

# ESG REPORT

2023





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# Introduction

Welcome to our 2023 Environmental, Social, and Governance (ESG) Report, which includes statistics and performance, as well as our company's strategy, progress, and continuous commitments to integrating ESG into our business for the fiscal year (January 1 to December 31).

We recognize the importance of a focused approach to effectively handle the broad range of factors contained by ESG (Environmental, Social, and Governance). To that purpose, we performed extensive research to determine the most important ESG issues for our stakeholders.

This research has led us to identify three critical goals, allowing us to maximize our effect. First and foremost, we are dedicated to addressing environmental concerns by utilizing digital technologies and other innovative techniques to reduce greenhouse gas emissions.

Second, our social focus is on attracting, employing, developing, and engaging a diverse pool of talent, as well as creating an inclusive and inviting workplace and workforce for everyone. Finally, our governance priorities include ethical compliance, data privacy, data security, and rigorous control of the company's financial reporting, risk management, and open communication with investors.



## Message from the CEO

We are proud of our industry's growth and flawless delivery, demonstrating our commitment to meeting and exceeding customer expectations.

Our team works collaboratively to achieve our clients' objectives by utilizing all available resources. This method allows us to use our digital expertise to positively benefit the community. To achieve our goals, we must consider the interests of many stakeholders.

At Photon, we prioritize making a good effect on our employees, clients, and communities. Our dedication to sustainability influences our decisions, not only as a goal.

**“Photon prioritizes the success of its team, customers, and communities. This dedication is profoundly engrained in our core principles and purpose. We prioritize our employees' well-being, customer satisfaction, and good community impact. We are committed to making a lasting impact on the lives of individuals we interact with...”**



**Srinivas Balasubramanian**

Founder, Chairman & CEO

# Corporate Overview

## About PHOTON

### WHO WE ARE

Photon is a leading provider of digital services and is the innovation partner of choice to major global enterprises. Photon uses its unique positioning and multiple capabilities to harness and deliver value to its customers. The Group's capabilities extend from strategic consulting to software delivery services, making it a full-service provider of digital services.

We design, develop, and support the most innovative digital experiences created for our client portfolio of leading global companies. We work with 40% of the Fortune 100 on their Digital initiatives and are known for our ability to integrate Strategy Consulting, Creative Design, and Technology on a scale.

Please visit [www.photon.com](http://www.photon.com) to learn more about us.

### WHAT WE DO

We bring digital innovation, product design thinking, and engineering excellence to make customers' experience sensational.

#### Experience

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Creative Services  
PWAs and ARDs Sites  
Mobile Apps  
Internet of Things  
Metaverse

#### Intelligence

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MarTech  
Data Tech and Analytics  
Personalization  
AI and Machine Learning  
Identity Management

#### Industries We Serve

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CPG Manufacturers, Food Services, Automotive, Retail, Pharma & Healthcare, Travel & Hospitality, Banking & Financial.

#### Execution

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Commerce Service  
Robotic Process Automation  
APIs and Microservices  
Cloud Services

#### Transformation

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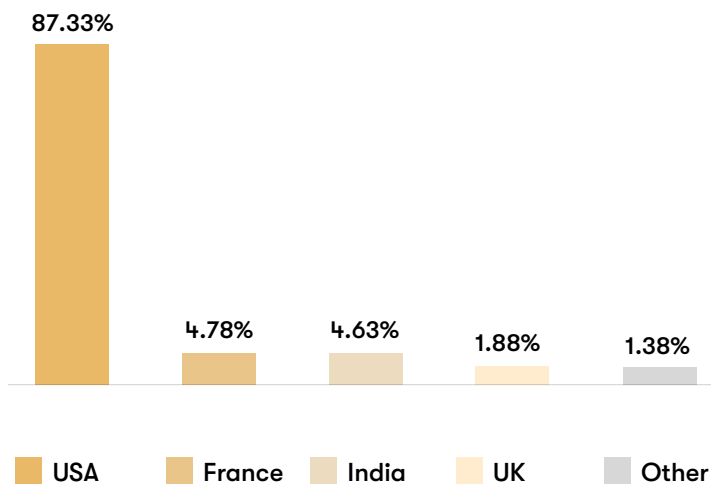
Digital Hyper Expansion  
Strategy Consulting  
GDPR & WCAG Compliance  
Photon Labs  
Photon Partners

# Photon At Glance

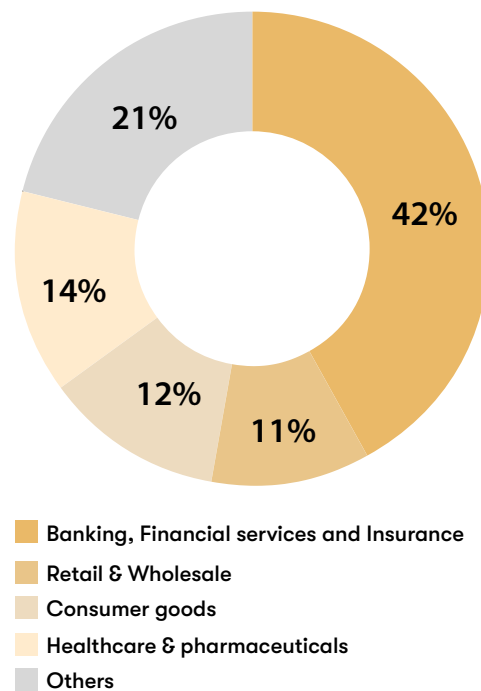
## Revenue Distribution

(Year 2023)

