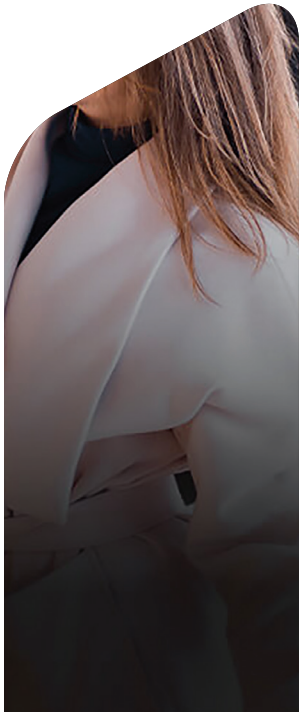
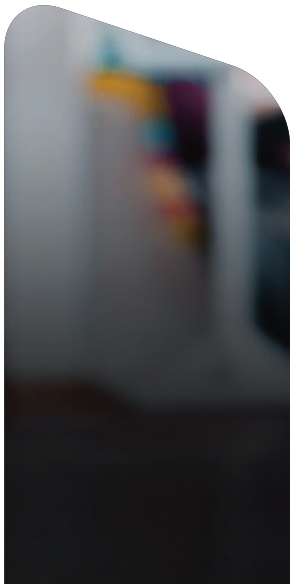
aurionpro

TRANSFORMING SUSTAINABLY AS WE GROW

1st ESG REPORT 2021-22







Transforming Sustainably as we Grow

In today's dynamic global scenario, financial growth alone does not completely capture all aspects of a company's performance or intrinsic responsibility. A holistic picture of the company's growth can only be presented through the lens of the triple bottom lines of People, Planet, and Profit.
A company is expected act responsibly in everything it does.

We, at Aurionpro, are navigating the ever-evolving sustainability landscape globally and locally. We intend to innovate the present to empower the future. We give utmost importance to transformation and growth and consider it our responsibility to incorporate concepts of sustainability in our daily business practices.

The tenets of Aurionpro are drivers of our people, the way we work, and how it impacts the holistic performance of the organisation. From our leaders to a new entrant, everyone is encouraged to embrace the steppingstones – our Values, Culture, and Commitments to lead our teams and extended networks to a digital and sustainable future.



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Message from the Chairman



Dear Stakeholders,

As the world embarks on the journey of recovery and rebuilding from the impacts of COVID-19, it is evident that environmental, social and governance (ESG) factors are playing a key role in ushering sustainable and inclusive growth. It is reassuring to note that India is taking its rightful place on the global stage, as economic trajectory continues to show an upward trend. However, at Aurionpro, we ensure that our strong economic performance translates into environmental preservation, social inclusion, and resilient communities.

I am pleased to present to you the first ESG report of our company. This report is an effort to collate and share various sustainability related initiatives and aspects, undertaken by Aurionpro during the reporting year.

The focus of our sustainability approach has always been to create value for a wider spectrum of stakeholders, including our customers, shareholders, employees, etc. In our pursuit of creating shared values for all, we conducted materiality assessment in FY 2021-22 to identify material issues that most concern our stakeholders, by engaging with them. This included engaging with both Internal and external stakeholders. We aim to integrate these core ESG priorities within our businesses with a strong focus on innovation, digital enablement and good governance. It is also how we believe we can mutually align wealth and value creation.

It won't be wrong to state that the last two years of pandemic have made it even more obvious that businesses are faced with constant disruptions. With issues like climate change gaining momentum, the long term success of any organization is dependent on how well it incorporates ESG parameters into its business strategy. At Aurionpro, we are making conscious and concerted efforts to drive responsible transformations into our business model. We aim to thrive on the benefits of a decarbonized value chain. Our current focus is to establish science based carbon reduction targets and to reach net zero by 2045. To that end, we are developing a decarbonization roadmap which includes measures such as renewable energy adoption and identifying other energy efficiency initiatives.

The pandemic has also highlighted the importance of organisational resilience. Keeping our employees safe, healthy and fully engaged has been a key priority since the onset of COVID-19. We have tightened health and safety protocols. Furthermore, leveraging technology and collaborative digital tools have been key to achieving successful relationship with employees and other value chain partners like, suppliers, vendors, clients & customers, etc. Regular training and competency development for employees also continued digitally, with online modules covering topics ranging from personal development to professional and technical.

For us, social responsibility is one of the crucial pillars of sustainability. This year, we also continued to address socioeconomic issues through our Corporate Social Responsibility (CSR) efforts. Aurionpro Foundation, our CSR implementation arm, has been instrumental in planning and implementation of various social interventions such as promoting education, safe drinking water, welfare of society, women empowerment, health care including preventive health care and sanitation, ensuring environmental sustainability etc. We have a new forum 'AuroCares' where our employees are invited to suggest ideas, create, and design various programmes aimed at advancing social causes. Through this forum, we have launched a pilot plan that will enable our employees to lead social welfare programmes with funding from our CSR plans.

Our sustainability efforts are built on the bedrock of a strong governance model. We ensure a holistic commitment to regulatory compliance, ethical conduct, and robust risk management systems. This report, entitled 'Transforming sustainably as we grow' showcases some of the measures taken in FY 2021-22 to ensure a strong performance on the triple bottom line of people, planet and profit. We endeavor to strengthen our performance on these pillars and welcome inputs on how it can enhance our value creation.

Thank you for your continued trust in Aurionpro and for supporting us in becoming an IT transformation leader. Have a good read.

Sincerely,
MR. PARESH ZAVERI
Chairman & Managing Director



Highlights of FY 2021-22

35%

reduction in Scope 1 GHG emissions compared to FY 2020-21

13%

reduction in Scope 2 GHG emissions compared to FY 2020-21

14%

of total workforce are women employees

18%

reduction in total energy consumption compared to FY 2020-21

2671 GJ total energy consumption within the organisation

3944 total training hours for Full-time Employees (FTEs).

₹ 55 Lakhs CSR expenditure

417 new FTEs hired

About the Report

Technology has been more than just a driver of growth rather it has been a key pillar to sustainable development. This Report is an effort towards communicating our commitment to maintaining highest levels of sustainability management system, reporting practices and to address the growing interest and expectations of our stakeholders across environmental, social and governance dimensions.

This report covers information on ESG related aspects between April 1st, 2021 and March 31st, 2022. The scope and boundary of the Report pertains to our domestic and international operations, which includes the corporate office in Mumbai, offices in Nagpur, Jaipur, Singapore, Malaysia and Vietnam.

In view of disclosing and addressing the ESG related concerns of our all-relevant stakeholders, we have identified key issues through a formally structured stakeholder engagement and materiality assessment exercise. This included detailed discussions with internal and external stakeholders to better understand and address the issues. More details on the same are provided in Stakeholder Engagement and Materiality Assessment chapter of this report.

We, at Aurionpro are committed to advancing the goals of sustainable development by continual improvement and engaging with our stakeholders in stronger manner. We welcome feedback from our stakeholders with regards to our sustainability efforts as this enables us to consistently improve our policies, systems and results.

