

# OUR FUTURE FORWARD

Corporate Citizenship Report

Year 2021



Corporate Citizenship Report for VDart Group  
In this report VDart refers to all VDart Group Companies

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# MESSAGE FROM OUR CEO

We have been facing the most uncertain times as we experience the social and economic crisis caused by the covid-19 pandemic. Since the pandemic, we have faced challenges worldwide with numerous job losses, deteriorating economic and social conditions, and a stressed healthcare system. At VDart, we recognize the need to look forward and continue to evolve to become a better Corporate Citizen. I am incredibly proud and sincerely grateful to our colleagues, customers, partners, and communities for helping us create shared success during difficult times. I have always believed in making consistent progress every day to achieve desired results. At VDart, we recognize that collaborating and creating shared successes is critical to reimagining the future and delivering on our priorities. We are working towards making a gender neutral and diverse workplace that provides equal opportunity to all.

With our constant and continuous efforts, we have positively impacted the communities we operate and serve. I am proud that we were able to put together various sustainability commitments and targets for our organization that focuses on energy and environment, employee wellbeing and global communities. **We are committed to reducing our GHG emissions and investing more on renewable energy as we plan to achieve net-zero by 2050 and fight climate change.**



**SIDD AHMED**

President & Group CEO,  
VDart Inc.

Our programs have transformed several lives in the communities and engaged in solving societal challenges. **We are grateful to have learned from the best, like Accenture, in implementing UN SDGs Goals and other science-based targets in our organization and shifting our focus towards a more ethical workplace that supports the wellbeing of the people by promoting diversity, equity and inclusion.**

VDart is committed to continuously look for opportunities to provide resources, programs and policies that will enhance our employee well-being. Social responsibility is in our DNA, and we consider it to be one of the most important ways that we provide value, not only to our clients, partners, and employees, but to our global community.

I am proud of the endurance and resilience shown by the people during these challenging circumstances. It is incredible how this crisis has brought people together to invest time in volunteering for society. We believe in Purpose before Profit; with our strides, I am genuinely excited for VDart to commit to more ambitious goals and make strategic investments in the coming year to strengthen our social impact programs.

We are better together!

# MESSAGE FROM OUR PEOPLE LEADER

## A Start of a Courageous Journey:

As we continue to explore the human and business impact of the Covid-19 pandemic, **VDart is proud to have accelerated its social impact and sustainability initiatives beyond CSR.** For us, 2021 was a defining moment as we were certified as a Great Place to Work for the first time during the pandemic. We had the most significant revenue increase in the last 14 years, won the most customers, and embarked on the most purposeful journey on sustainability. We redefined our credo and values to better align with our vision for the future, giving us the reason to honor leaders and the individuals who help us achieve our goals and impact all our stakeholders. Such accolades and achievements happen when we genuinely pivot to big, bold, and courageous moves. We fiercely put our people first in all decisions during the pandemic, consistently shared a solid commitment to our customers, looked beyond traditional success metrics, and championed purpose & growth as the true north of the enterprise. Behind all this courage and ambition, VDart's vision is the actual fuel - To touch the lives of all associated with us, to create success wealth and quality of life. In 2021, several of our actions further strengthened our purpose – focusing on redefining our credo, embarking on our sustainability journey, and crafting our employee well-being programs.



**OLIVER SAM**

Vice President,  
People Strategy and Transformation.

Our Corporate Citizenship Report comprises all the critical elements of how we are delivering our purpose. ***We are incredibly grateful to Nedra Dickson, Managing Director, Accenture, who was instrumental in helping us get mentored by Accenture. Accenture's DSDP (Diverse Supplier Development Program) provided us with an opportunity to build a meaningful sustainability roadmap for VDart.*** There's no better partnership when we connect with our customers to care beyond our businesses – we genuinely care for our people and planet. With Accenture's mentoring, we invested our efforts in developing a more intentional, structured, scientific approach to sustainability.

We have been transforming our people's function for the last two years. Our focus on building a solid credo and embarking on an intentional sustainability journey has indeed complemented our transformation. I can't thank my phenomenal team, who have been our pillar of support and truth-tellers in building our ethos. They have helped keep our purpose as our true north and continue to touch the lives of people associated with VDart. I am incredibly thankful and proud of my team.

In 2022, we are further strengthening our corporate citizenship efforts and can't wait to deliver the impact and continue to keep up our vision and purpose as our core to VDart goals.



# MESSAGE FROM OUR EXECUTIVE LEADERS

VDart is always focused and committed to giving back to society which is imbibed in our organizational culture. We would like to intensify our efforts and join the global commitment to alleviate the climate change and support a more sustainable environment.

It requires agility, collective action, collaboration. We are determined and focused on embracing the change, working with all our stakeholders for a better tomorrow.



**Rohit Bardaiyar**

Executive Vice President & Strategic Business  
Unit Head

Member of Corporate Citizenship Council

Investing in our community is key character of our organization, this makes our business stand out from competitors and local businesses. Creating a workplace culture of community service has a positive impact on our employees health and happiness, as well as the overall morale of our workplace.

Volunteers hold the community together, our teams along with our customers engage in community involvement and we foster a positive workplace culture and build strong relationships with our local communities. Engaging in community service provides our employees, customers and leaders with the opportunity to become active members of their community and has a lasting, positive impact on society at large. It has also helped build positive brand awareness with current and prospective customers, support employee retention and increase customer satisfaction through positive interactions with them. There's no better way to build harmony with a community than getting involved.



