



## SUSTAINABILITY POLICY

### INTRODUCTION

Sustainability management is an integral part of the business of ANMR Truebalance Advisors (Firm) which goes beyond economic, legal or regulatory motives. *The Firm is in the business of Recruitment, Sourcing and Employer of Record (EOR) services of human resource capital and understands the social and ecological impact of the business.* The Firm works towards being a responsible Indian organization by adopting sustainability practices in all levels of its business impacting overall performance of the Firm. This policy defines the framework for sustainability at ANMR Truebalance Advisors and provides a governing platform for Sustainability work streams to create long lasting value for business, environment and society

### SCOPE

This policy applies to all levels of the organization across the Firm and its subsidiaries.

### VISION

*The vision of this policy is to become an industry leader in the field of human capital recruitment and employment by implementing sustainable business practices which help maximize benefit to the environment and community.*

### OUR COMMITMENT

We aim to follow and promote sustainable business practices and to co-create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally sustainable business operations will empower us to create a sustainable future.

### POLICY

We at ANMR Truebalance Advisors, *a recruitment and EOR entity*, recognize the impact of our business operations on the 3 key pillars of sustainability, namely Human development, Safety and Gender equality for a sustainable environmental impact. Hence it makes continuous efforts to optimize efficiency across the environmental, social and governance framework of the Firm. ANMR Truebalance Advisors encourages involvement of all stakeholders and ensures that the policy is well communicated, implemented, monitored and reviewed periodically.

### HUMAN DEVELOPMENT AND EMPLOYEE WELFARE – UN SUSTAINABILITY GOAL 3

ANMR Truebalance Advisors ensures a safe and motivated work environment for its employees and associates, fostering a climate of social responsibility and volunteering towards the community environment, ensure appropriate access to safe water, sanitation and hygiene for all its employees in the premises, supporting health of the employees.



ANMR Truebalance Advisors constantly monitors Electricity and Water consumption, and waste generation and disposal through the supplier invoicing and waste management processes of its co-working premises it operates from.

ANMR Truebalance Advisors has adequate practices for maintaining transparency, fairness and equity for acquiring and retaining its employees and associates. The Firm provides Health Insurance cover, Retiral benefits, like Gratuity and Accident Insurance to all its employees.

## **GENDER EQUALITY - UN SUSTAINABILITY GOAL 5**

ANMR Truebalance Advisors is committed to achieving and maintaining gender equality by providing equitable employment to women. During the current Financial Year (2024-25), ANMR Truebalance Advisors stands at *50% of its EOR manpower as women employees, whereas it has 75% internal workforce as women employees.*

ANMR Truebalance Advisors is committed to maintaining equity of gender-based employment, i.e. greater than or equal to 50% ratio of women employees.

## **WORK AND ECONOMIC GROWTH - UN SUSTAINABILITY GOAL 8**

ANMR Truebalance Advisors is committed to contributing towards sustainable development and economic growth by providing employment of both Tech and non-Tech manpower thereby participating directly in the business growth of its clients and partners.

The Firm meets the requirements of relevant laws, regulations, and code of practice by conducting its operations with due regard for the environment and providing a safe and healthy workplace for its employees. ANMR Truebalance Advisors provides appropriate training to employees on EHS and implements best practices from time to time.

- To continue to increase the contribution from renewable energy sources towards meeting overall energy demand – Ensure short distance travel is done by road or train
- To comply with all regulatory requirements pertaining to the health and safety impacts of its products and services – Provide Health and Accident Insurance cover and Retirement benefits as per law in the country.
- To work towards sustainable consumption of natural resources while generating its services as well as building social and environmental capital and initiatives;