



# ESG Report 2023

# Defining Us

With a global team of over 1,500 professionals, we proactively manage cyber risk to empower our partners and clients in realizing their full potential. As a leading provider of cyber advisory and solutions, we harness an unparalleled ecosystem of people, products, partners, and programs, meeting our clients at every stage of their security and resilience journey. Our diverse experts are dedicated to fostering trusted partnerships that extend beyond technology alliances and client relationships, reaching into the very fabric of our interconnected communities. Operating as a global entity, Inspira maintains key office hubs in Singapore, Dubai, Abu Dhabi, the USA, Kenya, the Philippines, Indonesia, Saudi Arabia, and Canada.

1500+  
Employees

550+  
Active Clients

6  
Stakeholders

1  
AICPS  
Certification

9  
Countries

3  
ISO  
Certifications

# Our Methodology

We are deeply committed to incorporating responsible Environmental, Social, & Governance (ESG) principles into our operational & future growth strategies. These principles are at the heart of our approach, guiding us in the design and delivery of high-quality products that promote sustainability and create long-term value for our stakeholders. We are continuously refining our ESG focus and implementing initiatives to enhance our processes, policies, and resource efficiencies as we expand our business. Our dedication to ESG principles goes beyond mere compliance; it is driven by our mission and values, which underpin our purpose. As a leading company in our industry, we are committed to accelerating global transition to a sustainable future & positively impacting our people, communities, & the environment.



# Our Purpose

## Core Values

Integrity—  
Being fair, honest and  
ethical in all aspects of  
work and life



Excellence—  
Ensuring outstanding  
quality of service  
delivery in all that we  
do



With a Vision to  
become a  
Cybersecurity Service  
Provider of your  
choice

Innovation –  
Discovering  
opportunities to  
improve the way we  
do things



Commitment –  
Pledging to do our  
best to create a lasting,  
positive impact



Respect for others –  
Accepting different  
points of view and  
learning from others





# Awards

Microsoft -  
Global Sentinel  
Hackathon Spring  
(2022)

Splunk - Partner  
of the Year  
Award (2022)

Globee  
Cybersecurity  
Awards (2023)

Spunk - 2021  
APAC Rookie  
Partner of the  
Year Award

HP Nutanix -  
Best Performance  
Award (2021)

Nozomi  
Networks - APJ  
Emerging Partner  
of the year (2023)

Splunk -  
Emerging Partner  
of the year award,  
MEA (2022)

Microsoft -  
Global Entra  
Permissions  
Management  
Hackathon (2023)

Inspira features in  
Top 250 MSSP  
List (2022)

Inspira features in  
the top 3  
managed security  
services providers  
in India (2021)

Cyber Secured -  
iSMART2  
Vulnerability  
Management-in-  
the-box (2022)

Fortune The  
Next 500 (2022)

Microsoft - Zero  
Trust Hackathon  
(2022)

Great Place to  
Work certified  
with a trust index  
score of 83%.

CEO's Choice  
Award by Skoch  
Group (2021)



At Inspira we are driven by a strong commitment to Environmental, Social, & Governance (ESG) principles. Hence, the ESG policy prioritizes environmental sustainability, social responsibility, and strong governance practices.

- We are committed to minimizing our carbon footprint by incorporating energy-efficient technologies and promoting responsible resource consumption.
- Our social responsibility efforts encompass fostering diversity and inclusion within our workforce, supporting local communities through outreach programs, and ensuring the privacy and security of our clients' data.
- Additionally, we maintain a robust governance framework that upholds ethical business practices, transparent decision-making, and regulatory compliance.
- Through our ESG policy, we strive to not only protect our clients from cyber threats but also contribute to a sustainable and inclusive future.
- With a focus on protecting our clients, employees, and the communities we serve, we are dedicated to ensuring the long-term success and sustainability of our organization.

## Nurturing Sustainability

## Our ESG Commitment



## THE Strategy

At Inspira, we are empowered by an agile, scalable, & responsive roadmap that serves as guiding light in translating our ESG goals into tangible actions. It is the backbone of our commitment to creating sustainable value for our stakeholders. It aligns our financial objectives with our non-financial commitments, enabling us to establish responsible operational models that can adapt to evolving challenges and opportunities. Moreover, it empowers us to build a future-ready talent pool, equipped with the skills and mindset to drive positive change. As we navigate our sustainability journey, we remain dedicated to generating sustained financial returns while upholding our responsibility to protect our planet and support the well-being of our people. Through this comprehensive approach, we strive to foster a harmony between economic growth, social progress, & environmental stewardship.





## THE Framework

Our sustainable growth is guided by the insights obtained from our Materiality Assessment, which has helped shape our ESG strategy. This strategy is built upon **five key pillars**:

- Environment Protection**
- Workplace Symphony**
- Human Capital Development**
- Social Stewardship &**
- Responsible Business Conduct**

Underpinning these core principles, we have defined 11 key Focus Areas that serve as the bedrock for our ESG objectives. To guarantee efficient execution and open accountability, we have established a robust governance framework that exercises supervision & tracks our advancements & disclosures. This holistic strategy empowers us to synchronize our endeavors with the priorities of our stakeholders and propel meaningful transformation towards a future imbued with sustainability.





# "Creating Synergy: Collaborative Stakeholder Engagement"

Stakeholders	What can we offer them?	Why are they important to us?	How do we engage with them?	Key ESG Concerns
<b>Employee</b>	<ul style="list-style-type: none"> <li>• Learning &amp; development</li> <li>• Benchmarked compensation</li> <li>• Objective &amp; fair performance review &amp; timely feedback</li> <li>• Progressive career growth</li> <li>• Conducive &amp; inclusive work environment</li> <li>• Enabling an innovation-led culture</li> </ul>	<ul style="list-style-type: none"> <li>• A motivated workforce is key to realizing business and sustainability goals</li> <li>• Engaged employees deliver higher productivity and strengthen competitive advantage</li> </ul>	<ul style="list-style-type: none"> <li>• Email, Notice Board, Darwin Box, Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Well Being, Business Forecast</li> </ul>
<b>Customer</b>	<ul style="list-style-type: none"> <li>• High-quality products</li> <li>• Seamless pre-sales and after-sales service</li> <li>• Opportunity to provide feedback about products and services</li> <li>• Value for money</li> </ul>	<ul style="list-style-type: none"> <li>• Satisfied customers are the source of recurring revenues</li> <li>• Positive word of mouth &amp; recommendations can get new customers</li> </ul>	<ul style="list-style-type: none"> <li>• Email, Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Services Related Query, Forecasting</li> </ul>

