![Pracyva logo — Advancing People & Pursuit]

PRACYVA LTD

71-75 Shelton Street, Covent Gardens, London- WC2H9JQ . United Kingdom.

CORPORATE SUSTAINABILITY REPORT

For the period 1st January 2024 to 31st December 2024

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CEO's Message on Sustainability Report

Pracyva Ltd, we firmly believe that sustainability is not just a responsibility—it is an opportunity to create long-term value, foster innovation, and contribute meaningfully to the communities and environments we serve. As a company rooted in technology, programming, and consultancy, our influence goes beyond software development—we are shaping digital ecosystems and providing solutions that impact people, businesses, and the planet.

This Sustainability Report represents our ongoing journey to embed Environmental, Social, and Governance (ESG) principles into the heart of our operations. We recognize that our stakeholders—clients, employees, investors, regulators, and society at large—expect us to operate with transparency, accountability, and purpose. And we are proud to rise to that expectation.

From reducing our environmental footprint to promoting ethical governance and inclusive workplace practices, we are committed to doing business the right way. Our environmental efforts focus on minimizing energy consumption in our offices and data usage, promoting digital sustainability through green coding practices, and advocating for cloud-based solutions with lower carbon footprints. In a world increasingly reliant on technology, our responsibility includes creating efficient, eco-conscious digital systems that support a sustainable future.

On the social front, we are dedicated to cultivating a workplace culture that values diversity, equity, and inclusion. Through internal programs, skill development initiatives, and mental health support, we are investing in the well-being and growth of our team. We are also passionate about contributing to our local and global communities—whether through digital literacy initiatives, pro bono consultancy for nonprofit organizations, or supporting STEM education for underrepresented groups.

Our governance approach is rooted in integrity, transparency, and compliance. We have implemented rigorous data protection protocols, anti-corruption measures, and ethical business conduct standards across all levels of the organization. These actions help us manage risks effectively while building trust with our clients and partners.

We also understand that sustainability is a continuous process—one that evolves alongside new challenges, innovations, and opportunities. In this spirit, we have set clear ESG goals for the coming years, including measurable targets for emissions reduction, diversity representation, and supplier sustainability. We are also enhancing our sustainability training programs and engaging with clients to support their own ESG goals through tailored digital solutions.

As Managing Director of Pracyva Ltd, I am both proud of our progress and acutely aware of the work that remains. Our commitment to sustainability is unwavering, and our approach is collaborative. We invite our stakeholders to join us on this path, share insights, and hold us accountable.

Together, we can harness the power of technology not only to solve business challenges but also to contribute to a more just, inclusive, and sustainable world.

Thank you for your trust and support.

Warm regards,

CEO
Pracyva Ltd

ABOUT PRACYVA

Unlock Your Business Potential with Pracyva.

Embark on a journey with Pracyva, where we blend global insights with local expertise to forge meaningful connections between exceptional talent and forward-thinking companies. Since our inception in 2018, we've been dedicated to empowering careers and driving innovation. Whether you're a seasoned professional seeking your next challenge or an organization in pursuit of top-tier talent, Pracyva is your trusted partner in shaping the future of recruitment. Welcome to a world of possibilities.

Specialist UK-based recruitment firm delivering tailored solutions.
Focus on innovation, diversity, and excellence.

STREAMLINING YOUR RECRUITMENT PROCESS

✓ Global Presence
✓ Expertise and Insight
✓ Innovative Approach
✓ Commitment to Sustainability

Great Place To Work® Certified 2025 UK

Our Services

REFINED SOLUTIONS FOR YOUR SUCCESS
At Pracyva, we offer refined and tailored services to meet your unique needs. With an elegant approach to recruitment, our team delivers sophisticated solutions that elevate your business or career to new heights.

01

02

03

PERMANENT STAFFING

CONTRACT STAFFING

RECRUITMENT OUTSOURCING (RPO)

04

MANAGED SERVICES PROVIDER (MSP)

05

PAYROLL MANAGEMENT

Why Businesses Trust Pracyva.

98% CLIENT SATISFACTION.

100+ PLACEMENTS MONTHLY

GREAT PLACE TO WORK CERTIFIED.

CELEBRATING MILESTONES, FOSTERING SUCCESS

6 PLUS
Years in Operation

1,500 +
Private Global Network

5,000 +
Roles Fulfilled

15 +
Country Served

Voices of Team
What they're saying

"I value that we can talk about women in leadership… with more discussions where we can engage more women to continue thinking about their career in the organization and their career in leadership as well."

Samina Kauser
Assistant Manager

"Standing with those in need is our duty, and we wish to help and make a difference," says Afzal Shaik Head of EMEA Recruitment *Our Helping Hands for Ukraine programming provided not only employment and career opportunities for Ukrainians to join our company but was the basis for our efforts to welcoming Ukrainian refugees in an inclusive and caring manner."

Afzal Shaik
Head of EMEA Recruitment

FOSTERING FUTURES: PIONEERS YOUR PROFESSIONAL GROWTH

Our Methodology for Seamless Results

Best Workplaces™
Medium Organisations

Great Place To Work.
UK 2025

REC AWARDS 2024

We've been SHORTLISTED
Best Company to work for

FOSTERING FUTURES: PIONEERS YOUR PROFESSIONAL GROWTH

Pracyva is Now a Certified Great Place to Work!
We are thrilled to announce that **Pracyva has officially been certified as a Great Place to Work®!** This prestigious recognition is a testament to our unwavering commitment to fostering a workplace culture built on **excellence, inclusivity, and continuous growth** for our employees.

Celebrating the Milestone
To commemorate this remarkable achievement, we hosted **vibrant celebrations across Mumbai, Hyderabad, and London,** bringing together our incredible teams. These events were a moment of **pride and gratitude**, filled with engaging activities, heartfelt reflections, and a shared vision for the future. The **energy, enthusiasm, and camaraderie** displayed during these celebrations reaffirm the **collaborative spirit** that makes Pracyva truly exceptional.

