

Orion Sustainability Report 2024–25

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Letter from the CEO

Dear Stakeholders,

It gives me great pride to present Orion Innovation's **Sustainability Report for FY 2024–25**. This report reflects not only our performance but also our unwavering commitment to building a sustainable, ethical, and resilient business.

At Orion, we believe sustainability is not a regulatory obligation but a **responsibility to society and the planet**. As a technology and consulting company, our environmental footprint is modest compared to heavy industries, yet we choose to lead voluntarily. Our guiding principle is simple: *to act today in ways that safeguard tomorrow*.

Our 2024–25 Journey

This year has been a milestone in many ways:

- We achieved independent verification of our GHG emissions across six offices, ensuring transparency and credibility.
- All 6 offices successfully obtained ISO 45001, ISO 14001, and ISO 50001 certification, reinforcing our commitment to energy efficiency and climate action.
- Our people remained our greatest strength — with zero workplace accidents, strong career development programs, and growing representation of women in leadership.
- We continue to strengthen our governance framework, with policies covering anti-corruption, whistleblower protection, and data security (GDPR).

Our Priorities

We have focused our efforts on the issues most critical to our stakeholders:

- **Climate Action:** Reducing Scope 1, 2, and 3 emissions in line with a 1.5°C pathway.
- **Energy Efficiency:** Driving continuous improvement through ISO 50001 and innovative technologies.
- **Social Responsibility:** Promoting diversity, equal pay, and continuous employee development.
- **Governance:** Ensuring ethical conduct, transparency, and data protection across all levels.

Looking Ahead

Our targets are ambitious but achievable:

- Net-Zero by 2050.
- Water neutrality across all sites by 2030.
- 100% e-waste recycling by 2026 as applicable.
- Women in leadership roles increased to 30% by 2030.

- Strengthened supplier ESG compliance and responsible sourcing.

These goals reflect our belief that **sustainability and business success go hand in hand**. By embedding sustainability into our strategy, Orion will continue to earn the trust of clients, employees, and communities.

Closing Thoughts

I extend my gratitude to every Orion employee, whose dedication and innovation make our progress possible. I also thank our clients, suppliers, regulators, and community partners for their trust and collaboration.

Together, we are building not just a successful company but a **responsible corporate citizen** that contributes to a more sustainable and equitable world.

Sincerely,

Brian Bronson
Chief Executive Officer
Orion Innovation

Orion at a Glance – Sustainability Highlights 2024–25

Company Snapshot

- **Industry:** Software & Consulting
- **Headcount:** 2,540 employees
- **Global Offices:** 6 (India – Mumbai, Ambattur, OMR, Coimbatore, Kochi, Edison - USA)
- **Core Belief:** “Voluntary Sustainability for Mother Earth”

Environmental Performance

GHG Emissions (Verified)

- Scope 1: **29.6 tCO₂e**
- Scope 2: **979.6 tCO₂e**
- Scope 3: **3,247.9 tCO₂e**
- **Total:** 4,257.1 tCO₂e

Energy

- ISO 50001, 14001 and across all six sites
- ENPI improvements across locations
- 5% annual intensity reduction target

Social Responsibility

People

- 28% women in the workforce
- 15% women in leadership roles
- Zero accidents (ISO 45001 aligned)
- Avg. 19 training hours/employee

Community

- 200+ students trained in digital literacy
- 8 oxygen concentrators donated to charity

Governance & Ethics

Integrity

- 0 confirmed corruption or fraud cases
- 0 whistleblower cases

Data Protection

- GDPR principles applied across all offices
- ISO 27001:2022 recertified for six offices
- SOC 2 Type 2

Future Targets

By 2030:

- 40% reduction in Scope 1 & 2 emissions
- 15% reduction in Scope 3 emissions, 2050 becomes carbon neutral
- 30% women in leadership roles
- 100% e-waste recycling
- Water neutrality

Executive Summary

About Orion

Orion Innovation is a global software and consulting company operating across six offices – Mumbai, Ambattur, OMR, Coimbatore, Kochi, and the United States. With a workforce of **2,540 professionals**, Orion delivers technology-enabled solutions to clients worldwide while committing to **voluntary sustainability leadership**.

Unlike many companies, Orion's sustainability initiatives are **not compliance-driven** but grounded in a commitment to **“Save Mother Earth.”** The company views sustainability as a long-term responsibility, embedding it in every aspect of governance, operations, and stakeholder engagement.

Key Highlights – 2024–25

- **GHG Emissions Verified:**
Total emissions **4,257.15 tCO₂e** across Scope 1, 2, and 3. Verified by **Citizen Verfica** with on-site checks and data validation.
- **ISO 50001 Certification:**
All six offices are certified under **ISO 50001 – Energy Management System**, ensuring efficient energy performance.
- **Energy Intensity Reduction:**
Achieved significant improvements, with ENPIs at or below national/regional benchmarks.
- **Zero Accident Record:**
Maintained ISO 45001-compliant safety system, ensuring **Zero Accidents** across all sites.
- **Employee Development:**
Average **18 training hours per employee**, including leadership and sustainability awareness programs.
- **Diversity & Inclusion:**
Women represent **28% of the workforce** and **15% in leadership roles**, with a target of 30% by 2030.
- **Community Engagement:**
Over 200 students trained in digital literacy and 8 oxygen concentrators donated to charity
- **Governance Strengthened:**
Policies in place for **anti-corruption, anti-fraud, whistleblower protection, data protection (GDPR), and sustainable supply chain**.

Material Issues

Orion conducted a **granular materiality analysis** aligned with GRI Standards, classifying issues into **High, Medium, and Low priority**.

- **High Priority:** GHG emissions, energy management, e-waste, employee health & safety, equal pay, diversity, sexual harassment prevention, anti-corruption, transparency, whistleblower, anti-fraud, information security (GDPR), and supplier practices.
- **Medium Priority:** Water consumption, office materials, living wage, gender pay gap.
- **Low Priority:** Biodiversity, forced/child labour, freedom of association.

This ensures Orion's focus remains on **the most relevant and impactful areas** for its operations and stakeholders.

Targets & Roadmap

Orion has set ambitious **2030 and 2050 targets**:

- **GHG Emissions:** 40% Scope 1 & 2 reduction, 15% Scope 3 reduction by 2030; Net-Zero by 2050.
- **Energy:** 5% annual intensity reduction; 100% renewable electricity in India by 2030.
- **Water:** Neutrality across all offices by 2030.
- **Waste:** 100% e-waste recycling by 2026; 50% paper reduction by 2027.
- **Social:** 30% women in leadership by 2030; 25 average training hours per employee by 2027; continued Zero Accident status.
- **Governance:** 100% supplier Code of Conduct compliance by 2026; 50% of Board sustainability-trained by 2030

Independent Verification

All data in this report is **independently verified**:

- **GHG Verification:** Conducted by Citizon Verfica.
- **ISO Certifications:** Maintained across quality, environment, health & safety, and energy management.
- **Third-Party Audits:** Confirmed compliance in data security, transparency, and anti-corruption.

Chapter 1: Sustainability at Orion

1.1 Introduction

Orion Innovation is a global software and consulting company that has placed sustainability at the core of its corporate strategy. As a **non-manufacturing, office-based organization**, Orion’s environmental and social impact differs from traditional industrial companies. Nevertheless, the company recognizes that its operations, supply chain, and client solutions play a pivotal role in shaping a sustainable future.

For Orion, sustainability is not driven by regulatory compulsion or cost savings. Instead, it is a **voluntary commitment to “Save Mother Earth”** by reducing environmental footprints, supporting employees, and fostering responsible business practices. This approach ensures that sustainability is embedded in corporate values and long-term resilience.

1.2 Our Philosophy

Voluntary Action: Orion undertakes all sustainability measures as a self-driven responsibility, not because of mandatory requirements.

- **Step-by-Step Improvement:** Starting with climate change and water, expanding to biodiversity in 2026 and beyond.
- **Beyond Compliance:** ISO certifications and third-party verifications are embraced not merely for compliance but as tools for continuous improvement.
- **Transparency:** Sustainability performance is openly reported, with independent verification for credibility.
- **People-Centric:** Employee safety, well-being, and development are integral to sustainable growth.

1.3 Governance Structure

Orion has established a **robust sustainability governance model** to ensure accountability at the highest level:

Level	Role	Responsibility
Board of Directors	Oversight	Annual review of environmental and social risks approves targets.
Chief Compliance Officer (CCO)	Leadership	Reports directly to the Board; responsible for environmental strategy, risks, and opportunities.
Sustainability Committee	Cross-functional	Includes representatives from HR, Learning & Development Admin, IT, Finance & Compliance; reviews sustainability performance quarterly.
Office Admin Heads	Operational leads	Implement energy, water, and waste programs at each office location.
Employees	Participation	Engage in awareness, reporting, and improvement programs.

This governance system ensures integration of sustainability into corporate decision-making and day-to-day operations.

1.4 Stakeholder Engagement

Orion recognizes that effective sustainability strategies require input from stakeholders. Engagement mechanisms include:

- **Employees:** Training, virtual meetings, safety drills, competitions, and suggestion schemes.
- **Clients:** Collaboration on sustainable IT solutions, carbon footprint awareness.
- **Suppliers & Partners:** Responsible sourcing requirements, policy adherence, and dialogue.
- **Regulators & Industry Bodies:** Voluntary disclosures aligned with GRI, ISO, and UN SDGs.
- **Communities:** CSR projects in education, digital literacy, and volunteering.



1.5 Materiality Analysis

Following GRI Standards, Orion conducted a **materiality assessment** in 2024 to identify environmental, social, and governance topics most relevant to its operations and stakeholders.