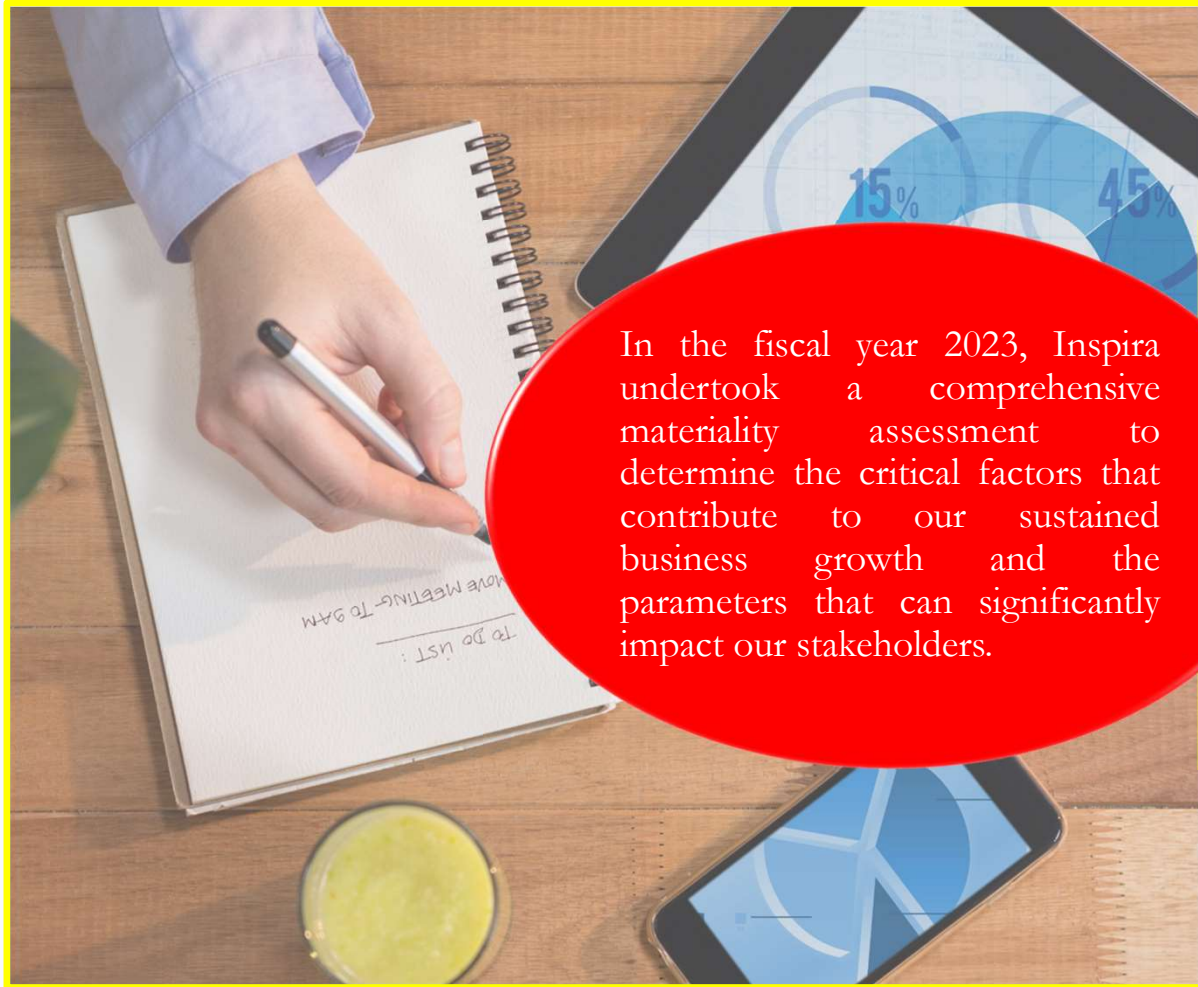
# "Creating Synergy: Collaborative Stakeholder Engagement"

Stakeholders	What can we offer them?	Why are they important to us?	How do we engage with them?	Key ESG Concerns
<b>Supplier / Service Provider</b>	<ul style="list-style-type: none"> <li>Revenue generation</li> <li>Business growth</li> <li>Innovation</li> <li>Brand loyalty</li> <li>Key to growing the demand for a sustainable supply of equipment and materials</li> </ul>	<ul style="list-style-type: none"> <li>Strategic lever for operational and cost efficiencies</li> <li>Delivering on quality commitments</li> <li>Finishing new and in-progress projects on time and within budget</li> <li>Technology adoption and advancement across the value chain</li> <li>Integrating ESG parameters across the value chain</li> <li>Reducing carbon footprint</li> <li>Strengthening societal license to operate</li> <li>Create a more sustainable ecosystem</li> </ul>	<ul style="list-style-type: none"> <li>Emails, Meeting, SMS</li> </ul>	<ul style="list-style-type: none"> <li>Services Related Query, Forecasting</li> </ul>

# "Creating Synergy: Collaborative Stakeholder Engagement"

Stakeholders	What can we offer them?	Why are they important to us?	How do we engage with them?	Key ESG concerns
<b>Community/ CSR Partner</b>	<ul style="list-style-type: none"> <li>Partnerships to foster sustainable development of the communities around our operations and cascade benefits to the ecosystem</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement to conduct business without disruptions</li> </ul>	<ul style="list-style-type: none"> <li>Emails, SMS, Meetings</li> </ul>	<ul style="list-style-type: none"> <li>CSR implementation, End use of Funds</li> </ul>
<b>Investor &amp; Shareholders</b>	<ul style="list-style-type: none"> <li>News of the latest company developments</li> <li>Details of longterm plan</li> <li>Clarifications about events that might be of concern</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders are the source of the Company's capital</li> <li>As part owners of the Company, they deserve to have a say in the tactical and strategic plans of the Company</li> </ul>	<ul style="list-style-type: none"> <li>Emails, Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Meetings, Policies and Procedures, Business Update</li> </ul>

# Materiality Assessment Process



In the fiscal year 2023, Inspira undertook a comprehensive materiality assessment to determine the critical factors that contribute to our sustained business growth and the parameters that can significantly impact our stakeholders.

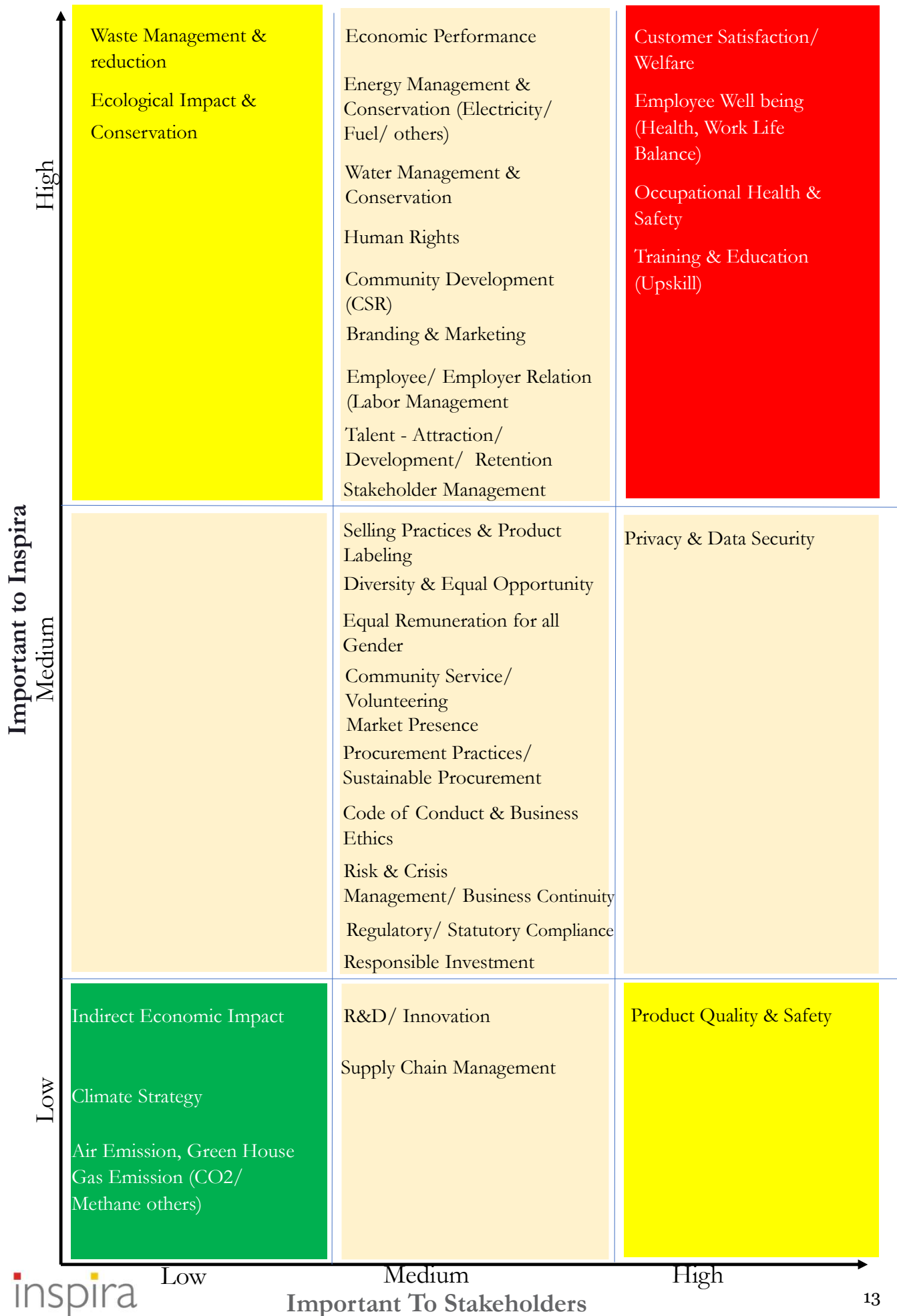
Actively engaged in structured interactions with internal & external stakeholders, including 1:1 discussions & online surveys

