global energy mix
7.3   By 2030, double the global rate of improvement in energy efficiency

Ensure availability and sustainable management of water and sanitation for all

6.3.1   By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing the release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally

6.3.2   By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

6.b   Support and strengthen the participation of local communities in improving water and sanitation management

Ensure sustainable consumption and production patterns

12.2   By 2030, achieve the sustainable management and efficient use of natural resources

12.4   By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

12.5   By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Take urgent action to combat climate change and its impacts

13.3   Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning

13.b   Promote mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on women, youth, and local and marginalized communities

"Progress for a Better Planet" serves as a compelling and overarching sustainable goal, encapsulating a commitment to environmental stewardship, ecological responsibility, and the promotion of a healthier planet. Our objectives align with broader sustainability initiatives and reflect a company's dedication to mitigating environmental impact while contributing positively to the well-being of the planet. We understand the profound responsibility we bear in shaping the future of our planet.

Reduction in our Energy

We are committed to optimizing our energy use across all aspects of our operations, from operations to office spaces, intending to achieve maximum efficiency. Reducing energy consumption is a crucial and commendable sustainable goal that can have positive environmental, economic, and social impacts.

Current Achievements

- ✓ Replaced 25 % of CFL lights with LED.
- ✓ Optimization and regular maintenance of server room and data center
- ✓ Encouraging power management among employees

SCII contributes towards Target 7.3, improving the efficiency of energy consumption, by replacing incandescent light bulbs and tube lights with efficient and long-lasting LED lights. At this stage, we have replaced almost 25% of our lighting with LED bulbs.

LED lights are more energy-efficient than CFLs. They consume significantly less electricity to produce the same amount of light, leading to reduced energy consumption. This helps lower electricity bills and decrease overall demand for energy production. LED bulbs can last for tens of thousands of hours, which means less frequent replacements and less waste in terms of discarded bulbs. This is an environmentally good decision taken by SCII to move from CFLs to LEDs, as LEDs contain fewer hazardous materials than CFLs, which often contain small

amounts of mercury. Mercury can be harmful to the environment if not properly disposed of. LED lights, on the other hand, are generally considered safer and easier to recycle. Overall, transitioning from CFL to LED lighting aligns with sustainability goals by promoting energy efficiency, reducing environmental impact, and providing economic benefits over the long term. It is a practical and effective step toward creating more environmentally friendly and energy-conscious lighting solutions.

We implement best practices for cooling and ventilation in server rooms and data canters to reduce the energy needed for cooling equipment. We use energy-efficient cooling systems, arrange server racks for optimal airflow, and manage server room temperature settings effectively. We conduct energy audits to identify areas of energy waste and inefficiency within the IT infrastructure, data centers, and office spaces.

We also encourage responsible energy consumption habits among employees, such as turning off lights and electronic devices when not in use.

The efficiency of the use and recycling of water

Water is a finite resource, and as global populations grow and industrial activities increase, there is a growing need to manage water resources responsibly. Achieving efficiency in water use and implementing effective water recycling measures contribute to environmental sustainability, economic viability, and social well-being.

Current Achievements

- ✓ Regular inspection of the entire rainwater harvesting system
- ✓ Cleaning and debris removal from water storage tanks on a regular interval
- ✓ Water Quality Monitoring of STP water and harvested water

This year SCII has focused on the maintenance of rainwater harvesting systems and sewage treatment plants which is a critical aspect of ensuring their long-term sustainability and effectiveness. Both systems play key roles in sustainable

water management, conservation, and environmental protection. We have conducted inspections of the entire rainwater harvesting system to identify and address any issues promptly. We also checked for leaks, blockages, or damages to the pipelines, water motor repair, and storage tanks. Removal of leaves, sediment, and other materials that may hinder the efficient flow of rainwater.

We have implemented regular monitoring of the sewage treatment process and conducted PH tests at regular intervals to ensure the effluent meets environmental standards before discharge. Our STP plant's equipment is maintained on a routine basis. We had scheduled routine maintenance for pumps, aerators, blowers, and other equipment to ensure that it operated efficiently. We also keep an eye on the inventory of spare parts for timely replacements.

Sustainable Waste management

Improper disposal of waste, especially e-waste, can lead to environmental pollution. Many electronic devices contain hazardous materials that can contaminate soil and water if not handled properly. Recycling prevents these harmful substances from entering the environment.