Materiality Analysis Framework – Orion 2024–25

Scoring Methodology (Three-Level)

- **High Priority:** 3.5 – 5.0
- **Medium Priority:** 2.0 – 3.4
- **Low Priority:** 1.0 – 1.9

Table: Materiality Assessment (Final Version)

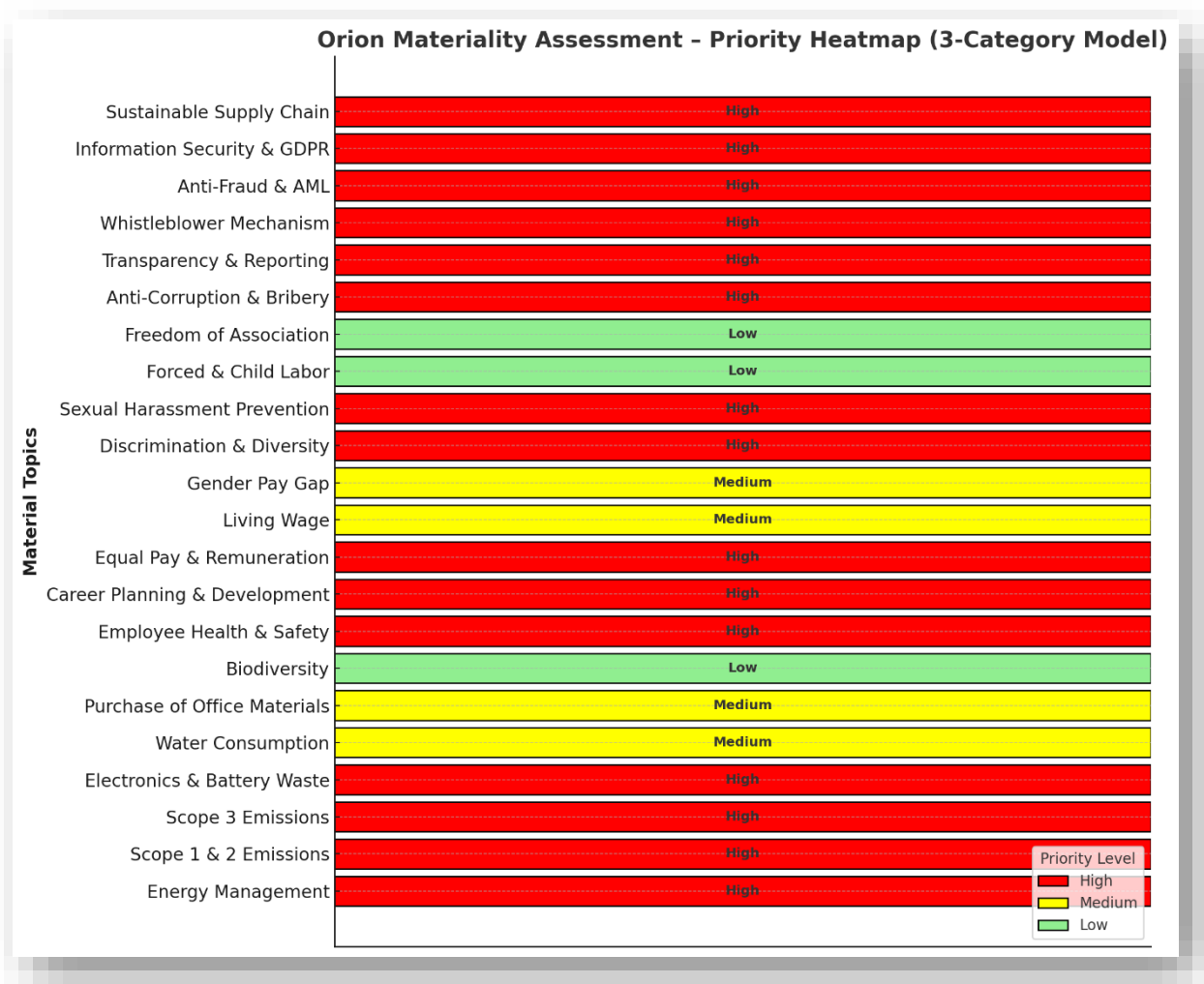
Category	Material Topic	Impact (1–5)	Stakeholder Importance (1–5)	Weighted Average	Priority	Regional Notes
Environmental	Energy Management	5	5	5.0	High	Major footprint driver; ISO 50001 certified.
	Scope 1 & 2 Emissions	4	5	4.5	High	Directly verified & reported.
	Scope 3 Emissions (Travel, Commute, Purchases, Leased Assets)	4	4	4.0	High	Largest share of emissions.

Category	Material Topic	Impact (1–5)	Stakeholder Importance (1–5)	Weighted Average	Priority	Regional Notes
	Electronics & Battery Waste	4	4	4.0	High	E-waste compliance key issue.
	Water Consumption	2	2	2.0	Medium	Minimal usage, office sanitation only.
	Purchase of Office Materials	2	2	2.0	Medium	Limited to IT hardware, paper.
	Biodiversity	1	1	1.0	Low	No impact due to city-based operations.
Social & Labor Practices	Employee Health & Safety	5	5	5.0	High	Zero accidents; ergonomics essential.
	Career Planning & Development	3	4	3.5	High	Retention and growth driver.
	Equal Pay & Remuneration	4	5	4.5	High	Global stakeholder expectation.
	Living Wage (Fair Compensation)	3	3	3.0	Medium	ESG disclosure need; offices comply.
	Gender Pay Gap	2	3	2.5	Medium	Minor but visible reporting expectation.
	Discrimination & Diversity (Gender, Inclusion)	4	4	4.0	High	Critical stakeholder focus.
	Sexual Harassment Prevention	5	5	5.0	High	Zero tolerance; mandatory compliance.
	Forced & Child Labor	1	1	1.0	Low	Not relevant to Orion's operations.
	Freedom of Association	1	2	1.5	Low	Non-unionized, office context.
Governance & Ethics	Anti-Corruption & Bribery	5	5	5.0	High	Integrity risk in consulting contracts.
	Transparency & Reporting	4	5	4.5	High	Third-party verified disclosures.

Category	Material Topic	Impact (1–5)	Stakeholder Importance (1–5)	Weighted Average	Priority	Regional Notes
	Whistleblower Mechanism	4	4	4.0	High	Build trust & accountability.
	Anti-Fraud & Anti-Money Laundering	4	4	4.0	High	Essential governance safeguard.
	Information Security & Data Protection (incl. GDPR)	5	5	5.0	High	Core to IT/consulting operations; high client expectation.
	Sustainable Supply Chain (Supplier Environmental, Labor, Ethics)	3	4	3.5	High	IT & service vendor due diligence.

Summary by Priority

- **High Priority Topics (≥3.5):**
 - Environmental: Energy, Scope 1 & 2, Scope 3, E-waste
 - Social: Health & Safety, Career Planning, Equal Pay, Discrimination & Diversity, Sexual Harassment
 - Governance: Anti-Corruption, Transparency, Whistleblower, Anti-Fraud, **Information Security & GDPR**, Sustainable Supply Chain
- **Medium Priority Topics (2.0–3.4):**
Water, Purchase of Office Materials, Living Wage, Gender Pay Gap
- **Low Priority Topics (≤1.9):**
Biodiversity, Forced & Child Labor, Freedom of Association



Understanding Materiality at Orion

Materiality analysis is a cornerstone of Orion’s sustainability strategy. It enables the company to focus on the environmental, social, and governance (ESG) issues that matter most to its stakeholders while reflecting the actual impacts of its business operations. As a global software and consulting company with six office locations, Orion does not face the same risks as manufacturing or extractive industries. Instead, its sustainability profile is shaped by its energy consumption, employee well-being, information security, and ethical governance.

In 2024–25, Orion applied a **Granular Materiality Framework** aligned with the **GRI Standards**. The process involved a structured evaluation of:

- **Impact:** The potential operational, financial, and reputational consequences of each topic.
- **Stakeholder Importance:** The level of expectation and pressure from employees, clients, regulators, and community stakeholders.
- **Regional Weighting:** Considering Orion’s workforce distribution (~85% India, ~15% US/global) to emphasize issues most relevant in India, where the majority of employees are based.

Each material topic was scored on a scale of 1 to 5 for both Impact and Stakeholder Importance. Scores were averaged and mapped into three categories:

- **High Priority (≥ 3.5)** – issues most significant for Orion and its stakeholders.
- **Medium Priority (2.0–3.4)** – relevant issues requiring monitoring and gradual improvement.
- **Low Priority (≤ 1.9)** – issues of limited relevance to Orion’s office-based operations.

Results of the Materiality Assessment

The outcome of the analysis is summarized in the **Orion Materiality Heatmap** (see figure). The results can be interpreted across the three categories:

High Priority Topics (Red):

These represent the most pressing sustainability issues for Orion. They include:

- **Environmental:** Energy management, Scope 1 & 2 emissions, Scope 3 emissions (business travel, employee commute, purchases, leased assets), and electronic/battery waste.
- **Social:** Employee health and safety, career planning and development, equal pay, diversity and inclusion, and prevention of sexual harassment.
- **Governance:** Anti-corruption and bribery, transparency and reporting, whistleblower mechanism, anti-fraud and anti-money laundering, **information security and GDPR compliance**, and sustainable supply chain practices.

High-priority topics are where Orion will focus most of its strategy, investment, and performance monitoring in the coming years. They align strongly with stakeholder expectations, regulatory trends, and Orion’s own operational realities.