These engagements allowed us to gather insights, assess risks, and evaluate their potential to affect our ability to create value

Additionally, conducted an extensive desk review to thoroughly evaluate the material topics that are relevant to Inspira in the given fiscal year.



# Materiality Assessment Process



# Material Areas Identified Post the Assessment Process

The symbiotic relationship between our material topics & business imperatives fuels our sustainability journey, driving progress towards our strategic goals



## Environmental Protection



- Energy Management & Conservation
- Waste Management

## Workplace Symphony



Health and Safety  
Employee Well Being

## Human Capital Development



Training & Education  
Talent - Attraction/  
Development/Retention  
Diversity & Equal  
Opportunity

## Social Stewardship



- Community Development

## Responsible Business Conduct



- Stakeholder Management
- Code of Conduct & Business Ethics



# Governance

In order to build a sustainable business, Inspira recognizes the significance of a robust governance structure that provides the necessary framework and guidance for our ESG commitments. Our ESG Governance structure ensures that sustainability considerations are integrated into all aspects of our operations, enabling us to effectively manage and monitor our progress. By aligning our business practices with our ESG goals, we strive to create long-term value for our stakeholders while fostering a sustainable future. For more details on our ESG Governance structure.

Cyber security based on :  
Information Technology Act,  
2000 (IT Act), The Digital  
Personal Data Protection Bill,  
2022 and GDPR



Risk Management  
Policy

Internal  
External Audit



Audit Committee, Nomination  
& Remuneration Committee &  
CSR Committee as per the  
Companies Act 2013. Chaired  
by Independent Director of  
the Company

# Contributing to UNSDG

**Our holistic ESG strategy is designed to contribute to the United Nation's Sustainable Development Goals (SDGs) and India's environmental & socioeconomic development goals**

## ESG Strategic Pillar 1: Environmental Protection

Our strategic pillar focused on environmental sustainability aims to minimize environmental impact and carbon footprint of our operations. It is centered on enhancing the sustainability of our assets, optimizing water consumption, and minimizing waste generation. Through targeted initiatives and responsible practices, we strive to create a more sustainable and eco-friendlier operational framework. By continuously evaluating our processes and implementing innovative solutions, we are committed to reducing our environmental footprint and promoting a greener future.



### Focus Area

Energy Management  
& Conservation

### KPI

Energy Efficiency



Waste Management

E- Waste Management

# Contributing to UNSDG

## ESG Strategic Pillar 2: Workplace Symphony

Capabilities, competence, & commitment of our people drive our ongoing business success and the trust earned from our stakeholders. Central to our ESG-led growth strategy is the creation of a supportive workplace that prioritizes safety, inclusivity, and respect for diverse perspectives, promoting the professional growth of our employees



### Focus Area

### KPI



#### Health & Safety

Employee Medical check up

#### Employee Well Being

Work life Balance  
Physical and mental wellbeing  
Employee Welfare Activity

# Contributing to UNSDG

## ESG Strategic Pillar 3: Human Capital Development

We prioritize human capital development by fostering a culture of continuous learning and professional growth, empowering our employees to reach their full potential. Through training programs and career advancement opportunities, we invest in our workforce to build a skilled and resilient team



### Focus Area

### KPI



**Training & Education  
(Upskill)**

L & D Interventions  
Building Employee  
ESG Capability  
Mentor Program



**Talent - Attraction/  
Development/  
Retention**

ESG linked to Reward  
& Recognition

**Diversity & Equal  
Opportunity**

Hiring of differently  
abled resources



# Contributing to UNSDG

## ESG Strategic Pillar 4: Social Stewardship

We firmly believe in fostering comprehensive and inclusive progress for the long-term well-being of our company. Our commitment extends beyond our operations to improving the quality of life and livelihoods within the communities we serve, nurturing overall societal development. Upholding human rights throughout our operations and value chain is of utmost importance to us, as we strive to act fairly and transparently, without any form of discrimination or bias, in accordance with relevant regulations. Aligned with our ESG goals, we encourage our employees to actively engage with the community and contribute to its betterment.



### Focus Area

### KPI



Community  
Development

Community  
Involvement  
CSR Activity  
Community Service/  
Volunteering

# Contributing to UNSDG

## ESG Strategic Pillar 5: Responsible Business Conduct

At the core of our business, we are driven by the vision of becoming the leading provider of top-notch products and services to our valued customers. We recognize that achieving this goal goes hand in hand with conducting our business ethically and transparently. By upholding the highest standards of business conduct, we aim to earn the trust of our stakeholders, strengthen our brand appeal, and foster long-lasting customer loyalty. Our commitment to integrity and transparency guides every aspect of our operations, ensuring that we consistently deliver superior products and services while building strong relationships with our customers.



**Focus Area**

**KPI**



**Stakeholder  
Management**

HR Policy Revamp

Mapping org policies with ESG mandate

**Code of  
Conduct &  
Business Ethics**

Identify & Disclose Breaches & Non-Compliance with Code of Conduct for each year (Count)

100% Training Compliance on Ethics (Code of Conduct)

# Environment



- At Inspira, we prioritize reduction of our environmental footprint & effective management of associated risks as integral components of our decision-making process. In line with our ESG strategy, we're dedicated to transforming into a low-carbon & climate-resilient enterprise.
- In our pursuit of environmental sustainability, we adhere to globally benchmarked standards, ensuring that our operations align with best practices and minimize their environmental impact.
- Through comprehensive environmental assessments, we continuously identify current and emerging risks that may pose threats to the long-term sustainability of our business model. By proactively addressing these risks, we can adapt and implement measures that mitigate their potential impacts. Our commitment to environmental stewardship extends beyond compliance, as we aim to set new standards and drive positive change within our industry.
- By incorporating sustainable practices and promoting environmentally responsible operations, we are actively working towards a future where our business not only thrives but also contributes positively to the well-being of our planet.