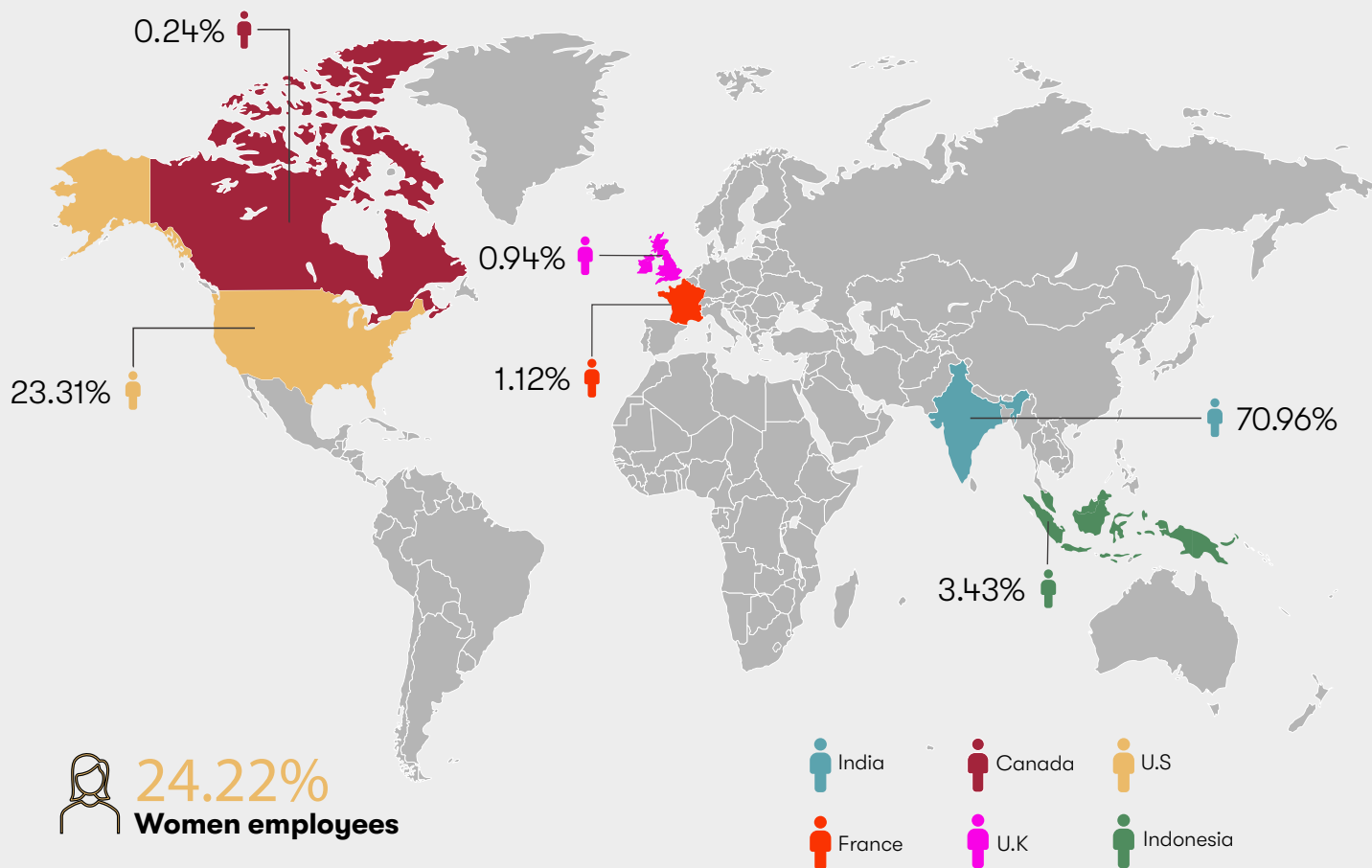
### Revenue by Country



### Revenue by sector



### Employee Distribution



# ESG IN PHOTON

Photon is dedicated to environmental, social, and governance (ESG) values. We have stayed transparent by openly reporting our ESG indicators and objectives. We have continued to be excellent business and environmental stewards, working to assist our stakeholders, reduce environmental impacts, and contribute to the communities in which we operate.

## Our ESG priorities for a sustainable future

### Priority A (by 2030)

Enhance the percentage of renewable electricity in our energy mix.

### Environment

### Priority B (by 2050)

Act on climate change by achieving carbon neutrality with net zero carbon emissions.

### Priority C (by 2024)

Promote a culture of lifelong learning by increasing annual learning hours per employee.

### Social

### Priority D (by 2024)

Promote a diverse & inclusive workplace while empowering women in the workforce.

### Priority E (by 2024)

Launch Speak up system for reporting Code of Conduct Breaches. We debuted for the fiscal year ending in December 2023.

### Governance

### Priority F (by 2024)

Safeguard and ensure the protection and security of data, infrastructure, and identities.



# Managing ESG Initiatives at Photon

Photon prioritizes the advancement of its ESG initiatives. We recognize the relevance of ESG factors and their impact on our business and stakeholders. As a result, we are committed to incorporating ESG considerations into all elements of our operations, from strategic planning to daily decision-making. By adding ESG factors to our decision-making process, we ensure that they are thoroughly analyzed and included in our judgments. This comprehensive plan enables us to predict and address potential environmental, social, and governance risks and challenges.

In terms of the environment, we want to lower our carbon footprint by emphasizing programs that combat climate change, save resources, and encourage sustainable practices. This involves using energy-efficient technologies, increasing renewable energy, and implementing responsible waste management initiatives.

In terms of social responsibility, we prioritize our employees' well-being and safety, as well as the communities in which we operate. We try to maintain a diverse and inclusive workforce, establish a friendly and respectful work environment, and positively contribute to local communities through a variety of activities. This may involve volunteering, philanthropy, or partnerships that address social issues and promote sustainable development.

Governance is essential for maintaining ethical practices, transparency, and accountability. We are committed to sustaining strong corporate governance standards, following all applicable rules and regulations, and encouraging honesty throughout our firm. This includes establishing strong risk management systems, conducting frequent audits, and practicing prudent financial activities.

By integrating ESG issues throughout our organization, we foster a culture of sustainability and responsibility. This method not only helps us handle possible hazards, but it also allows us to find chances for innovation and growth.





## Stakeholder Management

We understand that our firm and the actions we take impact a wide spectrum of stakeholders. We actively engage with these stakeholders and use the information gathered from their engagements. As a result, we gain valuable insights that allow us to better define our goals, refine our operating processes, and increase the quality and relevance of our reports.

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### Clients

Through our work, we strive to assist our customers in achieving more sustainable business outcomes while also meeting their own ESG objectives.

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### Employees

Our numerous commitments and social impact programs aim to engage employees, contribute to our company culture, and help people magnify their own impact in the world.

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### Suppliers

We collaborate with our suppliers and other business partners to provide added value to our clients, and we expect them to follow all applicable regulations.

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### Community

We intend to leverage our technological expertise and local collaboration projects to help strengthen the communities in which we work.

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# ENVIRONMENT

We identify environmental aspects of our activities and ensure that all applicable rules and regulations are obeyed in all our locations. We use material resources judiciously, extend the life of our IT equipment, and manage and reduce waste with care.

As an organization, we aspire to accelerate our progress toward having a net positive impact. We want to do 'better' for the environment rather than 'harm' since we can all contribute to prevent climate change with our activities at work and home.