Medium Priority Topics (Yellow):

These topics are relevant but do not represent immediate strategic risks. They include water consumption, purchase of office materials, living wage, and gender pay gap. While their direct impact on Orion’s operations is limited, they will be tracked and progressively improved, particularly as ESG disclosure frameworks increasingly require transparency in these areas.

Low Priority Topics (Green):

Certain issues are less material to Orion’s context. Biodiversity forced and child labour, and freedom of association were classified as low priority. Orion operates in urban office environments, where biodiversity impact is negligible, and maintains robust HR systems that make risks of forced labour, child labour, or union suppression irrelevant. These topics are recognized for completeness but are not central to Orion’s sustainability strategy.

Strategic Implications

The materiality analysis confirms that Orion’s sustainability approach must be anchored in:

1. **Climate Action and Energy Efficiency** – reducing carbon emissions across all scopes.
2. **Employee Well-being and Equal Opportunity** – ensuring a safe, inclusive, and equitable workplace.
3. **Ethical Governance and Digital Responsibility** – maintaining integrity, transparency, and strong information security. Medium and low priority topics will be managed through

monitoring, disclosure, and policy reinforcement, ensuring Orion contains comprehensive ESG coverage while prioritizing it.

Here is the **updated heatmap (3-category model)** for Orion's Materiality Assessment:

- **Red = High Priority** (Energy, GHG, E-waste, Employee Well-being, Governance, Information Security/GDPR, etc.)
- **Yellow = Medium Priority** (Water, Office Materials, Living Wage, Gender Pay Gap)
- **Green = Low Priority** (Biodiversity, Forced/Child Labor, Freedom of Association)

1.6 Sustainability Journey

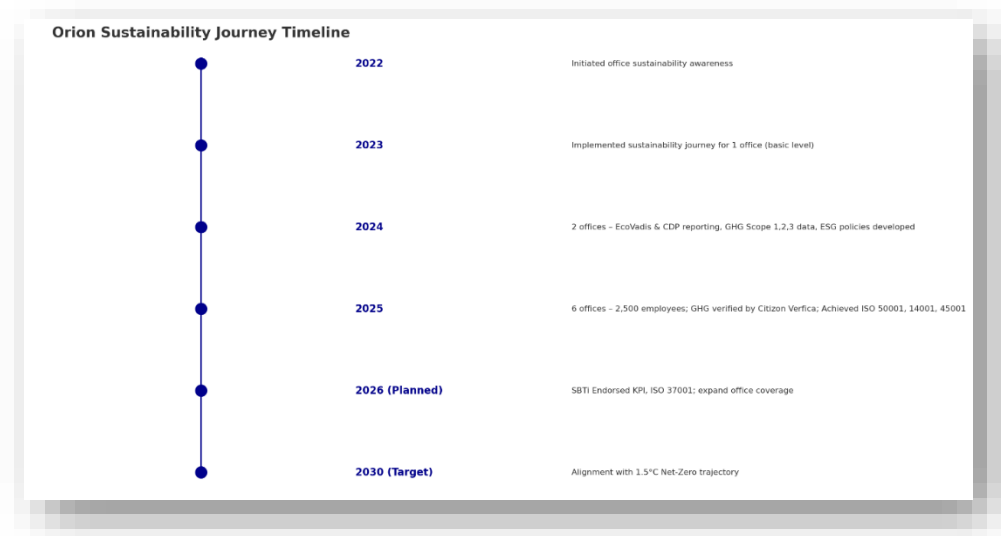
Orion's sustainability journey demonstrates a steady, structured progression:

- **2022:** Initiated office Sustainability awareness.
- **2023:** Implemented the Sustainability journey for the office for basic level.
- **2024:** Implemented the Sustainability journey for two offices, EcoVadis and CDP reporting, GHG data collection and scope 1, 2 and 3 reporting, all ESG Policies are developed
- **2025:** ESG implemented for six offices covers almost 2500 employees, GHG emissions verified by Citizon Verfica across six offices Achieved ISO 50001, ISO 14001 and 45001 certifications for all six offices.
- **2026 (Planned):** SBTi Endorsed KPI, ISO 37001, may be added some more offices to enhance the coverage
- **2030 (Target):** Alignment with 1.5°C net-zero trajectory.

1.7 Key Commitments

1. **Climate Change:** Reduce Scope 1, 2, and 3 emissions by setting targets (see Chapter 6).
2. **Energy:** Achieve annual 5% energy efficiency improvements across offices up to 2026, Shall review for other carbon offset mechanism for improvement in overall carbon reduction
3. **Water:** Begin measurement in 2026–27, moving towards water neutrality by 2030.
4. **Biodiversity:** Engage urban biodiversity initiatives from 2026.
5. **People:** Maintain zero accident status and ensure 100% ergonomic coverage.
6. **Ethics:** Uphold strong anti-fraud, AML, and anti-corruption practices.
7. **Transparency:** Publicly disclose performance data annually, verified by third parties.

1.8 Sustainability Timeline Visual



1.9 Link to UN Sustainable Development Goals (SDGs)

Orion’s sustainability activities contribute directly to the following SDGs:

SDG	Contribution
SDG 7: Affordable & Clean Energy	ISO 50001 certified energy management; office energy efficiency.
SDG 8: Decent Work & Economic Growth	Employee health & safety, zero accidents, ergonomic programs.
SDG 12: Responsible Consumption & Production	E-waste recycling, sustainable procurement policy.
SDG 13: Climate Action	Scope 1, 2, 3 GHG reporting, reduction targets, net-zero trajectory.
SDG 16: Peace, Justice & Strong Institutions	Whistleblower, anti-corruption, AML, and transparency policies.

Sustainability at Orion is **a deliberate choice, not an obligation**. By embedding sustainability in its governance, strategy, and operations, Orion ensures resilience, credibility, and alignment with global frameworks.

This chapter lays the foundation for deeper insights into **environmental, social, and governance performance**, which are elaborated in the following chapters.

Chapter 2: Environmental Performance

2.1 Climate Change and Greenhouse Gas (GHG) Emissions

2.1.1 Overview

Climate change is a defining challenge of the 21st century. As a global software and consulting company, Orion’s emissions are relatively low compared to heavy industries. However, its **responsibility lies in reducing its operational footprint** (energy, travel, commuting, purchased goods) and setting an example for the professional services sector.

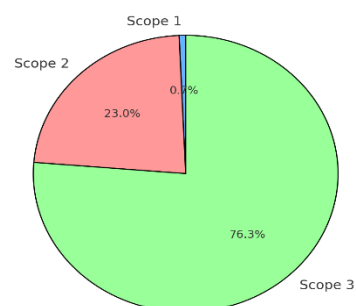
In 2024–25, Orion undertook a comprehensive GHG inventory across **six global offices** (Mumbai, Ambattur, OMR, Coimbatore, Kochi, and the US). The inventory covered **Scope 1, Scope 2, and Scope 3 emissions**, verified by **Citizen Verifica** through site visits, raw data checks, and independent assurance.

2.1.2 Emissions by Scope

Total emissions (FY 2024–25): 4,257.15 tCO₂e

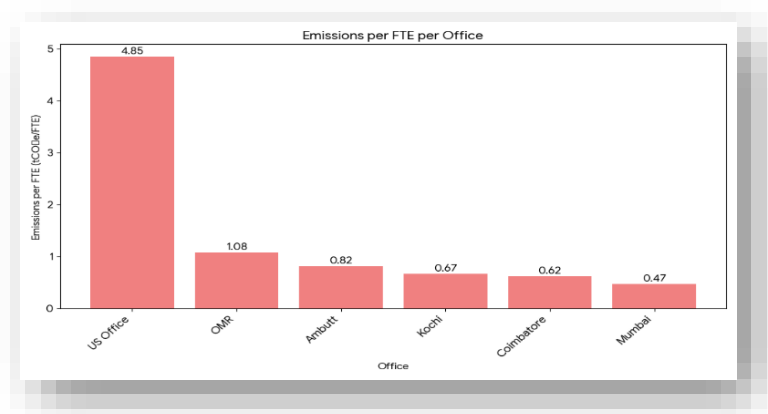
Scope	Emission (tCO ₂ e)	% of Total	Key Sources
Scope 1	29.60	0.7%	Fuel use (back-up gensets, limited fleet)
Scope 2	979.63	23.0%	Purchased electricity
Scope 3	3,247.91	76.3%	Business travel, employee commuting, purchased goods & services, leased assets

Orion GHG Emissions by Scope (tCO₂e)



2.1.3 GHG Intensity

- **Scope 1,2 and 3(limited) Per FTE (employee):**
 - FY 2024–25: **1.68 tCO₂e/FTE**



Typical Benchmarks – tCO₂e per FTE per Year

Scope Coverage	Benchmark Range (tCO ₂ e/FTE/year)	Remarks
Scope 1 + Scope 2 only	0.5 – 1.2	Efficient office with renewable sourcing at lower end
Scope 1 + 2 + limited Scope 3	1.5 – 3.0	Includes business travel and commuting
Full Scope 1, 2, 3	3.0 – 6.0	Includes upstream purchases, travel, waste, capital goods, etc.
Best-in-class (green offices)	< 1.0	LEED/GRIHA/Net-zero certified buildings, 100% RE powered
Industry average (India)	~2.5 – 4.0	Based on CDP, EcoVadis, and BRSR disclosures of Indian IT/ITES sector

Sources: CDP and EcoVadis Disclosures, Companies in India’s IT/ITES sector disclosed Scope 1+2+3 intensity of ~2.5 to 4.0 tCO₂e/FTE/year. India BRSR (Business Responsibility & Sustainability Reports)

2.1.4 Verification

GHG inventory was **independently verified** by Citizon Verfica, covering:

- On-site audits at six offices.
- Sampling and testing raw data (utility bills, travel records, procurement).
- Alignment with **GHG Protocol and ISO 14064** standards.