A Culture that Drives Success
At Pracyva, we believe that **a thriving workplace fuels outstanding results**. Our **people-first approach** ensures that we not only **attract and retain top-tier talent** but also empower our employees to **innovate, collaborate, and deliver unmatched recruitment solutions** for our clients and partners.
This certification isn't just an award—it's a **reflection of the values, dedication, and passion** that each member of the **Pracyva family** brings to work every day. It reinforces our mission to create an environment where **employees feel valued, inspired, and motivated** to achieve their full potential.

Vision for the Future: Becoming One of the Best Places to Work Globally
While this milestone is a **proud achievement,** it is only the beginning. Our vision for the future is bold and ambitious—to be **recognized among the top workplaces globally.**

Elevating Employee Experience

We will continue **enhancing our workplace culture** through mentorship programs, professional development initiatives, well-being support, and leadership training to help our team grow **both personally and professionally**.

Fostering Innovation and Excellence

We will keep pioneering **new strategies in recruitment, technology, and service excellence**, ensuring Pracyva remains at the forefront of **industry transformation**.

Expanding Global Reach

With our **strong local presence and registered offices in 11 countries**, we aim to **extend our footprint further** while maintaining our **core values of integrity, collaboration, and performance**.

Strengthening Diversity, Equity, and Inclusion

We are dedicated to cultivating an **inclusive workplace** where **diverse perspectives drive innovation and success**.

A Promise to Our People

This certification is more than just an achievement—it's a **commitment to our employees**. A commitment to nurturing a **workplace where passion meets purpose, talent is empowered, and success is shared**.

We extend our **deepest gratitude** to our incredible team for their **hard work, dedication, and belief** in Pracyva's mission. **You are the heart of our success, and together, we will reach even greater heights.**

Here's to a future filled with growth, innovation, and continued success!
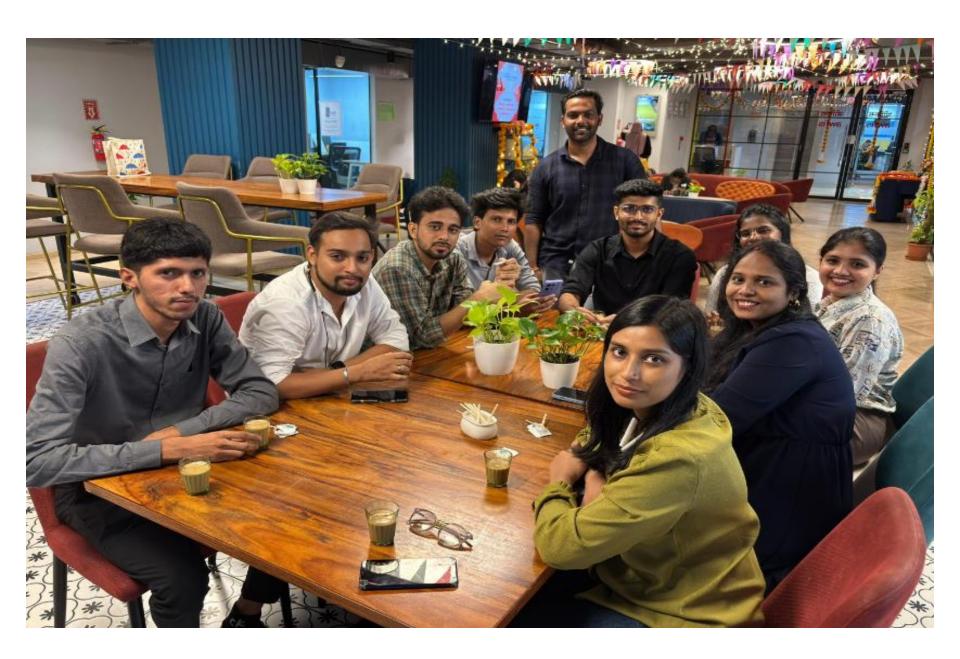**#GreatPlaceToWork #PracyvaSuccess #AdvancingPeopleAndPursuit #BestPlaceToWork**

Life At Pracyva: Where Passion Meets Purpose

At **Pracyva**, we believe that success is built on a foundation of **collaboration, innovation, and growth**. Our people are our greatest strength, and together, we create an environment where **dreams take shape, talents flourish, and goals turn into reality**.

Why Pracyva?

Empowerment Through Growth – Every challenge is an opportunity to **learn, innovate, and excel**. We encourage continuous skill development, ensuring that our employees are always ahead in their careers.

Culture of Excellence – We don't just work; we **thrive** in an environment that values creativity, diversity, and excellence. Every voice matters, and every contribution counts.

Stronger Together – Success isn't an individual journey; it's a collective effort. At Pracyva, we **support, uplift, and celebrate** each other's victories.
Global Impact – With our presence across multiple countries, we are **breaking barriers and creating opportunities** worldwide. Every role at Pracyva contributes to shaping industries and transforming lives.

Work with Purpose – Beyond recruitment, we are **advancing people and pursuit**, helping businesses and professionals achieve their full potential. **The Pracyva Spirit: Dream. Hustle. Achieve.**

We don't just offer jobs; we offer **careers with meaning**. Every day at Pracyva is a step towards **making an impact, pushing boundaries, and redefining success**. Whether it's through mentorship, career advancement, or work-life balance, we ensure that **our people grow with us**.

Your Potential is Limitless. Your Future is Bright. Your Journey Starts Here.

Welcome to Pracyva – where ambition meets opportunity.
#LifeAtPracyva #AdvancingPeopleAndPursuit #GrowWithUs #SuccessTogether

Introduction to Corporate Sustainability Report

At **Pracyva Ltd**, we believe that innovation in technology must go hand-in-hand with responsibility toward the environment, society, and sound governance. As a UK-based company operating in the field of computer programming, consultancy, and related IT services, we are acutely aware of the pivotal role the digital sector plays in shaping a sustainable future. Our 2024 Sustainability Report reflects our commitment to integrating ESG principles into the heart of our business strategy and day-to-day operations.

In recent years, the global community has increasingly recognized that sustainability is not a choice, but a necessity. The challenges posed by climate change, social inequality, digital security, and ethical governance demand proactive engagement from every industry. At Pracyva Ltd, we are committed to being part of the solution. Through this report, we aim to share our progress, challenges, and forward-looking strategies as we continue on our sustainability journey.