## Highlights

### Highlights From 2023

**42%** of Total Electricity consumption of Photons operations in India is Renewable Energy

**100%** of Hyderabad office is Green-Powered\*

### Looking Forward To 2024

**AUDIT** our footprint and set clear Environmental targets

## Environmental Strategy

Our belief is that a modern organization should prioritize sustainability, and technology can play an important role in facilitating such efforts. Recognizing our role as a committed member of the global community, we recognize the interconnectedness of our future success and the health of the environment. Climate change is a major global concern that requires decisive economic leadership.

As a result, we have focused our efforts on lowering greenhouse gas emissions, which is where our operations have the greatest impact. In addition, we seek to use water more efficiently. By integrating our company strategy with sustainability goals, we hope to positively contribute to environmental preservation and create a more sustainable future.

## Environmental Goals

Our objective is to accelerate our progress towards achieving carbon neutrality in our operations. We are currently assessing our Environmental impact to establish clear goals and targets within next two years. Our strategy involves the following actions:

**01.** We adopt business practices that minimize the production of greenhouse gas emissions. This includes utilizing telecommunication technologies instead of traveling, implementing measures to reduce resource consumption and emphasizing recycling.

**02.** In cases where it is not feasible to completely avoid emissions from our operations, we will prioritize the use of facilities that possess environmentally friendly credentials. This includes employing energy-efficient lighting, exploring alternative solutions for transportation.

**03.** To compensate for any emissions that cannot be eliminated from our operations, we will engage in offsetting efforts. This involves supporting climate projects and collaborating with partners to reach our targets.

By implementing these measures, we are committed to reducing our carbon footprint and working towards a more sustainable future.



# Measuring Our Carbon Footprint

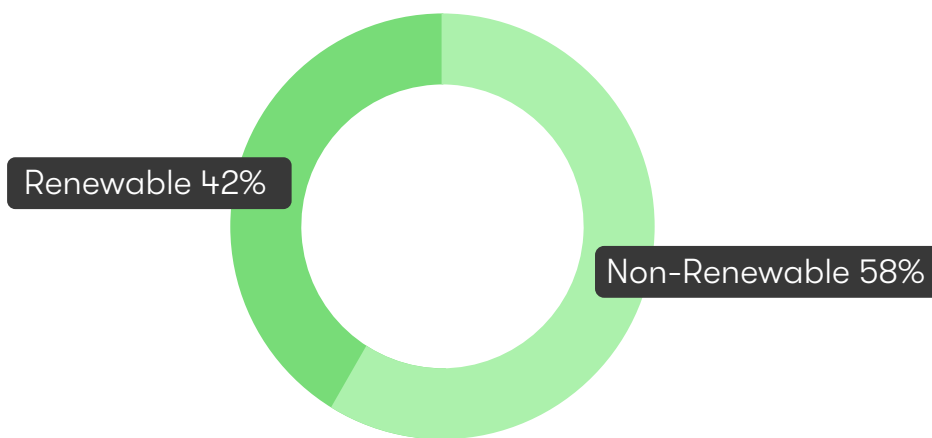
## Energy Management

The major source of energy consumption is from our office locations. We are collecting energy data and computed emissions from large headcount locations (India, the United States, and Indonesia). Employees at other locations use the 'Co workspace', so we are unable to collect data. Our total energy consumption increased from 1085.98 MWh to 1371.070 MWh as a result of the inclusion of some office building data from fiscal year 2023, as well as the expanding Photon's new office sites in India.

## Renewable Energy

Renewable energy can help achieve considerable emissions reductions without relying on carbon offsets. Our goal with the direct and indirect acquisition of renewable energy is to create demand and promote market growth. In India, where the renewable energy sector is still in its infancy, our Hyderabad campus has recently switched to 100% renewable energy. This milestone was achieved using a combination of hydro, solar, and wind power.

## Energy Consumption



## Our Energy consumption (2023) \*

Energy Consumption (MWh)	FY 2022	FY 2023
Renewable energy consumption	528.67	574.73
Non-Renewable energy consumption	557.31	796.34
Total Energy consumption	1085.98	1,371.07
Energy Intensity per Employee (Total energy consumption/total number of employees)	0.30	0.42



## GHG EMISSIONS

As a company, we understand the necessity of reducing our environmental effect. We understand that our office buildings electricity and corporate travel, and employee commutes are the primary sources of Photon's carbon footprint, which contributes to global climate change. We are committed to taking proactive steps to minimize our environmental effects in these areas. We hope to reduce our carbon emissions and contribute less to climate change by implementing sustainable practices, boosting energy efficiency, and researching alternative transportation options.

We recognize that even small actions, when taken collectively, can have a major impact, and we are committed to working toward a more sustainable future. Photon, as an IT company, does not have material Scope 1 emissions. We produce Scope 2 emissions from the electricity we consume. Also, our Scope 3 emissions come from asset purchase, e-waste generation, business travel, and employee commute.

Our Scope 2 emissions increased due to some office building data included in fiscal year 2023, as well as the expansion of Photon's office locations in India. Scope 3 - Business travel and other emissions are decreased as a result of employee's attrition.

GHG Emissions (Tonnes)	FY 2022	FY 2023
Scope 1	NA	NA
Scope 2		
Location - based	423	608
Market - based NA		
Scope 3		
Purchased Goods and Services	46	11
Waste Generated in Operations	7	2
Business Travel	602	518
Employee Commute	38,835	32,009
<b>Total Scope 1, 2 &amp; 3</b>	<b>39,913</b>	<b>33,148</b>

**\*All our Environmental data are based on records, but has not yet been verified by a third party**



## Waste Management

We believe that avoiding waste generation is the most effective way to reduce pollution. We aim to reduce environmental impacts and contribute to the mitigation of negative effects on the environment. As part of our environmental plan in 2023, we have implemented waste monitoring to ensure correct waste segregation, such as paper and food waste at certain of our office locations in India. Also, from some offices in the United States, we collected all the building waste and divided it among our shared areas.

**\* Total waste generated 14.87 Tonnes.**

## E-Waste management

Photon is committed to ensuring the safe and ecologically friendly disposal of electronic waste (e-waste) in compliance with applicable laws and regulations. We are committed to exchanging and promoting best practices in e-waste management, striving for increased efficiency for the greater good of the environment. Our commitment stems from a desire to ensure a sustainable and healthy natural environment for future generations. As an IT company, we generate e-waste as technology advances. When equipment, gadgets, or consumables like toner are identified as e-waste, we separate and dispose of the same to third party vendors in the designated places.

