



ESG & RESPONSIBLE BUSINESS PRACTICES REPORT

FY 2024-2025



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Introduction



At MITS Global Consulting Pvt. Ltd., we believe that sustainable growth is built on the foundation of responsible business conduct, ethical governance, and respect for people and the planet. As a talent and resource sourcing organization, we recognize that our most significant impact is not only through the services we deliver but through the example we set in how we treat our employees, manage our suppliers, engage with our communities, and operate with integrity.

This ESG & Responsible Business Practices Report presents our progress in embedding sustainability principles into our business operations for the fiscal year 2024–25. Our purpose is simple yet powerful: to create value responsibly – for our clients, employees, business partners, and society at large. We do this by integrating environmental awareness, social responsibility, and strong governance (ESG) into our decision-making and day-to-day operations.

With a growing workforce and an expanding partner base, MITS is committed to scaling responsibly by aligning its internal operations with the best practices of sustainability, ethics, and human rights.

Our ESG Commitment:

- People First:** Ensuring safe, equitable, and inclusive workplaces that respect every individual's rights and dignity.
- Responsible Operations:** Minimizing our environmental footprint and promoting sustainable consumption.
- Ethical Value Chain:** Ensuring that our partners and suppliers share our principles of integrity, fairness, and compliance.



Responsible Business Conduct and Ethics

At MITS, ethical behavior is a cornerstone of our culture.

We maintain a zero-tolerance policy toward bribery, corruption, discrimination, or unethical practices.

Our Code of Conduct and Anti-Bribery Policy guide all employees to act with honesty and transparency.

Key Highlights – FY2024–25

- 95% of employees completed mandatory Ethics and Data Privacy training.
- Refresher sessions conducted on Anti-Corruption and Business Ethics.
- No ethical breaches or incidents were reported during the reporting period.
- Whistleblower and Grievance channels remained open and accessible to all employees and third-party associates.
- Our commitment to ethics extends to our partners and suppliers, who are expected to uphold similar values through the Supplier Code of Conduct.



Labor & Human Rights

As a people-centric organization, MITS recognizes that our success depends on a motivated, safe, and respected workforce.

We uphold fundamental labor rights, provide equal opportunities, and foster a culture of dialogue and engagement.

Key Highlights – FY2024-25

- 45 hours of average training per employee, covering a blend of technical skill enhancement programs and mandatory compliance trainings on ethics, data privacy, and workplace conduct.
- Zero cases of discrimination or harassment were reported during the year, reaffirming MITS's commitment to maintaining a respectful, inclusive, and safe work environment.
- Two POSH awareness sessions were conducted, ensuring 100% employee participation and reinforcing understanding of workplace rights, responsibilities, and reporting mechanisms.



Sustainable Procurement

MIT'S influence extends to its supply chain, where we actively promote responsible business conduct among suppliers.

Key Highlights – FY2024–25

- Adoption of a Responsible Procurement Policy (2025) covering human rights, ethics, and environment.
- Adoption of a Supplier Code of Conduct to the vendors.
- Roll-out of an ESG Self-Declaration Form for new and key suppliers.
- Adopting Sustainability criteria in the procurement of laptops and other IT equipment.



Environmental Stewardship

Though our operational footprint is modest, MITS takes proactive measures to reduce its environmental impact and promote sustainability in daily operations.

Key Highlights – FY2024–25

- All obsolete IT hardware and electronic waste are disposed of through authorized recyclers.
- HR and client documentation have moved to digital platforms, reducing paper use.
- Conducted annual internal campaigns on energy conservation and waste reduction.
- GHG emissions calculations for our operations.
- Tracking of energy and waste data for FY 24-25.

ESG Performance Dashboard

Theme	Key Performance Indicators (KPIs)	FY2024–25	Target FY2025–26
Labor & Human Rights	% Employees Completing POSH Training	100%	100%
	Average training hours/employee	45	50
	Cases of Discrimination or Harassment	0	Maintain 0
Ethics & Governance	% Employees Trained on Ethics	100%	100%
	Ethical Incidents Reported	0	Maintain 0
Environment	% Office Waste Recycled	100%	100%
	Awareness Sessions covering employees	100%	100%
Procurement	% Suppliers Signing Code of Conduct	0%	25%
	% Suppliers Completing ESG Screening	10%	25%