This report has been prepared in alignment with international standards and frameworks, including the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (SDGs). It highlights the ways in which Pracyva Ltd is working to minimize its environmental footprint, enhance social value, and uphold strong ethical standards in corporate governance. By doing so, we aim to create long-term value for our stakeholders, including employees, clients, investors, and the broader community.

From reducing the energy consumption of our digital infrastructure to supporting remote work policies that reduce commuting emissions, we are integrating sustainability into our technical operations. We are also actively exploring ways to support green coding practices, promote the circular economy in hardware lifecycle management, and embrace energy-efficient cloud computing. These steps are not only good for the planet—they are also critical in helping our clients meet their own ESG goals.

On the social front, we emphasize diversity and inclusion, employee well-being, ethical recruitment, and continuous learning. As a knowledge-driven business, our strength lies in our people. We strive to provide a safe, inclusive, and dynamic workplace where talent can thrive. Furthermore, through pro bono tech support and digital skills training initiatives, we aim to empower underserved communities and close the digital divide.
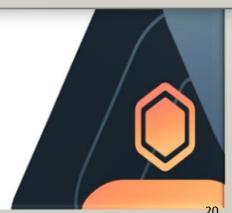
Governance is equally crucial. We maintain strict policies on data privacy, cybersecurity, anti-corruption, and ethical AI development. We recognize that as stewards of data and technology, we carry a responsibility to uphold the highest levels of trust and transparency in all our dealings. Our Board of Directors oversees ESG risk management and ensures that sustainability considerations are integrated into decision-making processes.

This report is not just a reflection of where we stand today—it is also a roadmap for where we are going. We understand that sustainability is a journey, not a destination. By continuously measuring our impact, engaging with stakeholders, and setting ambitious goals, we are determined to keep improving and innovating with responsibility.

We invite you to explore our report and join us in shaping a future where technology and sustainability go hand in hand.

Organizational Details

Legal Name: PRACYVA LTD

Nature of ownership and legal form: LTD

Location of its headquarters: 71-75 Shelton Street, Coven Gardens, London- WC2H9JQ United Kingdom

Country of operation: United Kingdom

The reporting period is from 1st January 2024 to 31st December 2024

GOVERNANCE

General Disclosures
GRI 102

In 2024, we actively engaged with key stakeholders—including employees, clients, suppliers, regulators, and community members—to understand their expectations and integrate their insights into our ESG strategy. Through surveys, interviews, meetings, and feedback sessions, we identified material topics and areas for improvement. This collaborative approach ensured our sustainability initiatives aligned with stakeholder priorities, enhancing transparency, trust, and long-term value creation. The feedback helped refine our environmental, social, and governance goals, guiding decision-making and policy development. By maintaining open communication channels, we continue to foster meaningful relationships and ensure our ESG practices remain relevant, responsible, and impactful for all involved.

Process to determine material topics
GRI 3-1

In 2024, we conducted a comprehensive materiality assessment to identify ESG topics most relevant to our business and stakeholders. This process guided the selection of key performance indicators (KPIs), enabling us to monitor, measure, and report progress effectively. The outcome supports data-driven decisions and enhances sustainability performance transparency.

List of material topics
GRI 3-2

At Pracyva Ltd., U.K. our material topics are identified through comprehensive stakeholder engagement and impact assessments. Key material topics include:

1. Energy Consumption & Efficiency
2. Greenhouse Gas (GHG) Emissions
3. Electronic Waste (E-Waste) Management
4. Sustainable Procurement
5. Cloud & Data Center Efficiency
6. Remote and Hybrid Work Policies
7. Digital Carbon Footprint
8. Environmental Training and Awareness
9. Office Waste Management
10. Sustainable Business Travel

ENVIRONMENT TOPICS

SOCIAL TOPICS

1. Employee Health, Safety & Wellbeing
2. Diversity, Equity & Inclusion (DEI)
3. Training & Career Development
4. Work-Life Balance & Flexible Work
5. Data Privacy & Protection of Personal Information
6. Anti-Harassment and Workplace Conduct
7. Employee Engagement & Satisfaction
8. Human Rights & Ethical Labour Practices
9. Equal Pay and Pay Equity
10. Community Engagement & Social Impact.

GOVERNANCE TOPICS

1. Data Security & Information Governance
2. Anti-Corruption & Business Ethics
3. Board Diversity and Independence
4. Regulatory Compliance
5. Risk Management & Internal Controls
6. Whistleblower Protection and Ethics Reporting
7. Sustainability Strategy and Oversight
8. Transparency & ESG Disclosure
9. Supply Chain Governance
10. Intellectual Property & Compliance with Licensing

Mechanisms for seeking advice and raising concerns
GRI 2-26

An Anti-Corruption Internal Audit is a systematic evaluation of an organization's policies, procedures, and practices to detect and prevent corruption, bribery, and unethical conduct. It reviews compliance with anti-corruption laws, internal controls, conflict of interest declarations, and third-party transactions. The audit assesses the effectiveness of whistleblower mechanisms and employee training programs. Findings help identify gaps, risks, and areas for improvement, ensuring transparency and accountability. Recommendations from the audit strengthen governance and foster a culture of integrity. Regular internal audits demonstrate a proactive stance against corruption, boost stakeholder confidence, and support the organization's commitment to ethical and responsible business conduct.

Anti-corruption
GRI 205

Anti-corruption training and internal audits are key components of an organization's ethical governance framework. Training programs educate employees on recognizing, preventing, and reporting bribery, fraud, and unethical conduct, reinforcing a zero-tolerance policy. Internal audits systematically evaluate compliance with anti-corruption laws, internal controls, and reporting mechanisms. Together, they help identify risks, close policy gaps, and promote transparency and accountability. These initiatives foster a culture of integrity and ethical decision-making at all levels. Regular training and audits demonstrate the organization's proactive stance against corruption, enhance stakeholder trust, and support adherence to international standards such as the UN Global Compact and anti-bribery regulations.