### E-Waste Disposed (2023) \*

	FY 2022	FY 2023
Assets Disposed (in numbers)	2790	797
Assets Disposed (in Kg)	6980	1980

## Water Management

We acknowledge the significance of advocating water conservation practices to safeguard this vital resource for future generations. As an IT company, Photon takes pride in its commitment to refrain from water withdrawal, discharge, or consumption in regions characterized by high or extremely high baseline water stress. Furthermore, we have identified no adverse environmental effects on water, and our offices in India are LEED Certified. We also consider the LEED certificates we have obtained, which highlight our dedication to the preservation of natural resources like water. We have begun monitoring water consumption for drinking water as well as water consumption from builders from our office premises beginning in fiscal year 2023 at certain of our office locations in India. Also, from some offices in the United States, we collected all the building water and divided it among our shared areas.

### \*Water Consumption (2023)

Total water consumption  
(Kilo Liters)

**1546**

Total Drinking water consumption  
(Kilo Liters)

**384**





# SOCIAL

We are sincerely devoted to creating a positive influence in the societies and communities we work in. It is more than just a gesture of kindness; it is a basic goal that drives our firm and helps us to live our core beliefs. Photon's success is dependent on the talents of our employees and the vitality of our communities. Photon invests in people across the employee lifetime, leveraging our resources and experience to drive inclusive growth.





## Highlights

### Highlights From 2023

2 Collaboration with non-governmental organizations for charitable purposes.

### Looking Forward To 2024

DEI enhances a gender-diverse workforce

## Our Culture

We help the world operate better by providing innovative products and services that increase company productivity and efficiency while also positively contributing to society. We can have the biggest influence on our clients, partners, employees, and the globe by creating an inclusive workplace that supports learning and exploring new ideas and innovative techniques.





## Supporting Our Employees

Photon believes that change and difficulties are constant. They also advocate for an "always-on-learning" strategy to empower and develop human talent on a wide scale, ensuring future readiness. This strategy seeks to modify the narrative in a variety of scenarios, beginning with early childhood schooling and progressing to satisfying jobs, as well as managing career transitions near the conclusion of one's professional path.

## Learning & Development

Photon also boosts the concepts of "Upskilling" and "Reskilling" for its employees, and constantly encourages its employees to participate in course nominations and certifications. Not only does this fill the gaps in skillsets within teams, but it also enables injection of rare skillset combos, which further enhances individual and team performances. Photon has a robust reimbursement policy that helps employees upskill and reskill themselves without having to burn a huge hole in their pockets.

We recently partnered with Microsoft to upskill our employees in Azure and have also identified and nominated participation for Sitecore certifications. There are several other opportunities that are in the pipeline for our employees.

# PhotonU

Photon's global career advancement strategy includes a talent development approach. This technique is part of a larger framework called Photon University.

This framework offers a variety of materials to help individuals develop their own career strategies. These tools help develop varied talents and offer practical applications.

As part of our ESG Initiative, we have provided Training from External Consultant to all the employees and published ESG Mandatory and Speak Up training courses to all employees through Photon U.

Pluralsight (2023)	FY 2022	FY 2023
No. of users enrolled	568	683
No. of users completed the assessment	361	376
No. of users skilled up	97	103
% of skill up	39.92%	39.77%





## Induction Program

Photon fosters learning and development, beginning with the New Hire Orientation Program for all new employees. The Induction Program provides new employees with comprehensive knowledge of the company's policies, processes, and culture, facilitating a seamless transition. The Onboarding Process includes the Induction Program, which is a three-part program.

### 1. Organization Overview

This session comprises mostly of a brief overview of Photon and its key stakeholders.

### 2. HR Benefits & Policies

This session covers payroll basics, insurance benefits, Okta, and Photon tools. It provides an overview of policies and processes.

### 3. Career Lattice & Culture Orientation

This session introduces new employees to the promotion matrix, performance rating system, culture orientation, and helps them adapt to their new work environment.

**In 2023, 98%** of the 1464 new employees successfully completed the Orientation Program.

**50%** of the new employees had taken part in the Culture Orientation Program.

### Academic Scholarship for Students

Photon supports students from economically weaker backgrounds, by providing funds to Srinivas Trust. We also support students who excel in sports on district, state, and national levels. Engineering and Diploma students at Vickram College of Engineering and Vickram Polytechnic College have benefited from this initiative, with tuition fees being partially or fully funded by Photon.



# SCHOLARSHIP

# Employee Engagement

## Mar'23 – International Women's Day

International Women's Day was celebrated across all locations globally. We hosted exclusive #EmbraceEquity interactive session for women employees with Senior Men & Women leaders as Panelist and workshop for India Women employees – "Be the CEO of Your Life."



## June'23 – Earth Day Celebration

We celebrated Earth Day 2023 by joining the global community in embracing this year's theme, #InvestInOurPlanet. As part of the celebration, our people from across India offices came together to participate in a Sapling Plantation Drive, showcasing our commitment to a greener future.

## July '23 – Long Service Award (Bangalore)

Tenure Recognition for employee who has completed 5 years, 10 years & 15 years. We hosted the Long Service Awards 2023 to honor our long-standing talent in India and celebrate their exceptional service of five, ten, and fifteen years at Photon. The festivities included our senior leadership, long-standing employees, and their families celebrating their remarkable journey with Photon.



# Employee Engagement

## Aug'23 – Independence Day Celebrations

We had Independence Day Celebrations across various offices of Photon - On the floor celebration.



## Nov'23 - Diwali Celebrations

**(Global):** Every Photon office had its own sparkle this Diwali '23, brimming with shared laughs, traditions, and abundant cheer. The celebrations were a vibrant display of our unity, shared joy, and Photon's commitment to embracing diverse cultures and festivities. The celebrations included Diya Painting, Bay decoration, Rangoli competitions, On the floor Celebrations.

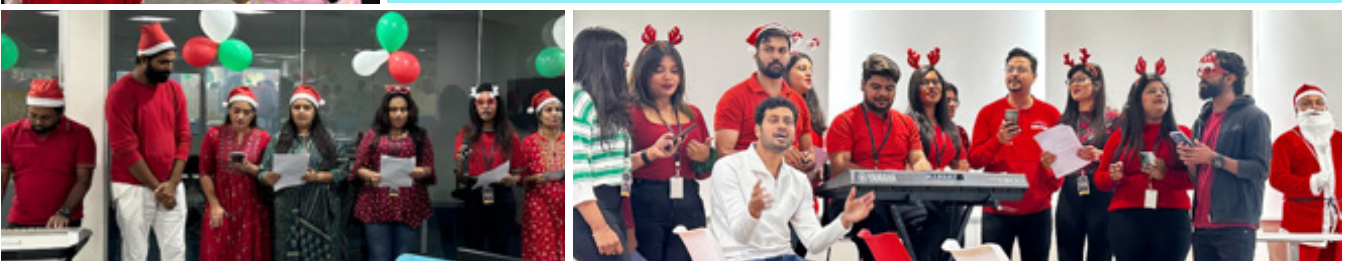
## Dec'23- Clothes Donation drive (Bangalore & Chennai)

Cloth Donation drive was initiated where employees donated clothes for less privileged people of society. Clean, used, or new clothes were donated in the donation boxes placed in our office reception areas to be distributed to less privileged people of society with the help of identified NGOs for both Chennai & Bangalore locations.