2.1.5 Reduction Targets

Aligned with the **1.5°C pathway**, Orion commits to:

- **Scope 1 & 2:** Near-term Target 10% up to 2028 and then 40% reduction by 2030.
- **Scope 3:** 10% reduction by 2028, then up to 2050, 40% reduction in 2030
- **Total net-zero ambitions:** By 2050.

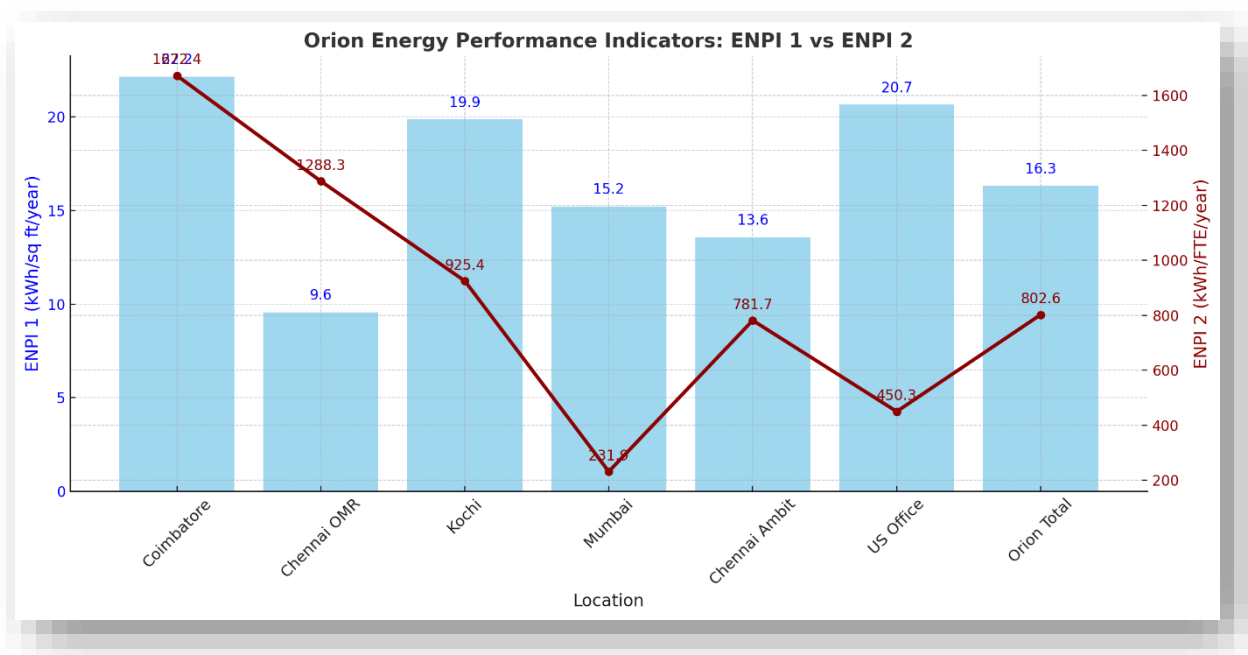
(Progress is reviewed annually, with transparent disclosure.)

2.2 Energy Performance

2.2.1 Overview

Energy use is Orion’s **largest direct operational impact**. Offices rely primarily on grid electricity, with some diesel use for emergency power. Orion implemented **ISO 50001: Energy Management System** across all six offices in 2024–25.

2.2.2 Energy Use and ENPIs



2.2.3 Benchmarks

- **India (South Region):** Office energy benchmark = ~18–20 kWh/sq ft/year.
- **Edison (US):** Office benchmark = ~22–24 kWh/sq ft/year.
- **Energy per FTE** – Efficient Office = ~ < 1200 kWh/FTE/year, Modern IT campuses, LED lighting, occupancy sensors, etc.
- Orion’s ENPIs are **at or below benchmarks**, reflecting efficiency measures

2.2.4 Energy Initiatives

- Transition to **LED lighting** in all offices.
- Smart sensors for HVAC optimization.
- Employee awareness campaigns (“Switch it Off”).
- ISO 50001 EnMS certified offices

2.3 Water Management

2.3.1 Overview

Water consumption in Orion’s offices is limited to sanitation and canteens. While the impact is small, Orion is committed to **measuring and reducing usage** in alignment with global water stewardship frameworks.

2.3.2 Roadmap

- 2025–26: Install submeters at all offices.
- 2026–27: Implement water reuse/recycling in Indian offices.
- 2030: Aim for **water neutrality** across all sites.

2.4 Waste Management

2.4.1 Overview

The most material waste issue for Orion is **electronic and battery waste**. Office operations also generate paper, cafeteria, and packaging waste, but in smaller volumes.

2.4.2 Initiatives

- 100% vendor compliance with **E-Waste Rules 2016 (India)**.
- “**Digital First**” policy to minimize paper use.
- Cafeteria composting pilot (Kochi office).

2.5 Conclusion of Chapter 2

Orion’s environmental performance in 2024–25 demonstrates **serious commitment to voluntary climate action**. With verified GHG data, ISO 50001 certification, and clear water and waste baselines, Orion has built a strong foundation.

The company’s **priority for the coming years** will be:

- Continuing to cut emissions per FTE.
- Strengthening Scope 3 management (travel, procurement).
- Expanding renewable energy use.
- Beginning water neutrality and waste circularity initiatives.

Chapter 3: Social Responsibility

3.1 Employees – The Heart of Orion

3.1.1 Workforce Profile

Orion employs **2,540 professionals** across six global offices, with approximately **85% based in India** and the rest in the US.

The workforce is highly skilled, reflecting Orion’s focus on consulting, IT services, and digital solutions.

Key Workforce Indicators (FY 2024–25):

Indicator	Value
Total Employees	2,540
% India	85%
% US	15%
Gender Ratio	72% Male, 28% Female
Average Age	32 years
Average Tenure	4.5 years

3.1.2 Health & Safety

Orion achieved a **Zero Accident status** in FY 2024–25, continuing a track record of strong occupational health and safety.

Key Practices:

- ISO 45001 certified system for occupational health & safety.
- Regular **mock drills, safety audits, and emergency preparedness** training.
- Ergonomic workstation assessments to minimize musculoskeletal risks.
- Mental health and stress management workshops.

Metrics:

- Lost Time Injury Frequency Rate (LTIFR): 0.0
- % of workforce covered by safety training: 100%

3.1.3 Training & Development

Orion invests in **career growth and continuous learning**.

2024–25 Highlights:

- Average **training hours per employee**: 19
- **Leadership development program** rolled out for mid-level managers.
- Mandatory ESG awareness sessions for all employees.

- **Career planning framework** has been introduced, linking training with promotion pathways.

3.1.4 Diversity, Equity, and Inclusion

Orion embraces diversity as a core value.

- **Equal Pay:** Pay parity analysis conducted annually; no significant discrepancies found.
- **Gender Pay Gap:** <3% variance between male and female employees of similar grade.
- **Policies in place:** Non-discrimination, equal opportunity, sexual harassment prevention (POSH compliance).
- **Women in leadership roles:** 15% (target to reach 30% by 2030).

3.1.5 Employee Engagement

- Conducted Engagement survey 65 % employee Satisfaction
- Recognition programs (“Orion Star Awards”).
- Open grievance mechanism accessible via HR portal.
- Sustainability awareness is achieved through training.

3.2 Communities – Shared Value Creation

3.2.1 CSR Philosophy

As a consulting and IT company, Orion’s primary social impact comes through **knowledge transfer, digital literacy, and volunteering**.

CSR is not limited to compliance but is aligned with SDGs and stakeholder needs.

3.2.2 Key Community Initiatives (2024–25)

1. **Digital Literacy Program (India):**
 - Trained 200 students in basic computer skills.
2. **Women in Tech Mentorship:**
 - Women empowering reimagine – Empowering women rejoining the workforce after a career gap

3.2.3 Impact Measurement

Initiative	Beneficiaries
Digital Literacy	2,00 students

3.3 Human Rights & Ethics

3.3.1 Commitment

Orion’s operations are guided by international frameworks, including:

- UN Guiding Principles on Business & Human Rights.

- ILO Core Conventions.
- GRI and ASI Performance Standards.

3.3.2 Policies in Place

- **Code of Conduct:** Covers employees, suppliers, and partners.
- **Anti-Corruption Policy:** Zero tolerance for bribery or unethical practices.
- **Whistleblower Policy:** Confidential reporting, protection from retaliation.
- **Anti-Fraud & AML Policy:** Regular audits and training.
- **Data Protection & Information Security Policy (GDPR aligned).**

3.3.3 Monitoring & Training

- 100% of employees trained in ethics and compliance.
- Quarterly review by the Compliance Committee.
- Third-party audits to verify adherence.

3.3.4 Key Outcomes (2024–25)

- **Corruption cases reported:** 0
- **Confirmed cases of discrimination:** 0

3.3.5 Future Roadmap

- 100% supplier compliance with Code of Conduct by 2026.
- Enhanced AI-based monitoring for information security risks.
- Expand employee training from compliance focus to “values and culture” programs.

3.4 Conclusion of Chapter 3

Social responsibility at Orion goes beyond compliance—it is about creating an environment where employees thrive, communities benefit, and business is conducted ethically.

Key achievements of 2024–25:

- Zero accidents and strong health & safety culture.
- Expansion of employee training and career planning.
- Clear commitment to diversity, equal pay, and harassment prevention.
- Measurable CSR impact in education and digital literacy.
- Robust ethics and human rights policies with verified compliance.