ENVIRONMENT

Management Approach
GRI 103

Being certified under ISO 14001 in 2024 demonstrates Pracyva Ltd's strong commitment to proactive environmental management. This internationally recognized standard validates that our environmental management system (EMS) is aligned with global best practices. It ensures that we systematically identify, manage, monitor, and improve our environmental performance, reducing risks and enhancing compliance. Through this certification, we aim to minimize our ecological footprint by focusing on energy efficiency, waste reduction, and sustainable operations. It also helps us engage employees, clients, and stakeholders in environmental responsibility, reinforcing our dedication to long-term sustainability and continuous improvement across our business practices.

Energy
GRI 302

In 2024, Pracyva Ltd recorded a total energy consumption of 1208 kWh, reflecting our operational efficiency and conscious energy use. As part of our environmental sustainability strategy, we closely monitor and manage energy consumption across our facilities and systems. This data supports our efforts to identify areas for improvement, promote the use of energy-efficient equipment, and reduce our overall environmental footprint. By maintaining low energy usage relative to our operations, we contribute to global energy conservation goals while aligning with ISO 14001 standards. Continuous evaluation and optimization of our energy use remain central to our sustainability and climate action initiatives.

In 2024, we invested in energy-efficient equipment to reduce our environmental impact and support our sustainability goals. This included upgrading machinery, lighting systems, and HVAC units with high-efficiency alternatives that consume less energy and lower greenhouse gas emissions. These improvements not only enhance operational performance but also contribute to long-term cost savings and resource conservation. The transition aligns with our commitment to environmental responsibility, reducing our carbon footprint while maintaining productivity. Continuous monitoring ensures the equipment operates at optimal efficiency. By adopting cleaner technologies, we reinforce our role in promoting energy-conscious practices across the industry and within our operations.

Emissions
GRI 305

In 2024, our company reported Scope 1 Greenhouse Gas (GHG) emissions totaling 0.402 metric tonnes of CO_2 equivalent (MT CO_2e). These emissions stem from direct sources under our control, including fuel combustion in company-owned vehicles and equipment. We are committed to minimizing our carbon footprint through energy efficiency measures, regular equipment maintenance, and transitioning to low-emission technologies. Although our Scope 1 emissions are relatively low, we recognize the importance of continuous improvement and regularly monitor our operations for emission reduction opportunities. Our efforts align with global climate goals and support a sustainable, low-carbon future for our industry and stakeholders.

In 2024, our Scope 2 Greenhouse Gas (GHG) emissions amounted to 0.233 metric tonnes of CO_2 equivalent (MT CO_2e). These emissions are associated with the purchase of electricity consumed in our operations. Although indirect, Scope 2 emissions significantly impact our environmental footprint. We are actively working to reduce these emissions by improving energy efficiency across our facilities, optimizing equipment usage, and exploring renewable energy sources. Our commitment to sustainability includes routine monitoring of energy consumption and collaboration with utility providers to support cleaner energy alternatives. These actions reflect our dedication to environmental stewardship and reducing our carbon impact across all operations.

In 2024, our Scope 3 Greenhouse Gas (GHG) emissions totaled 2.076 metric tonnes of CO_2 equivalent (MT CO_2e), comprising 1.518 MT from upstream activities and 0.558 MT from downstream operations. These indirect emissions arise from our value chain, including purchased goods and services, transportation, distribution, and product use. We recognize that Scope 3 emissions represent a significant share of our carbon footprint and are working closely with suppliers and partners to promote low-carbon practices. Our initiatives include supplier engagement, logistics optimization, and lifecycle assessments, all aimed at reducing emissions and supporting our broader commitment to sustainable and responsible business practices.

Waste
GRI 306

In 2024, we generated a total of 182.47 kilograms of electronic waste (e-waste) from obsolete or non-functional electronic devices and equipment. This included computers, printers, cables, and other electronic components. To manage this responsibly, we partnered with certified e-waste recyclers to ensure safe handling, recycling, and disposal in compliance with environmental regulations. Our approach minimizes the risk of hazardous substances entering landfills and supports the recovery of valuable materials. We are also raising awareness among employees about responsible e-waste disposal and implementing measures to extend the life of electronic assets, reinforcing our commitment to sustainable resource and waste management practices.
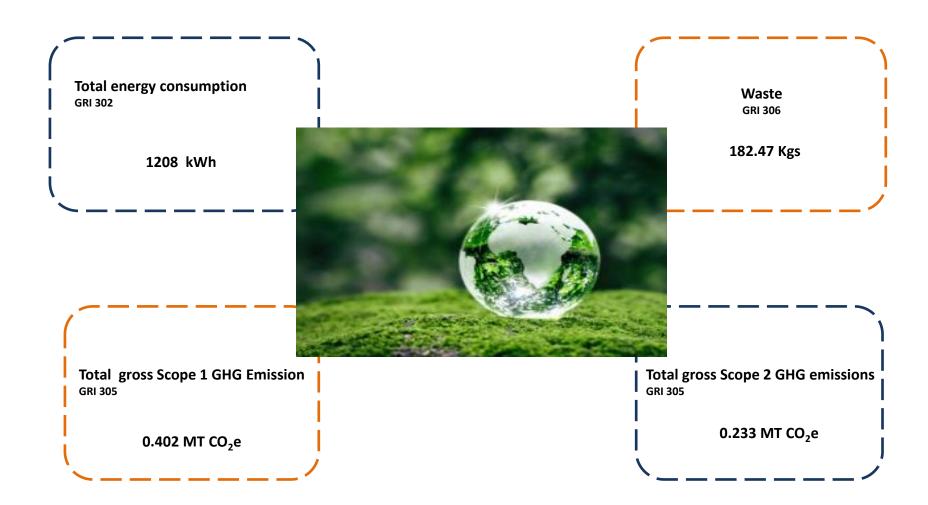
In 2024, we ensured that all hazardous waste generated from our operations was properly labeled, sorted, and handled in accordance with environmental regulations and safety standards. Each type of hazardous material was clearly identified, securely stored in designated areas, and managed by trained personnel to prevent contamination or accidents. We partnered with authorized disposal service providers for safe transportation and treatment of hazardous waste. Regular audits and staff training were conducted to maintain compliance and awareness. These practices reflect our commitment to environmental protection, workplace safety, and responsible waste management, minimizing potential harm to people and the planet.