**Vinay Kumar**

Senior Vice President Vdart Digital

Member of Corporate Citizenship Council

## VOICE OF OUR **CUSTOMER**

We are grateful that VDart was one of the first suppliers to participate in the pilot of our new sustainability mentorship program, the Diverse Supplier Development Program (DSDP) Sustainability. The program was created in collaboration with MBE Volt Energy (DSDP) graduate class 2018) to help diverse businesses improve their sustainability performance.

VDart has been giving back to the community since the beginning but they wanted to go even further and create a bigger impact. VDart is accustomed to being a leader in many areas, therefore, it was no surprise they immediately agreed to be a part of our inaugural program. VDart have been very responsible, transparent and positive towards the program and their honest feedback has been key to the development of the program. We are excited to continue working and growing together with VDart, Volt Energy and other diverse suppliers towards a more sustainable future for all of us.



**Nedra Dickson**

Managing Director,  
Global Supplier Inclusion & Sustainability Lead and Procurement Europe Market Lead  
Accenture

# VOICE OF OUR ADVISORY BOARD

When I began my VDart journey as the Global Women Leadership Ambassador in late 2019, our vision was to create a dedicated space for women to feel and know that they belonged to a future forward company that invested and believed in the power of women in the workforce. Our mission at VDART, to accelerate the health, wealth, and quality of life for all employees also meant understanding the unique needs of our women and presented an opportunity for equity, inclusion and upward mobility opportunities to strengthen our workforce.

Our goal was to ensure that women at VDart had a space to grow, transform and thrive. We birthed the Global Women's Leadership Initiative ( GWLI) at what we would later recognize as the "perfect time". The pandemic further accelerated the need for a framework to uplift our VDART women workforce. As we all have experienced at one stage or another, we combated isolation, feeling overwhelmed perhaps burnt out with the balance between work and life, or perhaps more open to new opportunities to learn and grow. We, each experienced the pandemic in life-changing ways. All along the journey GWLI and VDART provided q space for learning, mentoring, empowerment and growth. We BUILT COMMUNITY , CAMRADERIE, COMPASSION, and CONVICTION for our women in the workforce. THE GWLI and its leaders have served as a connective line to discuss career and life, and to help our VDART women find their voice and vision amidst the uncertainty with the certainty that VDART and GWLI was HERE FOR THEM. Our mantra of "Better Together" and the "Power of One" kept us focused.

Today, we still recognize the value of lifting one woman at a time through development and leadership opportunities, and we have seen directly the impact GWLI has had and will continue to have in creating an unendingripple effect impacting our company, society, communities, and families for generations to come.

That is the power of our intention, to create a space where confidence is built and the belief that anything is possible. The pandemic poised a challenging time for all, but I am so proud of the work our leadership team has done to meet our women where they were, are, and will be.

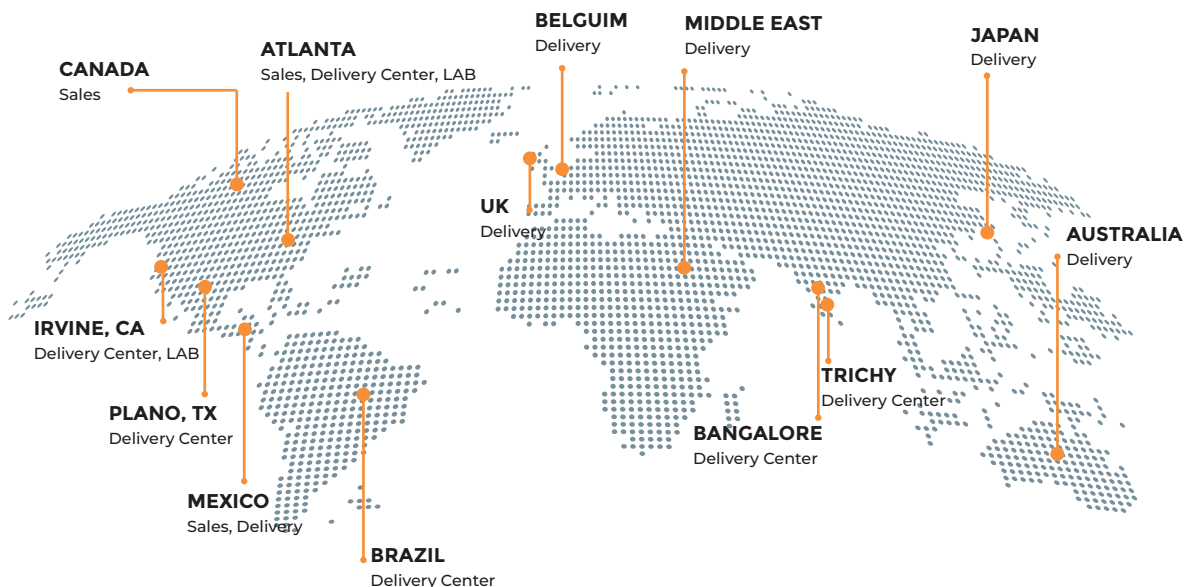
We will continue to serve and help them grow, personally and professionally helping them realize, envision and develop into the next. Finally, I want to thank VDART leadership for believing in this initiative and valuing our women at VDART. I want to thank our GWLI committee leaders, and to every woman that decided she mattered enough to SHOW UP when she could to take the learnings and safe shared space to grow or be present. Thank you for the honor of serving you, and cheers to what to come in 2022!