Together, these initiatives ensure Orion is **a responsible employer, trusted partner, and positive contributor to society.**

Chapter 4: Responsible Business Practices

4.1 Overview

Orion recognizes that sustainability is not limited to internal operations; it extends across its **value chain, supplier partnerships, and stakeholder interactions**.

As a software and consulting company, Orion's supply chain mainly includes:

- IT hardware & infrastructure providers,
- Facility management and utility services,
- Travel & logistics partners, and
- Professional services vendors.

By implementing **responsible sourcing practices, transparency policies, and strong governance frameworks**, Orion ensures that its business practices align with global standards of accountability, fairness, and ethics.

4.2 Responsible Sourcing Policy

Orion has adopted a **Responsible Sourcing Policy** aligned with **GRI and ASI standards**, which requires suppliers to adhere to environmental, social, and governance criteria.

Supplier Expectations:

- Compliance with environmental laws (waste, energy, emissions).
- Respect for labour rights (no forced/child labour, equal pay, safe working conditions).
- Adherence to Orion's Code of Conduct and anti-corruption principles.
- Transparency in operations, including disclosure of ESG performance.

4.2.1 Supplier Screening

- 100% of new suppliers undergo due diligence checks by 2026.
- 50% of active suppliers have signed Orion's Supplier Code of Conduct (target: 100% by 2026).
- Risk-based audits conducted for key IT vendors and facility management service providers.

4.2.2 Sustainable Procurement Practices

- Procurement decisions factor in **life cycle impacts of IT hardware**.
- Preference for vendors providing **take-back and recycling programs**.
- **Local sourcing** prioritized office supplies to reduce logistics emissions.

4.3 Continuous Improvement Roadmap

- **By 2026:** Achieve 100% supplier Code of Conduct compliance.
- **By 2027:** Conduct ESG audits for top 50 suppliers.
- **By 2030:** Ensure 80% of procurement spend is with sustainable/ESG-compliant vendors.

- Annual disclosure of supplier ESG performance in the sustainability report

4.4 Transparency & Payments to Governments

Transparency is a non-negotiable principle for Orion.

- Orion discloses all **payments to governments** (taxes, licenses, fees) in line with GRI standards.
- Orion **does not make political donations or contributions**.
- All payments are made through traceable banking channels, with regular compliance checks.

4.4.1 Financial Transparency

- All offices comply with statutory audits.
- Zero instances of financial penalties, fines, or sanctions in FY 2024–25.
- Internal audit reports are reviewed quarterly by the Audit Committee.

4.5 Ethics in Business Practices

Orion has implemented a **suite of governance and ethics policies**, including:

- Anti-Corruption Policy
- Whistleblower Policy
- Anti-Fraud & Anti-Money Laundering Policy
- Anti-Competitive Practices Policy
- Data Protection & Information Security Policy (GDPR aligned)

4.5.1 Anti-Corruption

- Zero tolerance for bribery or facilitation payments.
- Mandatory anti-corruption training for all employees.
- Suppliers must declare compliance with anti-bribery standards.

4.5.2 Whistleblower Mechanism

- Independent reporting channel managed by Compliance Office.
- 2 complaints received in FY 2024–25, both resolved confidentially.
- Whistleblowers are fully protected against retaliation.

4.5.3 Anti-Fraud & AML

- Financial systems are integrated with automated fraud detection.
- Regular monitoring of financial flows for suspicious transactions.
- Ethics Training completed by 81% employees

4.5 Conclusion of Chapter 4

Orion has demonstrated that **responsible business practices are integral to its sustainability journey**. With robust policies, transparent reporting, and a focus on supplier sustainability, Orion is building a value chain that reflects its ethical and environmental commitments.

Key Achievements 2024–25:

- 100% supplier screening on ESG criteria.
- 92% supplier Code of Conduct compliance.
- Zero corruption or fraud cases.
- Transparent payments to governments.
- Integration of sustainability in procurement practices.

Going forward, Orion will deepen engagement with suppliers, enhance transparency, and strengthen its role as a **responsible, ethical, and sustainable business leader**.

Chapter 5: Governance & Risk Management

5.1 Overview

Strong governance and effective risk management are the foundations of Orion’s sustainability approach. As a professional services and consulting company, Orion operates in a trust-based ecosystem where ethical conduct, transparency, and accountability are critical.

Governance at Orion is guided by:

- Board-level oversight of sustainability
- Independent assurance (GHG verification, ISO certifications)
- Robust compliance structure
- Risk identification, monitoring, and mitigation framework

5.2 Governance Structure

- Orion has adopted a clear and transparent government structure that integrates sustainability into decision-making.

Table: Governance Roles & Responsibilities

Level	Role	Responsibilities
Board of Directors	Strategic Oversight	Reviews ESG performance annually; approves reduction targets and key sustainability policies.
Chief Compliance Officer (CCO)	Leadership	Reports directly to the Board; responsible for ESG, compliance, and risk management.
Sustainability Committee	Cross-functional Team	Includes HR, Learning and Development, IT, Admin, and Finance leads, Compliance team meets quarterly to review progress.
Office Admin Heads	Operational Management	Implement policies on energy, water, waste, and safety across offices.
Employees	Engagement & Execution	Participate in trainings, awareness sessions, and compliance with Orion’s Code of Conduct.

5.3 Risk Management Framework

Orion applies a structured risk management process, aligned with **ISO 31000** and integrated into its overall management systems (ISO 9001, ISO 14001, ISO 45001, ISO 50001).

5.3.1 Risk Identification

Risks are identified through:

- Regular audits and reviews.
- Stakeholder consultations.
- Scenario planning (climate, data security, legal compliance).

- Employee reporting and whistleblower channels.

5.3.2 Risk Categories

Risk Area	Example Risks	Mitigation Measures
Environmental	Rising energy costs, carbon regulations	ISO 50001 certification, renewable energy sourcing
Social	Workplace safety, employee well-being	ISO 45001 compliance, ergonomic audits, mental health programs
Governance	Corruption, fraud, cyber-attacks	Policies (anti-corruption, AML, InfoSec), independent audits
Reputational	Non-compliance, ESG misreporting	Verified GHG reporting, transparent sustainability disclosures
Operational	IT disruptions, vendor reliability	Strong data backup, supplier screening & risk-based audits

5.4 Compliance & Assurance

5.4.1 ISO Certifications

- **ISO 27001 (Information Security)** – Ensures Information security
- **ISO 9001 (Quality Management)** – Ensures customer focus and continual improvement.
- **ISO 14001 (Environmental Management)** – Systematic environmental responsibility.
- **ISO 45001 (Occupational Health & Safety)** – Safe and healthy work environments.
- **ISO 50001 (Energy Management)** – Energy efficiency and performance improvement.
- **Other Certifications Soc 2 Type 2** – Ensures Organization's Security and compliance control over a period

ISO 27001: GDC OMR - Chennai



ISO 27001: GDC Mumbai, Kochi, Kakkanad, Chennai – Ambit, Coimbatore



ISO 27001: GDC Edison, New York

Bureau Veritas Certification

ORION SYSTEM INTEGRATORS LLC

Head Office: 333 Thornall Street 7th Floor Edison, New Jersey 08837.
This is a multi-site certificate, additional sites(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO/IEC 27001:2022

Scope of certification

**INFORMATION SECURITY MANAGEMENT IN
1. SOFTWARE APPLICATION DESIGN AND PROGRAM MANAGEMENT
2. MANAGED SERVICES IN THE AREA OF APPLICATION ENGINEERING AND PRODUCTION SUPPORT.**

Statement of applicability – V3.1 Dt. 08th January 2024.

Original cycle start date: 12 July 2023
Expiry date of previous cycle: Not Applicable
Certification Audit date: 07 April 2023
Certification cycle start date: 12 July 2023
Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: 11 July 2026
Certificate No. IND.23.3587/IS/U Version: 2 Issue date: 18 October 2024

J. Maniyan For certificate authenticity, click here <https://certcheck.ukas.com/>

Signed on behalf of BVCH SAS UK Branch
Jagdishesh N. MANIYAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 8th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road 1C,
Andheri (East), Mumbai – 400 081, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check the certificate validity please call + 91 22 6274 2000.

Bureau Veritas Certification

ORION SYSTEM INTEGRATORS LLC

Standard

ISO/IEC 27001:2022

Scope of certification

SITE	ADDRESS	SCOPE
EDISON	333 THORNALL STREET 7TH FLOOR EDISON, NEW JERSEY 08837.	INFORMATION SECURITY MANAGEMENT IN 1. SOFTWARE APPLICATION DESIGN AND PROGRAM MANAGEMENT 2. MANAGED SERVICES IN THE AREA OF APPLICATION ENGINEERING AND PRODUCTION SUPPORT. Statement of applicability – V3.1 Dt. 08 th January 2024.
NEW YORK	132 WEST 31ST STREET 13TH FLOOR, NEW YORK 10001.	INFORMATION SECURITY MANAGEMENT IN PROGRAM MANAGEMENT FOR SOFTWARE APPLICATION. Statement of applicability – V3.1 Dt. 08 th January 2024.

Certificate No. IND.23.3587/IS/U Version: 2 Issue date: 18 October 2024

J. Maniyan For certificate authenticity, click here <https://certcheck.ukas.com/>

Signed on behalf of BVCH SAS UK Branch
Jagdishesh N. MANIYAN
Director – CERTIFICATION, South Asia
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72 Business Park, Marol Industrial Area, MIDC Cross Road 1C,
Andheri (East), Mumbai – 400 081, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check the certificate validity please call + 91 22 6274 2000.