Water and Effluents
GRI 303

A Water Accounting Internal Audit evaluates an organization's water usage, management practices, and reporting accuracy. It reviews water sourcing, consumption, discharge, and recycling across operations to ensure efficient and responsible use. The audit verifies data integrity, compliance with environmental regulations, and alignment with sustainability targets. It identifies areas of excessive use, potential risks, and opportunities for conservation or reuse. By assessing the effectiveness of monitoring systems and water-saving initiatives, the audit supports continuous improvement. It enhances transparency in reporting, promotes environmental stewardship, and helps the organization reduce its water footprint while contributing to long-term resource sustainability and regulatory compliance.

ENVIRONMENTAL PERFORMANCE

Total energy consumption
GRI 302

1208 kWh

Waste
GRI 306

182.47 Kgs

Total gross Scope 1 GHG Emission
GRI 305

0.402 MT CO_2e

Total gross Scope 2 GHG emissions
GRI 305

0.233 MT CO_2e

Total gross Scope 3 GHG emissions
GRI 305

2.076 MT CO_2e

Total gross Scope 3 Downstream GHG emissions
GRI 305

0.558 MT CO_2e

Total gross Scope 3 Upstream GHG emissions
GRI 305

1.518 MT CO_2e

SOCIAL

Pracyva
Advancing People & Pursuit

Occupational Health and Safety
GRI 403

ISO 45001 is an international standard for Occupational Health and Safety Management Systems (OHSMS), designed to improve employee safety, reduce workplace risks, and create better working conditions. It provides a structured framework for identifying hazards, assessing risks, and implementing preventive measures. The standard emphasizes worker participation, leadership commitment, and continuous improvement in health and safety performance. ISO 45001 helps organizations comply with legal requirements and proactively prevent injuries and illnesses. Certification demonstrates a strong commitment to employee well-being, enhances organizational resilience, and promotes a culture of safety. It ultimately leads to increased productivity, reduced downtime, and improved overall workforce morale.

In 2024, Pracyva Ltd recorded zero reportable health and safety incidents, reflecting our strong commitment to maintaining a safe and secure workplace. We implemented ISO 45001-certified Occupational Health and Safety Management Systems, conducted regular risk assessments, safety audits, and emergency preparedness drills. Comprehensive health and safety training was provided to all employees, alongside ergonomic evaluations and mental health support. Our proactive safety culture, supported by continuous monitoring and improvement, ensures a hazard-free environment. This achievement highlights the effectiveness of our preventative measures and dedication to employee wellbeing.

In 2024, Pracyva Ltd conducted a series of emergency mock drills including scenarios such as fire outbreaks, chemical spills, explosions, and accidental falls to strengthen workplace emergency preparedness. These drills were part of our ISO 45001-certified Occupational Health and Safety Management System and aimed to ensure rapid, coordinated response during crises. Employees were trained on evacuation procedures, use of safety equipment, and communication protocols. Regular drills improved awareness, response times, and overall readiness. These efforts reinforce our commitment to proactive risk management, employee safety, and operational resilience.

Employment
GRI 401

In 2024, Pracyva Ltd ensured that 100% of its employees were covered under comprehensive health insurance plans. This initiative reflects our commitment to employee wellbeing, providing access to quality medical care, mental health support, and preventive healthcare services. Our health benefits include general medical coverage, specialist consultations, and emergency treatments. By fully covering our workforce, we promote a culture of care, security, and trust. This initiative supports higher job satisfaction, productivity, and retention while aligning with our ESG and employee welfare goals.

Training and Education
GRI 404

In 2024, Pracyva Ltd conducted Energy Conservation Training to educate employees on sustainable energy practices and reduce overall consumption. The program covered topics such as energy-efficient behaviors, optimal equipment usage, and minimizing idle power usage. Employees were encouraged to adopt green habits in both office and remote settings. The training supported the use of energy-efficient systems and reinforced our ISO 14001 objectives. By fostering awareness and responsibility, the initiative contributed to our total energy consumption of 1208 kWh, aligning with our ESG goals and strengthening our commitment to environmental stewardship.

In 2024, Pracyva Ltd delivered waste reduction training to all employees, aiming to minimize environmental impact through responsible waste management. The training covered waste segregation, digital documentation to reduce paper use, e-waste handling, and sustainable office practices. Employees learned how to identify recyclable materials, reduce single-use items, and support circular economy principles. The initiative complemented our ISO 14001 certification and helped manage 182.47 kg of e-waste responsibly. By fostering a culture of sustainability and awareness, the program directly supported our ESG goals and improved our operational efficiency.

In 2024, Pracyva Ltd conducted Anti-Corruption Awareness Training to reinforce ethical business practices and ensure compliance with legal and regulatory standards. The program educated employees on identifying, preventing, and reporting corrupt activities such as bribery, fraud, and conflicts of interest. Training materials included real-life case studies, internal reporting procedures, and whistleblower protection policies. This initiative supports our zero-tolerance approach to corruption and aligns with our ESG governance objectives. Regular internal audits and monitoring complemented the training, promoting a transparent and accountable workplace culture.

Information Security training equips employees with the knowledge and skills to protect sensitive data, recognize cyber threats, and comply with security policies. It covers topics such as password management, phishing awareness, data classification, secure handling of devices, and incident reporting. Regular training ensures that staff can identify and respond to security risks, reducing the chance of breaches and unauthorized access. It also emphasizes the importance of confidentiality, integrity, and availability of information. By fostering a security-conscious culture, organizations safeguard their digital assets, maintain customer trust, and comply with legal and regulatory requirements related to data protection and cybersecurity.