# Energy & Emissions

At Inspira, we are committed to managing our energy consumption and reducing our emissions to minimize our environmental impact. The primary source of energy for our operations is electricity. To effectively manage our energy usage, we have implemented various initiatives aimed at improving energy efficiency and conservation. We regularly assess our energy consumption patterns, identify areas of inefficiency, and implement measures to optimize energy usage. As electricity is our primary source of energy, our focus is on saving electricity consumption by innovative means.

By prioritizing energy efficiency, conservation, and the use of clean energy sources, we are dedicated to minimize our energy consumption & emissions. We recognize the importance of mitigating climate change and actively strive to align our operations with sustainable energy practices.





# Waste Management

Inspira is dedicated to implementing efficient waste management strategies that focus on waste reduction, recycling, and responsible disposal. We comply with regulations for hazardous waste management, implementing proper protocols to handle and dispose of waste safely. Inspira's commitment to sustainable resource management aligns with our core values and ESG principles, aiming to minimize our environmental impact and contribute to a healthier planet. By continually exploring innovative solutions and collaborating with stakeholders, we strive to be a leader in waste reduction and create a circular economy where waste becomes a valuable resource, fostering a more sustainable and prosperous future.





# Highlight | Sustainability & Environmental Stewardship

At Inspira, we are committed to reducing our environmental impact and promoting sustainable practices. We are proud to announce that our Corporate office facility has achieved LEED certification, demonstrating our dedication to creating a green and energy-efficient workspace.

The LEED (Leadership in Energy and Environmental Design) certification is a globally recognized standard for sustainable buildings, and it signifies our commitment to responsible resource usage, energy efficiency, and environmental sustainability.

Our LEED-certified office incorporates various sustainable design elements. These contribute to a healthier and more productive work environment for our employees but also align with our long-term sustainability goals.





# Highlight | Sustainability & Environmental Stewardship



We continuously monitor and assess our office operations to ensure that we meet the rigorous standards set by the LEED certification.

Through our LEED-certified office and ongoing sustainability initiatives, we strive to inspire our employees, clients, and stakeholders to embrace environmental responsibility and make conscious choices in their daily lives.

We remain committed to exploring additional opportunities for sustainable development and integrating environmentally friendly practices into our operations, as we firmly believe that a sustainable business model is not only beneficial for our planet but also for the long-term success and resilience of our organization.



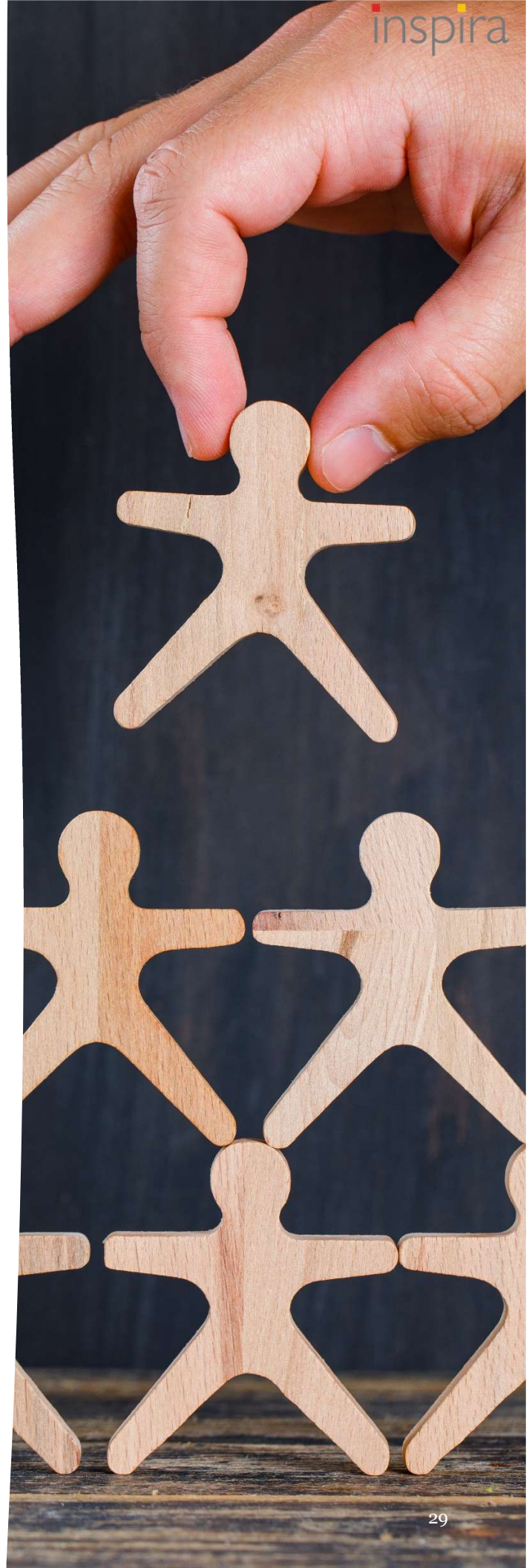
# Sustainable Sourcing

- At Inspira, we prioritize sustainable sourcing as a crucial aspect of our business strategy.
- Our commitment to responsible procurement practices aligns with our values of environmental sustainability, social responsibility, and ethical considerations.
- By partnering with suppliers who share our vision, we strive to create a resilient and sustainable supply chain that minimizes adverse environmental impacts, supports local communities, and upholds fair labor practices.
- Through our sustainable sourcing initiatives, we aim to mitigate environmental risks, drive positive social impacts, and contribute to a more sustainable and ethical future.
- We have formed collaborations with MSMEs and small businesses as part of our commitment to sustainable sourcing. Our aim is to procure materials from local or nearby districts, thereby minimizing our supply chain's environmental impact and supporting the growth of small enterprises



# Caring Hearts, Changing Lives: Our Social Commitment

- Inspira is driven by our vision to create a better future. We are deeply committed to fostering inclusive and holistic growth for all our stakeholders, ensuring that our efforts go beyond delivering best-in-class solutions to our customers.
- We recognize the importance of actively engaging and involving our employees, supply chain partners, customers, and the wider community in our sustainability-led growth journey. By making them integral parts of our initiatives, we aim to contribute to the well-being and development of society.





The accomplishments of Inspira are direct outcome of the skills and contributions made by our employees. Their unwavering dedication and hard work are instrumental in realizing our objectives. We are proud to foster a meritocratic workplace that upholds equal opportunities and promotes excellence, irrespective of race, religion, color, nationality, gender, age, disability, and more. We provide numerous avenues for professional growth and development, along with competitive compensation and benefits that align with industry standards, enabling us to attract top talent. Our comprehensive people policies are meticulously crafted to instill a sense of security and confidence in each one of our employees. A well-defined Code of Conduct guides and mandates ethical and inclusive behavior across our operations, including our subsidiaries and the value chain. A Whistle Blower Policy empowers our employees to raise concerns about any unlawful or unethical activity or violation of the Code of Conduct without fear of reprisal.