**Veronica Maldonado-Torres**

President & CEO Hispanic Chamber of Commerce  
Advisory Member for VDart Inc

# VDART AT A GLANCE


**3,500+**

Global workforce


**48%**

Fortune 100 end  
clients

**52%**

Diverse talent


**10**

Global locations


**850+**

Unique clients  
served

**38%**

First generation  
workforce

**14**

Years in  
Workforce Solutions  
and Digital Services

**30K**

Jobs created


**\$242 M**  
Net Revenue

## OUR JOURNEY

### 2019

- » Appointed Advisory Board Member to focus on building Women Leaders Globally
- » Launched Global Women Leadership Initiative (GWLI).

### 2020

- » Established Code of Work Ethics.
- » Established Supplier Code of Conduct.
- » Mentored by Accenture under their Diverse Supplier Development Program (DSDP).

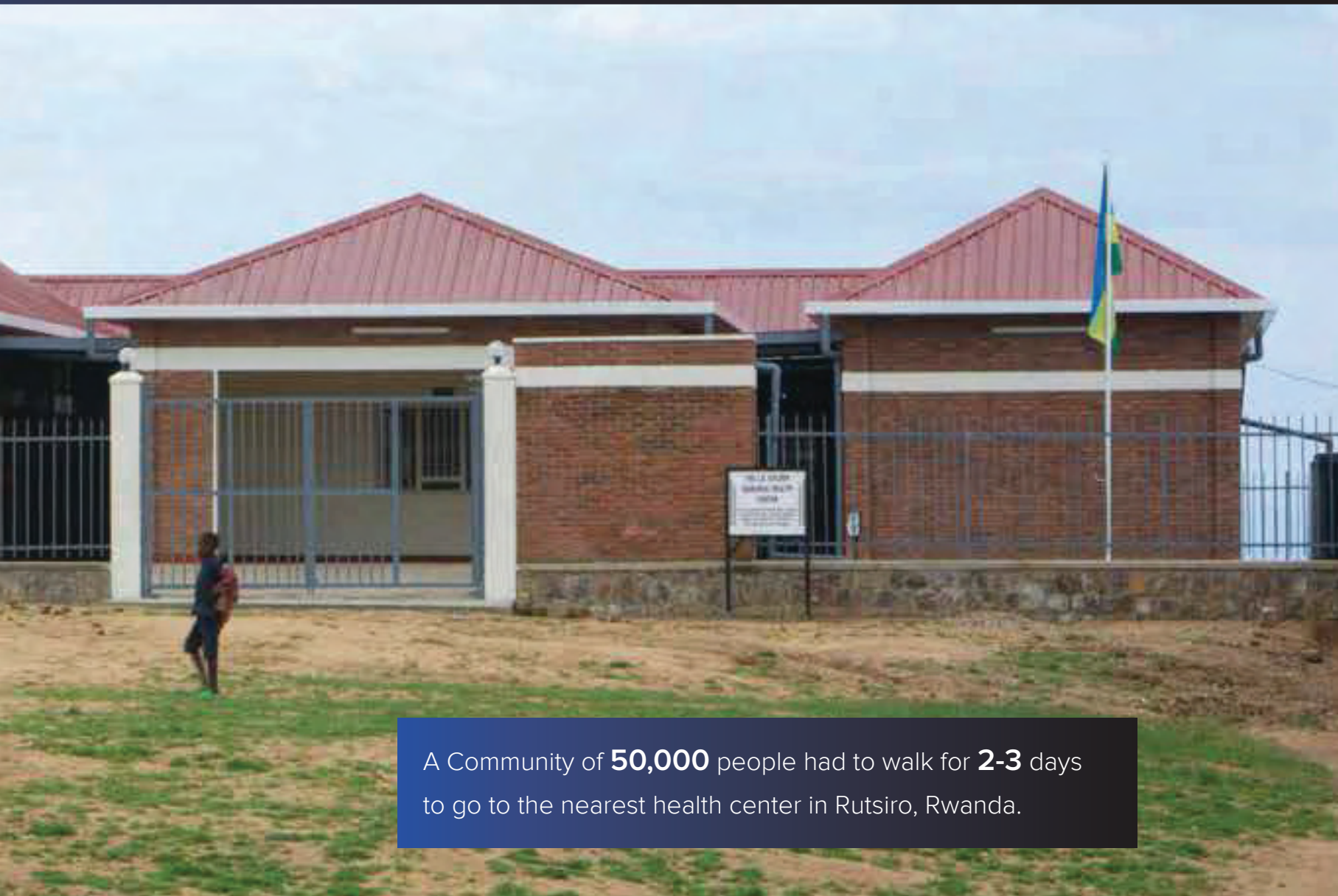
### 2021

- » Built VDart Sustainability Roadmap and Plan for the next 5 years.
- » Formed Corporate Citizenship Council.
- » Achieved ISO 27001 certification for Dimiour, A VDart Group Company (erstwhile VDart Digital) .
- » Launched Employee Wellbeing Initiative.
- » Launched Credo – A culture playbook.