Career Development training empowers employees to enhance their skills, set professional goals, and grow within the organization. It includes workshops, mentoring, coaching, and online courses that focus on leadership, communication, time management, and industry-specific expertise. This training helps individuals identify strengths, address areas for improvement, and align their career paths with organizational objectives. By investing in employee development, companies boost motivation, job satisfaction, and retention. Career development programs also prepare employees for future roles, succession planning, and increased responsibilities, fostering a culture of continuous learning and advancement that benefits both the individual and the organization's long-term success.

Health and Safety training educates employees on workplace hazards, safe practices, and emergency procedures to prevent injuries and ensure a secure environment. It covers topics such as fire safety, personal protective equipment (PPE), first aid, manual handling, and hazard identification. The training promotes awareness of legal requirements, company policies, and individual responsibilities in maintaining safety standards. Regular sessions reinforce a proactive safety culture, reduce accident rates, and ensure compliance with occupational health regulations. By equipping staff with the knowledge to handle risks and emergencies, organizations protect their workforce, minimize downtime, and enhance overall productivity and well-being in the workplace.

Family-Friendly Programs training helps employees understand and access policies that support work-life balance, such as parental leave, flexible working hours, childcare support, and employee assistance programs. It educates staff and managers on creating an inclusive, supportive environment that values family responsibilities. The training emphasizes the benefits of these programs, including reduced stress, higher job satisfaction, and improved retention. It also guides supervisors on managing teams with empathy and flexibility. By fostering a culture that respects family needs, organizations enhance employee well-being, attract diverse talent, and promote loyalty, ultimately contributing to a more engaged and productive workforce.

Diversity, Equity, and Inclusion (DEI) training educates employees on recognizing and addressing biases, promoting equitable opportunities, and fostering an inclusive workplace culture. It covers topics like unconscious bias, cultural competence, and inclusive communication. By enhancing awareness and understanding, DEI training aims to create a respectful environment where diverse perspectives are valued, leading to improved collaboration, innovation, and employee satisfaction. Implementing DEI training can also help organizations comply with legal standards and demonstrate a commitment to social responsibility.

Harassment Prevention Training educates employees and managers on identifying, preventing, and responding to workplace harassment, including sexual harassment, bullying, and discrimination. It outlines unacceptable behaviors, reporting procedures, and legal obligations under applicable laws and company policies. The training promotes respect, professionalism, and a zero-tolerance culture, ensuring all employees feel safe and valued. Interactive scenarios and real-life examples help participants understand the impact of harassment and the importance of speaking up. By fostering awareness and accountability, this training reduces risks, enhances workplace morale, and supports an inclusive, respectful environment where everyone can work without fear of intimidation or misconduct.

Disability Inclusion Training educates employees and leaders on creating an accessible, respectful, and supportive workplace for individuals with disabilities. It covers topics such as inclusive language, legal rights, reasonable accommodations, and removing physical and attitudinal barriers. The training promotes empathy, awareness, and understanding of diverse abilities, encouraging a culture that values all contributions. By addressing unconscious biases and fostering inclusive practices, organizations can improve team collaboration, innovation, and morale. This training not only ensures compliance with disability laws but also reflects a commitment to equity and belonging, empowering individuals with disabilities to thrive professionally and fully participate in the workplace.

Fair Promotion Practices Training educates employees and managers on transparent, equitable, and merit-based advancement processes. It emphasizes the importance of clear criteria, unbiased evaluations, and equal opportunities regardless of gender, race, age, or background. The training covers best practices in performance reviews, feedback delivery, and career progression planning. It also addresses how to recognize and prevent favoritism, discrimination, or unconscious bias in promotion decisions. By fostering fairness and consistency, organizations enhance employee trust, motivation, and retention. This training supports a culture of integrity and accountability, ensuring that promotions are based on skills, achievements, and potential rather than personal or systemic bias.

Sustainable Procurement Training equips employees with the knowledge to make purchasing decisions that consider environmental, social, and economic impacts. It covers topics such as supplier sustainability assessments, ethical sourcing, lifecycle costing, and reducing carbon footprints through procurement. The training encourages alignment with ESG goals and compliance with relevant standards and regulations. Participants learn to evaluate suppliers on factors like labor practices, resource use, and environmental performance. By promoting responsible sourcing, organizations can mitigate risks, support green innovation, and drive positive change across supply chains. This training fosters a culture of sustainability and strengthens long-term value creation for both business and society.

Supplier Diversity, Equity, and Inclusion (DEI) Actions Training educates procurement professionals on integrating DEI principles into supplier selection and management. It covers identifying and engaging diverse suppliers, understanding unconscious biases, and implementing equitable procurement practices. The training emphasizes creating inclusive supply chains by supporting businesses owned by underrepresented groups, thereby fostering innovation and community development. Participants learn to assess supplier diversity, set measurable goals, and ensure compliance with relevant regulations. By embedding DEI into procurement strategies, organizations enhance their social responsibility, improve market competitiveness, and build resilient, inclusive business ecosystems.

Buyer Metrics Training provides procurement professionals with the skills to track, analyze, and optimize key performance indicators (KPIs) related to purchasing activities. It covers metrics such as cost savings, supplier performance, procurement cycle time, contract compliance, and sustainability indicators. The training helps buyers make data-driven decisions, identify inefficiencies, and enhance supplier relationships. Participants learn to use tools and dashboards for effective monitoring and reporting. By focusing on measurable outcomes, the training improves transparency, accountability, and alignment with organizational goals. Ultimately, Buyer Metrics Training empowers teams to drive value, reduce risks, and contribute strategically to business performance and sustainable procurement practices.

Flexible Work Arrangements training educates employees and managers on implementing and navigating alternative work schedules, including remote work, flextime, compressed workweeks, and job sharing. It highlights the benefits of flexibility, such as increased productivity, improved work-life balance, and enhanced employee engagement. The training covers policy guidelines, communication strategies, performance management, and the use of digital collaboration tools. It also emphasizes trust, accountability, and maintaining team cohesion. By fostering a culture that supports flexibility, organizations attract and retain top talent, accommodate diverse needs, and build a resilient workforce capable of adapting to evolving business demands and individual employee circumstances.