15 Wellness Programs

Annual Inspira  
Conference

Quarterly Reward &  
Recognition  
Ceremony

Festival & Recognized  
Days Celebrations

Regular All Hands  
Meet: Townhall

First Respondent  
Awareness - Manager  
Sensitization Program

Connect Bridge

Inspira Career  
Companion Program

HSE Audit

Redefining Education

Supplier Assessment  
Of Value Chain



# Employee Well being





# Employee Well Being



# Workforce Diversity

Inspira acknowledges the pivotal role played by our employees in driving our success story. It is their exceptional abilities and dedicated contributions that bring our organizational goals to fruition. We are proud to cultivate a meritocratic workplace that promotes equal opportunity and fosters excellence, irrespective of factors such as race, religion, color, nationality, gender, age, disability, and more.

At Inspira, we recognize the importance of providing our employees with multiple professional growth and development opportunities. Our commitment to offering competitive and benchmarked remuneration and benefits helps us attract and retain the right talent for our organization. We have established comprehensive people policies that prioritize the security and well-being of everyone, ensuring that every employee feels valued, secure, and confident within our company



**85% Increase** in Permanent Female Employees





- Inspira Enterprise India Limited recognizes the importance of workforce diversity and has implemented a Policy on Board Diversity to comply with the Companies Act, 2013, and SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015. The company acknowledges the benefits of having a diverse Board that brings a balance of skills, experience, expertise, and different perspectives to meet the Company's requirements. A diverse Board is seen as a competitive advantage and encompasses variations in skills, regional and industry experience, background, race, gender, and other distinctions among directors.
- The Nomination and Remuneration Committee is responsible for assessing Board composition, recommending new directors based on qualifications and independence, reviewing diversity, succession planning, and reporting to the Board. The committee considers all aspects of diversity to effectively discharge its responsibilities. Any conflicts between the Policy and regulatory requirements are resolved in favor of the prevailing regulations.

# Employee Benefits



Within Inspira's culture, we place utmost importance on the welfare of our employees, providing a wide range of comprehensive support and benefits aimed at enriching their overall well-being.

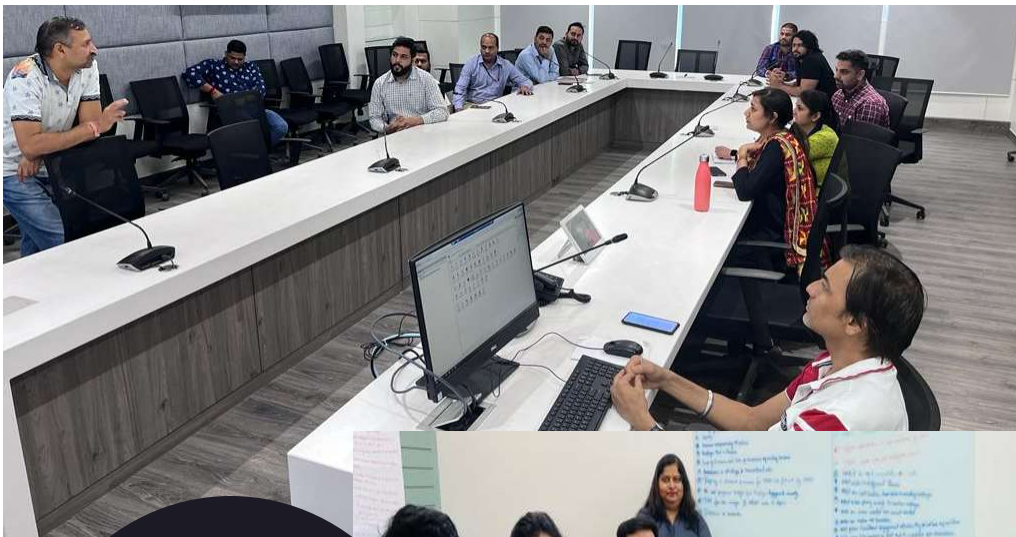
This includes providing financial assistance for various care-related expenses, either through direct payment or reimbursement facilitated by the Company. Additionally, we have implemented inclusive leave policies, such as parental leave, to ensure our employees can effectively balance their personal and professional responsibilities. We strongly encourage our employees to take time off as needed to address their individual needs, fostering a supportive and nurturing work environment.





# Training & Development

- At Inspira, we believe that investing in Training & Development of our employees is not only crucial for their personal growth but also for long-term success of our organization. As a part of our commitment to Environmental, Social, and Governance (ESG) principles, we have established a comprehensive Training & Development Program that aligns with our Sustainability Goals.
- We offer a wide range of training opportunities that cover various aspects. The trainings include Behavioral as well as Technical topics.
- Through specialized trainings, we ensure that our employees are well-informed about the latest developments in the field and can implement in their daily work.
- Moreover, our Training & Development program encourages a culture of continuous learning and empowers employees to become sustainability champions within their respective roles. By fostering a learning environment, we promote a sense of ownership and accountability throughout our organization.



1376  
Manhours  
of  
Training

# Resilience & Rights: Empowering Humanity's Journey

- At Inspira, we are fully committed to upholding Human Rights principles in all aspects of our operations. We strictly adhere to policies that safeguard Human Rights, ensuring that no form of forced labor is employed within our organization. We firmly stand against the confiscation of personal documents from our employees and prohibit any requirement for them to make payments to secure employment or work with us.
- Our commitment to Human Rights extends beyond mere compliance with legal requirements. We prioritize the well-being, dignity, and freedom of all individuals within our workforce. We promote a culture of respect, inclusivity, and fairness, where every employee is treated with dignity and given equal opportunities for growth and development.
- To ensure the protection of Human Rights, we have implemented robust policies and procedures, which are communicated to all employees. We provide training and awareness programs to foster a deep understanding of Human Rights and their significance within our organization. This empowers our employees to identify and address any potential violations, promoting a safe and supportive work environment.
- Moreover, we maintain open channels of communication, encouraging employees to report any concerns related to Human Rights violations without fear of retaliation. We take such reports seriously and promptly investigate any allegations, taking appropriate actions to rectify the situation and prevent recurrence.



# Internal Career Companion (ICC) Program

The ICC Program is designed to enhance the onboarding experience & foster integration & engagement of new employees. We recognize that the early stages of a new job can be challenging, and we believe that providing a career companion is an effective way to accelerate the settling-in process.

The responsibilities of a career companion encompass range of activities. They may engage in teaching or tutoring, explaining unfamiliar tasks and processes to the new employee. The companions involve them in social / informal activities such as team lunches or coffee breaks. Furthermore, they share valuable insights on how things are done in the organization, offering guidance on navigating the company's internal dynamics.

It includes a comprehensive checklist to guide companions in their interactions with new employees. At the start, companions introduce the employee to their coworkers, provide an overview of each team member's role, & familiarization with internal communication & collaboration tools. In the following months, companions conduct weekly check-in meetings to gauge progress, explain the company's methods & style of work, and offer support wherever needed. Companions are encouraged to listen to their ideas & address challenges they may face.



