

Sustainability Policy



Scope: This Policy applies to Sonata Software Ltd (SSL) and all its subsidiaries, joint ventures, and associate companies. All references to SSL shall be read to include reference to all its subsidiaries, joint ventures, and associate companies.

Introduction: Sonata Software Ltd. continues to be committed to sustainable and responsible growth of the business concomitant with being a responsible corporate citizen committed to reducing adverse environmental impact, conserving natural resources and biodiversity and, contributing to the environment, society and communities we operate in while safeguarding the interests of employees, associates, partners, investors, customers and stakeholders.

Our sustainability charter is based on 3 Ps – People, Planet and Prosperity.

1. People

Sonata Software believes in providing a safe, diverse, and inclusive workplace to its employees & associated stakeholders. We are committed to bring out initiatives that promote employee success and wellbeing workplace safety and promote diversity, inclusion, and fairness at the workplace. We are committed to design and deploy programs aimed at empowering and enriching the lives of those around us through our Corporate Social Responsibility work.

2. Planet

Sonata Software strives to promote stability of climate systems, quality of air, land and water, biodiversity & ecosystem services. We monitor our environmental risks & plan to mitigate harmful effects of climate change & adapt our business accordingly. We aim to monitor our energy and water usage and manage our business operations with adequate Energy & Water Conservation Measures. We are also involved in monitoring & reducing our waste & Carbon Emissions. We are committed to deploy technologies & initiatives that help us reduce our Carbon Emissions across value chain. We aim to reduce our carbon footprint across our value chain & reduce our Scope 3 emissions by monitoring & reporting our activities & services under Scope 3.

3. Prosperity

Sonata Software strives to offer services and products aimed at bringing prosperity to its customers, employees, partners and other stakeholders. We, as responsible and law-abiding corporate citizens, are committed to adhere to the laws of the land and ethical practices in the pursuit of sustainable profitability and reinvest for improvements and innovation. We are committed to institutionalize robust governance and

compliance processes to ensure adherence to laws, regulations and ethical conduct of business as a means for promoting prosperity for all our stakeholders. We are committed to engage partners, suppliers & vendors that take account of Supply chain Sustainability. We share a commitment to strive for Sustainable Business across value chain to adopt and implement responsible procurement processes and work with partners who comply with all legal obligations & requirements applicable at their locations and adopt products/services that have maximum business & environmental/social benefits. We also strive to procure our services & products from vendors that comply and have sustainable business model. They should maintain business operations that are Environmentally, Socially & Economically sound. We also engage our suppliers & vendors in engagement & awareness initiatives related to Sustainability.

- **Governance:**

Sonata Software believes in a strong, decisive & proactive governance for our business operations. We are committed to engage in all our businesses ethically, abiding & reviewing our governance periodically. Our Board is committed to have sustainability oversight, adhering to digital data security, abiding to all applicable laws & best practices, while maintaining integrity & transparency.

- **Training & Awareness**

SSL employees will receive training on the Sustainability Policy through online training modules, posters at applicable work sites etc. New employees will receive Sustainability Policy training as part of onboarding process.

Sustainability policy will be made available at Office locations and public domain on websites.

- **Responsibilities**

Ensuring Sustainability is the responsibility of everyone involved in our operations and value chain. Key roles and responsibilities for delivering our approach to Sustainability have been defined. The roles and responsibility matrix is available internally and shared with stakeholders.


- **Update and Review**

The Policy will be reviewed and updated every two years, or whenever any new relevant trends in Sustainability are identified or whenever there is a change in the strategic direction of SSL.

Feedback:

For any feedback or queries, please email at sustainability@sonata-software.com

Date: 17/04/23



Sign.....
CEO & MD

Policy Review Mechanism: Every 2 years by Top Leadership & Sustainability team

Documentation: Available as both hard & soft copy

Communication: Display at our website, location, Sonata One, Shared through internal mailers & available in annual report also.