Please send your comments and suggestions to:

Email:
complianceofficer@aurionpro.com

Website:
https://www.aurionpro.com/contact-us/

Registered Office: Synergia IT Park, Plot No-R-270, T.T.C., Industrial Estate, Near Rabale Police Station, Rabale, Navi Mumbai-400701.





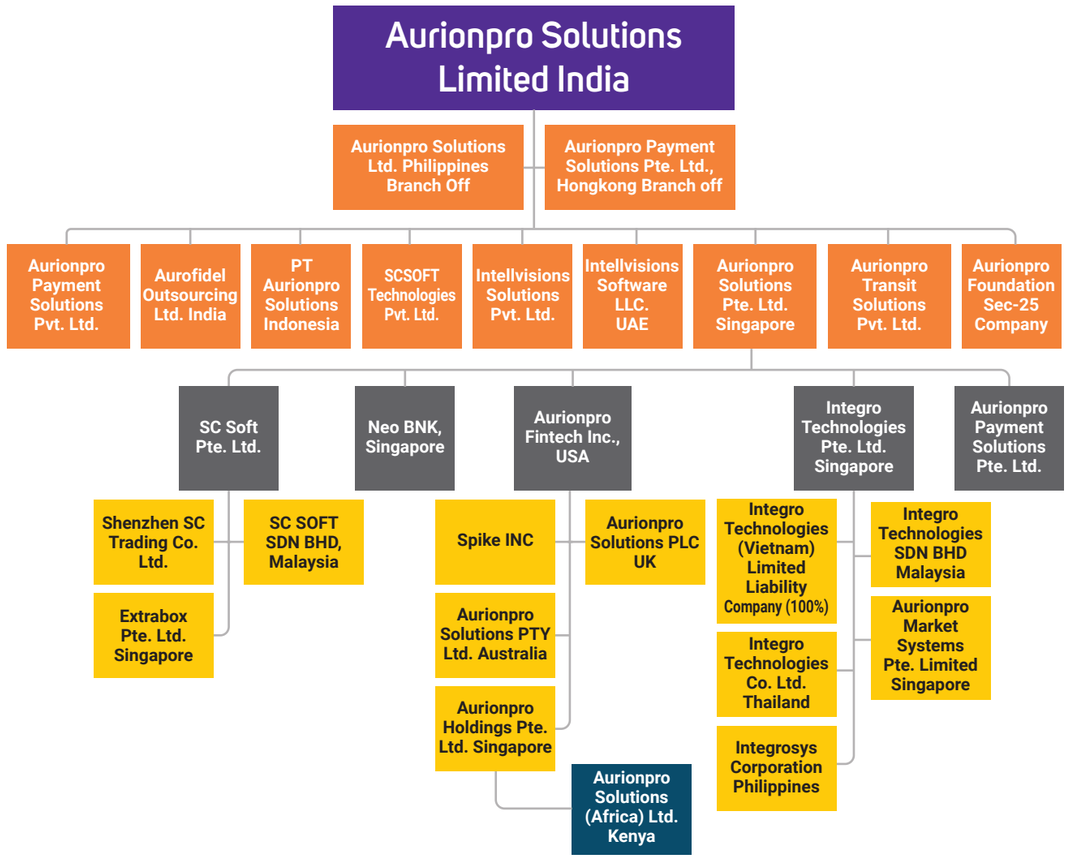


Company Overview

Aurionpro Solutions Limited, is an advanced technology solutions company catering to the needs of the Banking, Mobility, Payments and Government sectors. We converge multiple technology solutions under our umbrella, acting as one platform for Advanced and Accelerated Platform-led Transformation, guiding businesses to “ADAPT” to a new paradigm in Digital. Headquartered in Mumbai, India, we are bringing this to reality across global locations, pillared on the expertise and commitment of 2000+ passionate people supporting our journey.

With our global presence, we have empowered over 200 clients globally to Innovate, Secure and Optimize their businesses. This includes more than 30 Fortune 500 clients in distinct sectors.

With our substantial employee strength and more than 24 offices in 14 countries consisting of domain experts and support team, we have consistently been recognized among the industry leaders through various records and accolades in the industry.



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Our Global Footprint

Corporate Headquarter

Aurionpro Solutions Limited

Synergia IT Park, Plot No-R-270,
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Asia Pacific

Singapore, Hong Kong
Jakarta, Indonesia
Bangkok, Thailand
Kuala Lumpur, Malaysia
Philippines, Vietnam

India

Navi Mumbai, Maharashtra
Pune, Nagpur, Maharashtra
Jaipur, Rajasthan
Noida, New Delhi

Middle East & Africa

Nairobi, Kenya, Dubai, UAE

North America

Austin, USA



Our Journey

1997
Founded

2005
IPO

2005-10
Strategic acquisitions and strong offerings portfolio

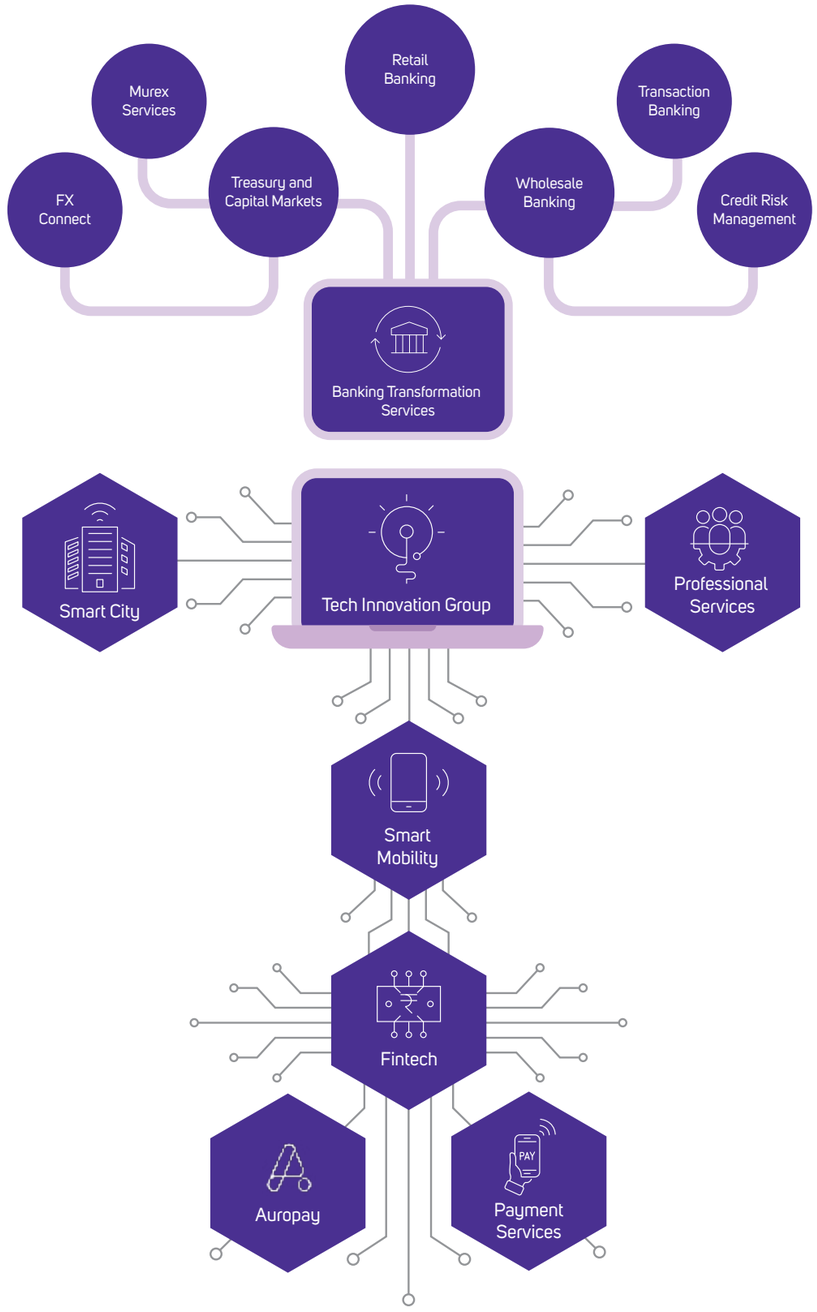
2010-15
Strengthening Product Offerings & expansion into IT Services

