Sustainability Report

2022

SCII

Creating a Better Future

CONTENT

Introduction

In 2022 SCII has continued to pursue its vision of creating a greener and healthier world. Goals and achievements outlined in our previous Sustainability Report have been expanded and fortified. We remain committed to protecting and restoring the natural environment, as well as creating a healthy and equitable workplace for all employees and local communities.

The Sustainable Development Goals (SDGs) drawn up by the United Nations remain strongly relevant to our company's intention to shape a greener future with meaningful opportunities for all.

We believe that any long-term benefits to people through social and economic programs depend on progress in sustainability. We, therefore, focus on addressing the challenges faced by the community and the natural environment. Businesses cannot thrive unless people, the planet, and society are thriving. SCII believes in upgrading the environment and human workforce, working collaboratively with educational institutions, and empowering our community.

Throughout 2022 our campus continued to uphold the highest standards of sustainability. We retained our Green Status Category, the highest clean campus certification from the Pollution Control Board. Going forward, we strive to maintain and improve our excellence in environmental and social sustainability by minimizing our carbon footprint and promoting employee health and productivity.

Our steps for Sustainability

In 2022 we continued to focus our efforts on three broad themes, namely our **Planet**, our **People**, and our **Communities**, as key areas requiring sustainable practices.

Operating in an environmentally sustainable and socially responsible way is critical to SCII's business endeavours

Caring for our Planet

Our sustainability commitments and detailed plans for working towards a greener future. Our areas of focus for environmental sustainability are:

- Conserving Water & Soil
- Conserving Energy
- Reducing and Recycling Waste
- Combating Climate Change

Caring for our People

We encourage our workforce to develop new levels of IT skill. Our areas of focus for the care of our people are:

- Ensuring Employee Health and Wellbeing
- Providing Learning Opportunities for All
- Enabling Skill Development
- Closing the Gender Gap

Caring for our Community

We know that talent is everywhere; opportunity is not. Everyone needs access to the technology, skills, and opportunity to pursue in-demand jobs and improve their livelihoods. Growth as a community is beneficial to both organizations and society. With this in mind we have defined goals for improving our community:

- Create a Sustainable future
- Develop Talents
- Collaborate with Colleges

Key goals and targets specific to our activities at SCII have been excerpted for this report. Further information about the SDG Targets and Indicators is available at the United Nations webpage: **https://sdgs.un.org.**

Areas of Focus

Aspirations	Current Achievements	UN SDGs
Caring for our Planet: **Save energy, save Planet**	✓ Total self-sufficiency in all of our water needs. ✓ Water reservoirs on our campus to maintain groundwater levels. ✓ Drip irrigation method to minimize the usage of water. ✓ Electrical use reduced by natural lighting and cooling. ✓ Replaced 20 % of CFL lights with LED. ✓ Upcycling of STP semi-solid sludge as manure for our campus grounds. ✓ Eliminate the need for chemical fertilizers and prevent runoff from our premises. ✓ Conservation of topsoil by planting vegetation. ✓ Applied reduce, reuse and recycle concepts within the organization.	6 CLEAN WATER AND SANITATION 13 CLIMATE ACTION 7 AFFORDABLE AND CLEAN ENERGY 15 LIFE ON LAND
Caring for our People: **Shape a future with meaningful opportunities**	✓ Health insurance and accident coverage provided for all staff have been increased this year. ✓ 100% smoke-free campus. ✓ Numerous training programs for new staff and students. ✓ Zero discrimination based on gender, sexuality, faith, ethnicity, or physical abilities for recruitment, promotion, etc. ✓ Support was given for women returning from maternity leave. ✓ Active promotion of strong female leadership.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Caring for our Community: **Regional development**	✓ Provide exposure to the corporate environment to professional students through industrial visits. ✓ Expanded the scope of collaborations with local professional colleges. ✓ Continue to practice the highest levels of information privacy and security. ✓ Created new business opportunities to strengthen regional development. ✓ Collaborative R&D projects with local university students	17 PARTNERSHIPS FOR THE GOALS 11 SUSTAINABLE CITIES AND COMMUNITIES 4 QUALITY EDUCATION 1 NO POVERTY

Caring for Our Planet

– Save energy, save the planet

Relevant UN SDG Targets

6 CLEAN WATER AND SANITATION

Ensure availability and sustainable management of water and sanitation for all

Access to clean, safe, and secure water resources is an essential prerequisite for any organization and community.