Current Achievements

- ✓ Limit e-waste reaching landfills by processing through authorized recyclers
- ✓ Reduction of other types of waste by recycling or eliminating usage

Our e-waste is segregated and given to authorized recyclers in line with applicable legislative requirements. This ensures that a greater percentage of our e-waste is recycled or treated and does not reach landfill sites.

Compost formation from dry leaves & organic wastes

Single-use plastics contribute significantly to environmental pollution. Efforts to reduce the use of single-use plastic items, such as polythene bags, straws, containers, plastic plates, and glasses have effectively minimized this year.

Bottles and other recyclable items generated within our offices are provided to our labourers who make a profit from selling these. This practice saves recyclable items from entering landfill while also generating some pocket money for the labourers.

13 CLIMATE ACTION

Enhancing Biodiversity on our campus

- ✓ Planted 20% flowering and fruit plants in 2023
- ✓ Maintained our native plants regularly

We focus on rehabilitating degraded areas, reintroducing native plants, and introducing more flowers and fruit plants. Flowering plants and fruit plants attract pollinators such as bees and butterflies, which enhance the local biodiversity. This also promotes the health of ecosystems and contributes to the overall balance of the environment. Birds and small mammals may rely on fruits as a food source, helping maintain a healthy and diverse ecosystem. This year we have planted near about 20% flowering and fruit plants. Flowering plants enhance the aesthetic appeal of our campus and create a visually pleasing environment.

Enhance biodiversity by planting fruit plants

We use manure, compost, and humus to maintain soil fertility rather than synthetic options. From 2021, we continue to follow a process of waste segregation so that all green waste is composted and recycled within our campus.
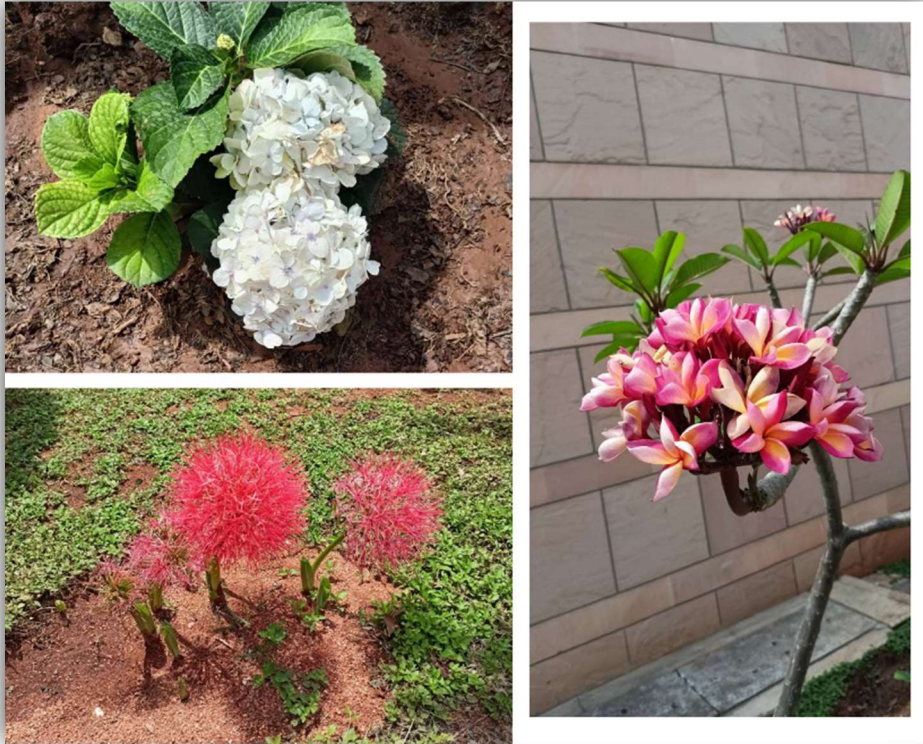
Enhance biodiversity by planting flower plants

Progress for a Better People

—Enhancing the current skills and exposure for future needs

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

8.2   Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including through a focus on high-value-added and labour-intensive sectors

8.5   By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

8.6   By 2020, substantially reduce the proportion of youth not in employment, education, or training

8. b by 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4.3   By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

4.7   By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

9.1   Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

9.2   Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries

9.4   By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

SCII maximizes the potential of its workforce by encouraging employee growth, and retention, by providing facilities and amenities. This leads to the company's performance and helps it to reach new heights of innovation and customer-centric excellence. SCII prioritizes its employees' well-being and is likely to foster a positive workplace culture, attract talent, and build a resilient and engaged workforce that contributes to long-term success.

