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IN TODAY'S CONTEXT, WHAT DOES ESG REPRESENT, AND WHAT SPECIFIC ESG INITIATIVES HAS SIS LIMITED IMPLEMENTED WITHIN THE LAST TWO YEARS?

SIS has been conscious of ESG parameters and is committed to enhancing its sustainability efforts. As a manpower business our environmental impact is minimal while socially uplifting underprivileged labourers, including differently abled personnel, through skill development and formal employment. Majority of our workforce enters the formal economy through the SIS platform, transforming the lives of their entire family. We are amongst the top 10 private employers in listed companies in India.

To reduce our environmental impact, we are transitioning manual processes for attendance tracking, payroll management, and record-keeping to a paperless business model.



Implementation of digital solutions, for one of our large SBU saved 1,000s of trees!

Our governance practices ensure we meet and exceed regulatory requirements.

These initiatives demonstrate our focus on sustainability and efforts to operate in a socially and environmentally responsible manner while upholding strong governance standards.

HOW DOES COMPANY SUPPORT THE WELL-BEING AND PROMOTE DIVERSITY AND INCLUSION AMONG ITS EMPLOYEES?

Our belief "You take care of people, they will take care of your business", lays the foundation of our core values, i.e., Trust, People focus and Service Spirit.

SIS offers statutory and non-statutory benefits such as life, medical / accident insurance, among others. We offer preventive healthcare support for employees and their families. Financial support is provided to nominees of deceased employees and for education of meritorious wards of employees. To foster financial inclusion amongst employees, we have partnered with a digital lending platform for access to unsecured loans at nominal interest rates. Thus, cultivating a familial environment at SIS.

SIS offers multiple mentorship and training initiatives for our female staff aiding growth of the female employee base to over 35,000!

WHAT ARE COMPANY'S KEY ESG GOALS FOR THE NEXT FIVE YEARS, AND HOW DO THEY ALIGN WITH THE COMPANY'S OVERALL GROWTH STRATEGY?

By 2030, India's GDP could cross US\$7 Tn, in turn fuelling growth for our solutions. We forecast significant revenue growth while strengthening our market leadership. We aim to rank among India's top ESG performers across listed companies in India. Our sustainability efforts are likely to focus on:

- Ensuring minimal environmental impact from our operations. For instance, over five years field operators' vehicles are likely to transition to EVs to minimize our carbon footprint. Waste reduction and water consumption are other areas of focus.
- Generating better-quality jobs while prioritizing employee well-being, fostering equity and inclusion.
- Upholding ethical business conduct and accountability by complying with and exceeding regulatory requirements to achieve governance excellence. ■