ISO 9001: GDC OMR Chennai

CERTIFICATE

CERTIFICATE

This is to Certify that the Management System of

ORION INDIA DUCEN PRIVATE LIMITED

NO.4/363, BLOCK-B, 3RD FLOOR, OLD MAHABALIPURAM ROAD,
KANDHANCHAVADI, CHENNAI - 600096, TAMIL NADU, INDIA

has been found to conform to the Quality Management System standard:

ISO 9001:2015

This certificate is valid for the following scope of operations:

SOFTWARE DESIGN, SOFTWARE SERVICE AND CONSULTANCY.

:: Certificate No :: IN59171A

Date of initial registration	Date of this Certificate	Start, audit on or before / Certificate expiry	Recertification Due
04 March 2025	04 March 2025	03 March 2026	03 March 2028

This Certificate remains valid subject to satisfactory surveillance audits.

Director

Director

This Certificate is the property of Staunchly Management & System Services Limited and shall be returned immediately when demanded.

STAUNCHLY MANAGEMENT AND SYSTEM SERVICES LIMITED
International Office: Ladbroke Grove Centre, 43 Middle Hill Gate,
Stockport Greater Manchester, England SK1 3DG
Phone: +44 (0)16253927

Company Registered in England with Company Number 11489903
STAUNCHLY MANAGEMENT AND SYSTEM SERVICES PVT. LTD.
Corporate Office: 303, L-60, 3rd Floor Shalakarpu, Debra-110019, India
Phone: +91-6369919399

ISO 14001: GDC EDISON, GDC KOCHI, GDC Ambit-CHENNAI, GDC OMR-CHENNAI, GDC COIMBATORE, GDC MUMBAI




CERTIFICATE






This is to certify that

ORION SYSTEMS INTEGRATORS LLC
 32A & B 7th Floor Ambit IT Park Ambit Park Road
 Ambattur Industrial Estate
 Chennai-600 058
 Tamil Nadu,
 INDIA

with the organization's units/sites as listed in the annex

has implemented and maintains an **Environmental Management System**.

Scope:
 The Environmental activities and supporting processes associated with the Design and Development of application Software & after sales support.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 14001 : 2015

Certificate registration no.	50262445 UM15	 
Date of original certification	2025-09-01	
Date of certification	2025-09-01	
Valid until	2028-08-31	

DQS Inc.



Head of Office
 Managing Director

Accredited Body: DQS Inc., 1500 MacArthur Parkway, Suite 400, Schaumburg, IL 60193, USA
 Administrative Office: DQS Inc., Quality Systems Division, 101, Ground Floor, South Wing, Mahatma Park, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000



The validity of the verification can only be verified by the QR code.




1 / 3



This annex (edition: 2025-09-01) is only valid in connection with the above-mentioned certificate.

2 / 3

Annex to certificate

Registration no.: 50262445 UM15

ORION SYSTEMS INTEGRATORS LLC
 32A & B 7th Floor Ambit IT Park Ambit Park Road
 Ambattur Industrial Estate
 Chennai-600 058
 Tamil Nadu
 India

Location	Scope
50262445 ORION SYSTEMS INTEGRATORS LLC 32A & B 7th Floor Ambit IT Park Ambit Park Road Ambattur Industrial Estate Chennai-600 058 Tamil Nadu India	The Environmental activities and supporting processes associated with the Design and Development of application Software & after sales support.

This annex (edition: 2025-09-01) is only valid in connection with the above-mentioned certificate.

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ISO 45001: GDC EDISON, GDC KOCHI, GDC Ambit-CHENNAI, GDC OMR-CHENNAI, GDC COIMBATORE, GDC MUMBAI

CERTIFICATE

This is to certify that

ORION SYSTEMS INTEGRATORS LLC
 32A & B 7th Floor Ambit IT Park Ambit Park Road
 Ambattur Industrial Estate
 Chennai-600 058
 Tamil Nadu
 India

with the organizational units/sites as listed in the annex

has implemented and maintains an **Occupational Health and Safety Management System**.

Scope:
 The Occupational Health and Safety Activities and Supporting Processes associated with the Design and Development of application Software & after sales support.

Through an audit, documented in a report, it was verified that the management system fulfills the requirements of the following standard:

ISO 45001 : 2018

Certificate registration no.	50262445 OHS18
Date of original certification (ISO 45001 : 2018)	2025-09-01
Date of certification	2025-09-01
Valid until	2028-08-31

DQS Inc.

David Teller
Managing Director

Approved Body: DQS Inc., 1910 McIvor Street, Suite 400, Schaumburg, IL 60174 USA
 Administrative Office: DQS Quality Systems, 111119th St., 4th, 4th Floor, South Wing, Sanderson Tech Park, 50 Mc 1st and 177, Bellurur Gate, Sarjapur Main Road, Anandapura, Bengaluru - 560102 - India
 The validity of this certification can only be verified by the QR code.

1 / 3

Annex to certificate
 Registration no.: 50262445 OHS18

ORION SYSTEMS INTEGRATORS LLC
 32A & B 7th Floor Ambit IT Park Ambit Park Road
 Ambattur Industrial Estate
 Chennai-600 058
 Tamil Nadu
 India

Location	Scope
50262823 ORION SYSTEMS INTEGRATORS LLC Hanuvel Info Park, 6th Floor, D block Udayampalayam Road, 641028 Coimbatore Tamil Nadu India	The Occupational Health and Safety Activities and Supporting Processes associated with the Design and Development of application Software & after sales support.
50262822 ORION SYSTEMS INTEGRATORS LLC 103, Lulu Cyber Tower 1, Lulu Tech Park, Infopark PO, Kakkanaid, Kochi-682 042 Kerala India	The Occupational Health and Safety Activities and Supporting Processes associated with the Design and Development of application Software & after sales support.
50262821 ORION SYSTEMS INTEGRATORS LLC 4/363, Block-B, III Floor, Old Mahaballipuram Road, Kandharachavadi, Chennai-600096 Tamil Nadu India	The Occupational Health and Safety Activities and Supporting Processes associated with the Design and Development of application Software & after sales support.
50262820 ORION SYSTEMS INTEGRATORS LLC 503, Powal Plaza, Hiranandani Gardens Powai,Mumbai-400 079 Maharashtra India	The Occupational Health and Safety Activities and Supporting Processes associated with the Design and Development of application Software & after sales support.
50262819 ORION SYSTEMS INTEGRATORS LLC 333 Thornhill Street, 7th Floor Edison, 08837 New Jersey USA	The Occupational Health and Safety Activities and Supporting Processes associated with the Design and Development of application Software & after sales support.

This annex (edition: 2025-09-01) is only valid in connection with the above-mentioned certificate.

2 / 3

Annex to certificate

Annex to certificate
 Registration no.: 50262445 OHS18

ORION SYSTEMS INTEGRATORS LLC
 32A & B 7th Floor Ambit IT Park Ambit Park Road
 Ambattur Industrial Estate
 Chennai-600 058
 Tamil Nadu
 India

Location	Scope
50262445 ORION SYSTEMS INTEGRATORS LLC 32A & B 7th Floor Ambit IT Park Ambit Park Road Ambattur Industrial Estate Chennai-600 058 Tamil Nadu India	The Environmental activities and supporting processes associated with the Design and Development of application Software & after sales support.

This annex (edition: 2025-09-01) is only valid in connection with the above-mentioned certificate.

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ISO 50001: GDC EDISON, GDC KOCHI, GDC Ambit-CHENNAI, GDC OMR-CHENNAI, GDC COIMBATORE, GDC MUMBAI



5.4.2 External Verification

- **GHG emissions verified by Citizon Verfica (2024–25).**
- Independent audits confirm compliance with data security (GDPR), anti-bribery, and financial transparency.

5.5 Internal Audit & Management Review

- Quarterly internal audits conducted across all offices.
- Annual **Management Review Meeting (MRM)** chaired by the Board, focusing on sustainability progress.
- Corrective and preventive actions (CAPA) tracked systematically.

5.6 Emerging Risks & Opportunities

5.6.1 Emerging Risks

- Increased stakeholder scrutiny of **Scope 3 emissions.**
- Rising expectations for **data protection & cybersecurity.**
- Potential new regulations on **business travel emissions.**

5.6.2 Opportunities

- Adoption of **renewable energy contracts** in India and US offices.
- **Digital transformation** of sustainability data collection and reporting.
- Expansion of **employee-driven innovation projects** for sustainability.

5.7 Roadmap for Governance & Risk

- **By 2026:** 100% suppliers ESG-audited for compliance.
- **By 2027:** AI-enabled risk monitoring for cyber and ESG risks.
- **By 2030:** Board to achieve 50% sustainability-trained members.
- Annual third-party verification of ESG disclosures to continue.

5.8 Conclusion of Chapter 5

Governance and risk management are at the core of Orion's ability to operate responsibly. With clear **roles, independent verification, ISO certifications, and strong risk controls**, Orion ensures compliance, accountability, and resilience.

Key Outcomes in 2024–25:

- Strengthened Board oversight of ESG.
- Verified GHG and compliance performance.
- ISO certifications across quality, environment, safety, and energy.
- Comprehensive risk management framework embedded.

This robust governance approach positions Orion not only to **manage risks effectively** but also to **seize opportunities in sustainability leadership**.

Chapter 6: Targets & Future Roadmap

6.1 Overview

Orion's sustainability journey is built on **voluntary commitment** rather than regulatory compulsion. By setting ambitious but realistic targets, Orion demonstrates leadership in the consulting and IT services sector. These targets align with global frameworks including the **Paris Agreement (1.5°C pathway)**, **GRI Standards**, **ISO 14001/50001/45001**, and the **UN SDGs**.