Ensuring Harassment-Free Workplace

SCII promotes a work environment free from all types of harassment, including psychological, verbal, and physical abuse, and treats every employee with respect. Employees are entitled to freedom of speech and opinion. SCII is dedicated to creating an atmosphere where all employees, including prospective applicants, may compete in a transparent, fair, and open manner. The only factors used in the selection process are merit in terms of performance, qualification, and capacity. When necessary, SCII supports employees' legal right to engage in free association.

POSH Awareness training program

Current Achievements

✓ A regular awareness program conducted for the POSH Act to build a safe environment
✓ Safe and healthy environment for all
✓ Equal opportunities for all female employees

Here at SCII, we emphasize having a diverse staff. Our dedication lies in offering equitable employment opportunities and promoting an inclusive work environment where all staff members are accorded dignity and respect. We have conducted the POSH awareness training program thrice a year and made sure to create a safe and healthy environment for all. We have continued to encourage women to take up positions as team leaders, project leaders, and managerial roles.

Encouraging Employees Growth

SCII focuses on encouraging employee growth which is very important for both the individual's development and the overall success of the organization. We defined a roadmap for employees' growth and helped them understand what is required to excel in their roles and future opportunities. We are involved in identifying employees' strengths, areas for improvement, and outlining steps and timelines for achieving their career goals and organizational needs. We applied several strategies this year to foster employee growth. We have done a skill matrix plan for each employee, conducted continuous training programs for employees, also given onsite opportunities for a few employees, and planned for others in the future.

Current Achievements

✓ Finding out the skill gaps regularly to train our workforce
✓ Conducted several trainings (online & offline) for skill enhancement and bridging the skill gaps
✓ Near all leaders of SCII visited our Parent Company KSC located in Tokyo, Japan for exposure and to understand the future needs
✓ A few employees got an onsite opportunity for a long time to work with Japanese clients

Training and development programs

This year SCII invested in training programs that enhance both technical and soft skills. This includes workshops, seminars, online courses, and on-the-job training. We make sure the training aligns with the employee's career goals and the needs of the organization. We have trained employees on different skills to standardize our development process. We cultivated an environment that values continuous learning. Encouraged employees to share their knowledge and experiences, and promote a culture where everyone is open to learning from each other.

Technical training programs for skill enhancement

Onsite opportunities

In the year 2023 after COVID-19, SCII employees were given short-period and long-period onsite opportunities that provided significant benefits for both employees and organizations. These opportunities involved employees working at a location other than their usual workplace, often at a different office or client site. SCII employees have benefitted in professional development, networking, cultural exposure, personal growth, skill diversification, and career advancement. The onsite opportunities benefitted SCII in many ways like as getting global collaboration, talent retention, cultural Competence, employee engagement, and knowledge transfer.

Onsite visit (KSC – Parent Company)

Working onsite allowed employees to build a broader professional network. They can interact with colleagues from different locations, collaborate with diverse teams, and establish connections that may be valuable for the future growth of employees as well as for SCII.

SCII Employees' Visit to Japan

Employees' cultural intelligence and flexibility were improved by exposure to Japanese culture, which is beneficial in the increasingly globalized workforce of today. We deployed talent through onsite opportunities to a specific location based on project needs, ensuring the right skills were available where and when needed.

Promote Cross-Functional Exposure

Promoting cross-functional exposure within an organization is a powerful strategy that can lead to increased collaboration, innovation, and employee growth.

SCII provides opportunities for employees to work on cross-functional projects. This year our employees got exposure to working with KSC employees together in a team that broadens their skills, expands their network within the organization, and prepares them for future leadership roles.

Engaged in activities with Japanese employees

Current Achievements

✓ KSC (Parent Company, Tokyo Japan) employees visited SCII for a cross-culture experience
✓ Cross-Culture activities have been conducted within the organization as well as with nearby colleges and company

We have created teams that consist of members from different departments, different locations, or functional areas. These teams can work together on specific projects, encouraging collaboration and knowledge-sharing.

We have organized training sessions and activities that involve SCII employees from various departments and employees of KSC. Those sessions were very effective for employees in developing specific skills that are relevant across different functions, fostering a culture of continuous learning. We have also visited and interacted with the nearby college students for cultural exchange b/w Indians and Japanese.

Cross-culture-building activities

 Providing Facilities and amenities

Providing facilities and amenities to employees is a key aspect of creating a positive and supportive work environment. These offerings contribute to employee satisfaction, well-being, employee retention, and productivity. SCII has taken regular feedback from employees to help organizations tailor the offerings to meet the specific needs and preferences of their workforce.