# CORPORATE SUSTAINABILITY

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A Community of **50,000** people had to walk for **2-3** days to go to the nearest health center in Rutsiro, Rwanda.

# INTRODUCTION

VDart has evolved to become one of the fastest-growing firms in digital talent management and digital technology consulting.

We are focused on creating an impact on the communities we operate and serve. Shaping a responsible business with a strong sense of purpose has been our DNA for VDart. In 2015, VDart formalized our Corporate Social Responsibility (CSR) Initiative as a full-time function, to move faster towards our objective. From then, the team has been doing phenomenal social work by bringing various initiatives. In 2020, we expanded our CSR efforts by adapting UN Sustainable Development Goals that focus not only solving our greatest societal challenges but also environmental and governance.

VDart is the first organization in Trichy that adapted UN SDGs and integrate sustainability in its business operation and work culture. VDart is committed to fighting the battle against climate change. We strongly feel that combatting climate change is a moral imperative, an environmental emergency, and represents the biggest global health threat of the 21st century. VDart is rising to the occasion with a Sustainability Plan that helps our business, the environment and transform lives around the world.

We are extremely grateful and proud that VDart was one of the first suppliers to participate in Accenture's inaugural

sustainability mentorship program in 2020 - the Diverse Supplier Development Program (DSDP).

This 12-month long program was driven with collaboration of MBE Volt Energy (DSDP graduate class 2018) to help us to improve our sustainability performance. Their mentorship helped build our Corporate Sustainability Roadmap and adaptation of 5 UN SDGs.

In light of the changing global economic structure, we are providing clients with more dematerialized services than pure physical things. As the world demands accountability for resource usage, we are pursuing enhanced transparency and openness in our interactions with the public. The triple bottom line reporting makes it possible to provide improved information to corporate stakeholders.

## VDart commitment on UN SDGs

Our Mission is to create comprehensive growth and development of both the organization and society. Our Sustainability Roadmap has the adaptation of long-term strategy with one-, three- and 5-year milestone goals. We ensure all the three elements – environment, social and governance are integrated into our committed sustainable development goals. We take every step to strengthen our capacities to track our progress toward the committed goals.



VDart has directly committed to the following 5 UN SDGs and indirectly contribute to rest of the sustainable development goals.

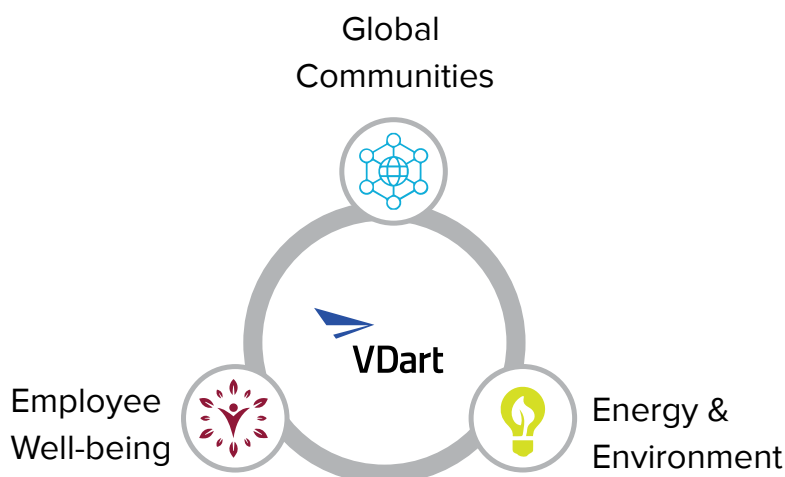
- SDG2 Zero Hunger,
- SDG4 Equality Education
- SDG5 Gender Equality
- SDG6 Clean water sanitation
- SDG8 Decent work and economic growth.

## Strategic Framework

The strategic framework of our Sustainability Plan has a range of action plans, the key focus areas are

- Energy and Environment
- Employees Well-Being
- Global Communities

Driving our business to a more sustainable economy keeping these areas in the forefront is the aim



## Stakeholder Engagement

VDart believes stakeholder engagement is an essential part of the growth and development of an organization. And to achieve the goal, we want to incorporate sustainability in our organizational structure. We consider people, communities, clients, suppliers, and partners as our direct stakeholders, and thus they hold a very important role in our business. And by working towards the economy, environment, and society, we want to show respect towards all our stakeholders.

Our Sustainability Executive team has been working towards implementing our committed goals through various sustainable initiatives that helps us engage better with our stakeholders



# GOALS & PROGRESS

	GOALS	PROGRESS	NEW GOALS
 <b>RENEWABLE ENERGY</b>	<p>Invest in renewable energy credits to offset electrical usage by 50% at all our facilities by 2025.</p>	<p>Educated the facility team and recommendations made for tracking of energy usage and shifting to solar energy for existing premises.</p>	<p>Purchase 100% renewable energy credits for 6 months in 2022 to offset our electrical usage for our Atlanta facility.</p> <p>Start tracking of electricity usage and carbon emissions in India facility.</p>
 <b>ENERGY REDUCTION</b>	<p>Reduce energy usage and operating costs through strategic investments in proven energy efficiency measures.</p>	<p>We invested in energy efficient appliances such as energy star rated ACs and lightings in the new facility at Trichy.</p>	<p>VDart will make investments in Energy Star appliances, energy efficient lighting, and smart thermostats for all VDart facilities.</p>
 <b>RESOURCE MANAGEMENT</b>	<p>To achieve net zero emissions by 2050.</p>	<p>We eliminated paper cups instead introduced reusable metal and ceramic teacups in all office premises in Trichy.</p> <p>Started testing the quality of condensed water from Centralized Air Conditioning Unit in the new VDart facility at Trichy.</p> <p>Rainwater harvesting is done in new facility at Trichy.</p>	<p>Depending on the consistency and quality of condensed water, it will be recycled for different beneficial purposes like drinking, irrigation etc.</p> <p>Efficient use of natural resources in an equitable, secure, and environmentally benign manner for human wellbeing in current and future generations.</p>