6.3 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

6.4 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

6.6 By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes

7 AFFORDABLE AND CLEAN ENERGY

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

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

13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts

Climate change, caused by human activity and organizations, poses growing risks to people and the environment.

13.3 Build knowledge and capacity to meet climate change

SDG12 Ensure sustainable consumption and production patterns

12.4 By 2030, 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

15 LIFE ON LAND

Protect, Restore, and Promote sustainable use of terrestrial ecosystem

A flourishing life on land is the foundation for our life on this planet. We are all part of the planet's ecosystem and we have caused severe damage to it through deforestation, loss of natural habitats, and land degradation.

15.3 By 2030, combat desertification, restore degraded land and soil and strive to achieve a land degradation-neutral in our campus.

Replenish, Treat and Conserve Water

Clean freshwater is a scarce resource in many parts of the world including Tumakuru, India where SCII is situated. For this reason, we have continued to work on several major initiatives to recycle and replenish this vital resource. These include efforts to increase the efficiency of our water consumption and to eliminate runoff from our facilities.

Rainwater Harvesting

Rainwater harvesting is a key aspect of our approach to water conservation. This is facilitated by our groundwater recharging pond, extensive network of collecting drains, and 150,000 L rainwater tank. Throughout 2022 we have maintained complete self-sufficiency in all our water needs and have remained independent of external water supplies.

< Current Achievements >

✓ Total self-sufficiency in all of our water needs

✓ Water reservoirs on our campus to maintain the groundwater

✓ Drip irrigation method to minimize the usage of water

This year, heavy rains enabled us to collect more than 3+ million liters of rainwater in our groundwater recharge pond. Through replenishment of groundwater, our rainwater harvesting efforts benefit not only our company but also surrounding communities. In this way, we have continued our efforts toward SDG Targets 6.3, 6.4 and 6.6.

**Ground water recharging pond**

Reservoirs to store Rainwater

Sustainable Energy for All

UN SDG Goal 7 aims to ensure access to affordable, reliable, and sustainable energy for all. 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 20% of our lighting with LED bulbs.
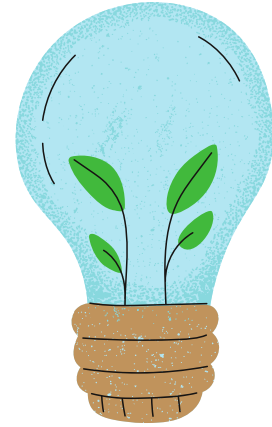
Conserving Energy

< Current Achievements >

✓ Electrical use reduced by natural lighting and cooling

✓ Replaced 20 % of CFL lights with LED.

We are also aware of the need for renewable sources of energy, as outlined by SDG Target 7.2. We are therefore considering the use of solar and wind-generated electricity at our campus. This project is planned to begin in the near future and fulfill at least 30% of our energy requirements by 2025.

Glass panes - Natural light throughout the office

Combat Climate Change and its Impacts

Our ongoing daily and industrial habits cause serious damage to our planet. Through sustainable recycling and reduction of toxic wastes SCII contributes towards the protection of the biosphere and prevention of irreversible environmental damage.

Reducing and Recycling Waste

This year we continued our thorough approach to waste management within our facilities. As in 2021, our approach to UN SDG 12 remains particularly focused on waste prevention and recycling, and closely aligns with Target 12.5. At SCII, we follow a process of waste segregation, and all green waste is composted and recycled within our campus drastically reducing the amount of waste we send to landfills.