Current Achievements

✓ Flexibility for work location, given an opportunity for remote work for a few employees

✓ A supporting team present for any technical needs of staffs

✓ A supportive environment helps employees to learn in a better way

✓ Recreation, exercise, and retrieval facilities provided to all staff

Physical Infrastructure

SCII will make sure that all employees have access to the infrastructure and facilities they need to carry out their jobs in the firm in an efficient manner. SCII works to guarantee that the physical infrastructure of the building or campus—including the structures, furnishings, amenities, and services—complies with accessibility guidelines. We have taken care of common facilities and amenities like comfortable workspace, well-equipped meeting rooms, cafeteria amenities, convenient and secure parking facilities, etc.

SCII has also taken care of technology to ensure reliable and high-speed internet connectivity to support efficient work processes. We have a dedicated network team that is working continuously to improve tech-related things. The network team is always present to address any issues with computers, software, or other technology tools.

Employee engagement and social inclusion

Employee engagement and social inclusion are integral components of sustainable development within an organization. By fostering a workplace environment that values and promotes the principles, organizations can enhance employee well-being, productivity, and long-term success.

SCII believes that engaged employees are more likely to be productive and contribute positively to the organization. They are motivated to go above and beyond their job responsibilities, leading to increased efficiency. This year we have many events where employees participated and engaged together.

Recreational activities to engage employees

This year we have planned and thoughtfully executed events where employees were engaged, and interacted among themselves. All events provided a platform for team-building activities, fostering stronger relationships among team members which have an impact on more collaboration and cohesive work environment.

Progress for a Better Community

— Dedication to creating positive changes in society

Strengthen the means of implementation and revitalize the global partnership for sustainable development

17.7 Promote the development, transfer, dissemination, and diffusion of environmentally sound technologies to developing countries on favourable terms, including concessional and preferential terms, as mutually agreed

17.14 Enhance policy coherence for sustainable development

17.17 Encourage and promote effective public, public-private, and civil society partnerships, building on the experience and resourcing strategies of partnerships

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

16.5 Substantially reduce corruption and bribery in all their forms

16.6 Develop effective, accountable and transparent institutions at all levels

End poverty in all its forms everywhere

1.a Ensure significant mobilization of resources from a variety of sources, including through enhanced development cooperation, in order to provide adequate and predictable means for developing countries, in particular least developed countries, to implement programmes and policies to end poverty in all its dimensions

1.b Create sound policy frameworks at the national, regional and international levels, based on pro-poor and gender-sensitive development strategies, to support accelerated investment in poverty eradication actions

1.b.1 Pro-poor public social spending

Enhancing the Educational Experiences of College Students

Our commitment to enhancing educational experiences is an ongoing journey. We believe that by embracing exposure, fostering collaboration, and placing students at the center of the learning process, we can empower individuals to excel academically, professionally, and personally.

Current Achievements

- ✓ We offer students of almost all nearby colleges a first-hand experience of the corporate environment through industrial visits.
- ✓ Expanded the scope of collaborations with local professional colleges
- ✓ Collaborated with the government NATs program and actively recruited 7% of candidates for the apprenticeship program
- ✓ 100% recruitment for NATs program students after the training program

Enhancing Educational Experiences through Industrial Visits

SCII's primary goal is to offer students a first-hand experience of the corporate environment, bridging the gap between theory and practical application. These industrial visits have proven to be invaluable in enhancing students' understanding of industry operations, trends, and challenges.

Students will have the opportunity to witness real-world corporate operations, gaining insights into various industries and their functioning. We aim to facilitate interactions between students and industry professionals, creating networking opportunities that may prove beneficial in their future careers. Professionals will be available to share their experiences, offer career advice, and provide guidance on navigating the corporate landscape. For every industrial visit, these are our focus areas:

- Insightful Industry Exposure

- Networking Opportunities

- Practical Learning

- Career Guidance

As part of our ongoing commitment to fostering educational excellence and providing practical insights to the professionals of tomorrow, we are ready to conduct industrial visits to all branches of the professional curriculum. This year we have had more than 8 industrial visits from all nearby colleges and about 700 students joined for Industrial visits.