# GOALS & PROGRESS

	GOALS	PROGRESS	NEW GOALS
 <b>EMPLOYEE WELL- BEING</b>	<p>Ensure the best possible health outcomes for employees and surrounding communities across own and supply.</p> <p>Provide workers with a living wage sufficient to meet basic food, clothing and housing needs and provide some discretionary income for themselves and their dependents.</p>	<p>Created several awareness programs for employees about their lifestyle, physical and mental health including Covid.</p> <p>Increased base salary by 68% for all the entry level positions including the existing employees in 2021.</p> <p>Launched employee career progression policy and guideline for corporate functions as Phase II in 2020.</p> <p>Implemented Covid leave policy and benefits such as amendment of health insurance policy including covid treatment; facilitate counselling for emotional support.</p>	<p>Develop formal guideline/ policy document for employees on preventing Occupational hazard.</p> <p>Continue to provide resources that enhance the employee's well-being and implementing new policies that will enhance the employee's well-being.</p>
 <b>GENDER EQUALITY</b>	<p>End Gender based discrimination.</p> <p>Ensure women's effective participation and equal opportunity in leadership.</p>	<p>Identified high potential women employees and offered SOAR mentoring program for their career growth.</p>	<p>Develop a formal non-discrimination policy and develop a confidential reporting mechanism for harassment, discrimination, and gender based.</p> <p>20% Women at mid-level leadership at the end of 2022.</p>



# GOALS & PROGRESS

	GOALS	PROGRESS	NEW GOALS
 <b>GLOBAL COMMUNITIES</b>	<p>Create decent formal-sector jobs in labor-intensive sectors especially in least-developed areas/ localities.</p> <p>Develop a guide to recycle or dispose hazardous and electronic materials in a responsible and ethical manner.</p>	<p>Developed a comprehensive policy document for physical and environmental security that covers secure disposal and reuse of equipment for VDart Digital.</p>	<p>Participating in UN Global Compact network as Signatory through Committing the UNGC principles.</p> <p>Continue to empower employees to make change, providing them with the opportunity, time and resources to give back to the communities they live and work in.</p>
 <b>END HUNGER</b>	<p>Adapt strategic measures to reduce and recycle food wastage, promote and support local and sustainable food system.</p>	<p>Feed the Needy - VDartians distributed food packets to the needy at Hunger Spots in and around Trichy.</p> <p>Care and Share: A day spent in orphanage with meals and grace.</p>	<p>Continue to serve the community through Care &amp; Share and Feed the Needy programs,</p> <p>Conduct quarterly workshops for employees to promote sustainable food system.</p>
 <b>ENVIRONMENT</b>	<p>Committed to providing safe drinking water and sanitation for its workforce.</p>	<p>Created a policy to regularly monitor and record water usage that will help set a reduction target.</p>	<p>Sign pledges on the UN Global Compact and any local pledges.</p> <p>Install incinerator for women hygiene products.</p> <p>Created an environmental management system (EMS) covering waste generation, energy usage, water usage, and carbon emissions,</p>





# PEOPLE



# GIVING

Social responsibility is in our DNA and we consider it to be one of the most important ways that we provide value, not only to our clients, partners and employees, but to our global community – creating success, wealth and enhancing quality of life for all.



Transforming the trajectory of people's lives.

Working to the idea that it's our obligation to provide sincere tribute to the world and help society to prosper, we dedicate ourselves to our social responsibility with a major focus on creating opportunities for minority groups and underprivileged individuals. We provide education, professional development and mentorship, enabling them to transform the trajectory of their lives and in turn become the business leaders of tomorrow.



Empowering people to make change.

We empower our people to make change, providing them with the opportunity, time and resources to give back to the communities they live and work in. We also support a number charities through a range of membership and partnership schemes, providing a range of support to our local and global communities.



## Care & Share

### Inter-School District Kiddies Athletic



This is one of the annual flagship initiatives of VDart which teaches the value of sports and physical activities to the children of today. Through this initiative, VDart sponsors a two-day inter-school district athletics meet where **1500+ students** participate in various activities and sports.

### VDart NEET Awareness Program



NEET is one of the top entrance examinations conducted pan India for admissions at top medical colleges. In-order to create better awareness towards this examination, VDart conducted a program in two schools of Tamil Nadu, specially designed for the school children to have a better understanding of a career in the medical field.

### Career Planning Drive



To have a clear understanding of one's path in their professional life is a big thing to achieve. Having a similar mindset, VDart conducted a career planning drive at ICICI Academy, Trichy to help young aspirates have a broader understanding of the professional platform ahead.