Achieving 100% participation in Career Development Programs reflects an organization's strong commitment to employee growth and continuous learning. Every employee engages in structured learning opportunities, including mentorship, skill-building workshops, leadership training, and personalized development plans. This universal involvement ensures that all staff have equal access to career advancement resources, fostering a culture of inclusion, motivation, and high performance. It also supports succession planning and internal mobility, reducing turnover and enhancing organizational resilience. With full participation, companies benefit from a more skilled, confident, and future-ready workforce aligned with long-term business objectives and employee satisfaction.

Diversity and Equal Opportunity
GRI 405

Reporting zero Diversity, Equity, and Inclusion (DEI) incidents may suggest a harmonious workplace, but it can also indicate underreporting due to fear of retaliation or lack of awareness about reporting mechanisms. It's crucial to ensure that employees feel safe and supported in reporting any concerns. Implementing clear reporting procedures, fostering open communication, and regularly assessing workplace culture can help maintain an inclusive and equitable environment. Encouraging feedback and proactively addressing potential issues contribute to a genuinely supportive organizational culture.

Implementing Diversity, Equity, and Inclusion (DEI) policies and training involves establishing clear guidelines that promote equal opportunities and respect for all employees, regardless of background. Training programs may include awareness sessions on unconscious bias, cultural competency workshops, and leadership training to foster an inclusive workplace. Effective DEI initiatives are tailored to organizational needs, incorporate interactive learning methods, and receive strong leadership support. Continuous education and open dialogue are essential to reinforce these principles and ensure lasting cultural change. Employee Resource Groups (ERGs) can also play a vital role in supporting underrepresented staff and promoting inclusivity.

A Pay Gap Internal Audit assesses compensation structures to identify disparities based on gender, ethnicity, or other demographic factors. It involves analyzing salary data, job roles, performance metrics, and promotion histories to ensure equitable pay practices. The audit evaluates compliance with equal pay laws and internal policies, identifying unjustified wage gaps and systemic bias. Findings guide corrective actions, such as adjusting salaries or revising compensation frameworks. Transparent reporting and accountability measures are established to promote fairness. This audit supports diversity, equity, and inclusion goals, enhances employee trust, and demonstrates the organization's commitment to equal opportunity and ethical human resource management.

Child Labor, Forced Labor & Human Trafficking
GRI 408, 409

An internal audit on Child Labour, Forced Labour, and Human Trafficking evaluates an organization's compliance with ethical labor standards and human rights laws. It reviews hiring practices, supplier contracts, employee records, and grievance mechanisms to ensure no exploitation occurs within operations or the supply chain. The audit identifies risks, assesses due diligence processes, and evaluates training effectiveness on labor rights. By detecting gaps or non-compliance, it enables corrective actions and strengthens ethical sourcing and recruitment practices. This audit demonstrates the organization's commitment to human dignity, responsible business conduct, and adherence to international frameworks like the UN Guiding Principles and ILO standards.

Customer Privacy
GRI 418

ISO 27001 is an internationally recognized standard for Information Security Management Systems (ISMS). It provides a systematic framework for managing sensitive company information to ensure its confidentiality, integrity, and availability. The standard outlines requirements for assessing risks, implementing robust security controls, and establishing continuous improvement processes. ISO 27001 helps organizations protect against data breaches, cyber threats, and other security incidents. Certification demonstrates a company's commitment to information security and builds trust with clients, partners, and stakeholders. It also ensures compliance with legal and regulatory requirements, enhances risk management, and supports a culture of security awareness across the organization.

Employee Health & Safety
(Number of reportable incidents)
GRI 403

0 Nos

Working Conditions
(Percentage of Employees Covered Under Health Insurance)
GRI 401

100%

Career management / Training
(Percentage of employees participating in career development programs)
GRI 404

100%

Diversity, Equity & Inclusion
(Number of Reported incidents)
GRI 405

0 Nos

GRI CONTENT INDEX

INDEPENDENT THIRD-PARTY ASSURANCE STATEMENT
Corporate Sustainability Report 2024

Pracyva Ltd

71-75 Shelton Street, Covent Gardens, London- WC2H9JQ United Kingdom.
Prepared by: **BMQR Certifications Pvt Ltd**
Date of Assurance: **28th April, 2025**

1. Executive Summary

BMQR Certifications Pvt Ltd ("BMQR") was commissioned by Pracyva Ltd to perform an independent third-party assurance engagement on its Corporate Sustainability Report for the reporting period 1st January 2024 to 31st December 2024. The assurance was conducted in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3) using a **Type 1 High Assurance** approach, assessing the design and implementation of systems and processes used to prepare the sustainability disclosures.
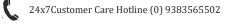
2. Intended Users

The primary intended users of this assurance statement are:

- Pracyva Ltd's stakeholders: including employees, investors, regulators, clients, suppliers, and the general public.

- Regulatory bodies and sustainability rating agencies (e.g., EcoVadis, CDP).

- Internal leadership of Pracyva Ltd for decision-making and continuous improvement.

- Prospective partners and customers evaluating the ESG integrity of Pracyva Ltd

3. Responsibilities

- **Pracyva Ltd** is responsible for the preparation and content of the Corporate Sustainability Report.

- Prepare and present the sustainability report in accordance with agreed-upon standards and frameworks.

- Ensure access to all relevant information, documentation, and personnel necessary for the assurance engagement.

- Maintain internal controls and performance management systems to ensure the accuracy and completeness of disclosed information.

- Notify the Assurance Provider of any significant changes during the engagement that may impact the scope or findings.

- **BMQR**'s responsibility is to provide an independent opinion based on the assurance engagement performed.

- Prepare and present the sustainability report in accordance with agreed-upon standards and frameworks.

- Ensure access to all relevant information, documentation, and personnel necessary for the assurance engagement.

- Maintain internal controls and performance management systems to ensure the accuracy and completeness of disclosed information.

- Notify the Assurance Provider of any significant changes during the engagement that may impact the scope or findings.

4. Scope and Limitations

The scope of our engagement included:

- Review of sustainability-related systems and processes for ESG data management.

- Assessment of the stakeholder engagement and materiality determination process.

- Assessment of governance structures supporting sustainability disclosures.