2015-20
Restructuring-focus on IP based product offerings

2020
Platform Led Journey

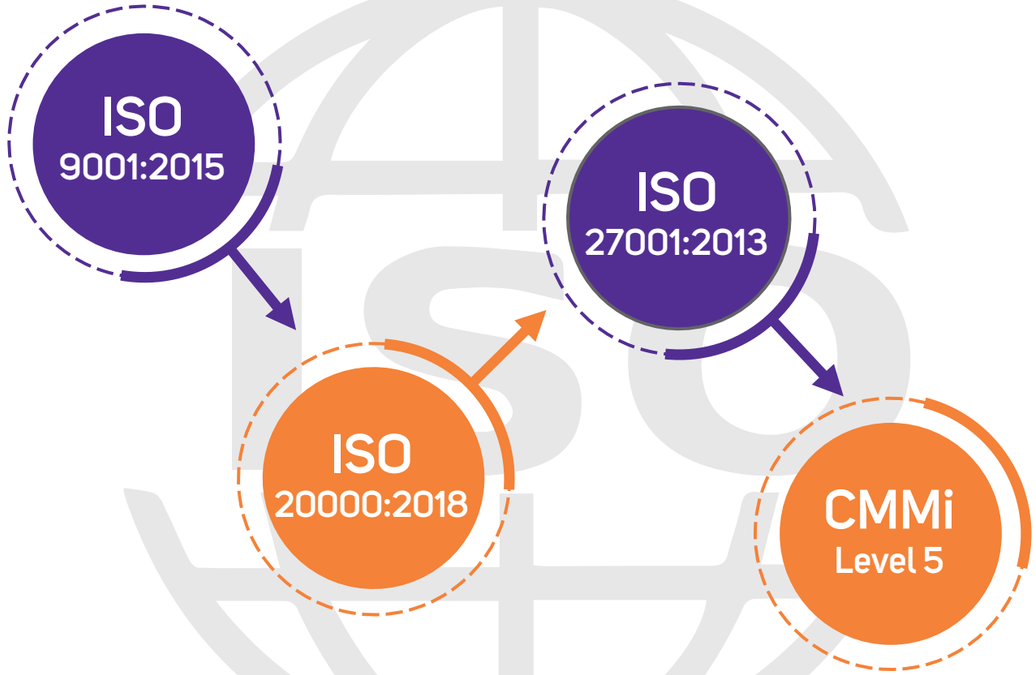
Our Business

We help enterprises to embrace Digital Transformation across Banking, Mobility, Payments and Government sectors through a platform led approach. Regular upgrades and develop offerings, helps us keep up with the latest technology trends with progressively meeting customers' requirements.



We strive to provide best services to clients and are committed to have an effective service management system by means of timely and quality deliveries. Our company is certified for ISO 20000:2018 certification for IT Services management systems (ITMS), ISO 9001:2015 certification for Quality Management System (QMS), ISO 270001:2013 for IT Security Management Systems. These certifications are an emblem of our capabilities to provide quality sustainable services that meet customer satisfaction.

A testament to our commitment to quality



Economic Performance

At Aurionpro, our aim is to build robust operations with sustained revenue growth and profitability. Our continual growing performance-related impact indicates how we have created economic value for our stakeholders. Through constant technological innovations, we have also diversified into newer businesses such as Smart City and Smart Mobility, data centre consulting etc. The fintech sector continues to grow on the back of increased spending on automation, digital and contactless technologies.

Our stakeholders are the valuable partners of our growth. Overall, we have plans in place that would help us improve operating margins, increase our revenue base, and enhance our sales and delivery capabilities for our customers. Given below is the table providing details of the direct monetary value added to local economies in FY 2021-22. Economic value generated includes the revenue from operations and economic value distributed includes the operating expenses.



PARAMETERS	
ECONOMIC VALUE GENERATED	50,501
ECONOMIC VALUE DISTRIBUTED	39,941
ECONOMIC VALUE RETAINED	10,560

Amount (in lakhs of Indian ₹)

Market Opportunities

Our strategy to stay ahead of the curve lies in our commitment to tap the opportunities present in the market and convert them into a relationship. Our solutions enable easy technology adoption and are effortlessly scalable based on a curated technology stack. We are reshaping strategies and plan to build new capabilities through reskilling, new partnerships in the areas of digital technologies around cloud/ migration, automation, next-gen security etc. This, coupled with strong resolve of the governments worldwide to increase capex on infrastructure has created huge market opportunities..

We have attained Maturity Level 5 of Capability Maturity Model Integration (CMMI). This stands testimony to our continuously improving processes based on quality assessment of objectives and performance needs. We have been felicitated with various awards and recognitions from time to time such as Deloitte Technology Fast50, Forms Asia 200 Best Under a Billion, Beacon Award by IBM, Oracle Titan Award, Microsoft Partner Network winner, Fintech Forward etc.

Advancing with Innovation

AuroPay

We have expanded our footprint in the payment market with the creation of our own payment platform 'Auropay', leveraging our skills and insights in the FinTech industry. AuroPay is a new payment platform that will provide safe online payment services. The platform will provide gateway services to merchant organisations and will become a one-stop shop for a comprehensive range of payment ecosystem services. The platform's primary focus will be on B2C and B2B prospects.

AuroBees

We have also launched Aurobees, a subscription based, cloud-native platform that provides a highly scalable solution for the digitization and fulfilment across industries ranging from manufacturing, trading, distribution, freight forwarding, warehousing, transportation, and e-commerce fulfilment.

The platform is designed to reduce complexity for SMEs to effectively manage their working capital with Aurobees Business Payments Platform, through the multiple partners, which will facilitate invoice financing and commercial card payments to address credit challenges and help manage the credit risk for the seller and buyer, improving their cash flow and helping to grow the businesses sustainably. Aurionpro's payment gateway is also tightly integrated with this platform to enable SMEs to offer digital payment options to their customers.