## Care & Share

### Roswell City Hall Community



Due to the pandemic, many people were out of work and finding it difficult to support their families with basic essentials such as food and toiletries. VDart came forward and surprised the community near Roswell City Hall, Georgia by distributing Fruits, Vegetables, Milk, etc.

### Plano Fire Department



VDart Digital Plano Team, provided lunch to the Plano Fire Department in an honour to serve the heroes who dedicate their lives day and night to help others



## Care & Share

### Plano Police Department



- Vdart Digital Plano Team, provided lunch on a weekend to the local sheriff officers at the Plano Police Department.
- We salute First Responders for their commitment to caring and protecting the community.

### Donated Winter Kit



VDart partnered with PBJ Outreach, Detroit to distribute backpacks with much needed winter supplies for 300 homeless people in the Detroit area near TCF Center.

# Do Good Initiatives

## Diwali, the Festival of Lights



During the time of Diwali, the Festival of Light - VDart came across concerning news about a family in Trichy. Having lost their jobs as site workers due to the pandemic, this family of 3 children and their parents, were starving for many days and had no clothes, let alone crackers to celebrate this festive occasion. VDart was quick into action surprised

## Live Traffic Pole Initiative



To address the major issue of signal jumping and reduce the number of accidents on the highway, VDart funded the project under the Corporate Social Responsibility initiative. The sponsored LED digital traffic lights were installed on the traffic pole at the Mannarpuram roundabout and tested for a week by the Trichy Police Department after which the Commissioner of Police together with VDart inaugurated the Live Traffic Pole Initiative.

# 50,000

Avg. No. of Vehicles per day  
crossing the Mannarpuram signal are getting benefitted

## Feed the Needy Initiative



This initiative was focused on helping the homeless people by distributing 50 food packets near hunger spots around Trichy every month. This initiative was one of the most imperative ones as most of these people are old, unfit for work, or do odd jobs at bare minimum wages, turning towards the streets and roadsides for shelter.

## Partnership With Charities

We support a number charities through a range of membership and partnership schemes, providing a range of support to our local and global communities.

### Boy with A Ball

We created a growth-oriented afternoon for the Velocity Program, focusing on building future leaders in at-risk communities. Sidd shared his own inspirational story of growth to help enable these youth to find the path to live out their own dreams.

### Hands on Atlanta

We are honored to be a growing corporate partner with Hands on Atlanta. We have prepared and delivered meals, donated books, and were honored sponsors and participants in the 50th Anniversary Martin Luther King Sunday Supper.

### A.G. Rhodes Health & Rehab

VDart is a corporate partner with this long-term senior care home. We conduct afternoon games, craft activities, and music therapy. It's a rewarding way to share our time and learn from our community.

### Jessies House

Every Christmas VDart is honored to play Santa and deliver red bags of happiness to the homeless teens living at Jessies House. We shop via the girl's wish list and provide a real Christmas for at-risk young women – the future leaders of our communities.

### Hope Foundation

Children are the future of every nation. Be it privileged or underprivileged, supporting the future has always been a major goal for VDart. VDartians organized dinner and various cultural programs under "Care and Share" for 30+ children of an orphanage named "Hope Foundation" at Trichy.



# PANDEMIC RESPONSE

The transformation of business and operating model had become necessary during the COVID19 pandemic crisis. However, this has made the business to see the transformation more sustainable and rethink the idea of wellbeing of their employees, customers and society at large.

## Emergency Relief Fund

### I. COVID Relief Material to Tribal Community in Sirumalai:



Ponnuruvi is a tribal community consisting of 29 families with more than 60 adults and children living in the dense forest of Sirumalai, Dindigul District, Tamil Nadu. Having a very little grasp on the local common tongue and unequipped with the knowledge to fight this pandemic, these people were left with no food or shelter for several days. Upon hearing this from a social media initiative, VDart came forward and arranged a three-week supply of groceries and sundries to the families of the tribe.

### II. Plasma Donation Initiative:



Amidst this pandemic, the importance of convalescent plasma therapy for the stronger recovery of COVID 19 patients cannot be stressed more by the nation's leading doctors and therapists. VDart Inc did hear this call for need and a hero amongst them, Mr. G. Kathiresan, came forward to donate plasma during a very needful situation. Encouraging other employees and friends to come forward and do the same.

# PANDEMIC RESPONSE

## III. Sponsor to Frontline Warriors:



Doctors and police have been the front line of defence towards the slow but strong recovery against COVID 19. But these brave people do need whatever help they can get from the community. VDart Inc came forward and lent a helping hand by sponsoring 1500 hand sanitizers and 4500 pair of gloves to the Trichy Police Commissioner Office to be distributed amongst the on-duty officials so that they can conduct their work safe and sound.

During this pandemic, a complete lockdown scenario caused a lot of hassle for medical professionals and nurses to commute to the hospitals for work. Understanding the importance of medical staff to be present at facilities at this time of need, VDart went ahead and supported one such hospital (Kauvery Medical Centre) by providing transport for their entire staff for 45 days.



# EMPLOYEE WELLBEING

## *One of the focus areas of our Sustainability Roadmap*

We believe that the growth and wellbeing of VDart entirely depend on its people and community wellbeing. With the perspective of creating a healthy future together, Employee Wellbeing Initiative came into practice in Jan 2021. Our goal is to increase employee morale and improve their overall health & wellbeing through holistic approaches. In 2021, as we were facing the pandemic together, this initiative added value to our employees' lives. We extend our support by creating a flexible system where employees manage their personal and professional lives, especially during this pandemic.