# Internal Career Companion (ICC) Program

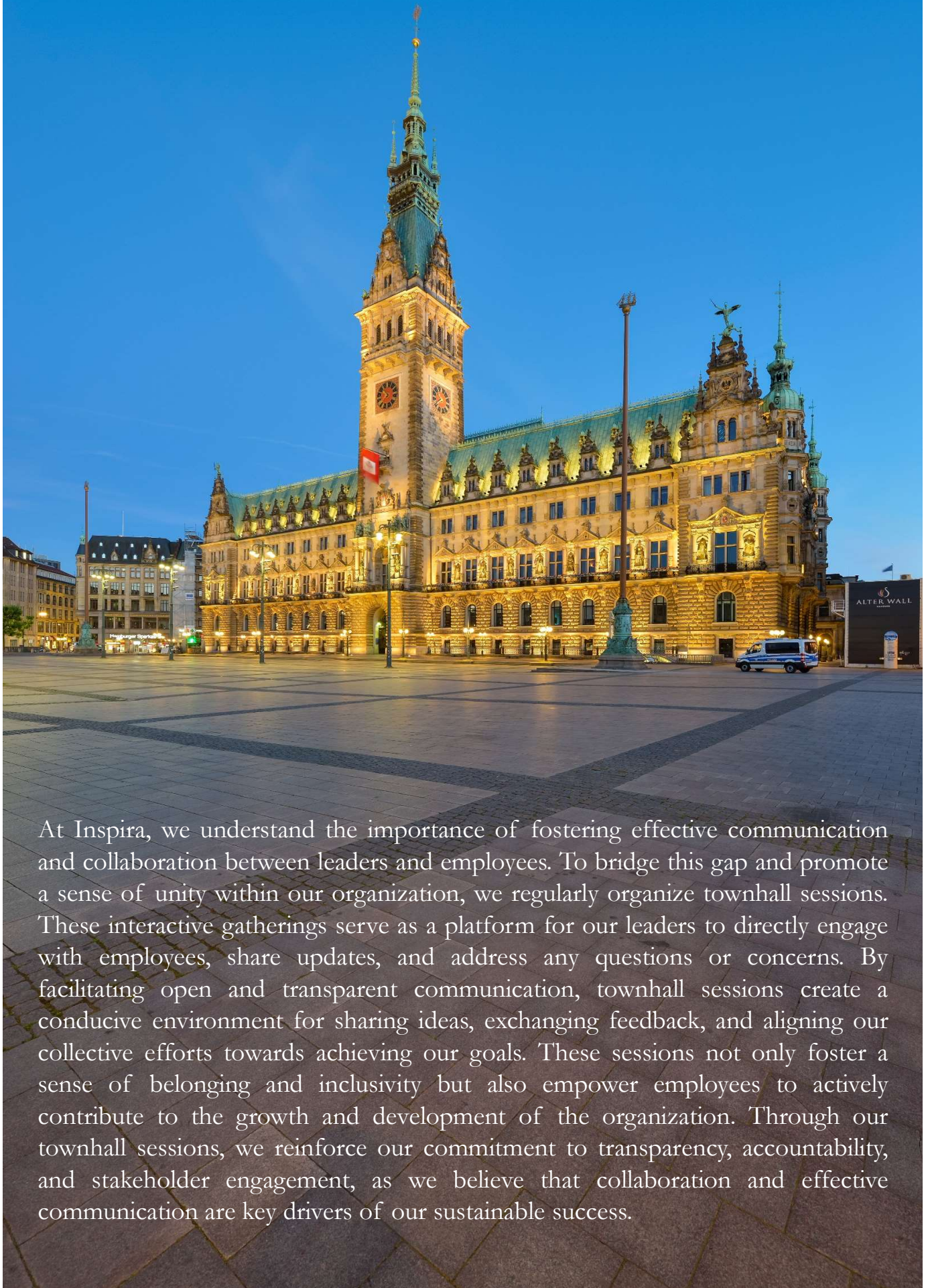
As part of our commitment to continuous improvement, we regularly seek feedback from new joiners regarding their experience with the Program. Through post-30-day surveys, we gather valuable insights that help us refine & enhance the program. To recognize the dedication and impact of career companions, we have a Quarterly Recognition System in place, where the best career companion is acknowledged based on feedback.

The ICC Program holds immense value for both new joiners and the organization. By providing a supportive environment and guidance during the critical early stages, we set a foundation for long-term success and engagement. The program aligns with our commitment to employee development and fosters a culture of collaboration, knowledge sharing, and growth within Inspira. Through the ICC Program, we strive to create a welcoming and inclusive workplace that empowers new employees to thrive and contribute to our shared goals.





# Connect Bridge



At Inspira, we understand the importance of fostering effective communication and collaboration between leaders and employees. To bridge this gap and promote a sense of unity within our organization, we regularly organize townhall sessions. These interactive gatherings serve as a platform for our leaders to directly engage with employees, share updates, and address any questions or concerns. By facilitating open and transparent communication, townhall sessions create a conducive environment for sharing ideas, exchanging feedback, and aligning our collective efforts towards achieving our goals. These sessions not only foster a sense of belonging and inclusivity but also empower employees to actively contribute to the growth and development of the organization. Through our townhall sessions, we reinforce our commitment to transparency, accountability, and stakeholder engagement, as we believe that collaboration and effective communication are key drivers of our sustainable success.



# Workplace Health & Safety

At Inspira, the health and safety of our employees is of utmost importance. We prioritize creating a safe and healthy workplace that promotes well-being and mitigates risks. As part of our commitment to Environmental, Social, and Governance (ESG) principles, we have implemented various measures and programs to ensure a safe working environment for all.

## Employee Health & Safety:



We offer a range of programs and benefits to support the physical and mental health of our staff, including:

- Access to medical care through an Employee Assistance Program
- Mental health counseling services
- Comprehensive medical insurance coverage
- Preventive care services such as immunizations, screenings, and physicals
- Health and wellness programs promoting healthy lifestyle habits.
- Ergonomic workplace assessments to ensure optimal working conditions.
- Nutrition counseling & smoking cessation programs to support healthy habits.

## Implementations



To foster a culture of safety and well-being, we have implemented the following steps:

- Implementing safe work practices that prioritize employee safety.
- Establishing clear safety policies and protocols
- Providing regular safety training and education to our employees
- Encouraging feedback and actively involving employees in safety improvement initiatives
- Establishing health and wellness programs that promote physical & mental well-being.

# Involving our Stakeholders | Suppliers

- In our commitment to ESG principles, Inspira prioritizes suppliers who share our dedication to sustainability and responsible business practices. We seek partners who demonstrate environmental stewardship, social responsibility, and ethical conduct. Our supplier selection process considers factors such as carbon footprint reduction, fair labor practices, and transparent governance.



We establish clear expectations through our business agreement and engage in regular communication to foster collaboration and continuous improvement. By incorporating sustainable solutions and evaluating supplier performance, we strive to build a resilient and eco-friendly supply chain that aligns with our sustainability goals.



# Involving Stakeholders | Customers



- At Inspira, our customers are at the center of everything we do. As a cybersecurity firm, we understand the critical importance of protecting our customers' digital assets and sensitive information. We are committed to delivering high-quality solutions that not only meet their cybersecurity needs but also contribute to their overall ESG objectives. Our approach is rooted in building strong partnerships with our customers, listening to their unique challenges, and providing tailored solutions that address their specific risks and requirements. We prioritize transparency, ensuring that our customers have a clear understanding of the measures we take to protect their data and maintain their privacy. We continuously invest in research and development to stay ahead of emerging threats, and we actively engage with our customers to gather feedback and enhance our offerings. Through our commitment to customer satisfaction, innovation, and sustainable practices, we aim to foster long-term relationships with our customers and be their trusted cybersecurity partner for years to come.