< Current Achievements >
✓ Upcycle STP semi-solid sludge as manure for our campus grounds
✓ Eliminate the need for chemical fertilizers and prevent runoff from our premises
✓ Not using chemicals to treat the sludge.

Sewage Waste Treatment
Another category of waste generated within our facilities is the semi-solid sludge from the on-site sewage treatment plant (STP). This material is processed and used as manure for our landscape eliminating the need for chemical fertilizers.

Compost formation with organic waste

Throughout 2022 we have maintained our organic gardening methods in our office grounds. Our efforts to upcycle STP waste in the form of fertilizer and reduce soil pollution align with many aspects of UN SDG 12, particularly Target 12.4.

Compost formation with organic waste

Sewage Treatment plant – Recycling of water

Disposal & Recycle of e-waste and other waste

E-waste, when treated inadequately, poses serious health hazards since it may contain harmful components. Most e-waste is generated in cities, and it is necessary to manage this by-product of urban life by improving collection and recycling rates and reducing the amount of e-waste entering landfill.

In 2022 all of our e-waste was segregated and passed on to authorized recyclers in line with applicable legislative requirements. While this process involved additional steps, our conscientious approach to disposal ensured that a greater percentage of SCII's e-waste was recycled instead of reaching landfill sites.

As in previous years, all left over food from our company events were donated to feed children living in extreme poverty.

We continue to mandate the use of reusable plates, cups and cutlery in the office to avoid generating unnecessary waste.

Again in 2022, all recyclables from our campus were provided to labourers who made a profit from selling these materials. This significantly reduced the amount of landfill produced from our operations, while also generating extra income for our labourers.

Protect and Promote sustainable use of Soil

Progress has been made in many regions of the world in terms of conferring official protection status to land areas critical to global biodiversity. However, land degradation is increasing due to competing pressures for food, energy, and shelter leaving terrestrial biodiversity loss to occur at an alarming rate.

Conserving Soil

At SCII we recognise the fundamental role of soil in the terrestrial ecosystem including its importance for plant growth, animal life, and microorganisms. Our soil conservation efforts focus on maintaining the health and richness of our campus' topsoil in alignment with UN SDG Target 15.3.

< Current Achievements >

✓ Measures have been taken for saving the topsoil

✓ Techniques & practices to keep the soil healthy - Eliminate the Use of Synthetic Fertilizers and Pesticides

Soils are at the heart of the SDGs and are fundamental to achieving them.

Link - The Role of Soils in Achieving the SDGs - UNU - Institute for Integrated Management of Material Fluxes and of Resources

Measures taken for saving the topsoil

This year, we have taken steps towards the protection of soil with the ultimate goal of preventing environmental degradation in and around our campus. Topsoil is typically lost through two means: wind erosion and runoff from precipitation or excess watering.

At SCII we have taken action to prevent soil loss by sowing grasses and planting trees and shrubs. These plants absorb excess water and protect the topsoil from the impact of rain, heavy wind, and foot traffic. Plant roots help anchor the soil safeguarding it from water runoff. This supports the maintenance of greenery and the ecosystem in our surroundings and contributes towards SDG Target 15.3.

Strong root system to prevent soil loss

Eliminate the Use of Synthetic Fertilizers and Pesticides

Synthetic fertilizers are generally used to add nutrients to the soil and promote plant growth. However, this can be harmful to the soil. SCII has taken an organic approach to maintain soil minerals and nutrients. We use manure, and compost to improve soil fertility rather than synthetic options. As in 2021, we continue to follow a process of waste segregation so that all green waste is composted and recycled within our campus.

Leaf and green wastes as a compost

Caring for Our People

–Shaping a future with meaningful opportunities for all

Relevant UN SDG Targets

3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services, and access to safe, effective, quality, and affordable essential medicines and vaccines for all

3.5 Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries, as appropriate

5 GENDER EQUALITY

Achieve gender equality and empower all women and girls

5.1 End all forms of discrimination against all women and girls everywhere

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life

4 QUALITY EDUCATION

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

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship

Promote Health and Wellbeing for All

Ensuring healthy lives and promoting well-being for people of all ages is essential to sustainable development. The COVID-19 pandemic destabilised the global economy and upended the lives of billions of people around the globe. In addition to such impacts, poor workplace health can negatively affect sustainable economic growth. Investment in Occupational Health and Safety can help organizations gain long-term economic benefits.