We had our highest participation reaching 101 attendees. Our hours invested for each webinar is close to 1 hour every month. We try to inculcate the idea of one's wellness and our focus on employee wellbeing during the induction program itself. We conducted 13 Induction sessions totally in 2019, with an additional activity to keep the new hires emotions in check and which zone they belong to. (Tagging their current emotions to red/blue/green/yellow zone). The well-being team also conducts employee pulse surveys to address their immediate needs and requirements - even assisting them with immediate financial or moral support.

## **Career Progression Guidelines And Policies**

The employee career progression guidelines and policy were published in 2020. To offer a structured career roadmap with high focus on employee growth. To create a band system which focuses on specialized skill development in every band to excel as a VDart Leader. To define the key core competencies for every level of career growth. To help our employees understand the process involved in every stage, who recommends, reviews, approves and how does HR complete the promotion cycle in the system.

## **COVID Leave Policy and Benefits**

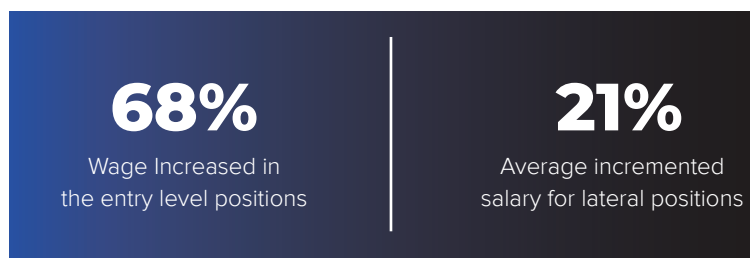
COVID19 has re-defined how we connect with our colleagues, family, friends and ourselves. During this emergency, we had to extend the benefits and amend the existing employee policies.

COVID leave policy was developed proactively before any of our employees get affected in 2020 and later amended in 2021. The policy focuses on the affected employee and their family members as well. Apart from the paid leaves, the employee can

seek for tele-medicine consultation and counselling for their mental well-being on VDart's cost. The employee health Insurance was renewed effective from August 1st 2020 covering all covid related expenses. We have also formed covid19 taskforce to support any emergency requests from the employees and for their family members during tough times.

## **Beyond Living Wages**

Even before our commitment to the SDG 8: Decent work and Economic Growth, VDart has huge contribution to creating wealth for the communities we associate with, by creating thousands of job opportunities and providing opportunities for first generation employees especially in Tier 2 city.



Even before our commitment to the SDG 8: Decent work and Economic Growth, VDart has huge contribution to creating wealth for the communities we associate with, by creating thousands of job opportunities and providing opportunities for first generation employees especially in Tier 2 city.

Economic growth happens by elevating the standard of living of the people. We realized that can be achieved by moving our employees from minimum wages to living wages and go above. When we say, we care about our people's wellbeing that includes their economic wellbeing as well. We also believe that inclusion and belonging can start by paying employees fairly. To embrace these factors, VDart has done a major wage correction in 2021 for all the entry level positions (For Band 1 and 2) even slightly higher than the market standards. And, elevated gross pays for some of the senior positions.

*(\* Action taken by VDart on the recommendation given by the customer, Accenture)*

## Employee Wellness Programs

### COVID-19 Awareness Program:

Aimed towards sharing the knowledge of awareness for fighting the COVID 19 pandemic, VDart, in association with KMC (Kauvery Medical Centre) conducted a webinar which was hosted by Dr. Jayashree Ramesh, KMC, for its employees and their family members to get a deeper understanding of the situation at hand and how some simple and crucial steps can help them prepare stronger for the new normal.

### Tele-Medicine Consultations and Counselling:

In order to give swift access to medical expert advice to the employees during work from home situations, VDart organised a platform for Tele-Medicine Consultation with KMC (Kauvery Medical Centre), Trichy to give telephonic access to a dedicated doctor and get over the phone consultation and medicine diagnosis for its employees.

VDart also reached out to a Counselling Centre in-order to have counselling sessions for its employees about their mental health over telephone. Especially due to the work from home situation and its probable affects on a working individual.

Amazing session to help us understand the power of gratitude. It helped us to take a pause and count on our blessings and feel good. We will continue to do this every day. Thanks to Suhita, Sreelakshmi for helping us deep dive into the gratitude. Thanks to wellbeing team for effectively collaborating and organizing this amazing session for us. Thanks! **(November webinar -Gratitude)**

The session was more Informative, and I learnt some exercises from you which feels good.  
**(September webinar - Eye wellness)**

Much needed topic Stress relief, which we are dealing on day-to-day scenario. Keep Doing with different topics.  
**(Exclusive Leadership workshop stress and burnout)**

### COVID-19 Special 24/7 Taskforce:

Under this initiative, a 24/7 taskforce team was deployed to address any kind of emergency requests from its employees and help them with the best of abilities. The main objective was to ensure the wellbeing of its employees at times of need and also, imbibe the feeling of support to its cherished staff members during the pandemic situation.

### VDart Employee and Family Vaccination Drive:

At a time when employees and their families were hesitant to visit medical centres to get vaccinated with the fear of getting infected by the virus, VDart organised three free vaccination drives exclusively for our employees and their families in Trichy.

