

## **Introduction**

Concentrix Catalyst's commitment to sustainability goes beyond a corporate mission statement. As the experience design and engineering team of Concentrix, we make sustainability an integral part of the outcomes we produce for our clients, partners, and employees. The social, economic, and environmental impact of our global community will last for generations, and we want to make sure it's for good.

By investing in a work culture that fosters employee health, happiness, and a commitment to sustainable practices, we realize our potential as a collective. At Catalyst, it's people that make a difference. Better human experiences make us all more humane.

## **Our Commitment**

Catalyst is passionate about building a better society. From promoting technology reuse and helping to empower children through education and sports, to aiding in the rebuilding of communities after natural disasters, and our dedication to a diverse and inclusive work environment, we leverage our global footprint and strive to make the most impact.

We aim to follow and promote sustainable business practices that will allow our children and their children to live in a just and healthy world. Our vision is to design, build, and run the future, which means our organization is dedicated to:

- Creating sustainable workplaces.
- Promoting and adopting green technology solutions.
- Collaborating with our partners and clients to deliver sustainable experiences.



**Our Policy:**

Catalyst recognizes the impacts of its business operations on three key pillars of Sustainability as it pertains to people, planet, and profit. Catalyst encourages the involvement of all stakeholders and ensures that the policy is well communicated, implemented, monitored, and reviewed periodically.

Catalyst aims to fulfill its commitments and objectives towards sustainability through the following broad level actions:

- Advocating sustainability awareness among employees, suppliers, and customers.
- Ensuring an inclusive, diverse, and equitable work environment for our employees.
- Creating a smarter workplace through infrastructure upgrades, technology, and incentives.
- Contributing to more vibrant communities through volunteer initiatives.
- Designing pioneering and innovative solutions through cutting-edge technologies such as AI, ML, IoT, and Analytics to tackle global warming issues.
- Investing in green infrastructure and energy-efficient workplaces for our employees.
- Increased use of biodegradable products and improved efforts to lower carbon emissions.
- Reduce – Recycle – Reuse program for the efficient use of office furniture, equipment, and materials.

The sustainability policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. This exercise shall be conducted once a year or as and when there are changes. We shall build transparency by publishing the sustainability details to our website.