Creating a Safe and Enjoyable Workplace

In 2022 we have continued to foster a healthy work-culture within our organization. We recognise that employees appreciate companies that support their welfare, and that job satisfaction is directly tied to a company's success. We therefore promote our employees' health and well-being in various ways.

SCII creates and maintains an environment that allows its employees to lead healthy, happy, and meaningful lives. Three key components SCII focuses on are skill enhancement, the working environment, and work-life balance of its employees.

< Current Achievements >

✓ Provide staff with health insurance coverage and accident coverage

✓ 100% smoke-free campus

✓ Supportive environment helps employees to learn in a better way

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

Health insurance coverage

At SCII we recognise the importance of UN SDG Target 3.8 which aims to make safe and effective health coverage universally available. As in previous years, in 2022 we provided our staff with health insurance coverage, group personal accident coverage, and 6 months of maternity leave.

100% Smoke Free Campus

In addition, our campus remains 100% smoke-free in line with UN SDG Target 3. a and the World Health Organisation's Framework Convention on Tobacco Control.

Creating a Supportive Environment

SCII has explored various ways of creating a work environment that is compassionate to its employees. These include directly involving employees in client meetings and providing numerous chances to display their individual skills and strengths. Promoting a culture of collaboration leads to teamwork and friendship among peers. This means that employees are not only more productive but also more satisfied with their work. A happy team is one that is motivated to innovate and accept challenges. As a result, they function at a higher-level increasing productivity and performance.

Employees' Birthday Celebration by teams

Recreation, exercise, and recovery facilities

We encourage team building among employees by creating a common objective to accomplish. For better team building – corporate team outing is one of the fun ways to promote employee motivation and rejuvenate spirits. This year SCII had team outings for every team where they mingled with each other informally, bonded with each other in a better way, and also had great fun together.

Team Outing

SCII involves employees in different activities and events that occur outside of the typical workday such as World Environmental Day, International Yoga Day and Sports Day. We celebrate these events in unique ways like tree planting, building awareness among the employees through quizzes, competitions, games, and sharing their views and thoughts. We encourage all employees to accelerate, amplify and engage people for restoring our ecosystem and live a healthy life.

World Environmental Day Celebration @ SCII

Events like sports day is always a team building event where employees may learn about their teammates and develop skills to help them interact effectively.

Sports at SCII – Recreation at the workplace

SCII also ensures that employees are able to spend time with their families. A good work-life balance is a solution for long term sustainability because employees and their families benefit mentally and physically from the increased quality of time spent together.
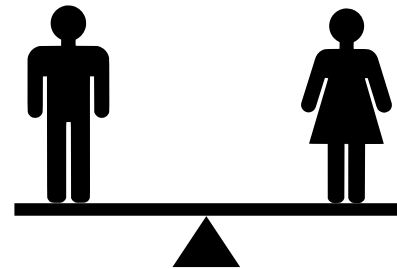

Children to be a part of SCII events

Achieve Gender Equality

Gender equality and empowerment of women have advanced in recent decades; however, much work is still needed in this area.