Stakeholder Engagement & Materiality Assessment

Being a responsible corporate, we understand that direct and frequent engagement with stakeholders, and addressing their concerns and suggestions are crucial for the sustainable growth of our business. We have conducted a comprehensive materiality assessment to identify issues that concern stakeholders the most or have a higher degree of impact on our business operations. Identified key material topics and our approach to address the same are detailed in this report ahead. The following procedure was followed for the identification of material topics:



Stakeholder Identification and Engagement

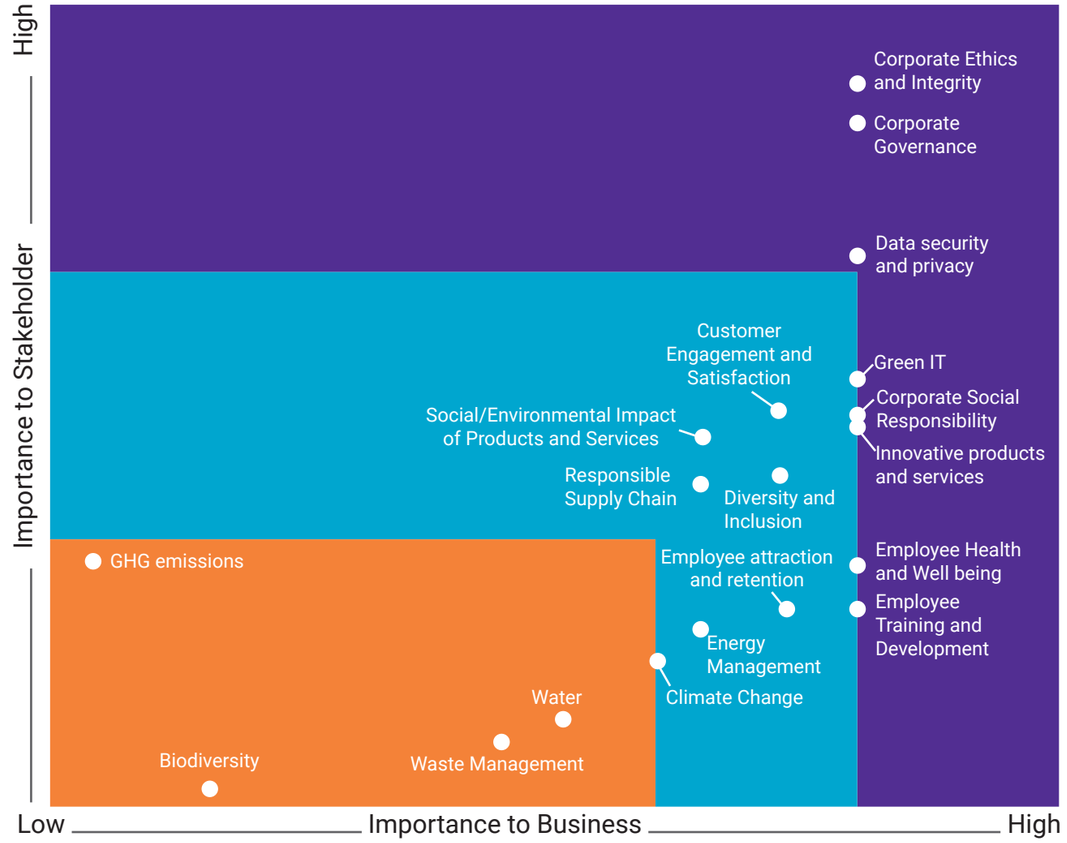
Stakeholder engagement is an integral part of our ESG strategy therefore it is of paramount importance for us to identify and prioritize relevant group of stakeholders. Our process to identify key stakeholders entails assessing and rating them against 5 key parameters. Our key stakeholder includes individuals/group of individuals who can grant or revoke social license to operate and to have influence over other stakeholders in the organisation, direct financial dependence, indirect have financial dependence and impacted by non -financial impairment or risk from company's operations. The department heads and leadership were asked to rate the groups based on these 5 parameters to determine their influence and dependence on our business. The exercise resulted in the identification of five key stakeholders for FY 2021-22.



Materiality Assessment and Prioritisation

To define our ESG strategy, we needed to identify issues that are most relevant to the business and our stakeholders. The assessment of these material topics were grounded in frameworks such as GRI and Sustainability Accounting Standards Board ("SASB"), peer benchmarking, and risk and opportunities at an organizational level. A total of 19 material issues were identified that spread across environment, social and governance aspects.

These 19 material issues were plotted on a materiality matrix, with their position relative to the degree of stakeholder interest and potential business impact. Stakeholders were asked to rate these material issues on a rating scale, ranging from not relevant to very high. Evaluation of each material issue on a relevance scale of not relevant to high relevance was done through filling up a formal questionnaire. Through rigorous analysis and ranking, the result of FY 2021-22's material topics were finalized, as shown in the material matrix chart below. The closer an issue is to the top-right corner, the higher is the level of impact it has on our stakeholders and business operations.



Materiality Assessment Outcomes



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Environmental Responsibility

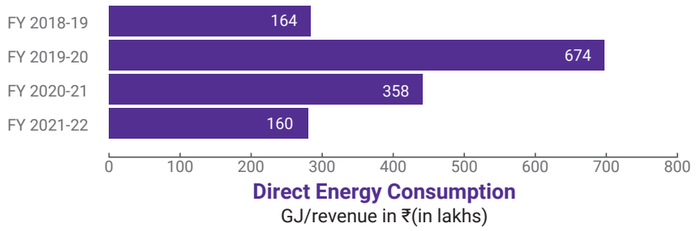
As a responsible organization, Aurionpro recognizes that we have an accountability to the future. We are taking key actions to reduce our environmental footprint and address global challenges, climate change, and environmental sustainability.

As one of the leading technology companies, we are committed to take up initiatives towards sustainable development more aggressively by managing our environmental impacts. Being a responsible corporate, we are conscious of the fact that we need to take accountability of our direct and indirect impacts on the environment.

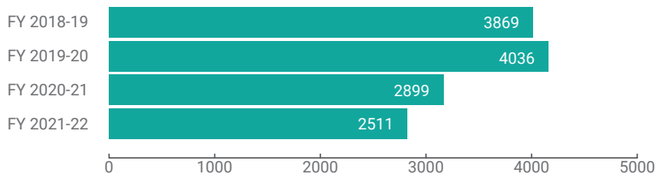


Energy Management

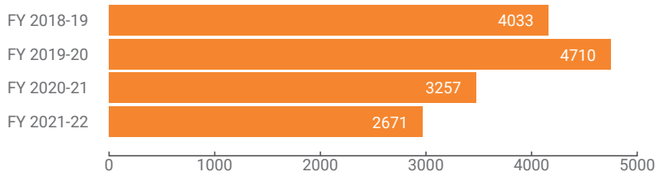
Being a service-oriented organisation, our primary energy consumption locations include leased office buildings from which our employees operate. A relative magnitude of our energy consumption and related GHG emissions can be attributed to electricity procured from national grids in the locations we operate. We also use diesel-run generators at two of our office locations as a contingency measure to provide backup power and maintain business continuity in case of outages. Currently, we measure and manage direct energy consumption – fuel consumption for diesel generators and indirect energy consumption – procured grid electricity. Our total energy consumption, however, showed a downward trend due the new normal of working from home amidst the pandemic. Given below is the energy consumption pattern since FY 2018-19:



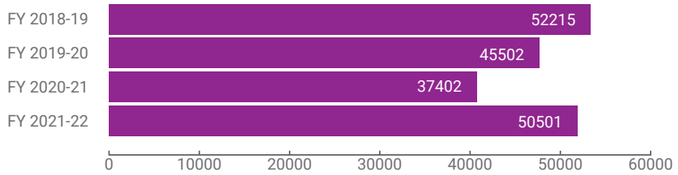
Direct Energy Consumption
GJ/revenue in ₹(in lakhs)



Indirect Energy Consumption
GJ/revenue in ₹(in lakhs)



Total Energy Consumption
GJ/revenue in ₹(in lakhs)



Energy Intensity
GJ/revenue in ₹(in lakhs)

Energy Efficiency Initiatives

We, at Aurionpro adhere to our commitment for gaining energy efficiency and have taken various initiatives for conservation and management of energy. Our office infrastructure spread across many geographies is the main point of energy consumption. We are taking conscious steps to maximize the efficiency of our office infrastructure, while improving the productivity of our operations.

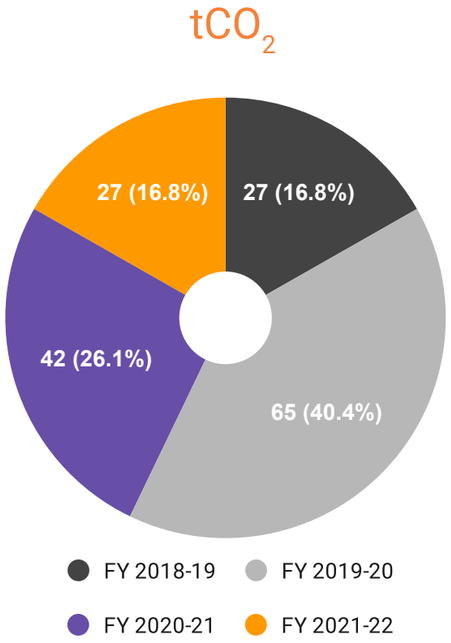


GHG Emissions

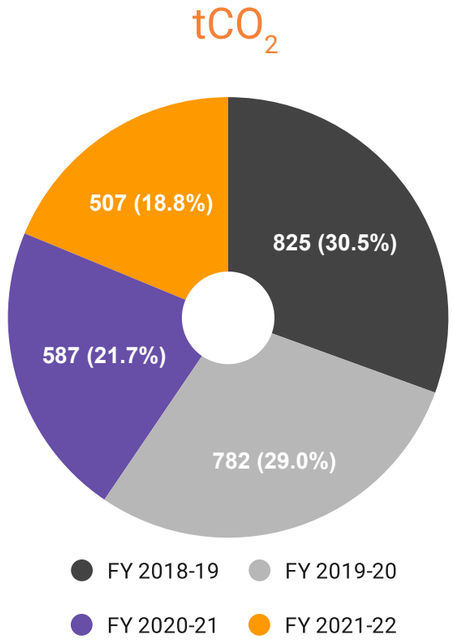
Our commitment to a cleaner energy future is sustained by our conscious and concerted efforts to reduce our carbon footprint which include reducing our emissions, increasing our renewable energy mix, optimizing energy consumption, and reducing wastage. We have long acknowledged the effects of climate change. As our responsibility to address our impacts on the climate, we are keeping a close watch on our GHG footprint. We currently measuring and tracking our Scope 1 Scope 1 includes all carbon emissions that can be directly managed by the organisation (direct GHG emissions). This includes GHG emissions from diesel generators, direct fugitive GHG emissions from air conditioning GHG emissions from purchased electricity.

In FY 2021-22, we recorded lower GHG emissions for Scope 1 and 2. The reduction in GHG emission was a result of reduced energy consumption due to the new normal of working from home and reduced operational hours amidst the pandemic. We will strive to bolster our approach to climate change and intensify energy conservation initiatives to reduce our carbon footprint.

Our carbon footprint is calculated in accordance with the World Business Council for Sustainable Development (WBCSD) and World Resources Institute's (WRI) GHG Protocol, a corporate accounting and reporting standard. Year wise absolute Scope 1 and Scope 2 GHG emissions are given ahead:



Scope 1 GHG emissions



Scope 2 GHG emissions

Water and Waste

Aurionpro is actively committed to water conservation. We take a holistic approach towards water management by optimizing our water consumption. We as a service based organisation are not water intensive by virtue of our nature of business. Mostly water consumed is in domestic utilities, which is judiciously managed. Our initiatives are aligned to reducing water wastage and focus has been on monitoring and better control.

Responsible waste management is integral to curbing our environmental impact. Our sustainable approach to waste management entails utilization of waste governed by 3R model - optimal recycle, reuse and reduce. We are committed to responsible disposal as per all applicable norms, leading to better ecosystems. We recycle e-waste through government-authorized vendors, as per regulatory requirements. All paper waste is carefully segregated, shredded and sent for recycling. Employees are advised to reduce food wastage through various awareness programs.



Encouraging Inclusive Growth

Having a highly motivated and performance-led workforce, being a valued partner to the communities, and responding to customer needs ensures the success of our business. Our stakeholders play a vital role in ensuring our business stays relevant by delivering on our transformation goals.

Enabling Human Talent

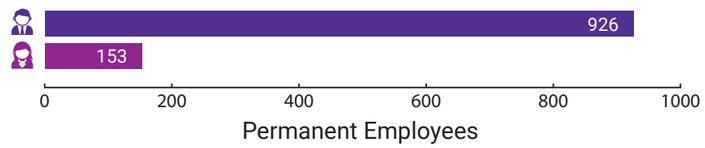
We believe in caring, understanding and supporting the needs of our employees. Our efforts are devoted to creating a friendly workplace and providing them with a safe and supportive work environment with the best working conditions. We focus on employee benefits and salaries, which helps enhance employees' sense of identity and allows them to feel more engaged with the company. Our company has been certified as Great Place To Work Certification™ in India.

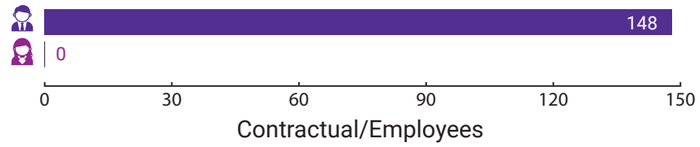
Diversity and Inclusion

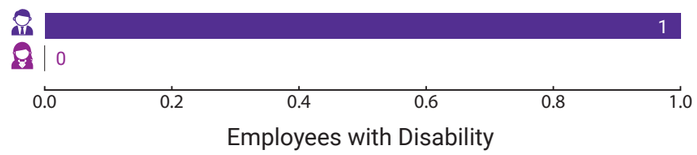
We have established a corporate culture of diversity and inclusion. We recognize and foster the unique values of all employees and we firmly believe that the uniqueness of individual employees is the basis of our competitiveness. We ensure that no individual is treated differently or discriminated based on gender, race, socioeconomic status, religion, physical and mental disability, or other reasons. We also recognize the importance of gender friendly mechanisms and have adopted measures to create an inclusive workplace. In FY 2021-22, we reported zero incidents of discrimination at the workplace.