Industrial Visits at SCII

SCII has received positive feedback from colleges regarding the industrial visits. Positive feedback is a strong indicator that the visit was successful and provided valuable insights or experiences for the participating students. Different colleges expressed their gratitude in the form of positive comments and highlighted key aspects of the industrial visits.
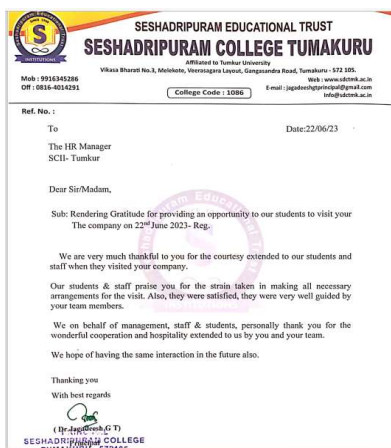
Thanking notes from institutions for Industrial Visits

Enhancing Educational Experiences through Embracing Diversity

By allowing our parent company employees (Japanese) to immerse themselves in Indian cultures, Indian educational systems, and societal contexts. This year

SCII had planned visits of KSC employees twice a year to esteemed institutions for cultural exchange programs. This fosters a sense of globalization and social responsibility for students.

Engaged activity with college students

Enhancing Educational Experiences through government NATs program:

The National Apprenticeship Training Scheme is one of the flagship programs of the Government of India for Skilling Indian Youth in Trade disciplines. It offers Graduate, and diploma students and Vocational certificate holders; practical, hands-on on-the-job training (OJT) based skilling opportunities with a duration ranging from 6 months to 1 year. The apprentice program also allows learning soft skills, work culture, ethics, and organizational behaviour while undergoing training.

We as an employer enrolled 7% of students for this program where we have provided practical hands-on-the-job training on technical skills. After the NATs training program, there is a choice of hiring the trained students, SCII has hired almost all students who have undergone NATs training.

 Maintaining & Securing Data Privacy

SCII is dedicated to safeguarding the privacy of customer and supplier data, as well as that of its workforce (including retirees and former workers). Our present architecture for data protection and privacy consists of multi-layered password-protected authentication systems, automated tools and tracking systems, audits,

and need-to-know information sharing. Unless mandated by law, we never divulge information to third parties without the express consent of our stakeholders.

Current Achievements

- ✓ Continue to practice the highest levels of information privacy and security
- ✓ IMS-PMS training implemented for all employees and refreshed every 6 months

Safeguarding the data of our clients, our company, and our people is one of our most fundamental responsibilities. It is a challenge that we take very seriously. True to this, all new employees, irrespective of their role in the company, must undergo Information Management System (IMS) and Personal Information Protection Management System (PMS) training within a week of joining the company.

During IMS-PMS training we are instructed on appropriate behaviour whenever we access the confidential data of our clients and our people. This involves safeguarding technology and information through threat identification, risk mitigation, and other information security protocols. Training is repeated every six months for all employees, and all departments are audited on their performance on an annual basis.

We believe governance and ethics represent the cornerstone of a strong, stable and sustainable organization. We strive to ensure that our performance is driven by **integrity** and **transparency**, and our partnerships are driven by **trust** and **empathy**. In upholding these values, our business practices align closely with the UN SDG Target 16.6 to develop effective and accountable institutions at all levels.

Social Assistance Programs for Society

Sustainable Development Goal (SDG) 1.b.1 Pro-poor public social spending refers to government expenditures specifically designed to benefit and uplift the economically disadvantaged and vulnerable segments of society. The aim is to

reduce poverty, promote social equity, and improve the overall well-being of the less privileged.

Current Achievements

- ✓ Expand our hand to reach out to the needy people
- ✓ Expanded our help and awareness regarding the sustainability of the environment to our nearby schools and helping centers

To align with this SDG, SCII planned a few events where we can reach needy people and help them with basic things.

Interaction with kids and distributing educational materials at orphanage

This year we have conducted a Kindness Day event at an orphanage and elderly resident where we have shared the importance of kindness through activity with all kids. We have distributed food, necessary things, and educational materials to them. These events have fostered a sense of community, promoting well-being, and addressing social inequalities in alignment with the global sustainability agenda.

Distributing essential things to elderly residents

This year we also implemented an environmental awareness program at school which was an excellent way to contribute to the Sustainable Development Goals (SDGs), particularly Goal 4 (Quality Education) and Goal 13 (Climate Action). Educating students on sustainable practices, and inspiring them to act for saving our environment has fostered a sense of responsibility among them toward the environment. Along with teachers we did plantation on their premises also.

World Environmental Day celebration at nearby school

At other events also, we encourage the plantation of useful plants in our SCII premises. By organizing and participating in tree-planting initiatives, SCII can actively contribute to achieving SDGs related to climate action, biodiversity conservation, and poverty reduction, fostering a sustainable and resilient future.

Plantation at SCII on various events