## Dec'23 - Christmas Celebrations (Global)

Christmas Celebrations were organized across various offices of Photon. The celebrations included Christmas Carol singing, Christmas Tree Décor, Bay decorations, On the floor celebrations



## Diversity, Equity, And Inclusion (DEI)

At Photon, we aggressively promote a culture of conscious inclusion and active involvement. We think that every individual has the ability to positively impact society while being their real selves at work. To accomplish this, we are committed to increasing the diversity of our staff, creating a flexible work environment, cultivating an inclusive culture, and pushing for equity both within and outside of Photon.

Photon's DEI program is critical to developing a diverse and inclusive workforce and establishing a sense of belonging. The company is confident that this approach results in a stronger and more fulfilled workforce. By emphasizing diversity, equity, and inclusion, Photon hopes to foster an environment in which every member feels appreciated, respected, and empowered to share their unique thoughts and experiences. This, in turn, improves employee happiness and organizational performance.

By actively supporting diversity, we hope to guarantee that our workforce represents a diverse range of backgrounds, experiences, and opinions. This variety fosters creativity, innovation, and empathy in our organization. We also recognize the value of a flexible work environment that meets individual needs and encourages work-life balance. By increasing flexibility, we allow our employees to bring their full selves to work, generating a sense of belonging and well-being.

Creating an inclusive culture is an essential component of our approach. We encourage respect, compassion, and empathy at all levels of the business, creating an environment in which employees feel appreciated and heard. Furthermore, our commitment to equity extends beyond our company's borders. We aggressively promote justice and equitable chances, both within our business and in society at large. We aspire to build a workplace that values and celebrates conscious inclusiveness, active involvement, and honest self-expression, which benefits both our employees and the greater community.

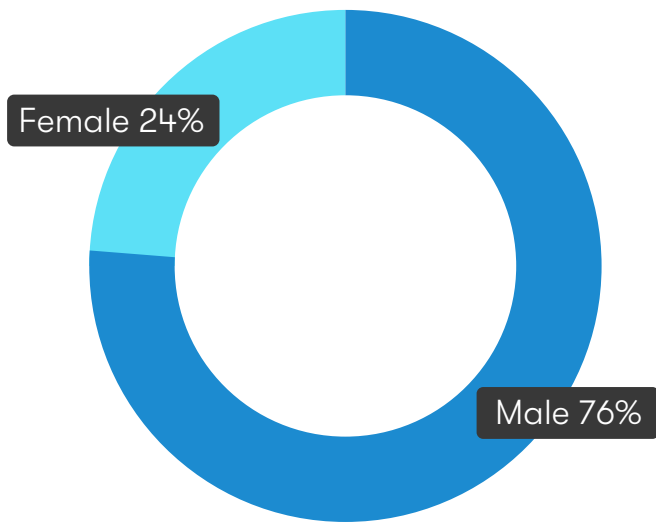
Gender diversity ratio saw a downturn this year primarily due to end of Work from home which resulted in increased attrition specially in women employees. Photon is reworking its employee benefits program to change this trend.