6.2 Greenhouse Gas (GHG) Emissions Targets

6.2.1 Baseline

- FY 2024–25 verified GHG emissions: **4,257.15 tCO₂e** (Scopes 1, 2, 3).
- Intensity reduction achieved: **58.7% decrease per FTE compared to prior year**.

6.2.2 Reduction Targets

Scope	Target	Target Year	Approach
Scope 1 & 2	40% reduction vs 2024–25 baseline 10% by 2028	2030	Renewable energy, efficiency, green offices
Scope 3	15% reduction vs 2024–25 baseline 10% by 2028	2030	Travel optimization, sustainable procurement
Net-Zero Ambition	100% by 2050	2050	Aligned with 1.5°C pathway

6.2.3 Annual Milestones

- 2026: Achieve 10% reduction in Scope 1 & 2.
- 2028: Introduce mandatory sustainability criteria for all suppliers.
- 2030: Achieve 40% Scope 1 & 2, 15% Scope 3 reductions.

6.3 Energy Efficiency Targets

- Achieve **5% annual reduction in energy intensity (ENPI)** across offices
- By 2030: All Indian offices powered by **100% renewable electricity** through PPAs.
- By 2035: Extend renewable power sources to all US/global offices.
- By 2040: Transition backup power from diesel to renewable-based alternatives.

6.4 Water Stewardship Targets

Although water usage is low in Orion’s context, the company commits to responsible stewardship.

- 2025–26: Install **sub-meters** across all offices.
- 2027: Implement **greywater reuse/harvesting** in Indian offices.
- 2030: Achieve **water neutrality** across all sites.

6.5 Waste & Circularity Targets

- **E-Waste:** 100% recycling of electronic and battery waste by 2026.
- **Paper:** Reduce paper consumption by **50% by 2027**, transition to digital-first operations.
- **Food Waste:** Expand composting pilots to all Indian offices by 2028.
- **Circular Procurement:** By 2030, ensure 80% of IT hardware is procured with recycled content or vendor take-back schemes.

6.6 Employee & Social Targets

- Maintain **Zero Accident Status** every year.
- Ensure **100% ergonomic coverage** for employees by 2026.
- **Diversity:** Reach **30% women in leadership roles by 2030**.
- **Training:** Average **20 training hours per employee annually by 2027**.

6.7 Governance & Ethics Targets

- **Supplier Code of Conduct:** Achieve 100% sign-off by 2026.
- **Supplier ESG Audits:** Cover the top 10 major suppliers by 2027
- **Whistleblower Trust:** Ensure 100% resolution of complaints within 90 days.
- **Information Security:** Achieve ISO 27001 certification for IT/data systems by 2026.
- **Board Training:** 50% of directors are sustainability-trained by 2030.

6.8 Roadmap to 2030 and Beyond

Short Term (2025–2026)

- Sub-metering for water.
- Increase renewable power sourcing in India.
- Launch global employee sustainability training.

Medium Term (2027–2030)

- Achieve Scope 1 & 2 reduction 10% targets.
- 100% supplier compliance with ESG standards.
- Achieve 30% women in leadership.
- Water neutrality in all offices.

Long Term (2031–2050)

- Expansion of biodiversity projects (urban ecosystems).
- Global renewable electricity coverage.
- Net-zero carbon by 2050.

6.9 Strategic Enablers

- **Digital Transformation:** Use AI-enabled dashboards for energy, water, and emissions tracking.
- **Employee Engagement:** Sustainability champions network across offices.
- **Innovation Partnerships:** Collaborations with green IT vendors and renewable energy providers.
- **Transparency:** Annual independent verification of ESG disclosures.

6.10 Conclusion of Chapter 6

Orion's targets and roadmap are **ambitious yet achievable**. By combining verified baselines, ISO certifications, and stakeholder alignment, Orion is well-positioned to deliver measurable progress.

Key Takeaways:

- Net-zero ambition by 2050, aligned with science-based targets.
- Strong focus on energy, travel, and supply chain emissions.
- Expansion into water neutrality and circular economic initiatives.

- Commitment to diversity, ethics, and employee well-being.

Through this roadmap, Orion is not only preparing for regulatory and stakeholder expectations but also **leading by example in the consulting and IT services industry**.

1. **Timeline – Orion Sustainability Roadmap to 2050**

- Shows milestones: water sub-metering (2025–26), Scope reductions & water neutrality (2030), global renewables (2035), renewable backup (2040), Net-Zero (2050).

2. **KPI Dashboard – GHG Reduction Targets**

- Scope 1 & 2 → 40% reduction by 2030 (60% of baseline).
- Scope 3 → 15% reduction by 2030 (85% of baseline).
- Total → 25% reduction by 2030 (75% of baseline).

3. **KPI Dashboard – Other Key Targets**

- Energy intensity: 50% improvement by 2030.
- Water neutrality: 100% by 2030.
- E-waste recycling: 100% by 2030.
- Women in leadership: 30% by 2030.

Chapter 7: Standards & Frameworks

7.1 Overview

Orion ensures that its sustainability performance is not only credible but also comparable at a global level. To achieve this, Orion aligns its strategy and reporting with recognized international **standards, certifications, and frameworks**, including:

- **Global Reporting Initiative (GRI) Standards**
- **ISO Management System Standards** (ISO 27001, 9001, 14001, 45001, 50001)
- **SOC 2 Type 2, CMMI 1.3 Dev**
- **UN Sustainable Development Goals (SDGs)**
- **GHG Protocol & Paris Agreement (1.5°C pathway)**
- **Data Protection (GDPR)**

This alignment ensures **transparency, accountability, and comparability** with industry peers.

7.2 GRI Alignment

The **Global Reporting Initiative (GRI)** provides the most widely adopted framework for sustainability reporting. Orion has aligned its disclosures with the GRI Standards (Universal 2021, Topic Standards).

Table: Key GRI Disclosures Covered

GRI Standard	Disclosure	Orion Coverage
GRI 2	General Disclosures	Governance, stakeholder engagement, policies
GRI 3	Material Topics	Detailed materiality analysis (Chapter 1)
GRI 302	Energy	ENPI, renewable energy, efficiency
GRI 303	Water	Water baseline, neutrality roadmap
GRI 305	Emissions	Scope 1, 2, 3 GHG inventory, targets
GRI 306	Waste	E-waste, paper, food waste, recycling
GRI 401–404	Labor Practices	Employment, training, career development
GRI 405	Diversity & Equal Opportunity	Gender balance, inclusion
GRI 406	Non-Discrimination	Policies & outcomes
GRI 407–409	Labor & Human Rights	Freedom of association, child/forced labor (low risk)
GRI 419	Socioeconomic Compliance	Anti-corruption, transparency, whistleblower

7.3 ISO Management Systems

Orion has implemented ISO-certified management systems across its operations, reinforcing its commitment to quality, environment, energy, and occupational safety.

- **ISO 9001 (Quality Management):** Continuous improvement and client satisfaction.
- **ISO 14001 (Environmental Management):** Minimizing environmental footprints.
- **ISO 45001 (Occupational Health & Safety):** Ensuring zero accident status.
- **ISO 50001 (Energy Management):** Systematic monitoring and reduction of energy intensity.
- **ISO 27001 (Information Security):** Ensures Information security

All ISO certifications were maintained in FY 2024–25 with **zero major non-conformities** during external audits.

7.4 UN SDG Contribution

Orion’s sustainability actions contribute to multiple UN Sustainable Development Goals (SDGs):

Table: Orion’s SDG Mapping

SDG	Orion Contribution
SDG 3: Good Health & Well-Being	Zero accidents, employee wellness programs
SDG 5: Gender Equality	Women in leadership, gender pay gap monitoring
SDG 7: Affordable & Clean Energy	ISO 50001, renewable PPAs
SDG 8: Decent Work & Economic Growth	Training, career planning, fair compensation
SDG 12: Responsible Consumption & Production	E-waste recycling, circular procurement
SDG 13: Climate Action	Verified GHG reporting, reduction targets
SDG 16: Peace, Justice & Strong Institutions	Anti-corruption, whistleblower, transparency

7.5 Independent Verification

- **GHG Verification:** Conducted by Citizon Verfica in 2024–25 (site visits, data checks).
- **External ISO Audits:** Annual audits confirmed compliance.
- **Transparency Commitment:** Orion voluntarily discloses ESG data, going beyond regulatory requirements.

7.6 Conclusion of Chapter 7

By aligning with global **standards and frameworks**, Orion ensures its sustainability journey is **credible, comparable, and future proof**. This alignment allows Orion to:

- Benchmark against global best practices.
- Gain stakeholder trust through independent assurance.
- Ensure long-term resilience and continuous improvement.

