SDG 2023

DISCLAIMER
This document is submitted with the explicit understanding that the content is confidential and would not be divulged to any third party without prior written consent from Dotsquares Ltd. Services are supplied according to our terms and conditions: https://www.dotsquares.com/terms
Carbon Emission

• Our target is to reduce the total carbon emission by 10% through solar energy consumption

• We are aiming to reduce carbon emission from company’s worldwide operations and supply chain by 90 percent by 2040
Environment Protection

- We are supporting “Go Green Initiative” & will continue to work on it by eliminating plastic from premises, cleaning parks & using solar panels

- We are planning to plant 1000 trees in and around the office premises in the upcoming year 2023
Our steps towards Sustainability

Renewable Energy

- We are targeting the renewable energy use overall by 10% & connect it with the electrical appliances.

- We have installed solar panels for electricity production and will increase their quantity to achieve sustainable benchmark.
Waste Management

Our steps towards Sustainability

- We are going to make arrangements for waste disposable by placing dustbins near every bay and by avoiding plastic we are going to control carbon emission possess due to its burning.

- We will restrict or ban the use of single use plastic.
Our steps towards Sustainability

Governance

- Together, we will work on all governance aspects:
  - Diversity
  - Skill management
  - Data Privacy
  - Information Management
  - Stakeholders Management
Our steps towards Sustainability

“2023” - “A year of Kaizen”
Our steps towards Sustainability

**Social Wellness & Equality**

- We will achieve an benchmark of equal ratio of male and female staff
- We believe in “hybrid work concept” and will continue for the year 2023
- We are providing “Healthcare Insurance” and soon will add some more wellness benefits to the list
- We will continue our “Mental Wellness Session” to bring mindfulness at workplace
Our steps towards Sustainability

Employee Diversity

- Our current staff ratio is 70:30 (male: female) and targeting to achieve 50:50 (same as previous slide)

- We will bring equality and diversity at workplace to become double stronger than ever – welcoming colours of beauty
Our steps towards Sustainability

Employability

• We are forming a Committee across the organisation who will work for the rights & protection of women. This committee will look upon the concern related with “Women Protection”

• We are providing 6 months maternity leave to the women staff and this duration can be increased as per the medical prescription
Skill Enhancement

- Our “Certification Program” allows employees to enhance their skills

- Under our program, we will educate 200+ employees on tech and will motivate 500+ employees to complete at least one certification
Health & Safety is our utmost priority

- We have active hazard management system at workplace and will make it more advanced by organising “Wellness Program”
- Our HR team will work on different certifications of Health & Safety and employee benefits to make the workplace an ideal one
- Prevention from Occupational & Sexual Harassment Policy aims to deliver a prosperous and effective workplace environment
Our steps towards Sustainability

CSR Activities

- Our CSR programs are and will constantly working for the welfare and empowerment of society:
  - Zero Hunger through Happy Fridge
  - Bags of Kindness
  - Community Planting Initiative
  - Distributed Books to empower learning
  - Clean parks to control pollution through plastic
- We will deploy Eco-Friendly products at workplace
thank you

Dotsquares