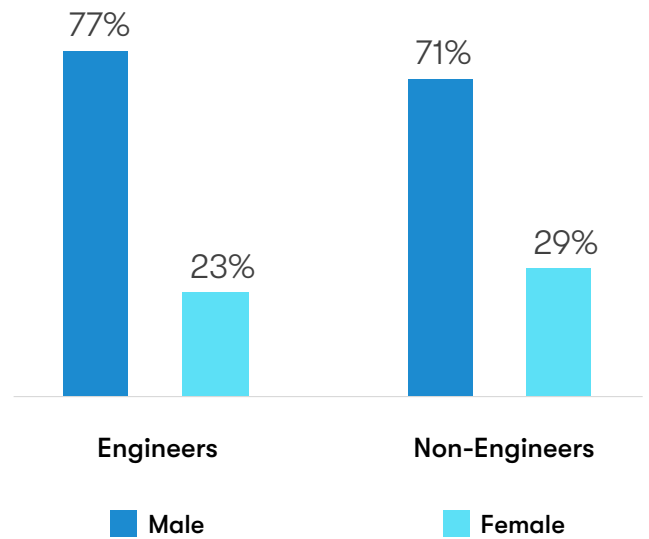


## By the Numbers - 2023 Employee Diversity

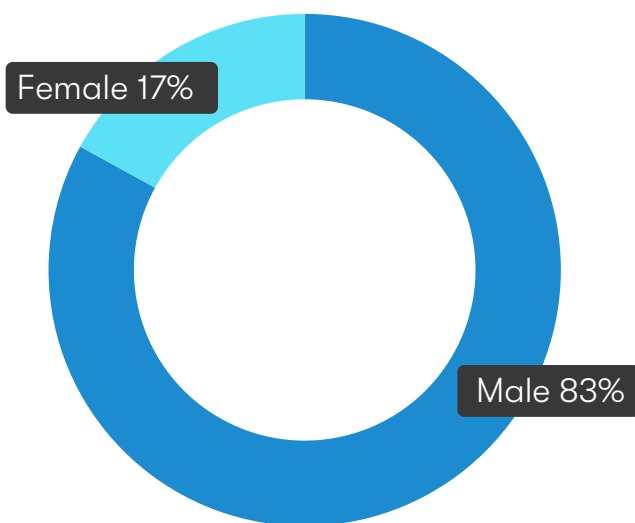
### Gender diversity



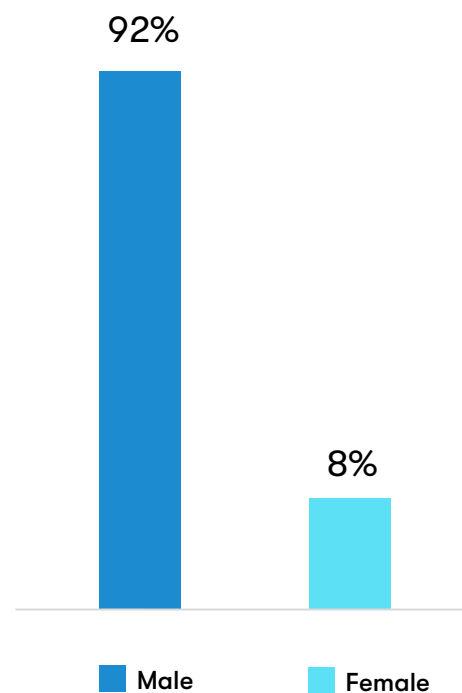
### Engineers vs Non-Engineers



### Senior & Middle Management by Gender

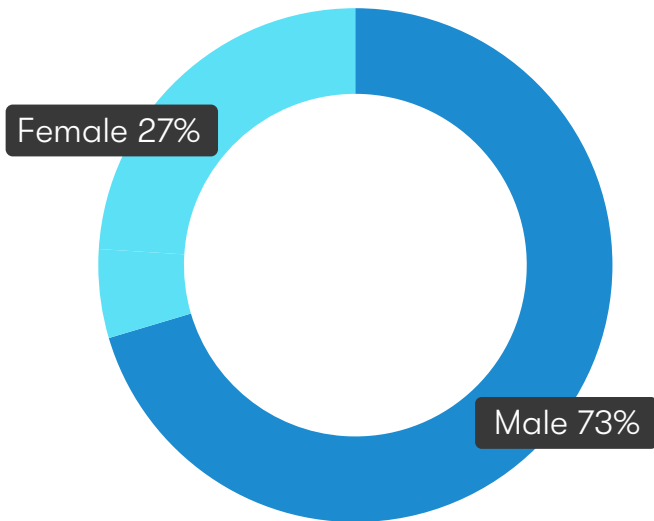


### Board Diversity

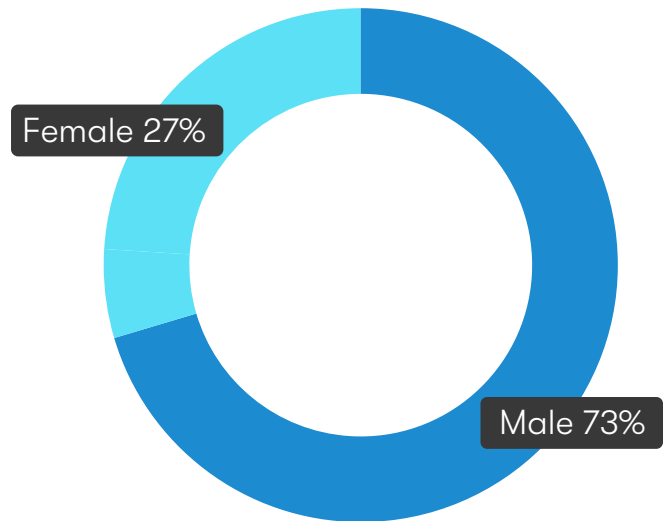


## By the Numbers - 2023 Employee New Hire & Turnover

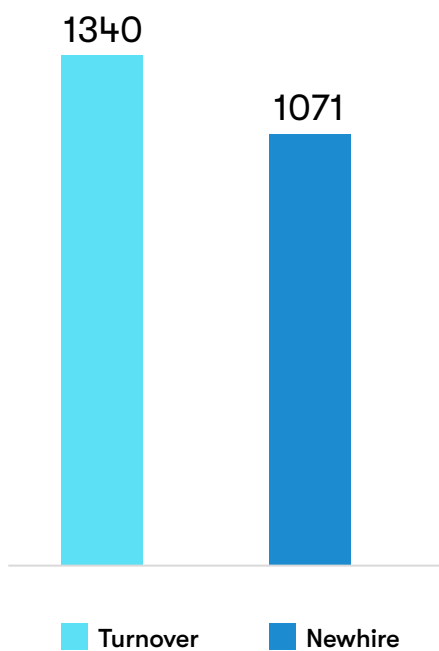
New Hire



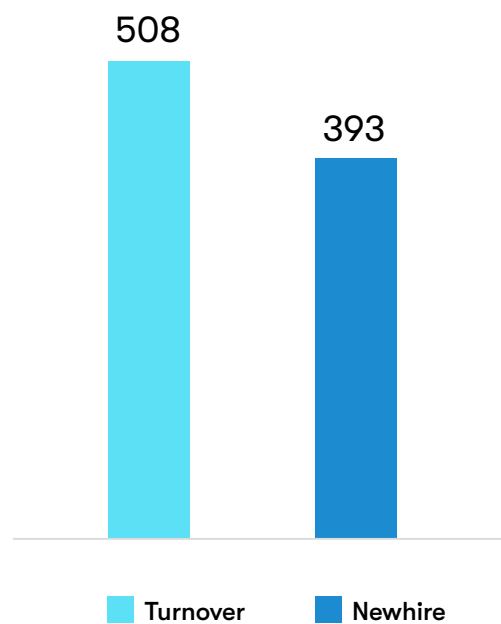
Turnover



Male New Hires vs  
Turnover



Female New Hires vs  
Turnover

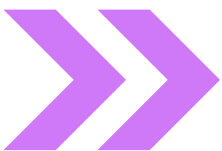




# GOVERNANCE

Our corporate governance reflects our ideals, including our culture, policies, and interactions with stakeholders. Integrity and transparency are crucial to our corporate governance strategy, driving our success and ensuring that our stakeholders' trust remains strong and grows.

We endeavor to do the right thing and provide a good example for others to follow. Our ideals center on intentional leadership and unshakable honesty.



## Highlights

The ESG Microsite and Speak Up site have been launched, as has the Speak Up Portal for all stakeholders.

## Corporate Governance

Photon adheres to corporate governance measures that strengthen our responsibility and transparency, developing an ethical commitment to prioritizing the best interests of our stakeholders.

Our commitment is to establish, adhere to, and implement exceptional corporate governance standards throughout all parts of our business operations. A strong leadership team ensures that effective corporate governance procedures are followed throughout the firm.

The Board Committee actively collaborates throughout the year to develop cutting-edge governance practices that set industry standards. Photon has 1 female director out of 13 directors.