## iSMART2 CyberX-a-a-S

iSMART2 CyberX-a-a-S is a comprehensive package designed to address the cybersecurity needs of small and medium-sized businesses. It offers a range of select services from Cyber Advisory, Cyber Transformation, and Cyber Operations.

The integrated Cyber Threat Management component includes Security Intelligence Analytics, Operational Resilience, and Cyber Fusion Centers, providing a wide range of services to counter cyberattacks.

The Vulnerability Management-in-the-Box feature offers vulnerability scanning, identification, prioritization, auto remediation, and validation with advanced visibility, governance, and analytics.

With Secure Cloud-in-the-Box, customers can benefit from a unified Multi Cloud Security solution that includes native and third-party controls, ensuring comprehensive protection and visibility across all aspects for Zero Trust.

iSMART2 CyberX-a-a-S is backed by a global delivery network with cyber fusion centers, strategic alliances with leading security vendors, and a strong reputation as a global leader in integrated cyber threat management.

With its fully integrated iSMART2 framework, this solution caters to individual organizational needs, driving innovation, and delivering optimal ROI by reducing risks and securing future technologies with vendor-agnostic efficiency.

## Inspiring Lives and Livelihood

At Inspira, we are committed to creating a positive and sustainable impact on the communities in which we operate. We envision a future filled with opportunities and prosperity for these communities and firmly believe in our responsibility to enhance their well-being. We actively engage with local stakeholders, understanding their unique needs and collaborating on initiatives that address social challenges. By investing in community development projects, we strive to bring about lasting positive change and contribute to their social and economic growth. Moreover, we are dedicated to environmental sustainability, working to minimize our ecological footprint, raise awareness, and preserve natural resources. Through collaborative partnerships, responsible business practices, and community-focused initiatives, we are dedicated to shaping a better future for everyone involved.

We contribute time, expertise, and resources to help enhance the economic and social capabilities of the underprivileged working with local communities.

## Education & Skill Development

Education and skill-development are critical to the socioeconomic progress of India. At Inspira, we understand the importance of educating our local communities, especially children from underprivileged regions and societal segments. Skill development to help the nation's youth access more livelihood opportunities is another focus area of our CSR activities.

## Promoting Education

Inspira's CSR initiative, "Promoting Education," was incorporated in March 2023 in Panipat, Haryana. The aim of this initiative is to redefine education by going beyond traditional boundaries and incorporating holistic futuristic dimensions. By taking a comprehensive approach, we seek to enhance the educational experience and provide valuable opportunities for students.

Through this initiative, we have partnered with educational institutions and organizations to introduce innovative teaching methodologies, advanced technology integration, and skill development programs. By embracing these progressive approaches, we aim to empower students with the necessary knowledge, skills, and competencies to thrive in the modern world.

The selection of this initiative was driven by our strong belief in the transformative power of education. We recognize that education plays a crucial role in empowering individuals and communities, opening doors to better opportunities and a brighter future.

In terms of financial commitment, Inspira has allocated Rs. 1,09,58,000/- towards the "Promoting Education" project. This investment reflects our dedication to making a significant and sustainable difference in the field of education.

Our calculation methods for assessing the effectiveness and outcomes of this initiative align with the guidelines and regulations outlined in CSR resolutions.

Through the "Promoting Education" CSR activity, Inspira is dedicated to fostering positive change in the education sector and empowering individuals with the knowledge and skills they need to thrive in a rapidly evolving world. By redefining education and embracing progressive approaches, we aim to contribute to the holistic development and long-term success of students and communities.

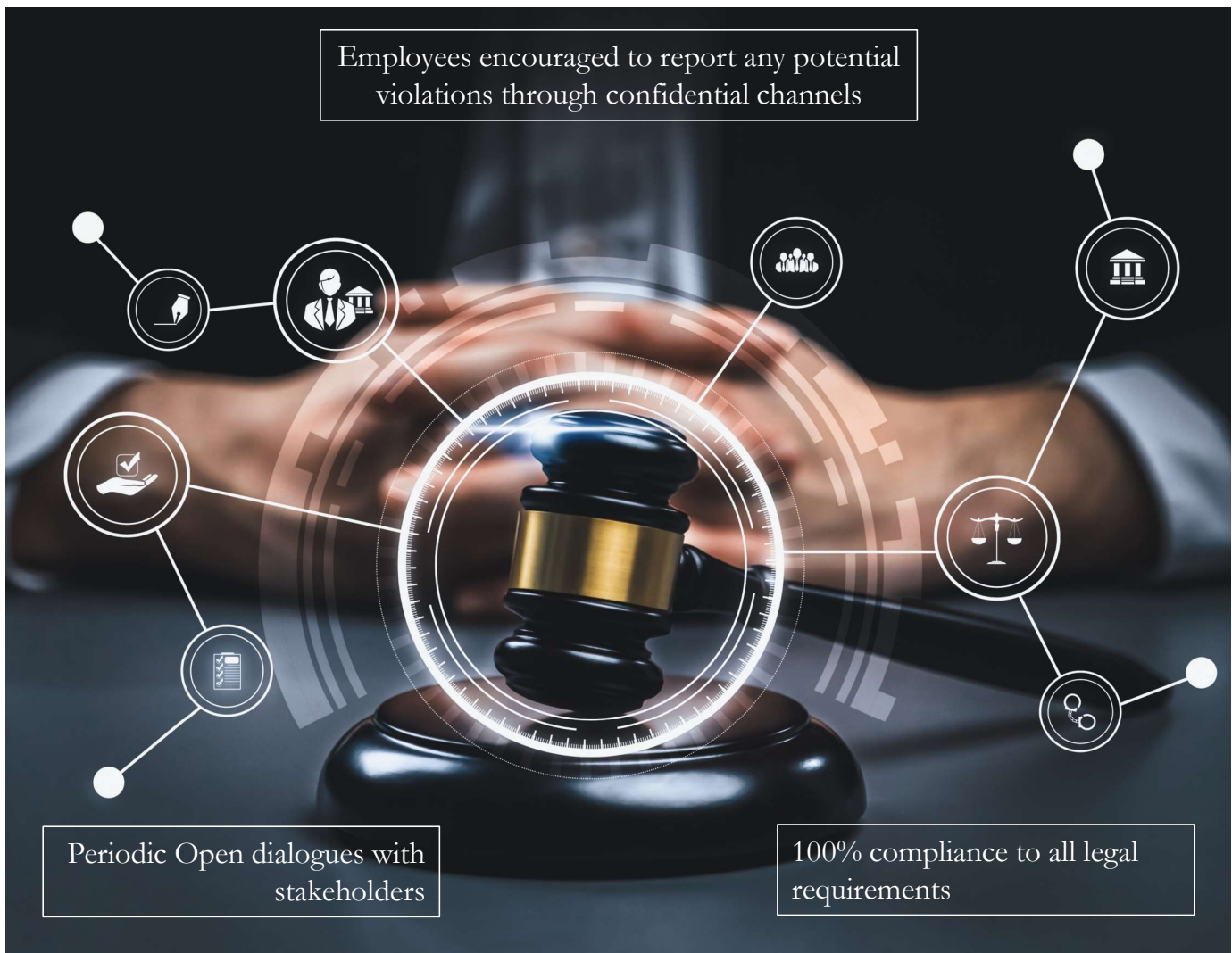


# Governance | Integrity & Accountability

## Culture Boosting Our Bottomline

Inspira's commitment to governance excellence forms a cornerstone of ESG framework, rooted in ethical principles and a culture of accountability.

