Green Initiatives Policy

Green Initiatives Policy Objective

The purpose of this policy is to practise eco-friendly initiatives in different processes that we follow and to set sustainability benchmarks for current as well as future employees of Xoriant Solutions Private Limited (“**Company**”). As a high-Tech product engineering company, we are not only an economic entity but play an active role in the growth of the society.

 Scope and Applicability

This policy shall apply to all offices of Xoriant worldwide and every employee shall be made a partner in implementing the policy thereby understanding Xoriant’s commitment towards green initiatives.

Xoriant Solutions Private Limited shall endeavour to:

* Link business profitability synonymous with sustainability
* Address performance issues involving the key stakeholders in driving the green challenge and identifying the behaviour that must change
* Build continuous culture of education and learning to foster green thought process with all employees working with Xoriant
* Build tie ups with customers who also have sustainability policies and favour suppliers who align with similar objectives
* Use Technological innovation to transform patterns of travel and communication, and change energy consumption
* We are dedicated to taking the following actions to achieve our green vision:

Infrastructure Initiative

* Server Virtualisation to ensure that IT users are enabled to harness ever-increasing levels of computer performance.
* Usage of alternative sources of energy for lighting in offices e.g. LED lights.
* Updated video-conference capabilities like zoom resulting in reduced travel time in locations between Pune and Mumbai helping distributed teams.
* Using LED monitors for increased energy efficiency.
* Ensure power saving, manage temperature standards in offices and also promote the same amongst employees to practice it at their homes.
* All machines being used by employees to be set in power saver mode.
* All employees to switch off machines at the end of the day to minimise electricity use.
* Initiatives on donation of old IT Infrastructure to charitable trust/NGOs for providing online education to the less privileged students ensuring that their academics are not hampered.

Business Initiative

* Reduce business commute (Air Travel), wherever possible
* Promote car-pooling amongst employees to encourage reduction in fuel consumption.
* Sensitization/awareness programmes on Environment Conservation for spreading the message of saving the nature through campaigns like Plant for the Planet, recycling plastic, paper bag making etc.
* Urge more virtual meetings in order to allow employees to share information and data in real-time without being physically located together

Process Initiative

* Foster an environment of online learning and development within Xoriant through various platforms like LMS, online trainings/assessments and E-learning modules that greatly reduce the usage of paper.
* Practising online processes for core functions from finances, performance management systems, feedback/survey systems etc.
* Undertake steps like prohibiting the use of paper cups completely, saving paper and reusing envelopes, preserving water under Xoriant’s environmental CSR initiatives.
* Exercise duplex printing as a default on printers, reuse of cartridges.
* Shift from printing hard copies to digital letters and forms for all employee related processes viz. Onboarding, Exit, Reimbursement of expenses, Employment related letters etc.
* Posting news and updates through Intranet and various social media platforms to keep employees abreast of important information thereby eliminating printing
* Usage of digital LED Notice Board/ Bulletin Board across various offices-
* Continued association with various independent global not for profit campaigning organizations which act to protect and conserve nature through various green activities

Xoriant ensures to practice green initiatives in every action and every decision to benefit our customers, our employees and overall community. We are committed to making a positive impact on the environment by becoming through our effective green practices and measures.