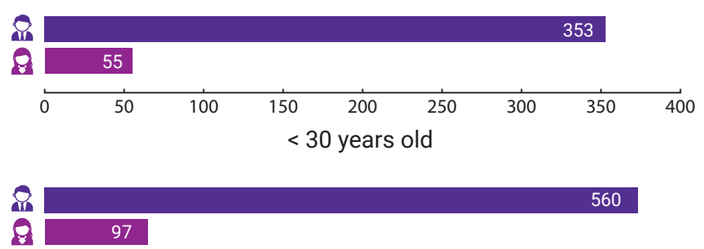


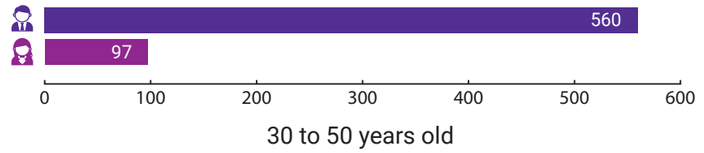
Workforce breakdown in FY 2021-22:

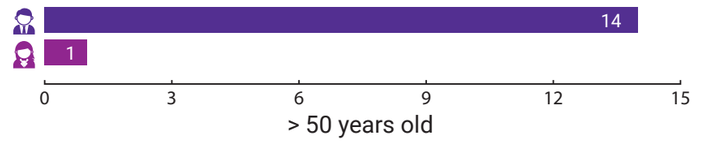


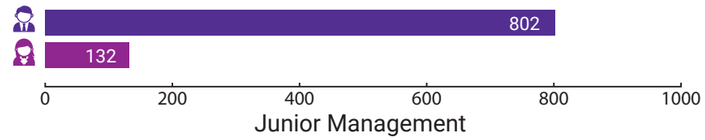


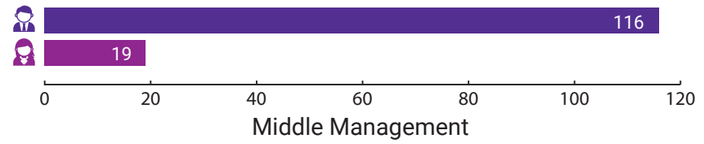


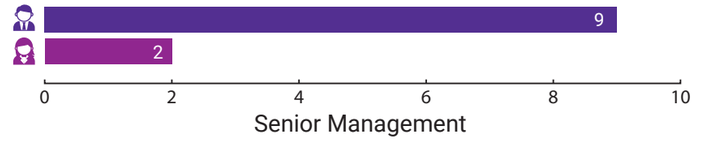












Our employees are our strength and are reason behind our rapid growth and expansion. They are part of the larger Aurionpro family that cultivates respect and fosters wellbeing of each other.

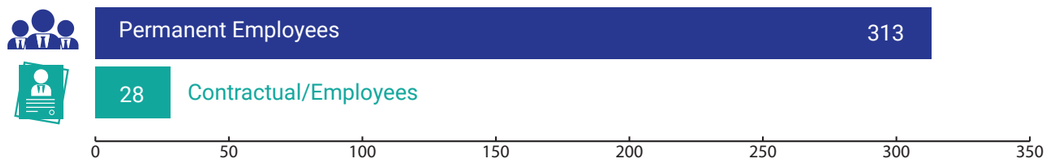
Employee Attraction and Retention

Our people are our most valued asset. In order to ensure that we are positioned to execute and consistently achieve our strategic business objectives, we focus on acquiring the right talents, engaging and retaining our employees with on-going initiatives and activities to create a positive and productive work culture. We adopt best practices with respect to benefits and wellness including annual leave and benefits. From time-to-time we review our benefit packages to ensure they are competitive and well-suited for our employees.

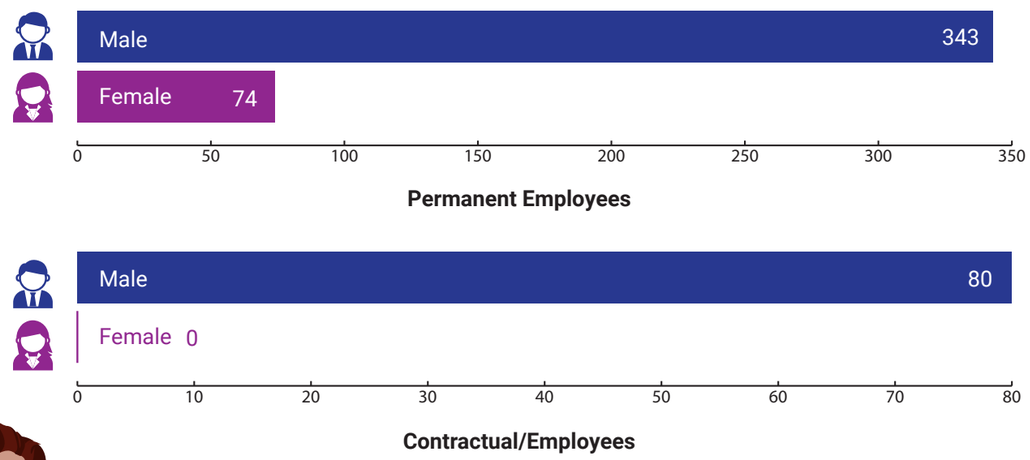
Our efforts have always been towards providing a satisfactory emolument so that they can exert their influence and continue to grow through their work. We have established a Performance Management System to provide employees with a fair and reasonable performance review, development, and improvement system. Employees and supervisors can communicate work goals and individual career development through evaluations each year.



Employee Turnover in FY 2021-22



New Hires in FY 2021-22



Employee Training and Development

At Aurionpro we continue to invest significantly in the training of our workforce on a continuous basis. These trainings can provide learning opportunities to employees and can help employees upskill, stay up to date on latest advancements and become more effective in their roles. We encourage and aim to provide equal learning and development opportunities. We acknowledge that learning and training is an important, continuous and lifelong process so that employees are equipped with the competencies needed to meet current and future business needs. This includes workshops, seminars, conferences, inhouse company training and on-the-job training. We believe that the personal growth of the employees would elevate our organisational performance and help in achieving long-term business growth and sustainability for our organisation.

Some of the trainings conducted in FY 2021-22 include:

1. Overview of ISO
2. Jenkins
3. Estimation and Functional Point Analysis
4. OutSystem (Reactive Web)
5. Payments and Portal & Mobile Application
6. Java Spring & Springboot3)

Average Training Hours

3173 Hrs	771 Hrs	
1872 Hrs	1316 Hrs	756 Hrs
Junior Management	Middle Management	Senior Management



Employee Health and Well-being

We adopt a holistic approach to workplace wellness encompassing the physical, social and psychological wellbeing of our employees. Our workplace wellness plans are supported by activities that encourage employee well-being and team bonding, employee-led committees that organise a range of recreational and wellness activities, and voluntary free annual health screenings for all employees.