Upholding integrity, fairness, and compliance with laws and regulations, we prioritize transparency.



Through a comprehensive risk management framework, we identify and mitigate risks, responding proactively to emerging governance issues.

Regular reporting & disclosure mechanisms ensure transparency regarding our governance practices.

Inspira's commitment to ethical governance practices contributes to sustainable and responsible business operations, creating long-term value for stakeholders and driving a prosperous future.

# Diversification In Our Leadership

Our Board of Directors and Committees uphold the Company's values and safeguard the interests of our stakeholders.

Through their prime focus on fair work practices, our Board ensures that our operations are conducted in line with relevant regulations and compliance standards, guided by our Code of Conduct and ethical principles.

The composition of our Board reflects a wealth of experience and expertise, with members who possess the strategic leadership skills necessary to drive the growth of our business while prioritizing our ESG goals.

Their collective knowledge and proficiency contribute to the effective governance of Inspira, enabling us to navigate the complexities of the cybersecurity industry and meet the evolving needs of our stakeholders.

## What We Are Committed To:

Stringent Anticorruption

Safety & wellbeing of our teams

Reducing our carbon footprint

## How We Implement

Easy access to policies in local languages (wherever possible)

Continuous Training & Development

Awareness Workshops



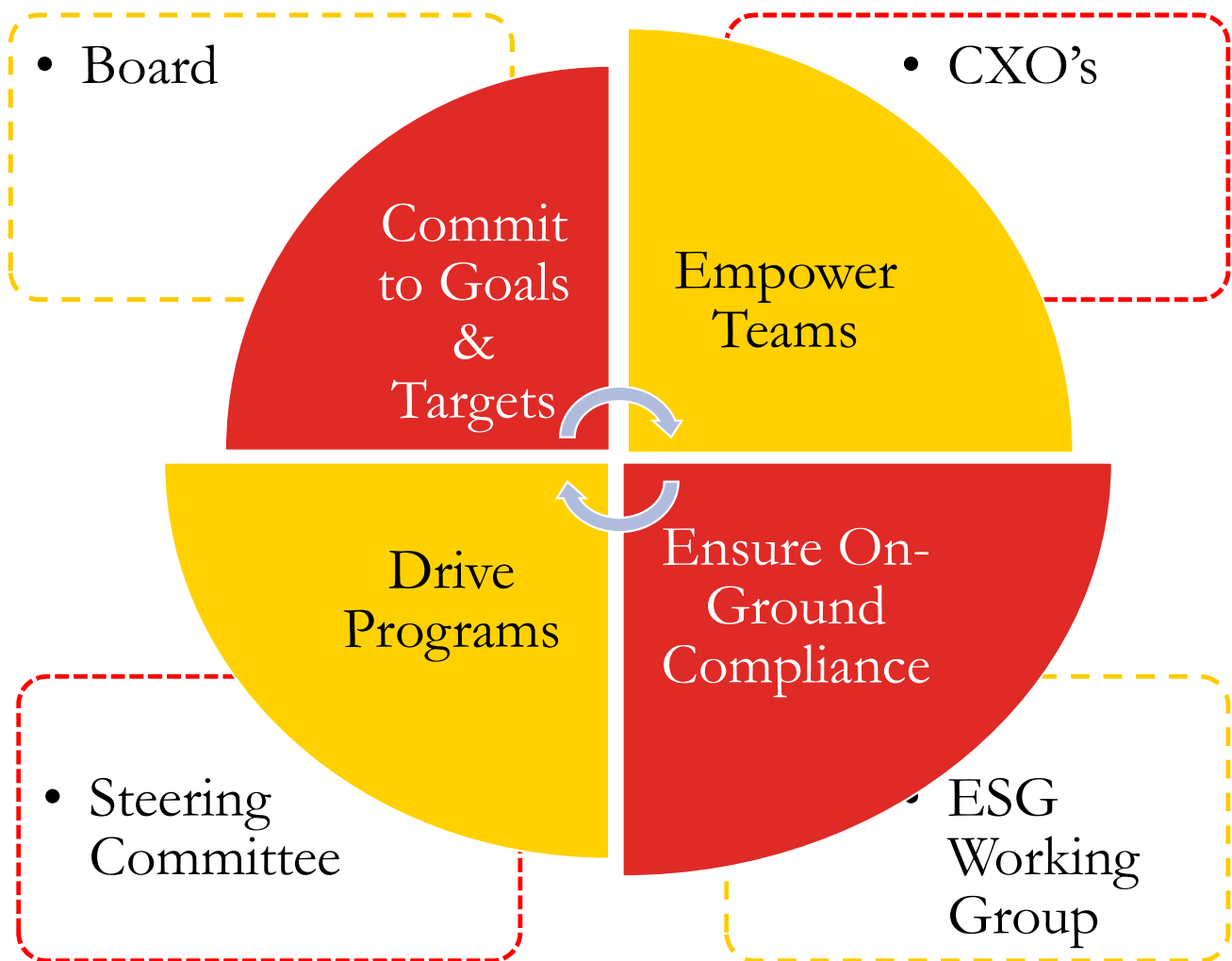
# Sustainability Governance Structure

At Inspira, we have begun our sustainability journey and our committed to prioritizing the same.

Our robust governance framework integrates sustainability into our decision-making processes, corporate strategy, and business operations.

By fostering transparency, accountability, and stakeholder engagement, we promote a culture of innovation and responsible resource management.

Through continuous improvement and measurement of our progress, we strive to make a positive impact on our communities and the environment. Inspira's sustainability governance framework empowers us to contribute to a sustainable future while driving growth and social well-being.





# Managing & Reducing Risk Through Pro-active Practices

- Risk Management is a crucial aspect of the "Corporate Governance Principles and Code of Conduct" at Inspira Enterprise India Limited. The company recognizes the importance of managing uncertainty and changes in the internal and external environment to limit negative impacts and capitalize on opportunities. The objective of our risk management policy is to ensure sustainable business growth, stability, and a proactive approach in reporting, evaluating, and resolving risks.
- A well-defined risk management framework which encompasses the following:
  - Threshold Identification
  - Shareholder and Investor interests
  - Expected business performance,
  - Resource Mapping
  - Management experience
  - Strategic Priorities
- Following categories of risk are considered
  - Strategic Risks: Changing Economic & Market Conditions
  - Geo-political Risks
  - Reputational Risks
  - Globalization & Technological Obsolescence
  - Volatility in Commodity Markets
  - Legal & Regulatory Risks

Risk Management Policy Aligns with the Companies Act 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015



# Managing & Reducing Risk Through Pro-active Practices

Inspira has implemented a dynamic risk management framework that facilitates the achievement of short-term and long-term strategic and business objectives. The framework encompasses the identification, assessment, measurement, control, and continuous assessment of risks. Key steps in the risk management process include defining risks in the context of the company's strategy, documenting risk profiles, assessing risks based on consequence, exposure, and probability, prioritizing risks, and determining appropriate risk management strategies such as acceptance, management, avoidance, transfer, or financing.





Thank you!



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