Gender equality & Empowerment of women

< Current Achievements >

✓ Equal opportunities for all female employees

✓ Safe and healthy environment

✓ Supportive culture for women returning from maternity leave

SCII has adopted internal policies and procedures that guarantee the same rights and job opportunities to women as their male counterparts. We promote and support women's health, education, and leadership. As in previous years, in 2022 SCII has upheld its policy **of not discriminating in the employment of staff**. We continue to actively ensure that qualifications, skills, and experience form the basis of our decisions around recruitment, placement, training, and advancement of our staff at all levels.
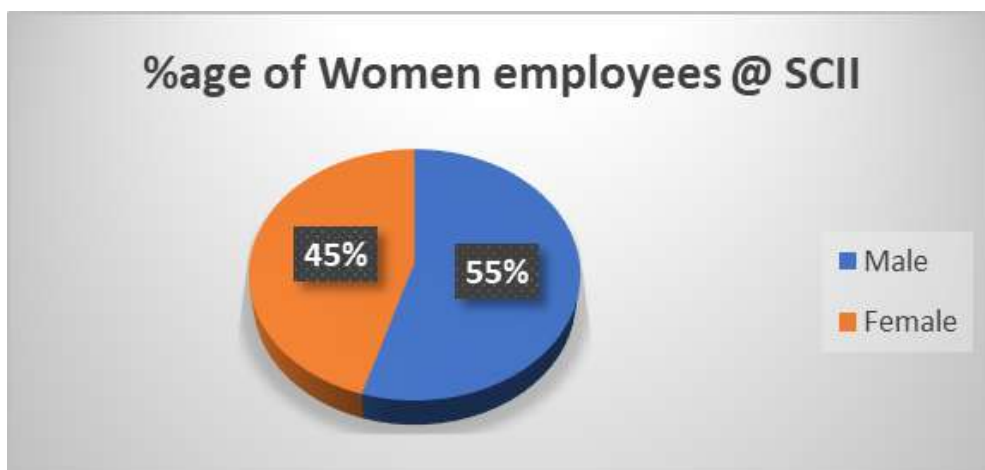
We have continued to encourage women to take up positions as project leaders and managers, and we have seen women contribute enormously to our company throughout 2022.

< Current Achievements >

✓ Involved women in taking important decisions related to their projects

✓ Given opportunities to handle projects individually as project leader

Women are leaders in many of the Projects

We know that women often excel in leadership roles, and we endeavour to correct the longstanding gender imbalance within the industry. Women comprise 45% of our current workforce. While a slight discrepancy persists in our gender ratio, we do not discriminate in nurturing leaders in our company. In line with the UN Target 5.5, we have continued to actively promote participation of women especially, in positions of leadership

Specifically, we assist the professional development of women through training in technology, management, and leadership in the company. In addition, we also encourage women employees to participate in leading company initiatives.

SCII female employees @ workplace

Provide Learning Opportunities for All

We recognize that our employees are the most important asset and resource in advancing innovations in sustainability. SCII continuously seeks to upskill its workforce through various initiatives. These include in-house training on particular skills or technologies and partnerships with other institutions for skill enhancement.

We aim to equip our employees with multiple skillsets, as this proves beneficial in the fast-paced and everchanging work environment of today. Multi-skilled employees have a set of competencies that allow them to work in new areas and in departments other than their original expertise, thus expanding the scope for new ideas and innovation.

Upskilling of Employees

SCII believes in training its employees in such a way that they will be able to do multiple tasks. Employees learn to go beyond their immediate role and become flexible and responsive to business needs.

< Current Achievements >

✓ Find out the skill gaps to train our workforce

✓ Opportunities to learn different technologies through multiple projects

How multi-skilling is beneficial to our employees:

- Employees' personal goals achieved efficiently
- Increased job security
- A deeper understanding of the business as a whole
- Better growth prospects and employee development/building on existing skills

How multi-skilling is beneficial to SCII:

- Optimum utilization of workforce
- Awareness of the organizational needs
- Easy development of employees across projects & departments
- Increased productivity and better quality of deliverables
- Flexible and adaptable workforce

Our people development plans include induction training and employee engagement through technical skill mapping and planned soft skills, as well as environmental & safety training where required.