Client Relationship Management

At Aurionpro, we provide world-class advanced technology solutions that help enterprises accelerate Digital Innovation – securely and efficiently. We are "One Platform", guiding businesses to ADAPT to a new paradigm in Digital Transformation across Banking, Transportation, Logistics, and Government sectors. Our offerings are described below:

a Banking & Fintech:

Our digital solutions are designed in improving processes and automate manual activities, allowing teams to concentrate on building better experiences for the customers.

▶ Retail Banking:

In Retail Banking, we have powerfully built solutions connecting every aspect of Retail Banking and customer touchpoints – from branches to kiosks. Aurionpro offers an array of branch transformation solutions including Queue Management systems, Self-Service Terminals, Customer Feedback Systems & Digital Signage Solutions to banks and now this expertise is leveraged by other verticals such as Airlines, Telecom, Retail Outlets.

▶ Wholesale Banking:

Aurionpro has a streamlined Corporate Banking practice driven by solutions that optimize processes in Transaction Banking and management of Credit Risks

- iCashpro+, an Integrated Transaction Banking Platform that considers the digital transformation trend to deliver an optimal digital transaction banking solution for regional and super-regional banks, benchmarked to handle 5 million transactions per hour with more than 6,000 concurrent users.
- SmartLender, is a platform that provides end-to-end comprehensive credit risk management solution that boosts productivity, improves credit quality, and lowers operational risks. SmartLender is a market leader in SouthEast Asia serving top banks in Singapore, Malaysia, Thailand, and Vietnam.
- FXConnect, a Real-Time FX Branch Transaction Platform which has enabled HDFC Bank FX Branch's business for corporate & retail customers with various inward and outward product flavors by bridging the gap between FX Treasury and Core Banking System.
- Aurionpro Market Systems is one of the leading Murex Business Partners. With immense experience we offer end-to-end services from installation to upgradation of projects for financial institutions, addressing their Capital markets, Treasury, Risk management, and Regulatory needs.

b Technology Innovation Group

Recognizing huge opportunities in digital solutions around our current offerings, we have combined smart city, smart mobility and Data center offerings under single SBU Tech Innovation Group (TIG).

Aurionpro has been at the forefront of smart cities and mobility initiatives across the globe. We work closely with governments to implement Digital Urban Infrastructures that can help citizens realize their aspirations using a combination of disruptive technologies backed by a strong service network. We believe that our vision of Smart Cities enabled, powered, and integrated by Digital Future has the ability to touch and alter the lives of countless residents by providing a safer, more convenient, and desirable environment.

Innovative mobility solutions by our team of mobility experts are redefining the future of transit systems, simplifying the lives of citizens

and government functions. To this end, we leverage an open loop methodology, providing greater flexibility and streamlining transit ticketing, their payments, visibility of fleets, eased tracking, route planners, department management, etc..

Aurionpro has also ventured into Data Centre building, consulting and hybrid cloud services in recent years and has built a strong team of industry veterans, with over 20+ years of experience in the field, for this purpose. Aurionpro has also signed up with some customer for providing consultancy and assistance for rolling out of 100 MW Data Centres within next few years. Further, Aurionpro is also providing consultancy to the other industry leaders on Data Centre designs and implementation. Recently, Aurionpro has also signed some key partnerships in this segments which shall boost our position best place us to tap immense opportunities in this segment.

Responsible Supply Chain

We have an extensive supply chain networks ranging from laptops, desktops, network equipment and infrastructure suppliers. With the wide geography, we believe that collaboration with socially and environmentally conscious suppliers will help us mitigate a significant proportion of our sustainability risks.

We are committed to upholding and protecting the human rights of all individuals through a culture of trust, respect and inclusion in our company, supply chains and the communities near us.

Corporate Social Responsibility

As a member of this society, we continually explore ways to maximize the society's welfare through charity and welfare initiatives, arts and culture, sports sponsorship and academic exchange. We are utilizing our core competencies to take actions with the vision of creating an inclusive society. We are actively influencing different stakeholders, so that they will utilize their capabilities to improve their quality of life, ensuring the people have equal development opportunities, regardless of their economic situation.

In order to undertake, promote and find various social initiatives in an organised manner, we have formed Aurionpro Foundation, a section 8 Company under the Companies Act, 2013. The Foundation has launched a new forum 'Aurocares' where we invite our employees to suggest ideas, create, and design various programmes aimed at advancing causes. Aurionpro Foundation selects projects under 'Aurocares' forum which are funded by the Foundation and executed directly or through selected NGOS.



"Corporate social responsibility for us is more than just a commitment to contribute to sustainable economic development of local community and society at large, but rather an unsaid commitment to take ahead the society with us to improve their lives in ways that are good for business and for development."

In accordance with the provisions of Section 135 of Companies act 2013, we have adopted a CSR Policy outlining various CSR activities to be undertaken. The policy strives for contribution towards sustainable economic development that positively impacts the society at large through strategic CSR application, to build a sustainable and profitable future for all. Our CSR Policy is available on the website at www.aurionpro.com.

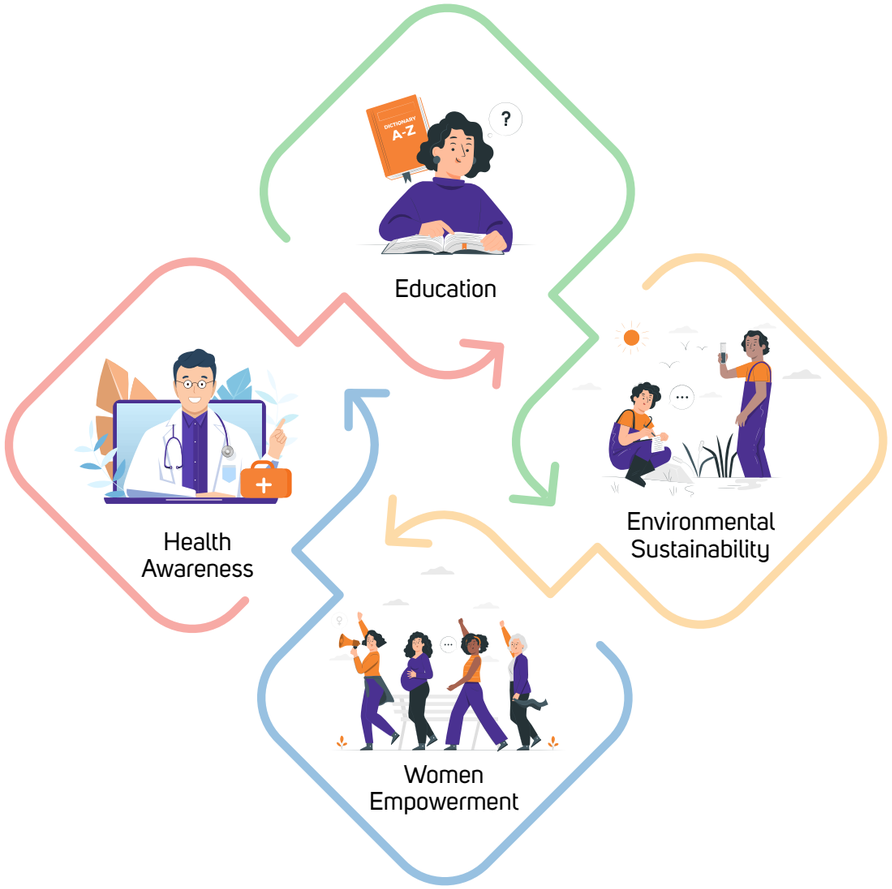
We have a Board-level CSR Committee which recommends the budget for funding various charitable activities and contributions to be made to various initiatives. During FY 2021-22, our total CSR expenditure amounted to ₹55 lakhs.