## ESG Executive Committee

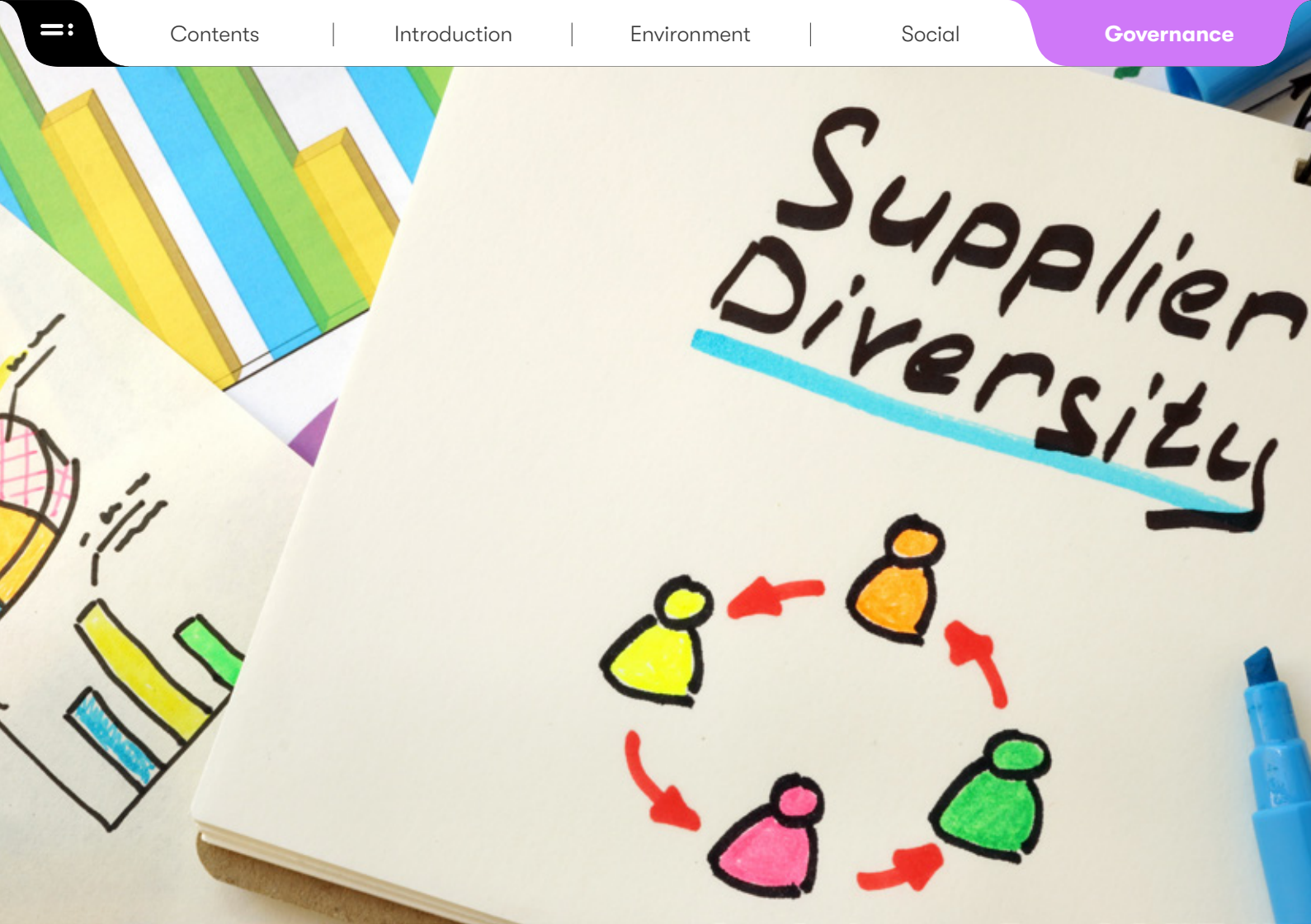
The ESG Executive Committee is responsible for overseeing the company's Environmental, Social, and Governance (ESG) initiatives and ensuring that the company operates in a sustainable and responsible manner.

The Chairperson will lead the meeting, set the agenda, and ensure that all members fulfill their responsibilities. Vice-chairperson will assist the Chairperson and assume the Chairperson's responsibilities in their absence. Photon also has members from various departments with relevant expertise. All the activities of the committee will be handled by the Committee Secretary.

## Supply Chain Management

Our value proposition includes active participation in our clients' supply chains, and we apply the same understanding of interrelated impacts to our own supply chain. Photon works with its suppliers to share this commitment and, as a result, has produced this Supplier Code of Conduct. Although Photon's suppliers may face varied legal and cultural situations, they are required to follow the Code in order to do business with Photon or any of its subsidiaries. Photon has two essential values: trust and transparency. These essential values, combined with our commitments to customers, suppliers, workers, and communities, serve as the cornerstone for our policy.

This policy will guarantee that all Photon purchases of goods and services adhere to the proper controls, processes, and fiduciary rigor.



## Supplier Diversity

Our goal with supplier diversity is to provide chances for eligible businesses owned by persons from varied backgrounds to engage as our suppliers.

The primary goals of Photon's Supplier Diversity Program are to provide opportunities to diverse suppliers while adhering to our procurement standards, to generate long-term value for our clients and communities, to supply competitively priced and dependable goods and services, and to allow us to maintain agility, disruptiveness, and a competitive edge in the market. Furthermore, we use our supplier diversity to meet the supplier variety needs of our corporate clients.

Our Supplier Diversity Policy demonstrates our commitment to working with historically underrepresented and diverse businesses, such as those owned by minorities, women, the disabled, LGBTQ+ people, and veterans.



## Health And Safety

Our organization is committed to the successful implementation of our environmental, health, and safety management system. This includes providing a safe and healthy working environment for our workers, contractors, business partners, visitors, and the larger community.

Our goal is to ensure the health and safety of our stakeholders. Our health and safety policy encompasses:

- 01.** Utilized a hazard identification grid to reduce priority hazards, including biomechanical, psychosocial, and biological.
- 02.** Develop an emergency plan, including activities for first aid, evacuation, drills, and training.
- 03.** Ensure safe and healthy working conditions to prevent injuries and occupational diseases. Foster a culture of health promotion to ensure work-life balance and manage risks and opportunities.

Employees and senior management's dedication to promoting a coexisting atmosphere, preventing workplace harassment, and ensuring people's dignity and integrity.

## Code Of Conduct And Ethics

We believe that adhering to the most severe business conduct and ethical principles is critical for responsible business operations. Our Code of Conduct and Ethics serves as a foundation for maintaining the highest ethical standards among our personnel. It complies with the legal standards established in applicable laws and regulations, such as those governing anti-bribery, anti-corruption, and the ethical management of conflicts of interest. Furthermore, it clearly explains our expectations for our employees' behavior.

Photons' Code of Conduct and Ethics Policy is intended to establish discipline and provide guidance to all of our stakeholders. It is the job of senior management to maintain the highest level of work discipline in the workplace. Serious misbehavior includes matters such as discipline, integrity, disregard of duty, insubordination, actions damaging to the organization's business interests, and absenteeism. Formal disciplinary action is typically used as a last resort to handle employee behavior issues. This procedure entails conducting investigations, accumulating reasonable proof of guilt, and carefully considering the facts of each case before taking official action.