Technical Training for skill enhancement

In 2022 SCII continued to foster skill development among the younger members of working society, thereby contributing towards UN SDG Targets 4.3 and 4.4.
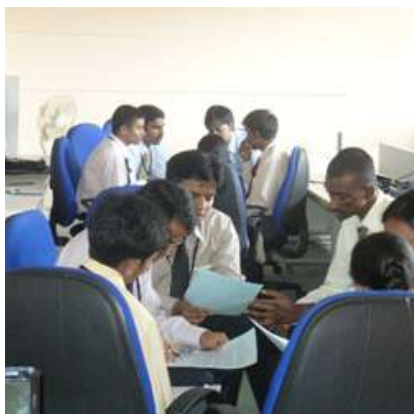
OJT @ SCII for multiskilling

We see multi-skilling as a key aspect for employability and we strive to impart a blend of technical, creative, and problem-solving skills. We strongly believe that this generates better economic opportunities for our trainees and thus progress for all.

Quality Education to fresh graduates and those who have a long break

Education is crucial for the achievement of many other SDGs. When people receive quality education, they gain the chance to break free of cyclical poverty. Education also empowers people to live more healthy, sustainable lives and reduces gender inequalities.

< Current Achievements >

✓ Small training batches of interested graduates to learn technical skills.

✓ One-to-one focused training approach.

SCII provides work opportunities for fresh graduates as well as those who have completed their degrees in prior years. As in previous years, our training programs in 2022 provided students with insight into the corporate world, as well as the confidence to succeed in their job interviews.

SCII continues to provide software engineering certificate courses for students to expand their horizons in the IT field. We remain passionate about equipping individuals with job readiness and market-relevant skills. Students we engage with receive a personalized experience and are able to test their competencies through diverse assessments and gain relevant certifications.
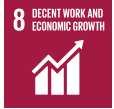

Technical training for graduates

Caring for Our Community

—Promoting inclusive and sustainable economic growth

Relevant UN SDG Targets

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

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-small- and medium-sized enterprises, including through access to financial services

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

8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance, and financial services for all

 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

 Make cities and human settlements inclusive, safe, resilient, and sustainable

11.a Support positive economic, social and environmental links between urban, peri-urban, and rural areas by strengthening national and regional development planning

Create a Sustainable Future

The UN recognizes the opportunity to undertake decent work as a fundamental human right. Promoting decent work and economic opportunity is a cornerstone for the success of the SDGs, and it is critical to achieving progress in alleviating poverty and in promoting health and well-being.

SCII contributes to UN SDG Goal 8 by providing meaningful work in a supportive and equitable environment. We ensure equal pay for equal work, and fair access to career-enhancing opportunities. SCII also focuses on developing its wider community by providing exposure for local fresh graduates through industrial visits and technical training.

Industrial exposure for college students

< Current Achievements >

✓ Provide exposure opportunities for students of professional colleges through an industrial visit.

Industrial visits to SCII provide students with excellent practical knowledge that cannot be gained from books and lectures alone. Students interact with SCII IT experts and begin to bridge the gap between theoretical knowledge and practical applications. Opportunities organized by SCII help students enhance their interpersonal skills and teamwork abilities. Furthermore, they act as an important networking platform for students to begin connecting with the corporate world.

Industrial Visits @ SCII

17 PARTNERSHIPS FOR THE GOALS
Create Job Opportunities and Quality Education

Our adherence to the principle of good citizenship and responsibility extends beyond the boundaries of our core business to our communities. Our approach in this regard is two things:

(a) To minimize any negative impacts of our operations on local communities, and

(b) To proactively make a positive difference to our local communities

Job Opportunities

Generating employment & Enhancing the IT skills

< Current Achievements >

✓ Create new job opportunities for engineering graduates

✓ Increase the IT skill competencies of graduates

R & D Projects with Universities

People with the right skills and competencies form the bedrock of IT services organizations. The challenge for the Indian IT industry has always been to respond fast enough to the rapidly changing dynamics of the industry. We believe in training people and offering them good opportunities in SCII according to their potential.

Address : Plot No : Spl-17, Antharasanahalli,
KSSIDC Industrial Area Estate,
2nd Stage, (KSSIDC HandTool Layout),
Madhugiri Road, Arakere Post,
Tumakuru District, Karnataka,
India - 572106
Phone : +91 816-221-1724
Email : info@scii.in