Our Focus Areas

We intend to foster a generation that will bring positive changes to society and uses diverse channels to build a learning and participation platform for children and young people, giving them the knowledge, attitude, and skills needed for the future. This supports their actions to resolve social and environmental issues, in hopes of changing the world through innovation.



Our Dimensions to Social Inclusiveness



Education

Women Empowerment

Heath Awareness

Environmental Sustainability

During the financial year, we have contributed to the entities engaged in various fields such as providing/promoting education, safe drinking water, welfare of society, women empowerment, health care including preventive health care & sanitation, ensuring environmental sustainability etc.

Strengthening Governance

Corporate governance is the foundation of our organisational culture that operates with three key elements viz. accountability, fairness and transparency. Our Board of Directors are accountable to shareholders and other stakeholders and are responsible for setting and implementing sound corporate governance practices throughout our businesses. The Board is committed to assure adherence to the highest code of ethics and governance in the conduct of day to day business affairs.

The nomination of the Directors, which is based on their overall expertise and experience, qualifications and other positive attributes. Board's remuneration is governed by the Company's Nomination and Remuneration Committee.

Composition of Board



Mr. Paresh Zaveri
Chairman & Managing Director



Mr. Amit Sheth
Co- Chairman & Non-Executive Director



Mr. Ashish Rai
Vice Chairman & Non-executive Director



Dr. Mahendra Mehta
Independent & Non-Executive Director



Mr. Frank Osusky
Independent & Non-Executive Director



Mr. Ajay Sarupria
Non-Executive Director



Mrs. Sudha Bhushan
Independent & Non-Executive Director



Mr. Rajeev Uberoi
Independent & Non-Executive Director

Committees of the Board



Please refer to Corporate Governance Report set out on pages 63 to 68 of our Annual Report FY 2021-22 for further details on our corporate governance practices.

Risk Management

An organisation is exposed to various risks which are of strategic, systemic or operational nature. Some of these risks may be concerning to the external environment and systems in which we operate, and some risks are inherent internal risks within the organisation. At Aurionpro, we have deployed disciplined mechanism to evaluate such risks, foresee future risks and devise necessary controls to avoid and mitigate them. Additionally, we have formulated a comprehensive Risk Management Policy to identify, assess and mitigate various risks. The management periodically reviews the risk exposure and implements appropriate measures wherever required.



Corporate Ethics and Integrity

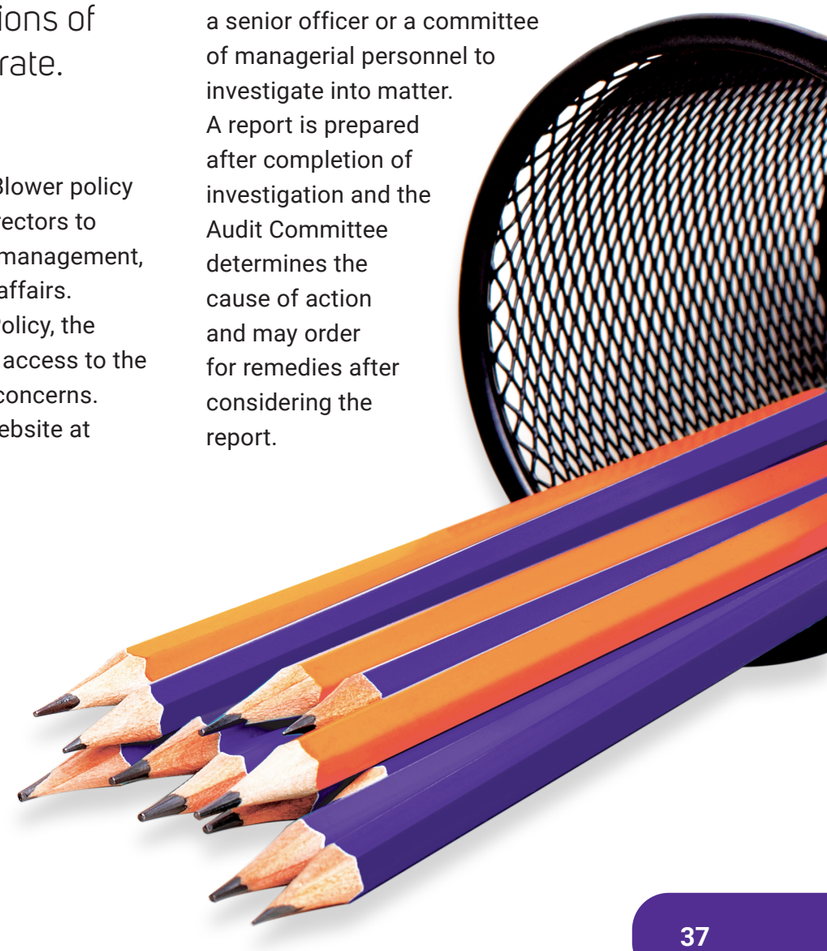
We adhere to ethical business practices across our operations to ensure sustainable value creation in the long term. We comply with our set of policies and codes underpinned by the Code of Conduct and Code of Fair Disclosure and Conduct that guides the actions and behaviours of the Board and our employees. We are committed to comply with all applicable laws, rules and regulations of the land where we operate.

Whistle Blower Policy

We have put in place a Whistle Blower policy to enable the employees and Directors to report their concerns about the management, operations and other corporate affairs. In terms of the Whistle Blower Policy, the whistle blowers are provided an access to the Audit Committee to lodge their concerns. This policy is available on our website at **www.aurionpro.com.**

Vigil Mechanism

Any employee who observes any unethical or alleged wrongful conduct makes a disclosure to the Audit Committee. If the employee is unwilling or unable to put an oral disclosure in writing, he may approach the Compliance Officer directly or through his superior or any other employee. The Compliance Officer prepares a written summery of the employee's disclosure and provide a copy to the employee. The Audit Committee appropriately and expeditiously investigates all whistle blower reports received. In this regard, Audit Committee, if the circumstances so suggest, appoints a senior officer or a committee of managerial personnel to investigate into matter. A report is prepared after completion of investigation and the Audit Committee determines the cause of action and may order for remedies after considering the report.



aurionpro

Embrace Digital's New World Order

ADAPT With Us



CORPORATE HEADQUARTERS

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