

Adactin Global ESG Annual Report

Reporting Period: FY 24-25

Report Date: April 2025

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Executive Summary

In FY24-25, Adactin Group made significant strides in delivering on our Environmental, Social, and Governance (ESG) objectives. Through targeted initiatives, we optimised operational sustainability, empowered our workforce and communities and embedded a culture of governance excellence. Our focus on remote work, waste reduction, and employee-led CSR saw measurable results, while enhanced governance processes ensured we stayed accountable and future-ready.

Environmental Snapshot

Objective: Minimise our environmental impact and enhance operational resilience.

Key Initiatives & Outcomes:

- **Energy Efficiency**
 - Enabled and promoted a hybrid work culture to reduce carbon emissions linked to daily commuting and business travel.
 - Conduct employee awareness sessions to encourage simple energy-saving habits, such as powering down systems when not in use.
- **Waste Reduction**
 - Reduced paper usage by transitioning to digital collaboration tools including Zoho, Microsoft Teams, Addetto (HRMS) and Zoho WorkDrive.
 - Conducted awareness sessions on digital storage practices, promoting cloud-first habits across departments.
 - Successfully phased out single-use plastics across all locations; introduced reusable cutlery and eco-friendly materials in the office and events.



Social Snapshot

Objective: Create a purpose-driven, inclusive, and community-connected workplace where all employees thrive and contribute meaningfully to society.

Key Initiatives & Outcomes:

- **Community Engagement**
 - Employees volunteered over 200 hours through initiatives under the *Adactin Legacy Initiative*, making a meaningful impact in both India and Australia.
 - 7 Bridges Walk (NSW) : Participated in the 28 km walk for cancer awareness; raised AUD 1,141 for Cancer Council NSW.
 - Down Syndrome (NSW): Participated in the Lots of Socks Campaign, purchasing and wearing symbolic socks to raise awareness and show solidarity with individuals with Down syndrome.
 - Orphanage Support (India): Donated an 80-litre Drinking Water Cooler, sponsored meal to a boys' orphanage (45 children).
 - Shakti Pathshala Education Support (India): Donated School Uniforms (175 sweaters and socks pairs), stationery, and sponsored meals to a slum-based school (175 children).
- **Diversity & Inclusion**
 - The representation of women in leadership roles has increased to 26%.
 - Inclusive hiring practices are refined through bias-free job descriptions and structured panel interviews.
 - Partnered with external organisations to tap into diverse talent pools.
- **Culture & Engagement**
 - Introduced “Open Door” feedback loops – quarterly skip-level connects and monthly check-ins.
 - Implemented values-based recognition program, rewarding employees who demonstrate innovation, collaboration, and inclusion.

Governance Snapshot

Objective: Strengthen governance frameworks to ensure ESG accountability, operational transparency and ethical conduct across all levels of the organisation.

Key Initiatives & Outcomes:

- **Performance Monitoring**
 - ESG targets were reviewed quarterly.
- **Audits & Compliance**
 - Completed internal ESG audit and implemented corrective actions for identified gaps, enhancing compliance in data privacy, reporting transparency.
- **Data & Security**
 - 100% employee participation in ISO 27001-aligned information security training.
 - Strengthened internal access controls and incident reporting frameworks.

Key Metrics Summary

Focus Area	KPI	Result	Status
Energy Efficiency	Energy usage reduction	-12%	Completed
CSR Participation	CSR events conducted	4	Completed
ESG Audit	Number of audits	1	Completed
Security Training	Completion rate	100%	Completed
Women in Leadership	% of women in leadership	26%	Improved

2025 & Beyond – Future ESG Focus Areas

- Conduct an Annual ESG Pulse Survey to gather deeper employee insights and shape future programs.
- Create more leadership opportunities for women by encouraging them to lead projects, initiatives, and strategic platforms across departments.
- Launch “Earth Hour” and Green Week Campaigns with global-location engagement.
- Expand community partnerships with local NGO and educational institutions for long-term CSR collaborations.
- Refresh the ESG risk framework to stay aligned with global standards and keep pace with evolving regulatory requirements.
- Launch internal email campaigns and educational touchpoints to raise ESG awareness and encourage active participation among employees.