## Anti-Bribery & Anti-Corruption

We follow a rigorous Anti-Bribery & Anti-Corruption policy that clearly states our position on bribery and corruption. The management team examines this policy on a regular basis to verify its effectiveness and alignment with developing standards and best practices.

The goal of our policy is to define the Company's and its employees' responsibilities in order to deter and prevent acts of bribery and corruption, as well as to provide information and guidance to those employees on how to recognize and deal with bribery and corruption issues.

Our Anti-Corruption Policy clearly states that we will not tolerate any sort of bribery or corruption. It demonstrates our commitment to conducting business responsibly and in full compliance with all applicable anti-corruption laws in the jurisdictions where we operate.



## Speak up mechanism

Photon established an External Speak Up system to simplify the reporting of concerns about unethical activity, actual or suspected fraud, or violations of the Company's Code of Conduct and Ethics. This portal is available to both employees and other stakeholders. Employees were educated on these reporting channels via training modules, ensuring that they were aware of the routes via which they may report any such concerns. Our Speak Up Protection Policy is intended to protect individuals who disclose misconduct within the firm, sometimes known as "whistleblowers". This strategy ensures that any issues about ethics and corruption are taken seriously and addressed swiftly by the company. Portal Link: <https://photon.integritymatters.in/>

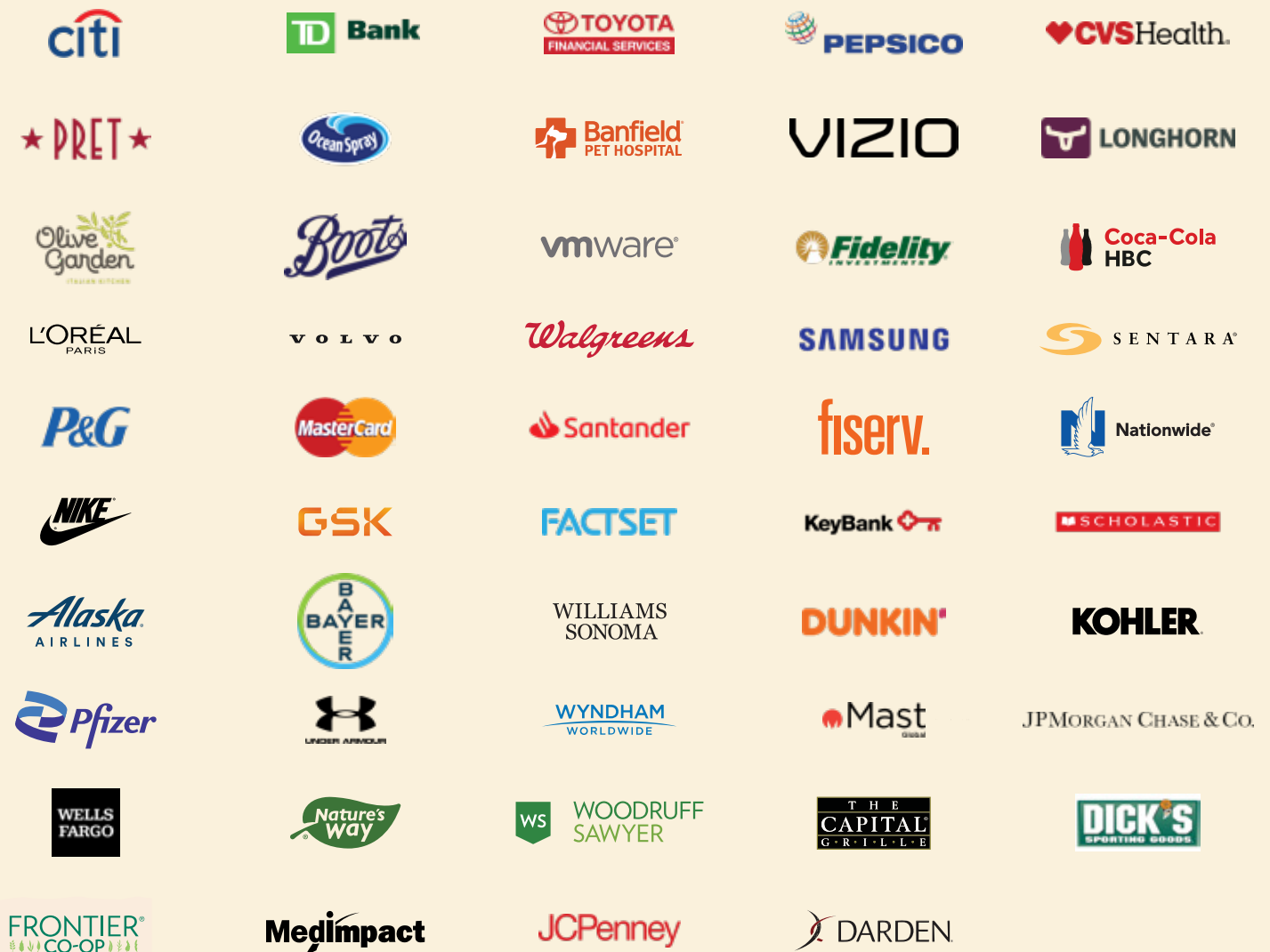
## Data Security

We are entrusted with a wealth of personal information from our collaborators, clients, and third parties. It is our unwavering commitment to handling this personal information in an ethical and lawful manner. We are constantly working to improve our technology and processes to ensure the protection of such information, making it a top priority to protect the privacy and confidentiality of the people whose information we manage.

As part of its social responsibility, Photon adheres to national and international compliance with data privacy laws. Photon has a strict policy for maintaining the confidentiality and security of the information we acquire from our clients. We do not disclose non-public personal information with unaffiliated third parties. Except for the purposes specified below, information is only shared with your consent and in conformity with all applicable laws. It provides vital information on how we manage your personal information.

# Our Customers

We partner with 40% of the Fortune 100 as their digital agency, consulting on mobile, cloud, AI, and multi-channel digital experiences, providing boots-on-the-ground support, and working closely with companies to fully empower their digital transformations.





Photon's mission is to help our clients embrace the power of digital technology. We are the digital transformation partner of choice for leading Fortune 500 companies. We offer an integrated approach combining Strategy Consulting, Creative Design, and Technology at scale.

Please visit  
[www.photon.com](http://www.photon.com) to learn more about us.

**Making Tomorrow Happen Today**