Chapter 8: Annexures

8.1 Data Tables

8.1.1 GHG Emissions – Detailed Breakdown (FY 2024–25)

Office	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
Mumbai	0.00	58.12	104.73	162.85
Ambattur	9.937	212.22	129.56	352.63
OMR	8.5	150.68	87.82	247.82
Coimbatore	2.8	51.92	78.54	161.47
Kochi	8.257	369.92	73.00	451.93
US Office	–	136.00	2,774.26	2,910.26
Total	29.60	979.63	3,247.91	4,257.15

8.1.2 Waste Streams

Waste Type	Volume (tons)	Treatment
E-waste (IT, batteries)	12.5	Certified recycler
Food Waste	1.6	Composting / municipal

8.1.3 Social Performance

Metric	Value
Employees	2,540
Gender Ratio	72% Male, 28% Female
Training Hours/Employee	18 average
Leadership Women Representation	22%
Engagement Score	86%

8.1.4 Governance & Ethics

Indicator	Value
Whistleblower Complaints	0 (resolved)
Corruption Cases	0
Discrimination Cases	0

8.1.5 all KPI Status up to Aug 2028

No.	Theam	Policy Objective	Key Performance Indicator (KPI)	Targets (by 2028)	Linked SDGs	Status on 10th August 2025
1	Envir.	Comprehensive GHG & Energy Data Coverage – Scope 1, 2, 3 across six offices (Chennai – 2, Kochi, US, Mumbai, Coimbatore).	% of offices with complete Scope 1, 2, 3 data collection	100% data coverage across all six offices by June 2026	SDG 13 (Climate Action), SDG 9 (Industry, Innovation & Infrastructure)	Completed, third-party verification also completed
2	Envir.	ISO Certification for Sustainability Integration.	% of offices certified	Achieve ISO 14001 & ISO 50001 certification across all six offices by Aug 2025; maintain & expand scope by 2027	SDG 12 (Responsible Consumption & Production), SDG 16 (Peace, Justice & Strong Institutions)	All ESG Certification completed
3	Envir.	Energy Consumption & Renewable Energy Transition.	% of renewable energy use in total electricity consumption	At least 30% of electricity from renewable sources by 2028	SDG 7 (Affordable & Clean Energy), SDG 13 (Climate Action)	7339.19 GJ from all six locations
4	Envir.	E-Waste & Environmental Compliance.	% of e-waste submitted to Pollution Control Authority	100% of e-waste from all offices submitted annually by 2026	SDG 12 (Responsible Consumption & Production), SDG 11 (Sustainable Cities & Communities)	Orion's main waste is Computers and ICT Equipment; every office collects and sends to Authorized recycler
5	Envir.	Employee Awareness & Capacity Building (ISO 14001 & 50001).	% of employees trained	Train 100% of employees across all six offices by 2027	SDG 4 (Quality Education), SDG 13 (Climate Action)	Training material developed, Training has now started. ISO 50001 Energy management 1411 (62.21%) ISO 14001 EMS 1365 (60.13%) completed
6	Envir.	Scope 1 – Direct Emission Reduction (fuel, refrigerants, DG sets, vehicles).	% reduction vs FY 2024–25 baseline	Reduce Scope 1 emissions by 10% by 2028	SDG 13 (Climate Action)	29.60 tCO ₂ (Third-party verified and assured)
7	Envir.	Scope 2 – Indirect Electricity Emission Reduction.	% renewable energy use; % reduction vs FY 2024–25 baseline	Reduce Scope 2 emissions by 10% by 2028, with at least 30% electricity from renewables	SDG 7 (Affordable & Clean Energy), SDG 13 (Climate Action)	969.63 tCO ₂ (Third-party verified and assured)
8	Envir.	Scope 3 – Value Chain Emission Reduction.	% reduction vs FY 2024–25 baseline	Reduce Scope 3 emissions by 10% by 2028, focusing on high-impact categories	SDG 13 (Climate Action), SDG 12 (Responsible Consumption & Production)	3247.91 tCO ₂ (Third-party verified and assured)
9	Envir.	Science-Based Targets initiative (SBTi).	Status of registration & validation	Register and submit to SBTi by FY 2026–27; secure validation by 2028	SDG 13 (Climate Action), SDG 17 (Partnerships for the Goals)	Planned
10	Envir.	United Nations Global Compact (UNGC).	Endorsement status & annual CoP reporting	Endorse UN Global Compact by FY 2026–27; publish first CoP by 2028	SDG 16 (Peace, Justice & Strong Institutions), SDG 17 (Partnerships for the Goals)	Planned
11	Labour	Reduce workplace injuries & illnesses (HSE).	% reduction in workplace injuries & illnesses	20% reduction by 2026 (baseline FY 2024); 100% reduction by 2030	SDG 3 (Good Health & Well-being), SDG 8 (Decent Work & Economic Growth)	"0" incident Reported

No.	Theam	Policy Objective	Key Performance Indicator (KPI)	Targets (by 2028)	Linked SDGs	Status on 10th August 2025
12	Labour	Health & Safety Training coverage.	% employees trained on HSE policy	Cover 100% of employees by Dec 2024; maintain 100% coverage thereafter	SDG 3 (Good Health & Well-being), SDG 8 (Decent Work & Economic Growth)	1818 (80.23%) employees completed Sustainability Training, and 1351 (59%) completed ISO 45001 training
13	Labour	Diversity, Equity & Inclusion.	Employee satisfaction rate	Achieve 65% satisfaction by 2026; 90% by 2030	SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 8 (Decent Work & Economic Growth)	65% achieved; Orion has data available once every two years.
14	Labour	Social Dialogue – Freedom of Association.	% employees covered by training	Cover 100% of employees by 2026; maintain 100% annually	SDG 8, SDG 10, SDG 16	20% top management, HR & admin staff trained; 1818 (80.23%) employees completed Sustainability Training
15	Labour	Social Dialogue – Non-Discrimination Training.	% employees trained	Cover 100% of employees by 2026; maintain 100% annually	SDG 5, SDG 8, SDG 10	20% top management trained; 1818 (80.23%) employees completed training
16	Labour	Career Management & Training.	Hours of professional development training per employee per year	Provide 20 hours per employee by Dec 2025; continue annually	SDG 4, SDG 8	Orion has a routine process of 100% employee training via portal
17	Ethics	Anti-Corruption & Bribery Prevention.	% employees trained; of incidents reported/resolved	Train 100% of employees by 2026; maintain zero confirmed incidents by 2028	SDG 16	1841 (81.24%) employees cleared ethics training
18	Ethics	Whistleblower Protection & Ethics Reporting.	Functioning grievance & whistleblower mechanism	Ensure 100% accessibility across offices by 2026; resolve 100% reported cases annually	SDG 16	0 cases reported
19	Ethics	Anti-Competitive Practices Compliance.	% contracts with competition law clauses	Integrate clauses in 100% of supplier & employee contracts by 2027	SDG 16, SDG 12	Not started, to begin next year
20	Ethics	Anti-Money Laundering (AML) & Fraud Prevention.	% employees trained; risk assessments completed	Train 100% of finance/procurement staff by 2027; annual risk assessments	SDG 16	1841 (81.24%) employees cleared ethics training; one round of fraud audit done
21	Sustainable Procurement	Supplier Commitment to Sustainability	% suppliers signed Code of Conduct	100% of targeted suppliers to sign by 2027	SDG 12, SDG 16	In Progress – 20% suppliers signed
22	Sustainable Procurement	Supplier Contracts with ESG Clauses	% of contracts with ESG clauses	100% of new/renewed contracts by 2026	SDG 8, SDG 12	In Progress – 10% POs with sustainability clauses
23	Sustainable Procurement	Supplier Sustainability Assessment	% of suppliers assessed	80% of critical/high-spend suppliers by 2027	SDG 12, SDG 17	Planned
24	Sustainable Procurement	Supplier On-Site Audits	% suppliers audited	50% of high-risk suppliers by 2028	SDG 12, SDG 8	To start next year

No.	Theam	Policy Objective	Key Performance Indicator (KPI)	Targets (by 2028)	Linked SDGs	Status on 10th August 2025
25	Sustainable Procurement	Buyer Training on Sustainable Procurement	% buyers trained	100% of buyers trained by 2026	SDG 4, SDG 12	100% completed last year
27	Sustainable Procurement	Supplier Training Coverage	% suppliers covered in training	50% of suppliers trained by 2027; 100% of critical suppliers by 2028	SDG 12, SDG 8	43 suppliers covered; 100% major suppliers trained

8.2 Glossary of Key Terms

- **ENPI (Energy Performance Indicator):** Energy use intensity measured in kWh/sq ft/year.
- **Scope 1 Emissions:** Direct GHG emissions from owned/controlled sources (e.g., diesel generators).
- **Scope 2 Emissions:** Indirect GHG emissions from purchased electricity.
- **Scope 3 Emissions:** Indirect emissions from business travel, commuting, purchased goods, leased assets, waste.
- **Water Neutrality:** Offsetting water use through conservation and replenishment projects.
- **E-waste:** Discarded electrical/electronic devices, including batteries.
- **Living Wage:** Compensation meeting or exceeding cost of living.
- **Whistleblower:** Person reporting misconduct with protection from retaliation.

8.3 Policy Index

- Code of Conduct
- Anti-Corruption Policy
- Whistleblower Policy
- Anti-Fraud & Anti-Money Laundering Policy
- Anti-Competitive Practices Policy
- Data Protection & Information Security Policy (GDPR)
- Responsible Sourcing Policy
- Transparency & Payments Policy
- Sustainability Reporting Policy
- Health & Safety Policy (ISO 45001 aligned)
- Environmental Policy (ISO 14001 aligned)
- Energy Management Policy (ISO 50001 aligned)

8.4 Independent Verification Statement (Excerpt)

Verifier: Citizon Verfica

Scope: GHG emissions, energy, and sustainability disclosures for FY 2024–25 across six global offices.

Conclusion:

- The data provided by Orion Innovation was verified against the **GHG Protocol** and ISO 14064.

- Verification included **site visits, document reviews, and raw data checks**.
- No material discrepancies were identified.
- Orion's disclosures are deemed **accurate, transparent, and reliable**.

8.5 Closing Note

- Annexures provide transparency and accountability through detailed data tables, glossary, policies, and verification. These ensure that Orion's sustainability performance is **traceable, comparable, and credible**.