- Evaluation of adherence to the AA1000 AccountAbility Principles: Inclusivity, Materiality, Responsiveness, and Impact.

5. Assurance Standards and Type

- **Standard Applied:** AA1000AS v3 (2020)

- **Type of Engagement:** Type 1 (System and Process Review)

- **Level of Assurance:** High Assurance overall, with specific assurance levels indicated for each KPI.

6. Methodology

Our methodology included:

- Desk review of relevant internal policies, reports, and documentation.

- Interviews with key personnel responsible for sustainability strategy and reporting.

- Evaluation of stakeholder engagement processes.

- Review of internal control frameworks and data management processes.

- Assessment of compliance with AA1000 AccountAbility Principles.

7. Independence and Competence

- The assurance was conducted by BMQR Certifications Pvt Ltd, a third-party certification and assurance body.

- The lead assurer Mr. S. Elango is an Associate Certified Sustainability Assurance Practitioner (ACSAP), certified under AA1000.

- BMQR has no financial or operational stake in Pracyva Ltd and maintains full independence and impartiality in its assurance services.

- The team comprises professionals with expertise in ESG reporting, ISO audits, and GHG verification.
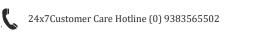
8. Findings and Conclusions on Adherence to AA1000AP Principles

Principle	Conclusion
Inclusivity	Pracyva Ltd has conducted surveys and interviews with diverse stakeholder groups (employees, clients, community) to shape its ESG strategy. Evidence of stakeholder input shaping material topics is presented in the report. **Conclusion:** Adheres well to the principle of Inclusivity.
Materiality	A formal materiality assessment was conducted and disclosed in the report. Material topics span environmental, social, and governance dimensions and align with stakeholder priorities. **Conclusion:** Meets the Materiality principle satisfactorily.
Responsiveness	The report includes detailed responses to stakeholder concerns such as anti-corruption, DEI, energy use, and safety. Policies, training programs, and audits are used as responsive measures. **Conclusion:** Responsiveness is demonstrated and documented.
Impact	Quantitative metrics for energy, emissions, waste, and training are clearly reported. The report identifies impact areas (e.g., Scope 3 emissions reduction through supplier engagement). **Conclusion:** Impact measurement and management are transparent and improving.

Overall Conclusion: Pracyva Ltd has adhered, in all material respects, to the AA1000AP (2018) Principles of Inclusivity, Materiality, Responsiveness, and Impact.

9. Summary of Key Sustainability KPIs and Assurance Levels

Sl. No	Sustainability Parameter	Parameter	2024 Reported Data	Assurance Level
1	Discrimination & Harassment	Number of reported incidents of Discrimination & Harassment	0 Nos	High Assurance
2	Energy Consumption & GHGs	Total Energy Consumption & GHGs	1208 kWh	High Assurance
3	Working Conditions	Percentage of Employees Covered Under Health Insurance	100%	High Assurance
4	Waste	Reduce the weight of waste in Kgs	182.47 kgs	High Assurance
5	Employee Health & Safety	Number of reportable incidents	0 Nos	High Assurance
6	Number of Employees Undergoing Check-ups	Increase the Number of employees undergoing check-ups	75 Nos	High Assurance
7	Percentage of Employees Reporting High Stress	Reduce the Percentage of employees reporting high stress	2%	High Assurance
8	Career Management / Training	Percentage of employees participating in career development programs	100%	High Assurance
9	Number of Reported Ergonomic Injury Cases	Reduce the Number of reported ergonomic injury cases	2 Nos	High Assurance
10	Total Energy Consumption	Total Energy Consumption	1208 kWh	High Assurance
11	Total Gross Scope 1 GHG Emissions	Reduction target for Scope 1 emissions	0.402 MT CO2e	Moderate Assurance
12	Total Gross Scope 2 GHG Emissions	Reduction target for Scope 2 emissions	0.233 MT CO2e	Moderate Assurance

13	Total Gross Scope 3 GHG Emissions	Reduction target for Scope 3 emissions	2.076 MT CO2e	Moderate Assurance
14	Total Gross Scope 3 Downstream GHG Emissions	Reduction target for Scope 3 Downstream emissions	0.558 MT CO2e	Moderate Assurance
15	Total Gross Scope 3 Upstream GHG Emissions	Reduction target for Scope 3 Upstream emissions	1.518 MT CO2e	Moderate Assurance
16	Number of Completed Risk Assessments	Increase the Number of completed risk assessments	1 Nos	High Assurance
17	Number of Emergency Drills Conducted	Increase the Number of emergency drills conducted	1 Nos	High Assurance
18	Percentage of Employees Trained on Safety Awareness and Response Skills	Increase the Percentage of employees trained on safety awareness	100%	High Assurance

Note: The assurance level reflects the robustness of internal systems and processes supporting the respective KPI.

10. RECOMMENDATIONS FOR IMPROVEMENT

While the report is well-structured and data-rich, the following improvement opportunities are noted:

- Enhance Transparency on Scope 3 Calculations

- Include methodology and assumptions used for calculating Scope 3 emissions to improve verifiability.

- Disclose Stakeholder Engagement Tools

- Provide more clarity on the nature of stakeholder surveys/interviews (e.g., sample size, frequency).

- Link Performance to SDGs

- Explicitly map ESG performance indicators to SDGs for greater alignment with global sustainability goals.
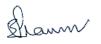
- Publish More Evidence for Certifications and Training

- Consider appending or linking certificates, audit summaries, or anonymized training records for authenticity.

- Consider External Data Sources for Benchmarking

- Benchmark GHG emissions and DEI statistics against industry averages to provide comparative insights.

11. Restriction on Use

This Assurance Statement is issued solely for Pracyva Ltd to include in its Corporate Sustainability Report 2024 and must not be relied upon by any other party without prior written consent from BMQR Certifications Pvt Ltd.

Prepared by:
BMQR Certifications Pvt Ltd

Authorized Signatory: **S. Elango**
Designation: Associate Certified Sustainability Assurance Practitioner (ACSAP)
Certificate Number: A09122401
Date: 28th April, 2025

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