**Impact:** More than 250+ VDart employees and their families got vaccinated during these drives. This helped give the employees family an assurance that VDart always prioritizes employee safety and wellbeing.


**20**

No of wellbeing workshops & engagement activities conducted


**1010**

Total Hours

**3**

Vaccination Drives arranged privately in VDart premises

**387**

Employees and their family members got vaccinated

# LEARNING & DEVELOPMENT

At VDart, we connect people, skills, and businesses around the globe, creating successful careers both within our own organization and those of our clients.

The Learning & Development team comprises of qualified and experienced trainers who identify the skill gap and provide training which are essential for the Recruitment Industry. The team analyses and identifies areas of skill development and creates courses and programs for employees to bridge the gap and facilitate their organizational career development.

To enable learning, employees are provided with an exclusive learning portal where an array of courses can be accessed ranging from technology and communication to leadership, recruitment and many more. As organizational learning is paramount to employee development and retention, VDart's recently constructed Mannarpuram office has 2 exclusive training halls thoughtfully designed with state-of-the-art infrastructure like smartboards and acoustics to provide a comfortable learning experience.

The L&D team, primarily supports and facilitates training programs pertaining to the following 3 segments:

- A. Fresher Training
- B. Continuous Learning
- C. Lateral Training

## A. Fresher Training Program

This program caters to fresh graduates majorly hailing from Trichy who have been selected to work as US IT recruiters at VDart. The course content covers fundamental skill training in Recruitment and communication.

Fresher Training Program consists of two phases Theoretical Training & Buddying

**Theoretical Training** covers topics on Communication & Process Training (US IT Staffing & Recruitment). Topics include US IT recruitment, visas, tax terms, language, communication etiquettes and soft-skills training.

**Impact:** At the end of the 4-week program, the freshers will have the required knowledge and skills to fulfill their job roles and responsibilities.

## B. Continuous Learning

One of VDart's Credos is "We are invested in our People's Development". To facilitate continuous learning, in 2021, we hired a resource for the L&D team to identify and analyze training needs and conceive programs that exclusively caters to existing employees to ensure that they continue to grow and upskill at the workplace according to industry trends and organizational requirements. The following are a list of programs and events that have been conducted in the year 2021.

## 1. On-going skill development Programs:

### a. Refresher Training

This program was launched in 2021 to assist recent hires (those who have completed 3 months of employment) in their work functions. In the program, employees are given training to help them identify and analyze challenges in their work processes and assist them to improve or modify skills. This gives them an opportunity to voice their challenges and help in dealing with them by getting expert knowledge and suggestions from the trainers that will ease their work.

127 freshers underwent flash training on 4 work-specific topics lasting an hour each over 4 days.

**Impact:** The program helped address work process related challenges and employees were able to be more productive.

### b. In-house employee Training

Special training programs are designed after evaluating key competencies and industry requirements for experienced employees to help them improve their work efficiency. This ensures consistent skill upgradation and improves career development opportunities of employees.

## 2. Lunch and Learns

The Lunch and Learn program was introduced in 2020 during the pandemic to continue providing impactful learning and engagement sessions to all employees.

These sessions are held virtually every Friday and is open for participation across the organization. Any employee can present their ideas or discuss a topic of their choice that can be inspirational or enlightening in the presence of a directorial board consisting of the CEO, CFO, VPs and other important leaders.

## 3. IGNITE – Managerial Effectiveness Program

IGNITE is a flagship programme conceived and created by the Learning & Development (L&D) team of VDart. The primary objective is to provide focus and direction for first-time Managers / Leads, help them better understand their roles & functions, improve their managerial skills for increasing effectiveness, develop empathetic outlook and utilize that to lead and motivate their team and create a culture of continuous learning.

In 2021, the 2nd edition of IGNITE was held for 2 days for 21 first-level leaders.

**Impact:** This program has created a tremendous impact in paving the way for a continuous learning mind-set. It has also helped the participants improve their leadership and team management skills.

**26**

topics dealing with  
diverse subjects  
being presented

**1100+**

learning hours

### Ongoing Skill Development Program



**172** Participants



**4102** Hours

### Freshers Training Program



**308** Participants



**65680** Hours



## Events under Continuous Learning Program

### 1. TAT Gamification:

To augment the sourcing abilities of the recruiters and to make learning more engaging, the L&D team conducts an annual game called TAT (Turn Around Time). In this game, employees with more than 6 months of experience are given a time-bound task synonymous with their role based on sourcing information. Their actions are closely monitored by invigilators to ensure complete adherence to company policy and practices. The participants are assessed on the time taken for task-completion and the method of sourcing. This year in Aug 2021, 40 participants had attended.

**Impact:** The program aims to encourage recruiters and leads to maintain an ideal turnaround time while sourcing and presenting data which results in a better and smoother recruitment process. At the same time, this provides an exciting platform for individuals to compete and show their sourcing prowess.

### 2. Sourcing Hackathon Program:

This is the 2nd and final stage of the TAT Game, where the qualifiers are grouped into teams of 3 members each and, a business problem statement is presented to them. The goal is to encourage sound problem-solving through collaboration and teamwork. The entire program takes around 2 hours to complete, and the winning team is awarded Rs 2000/- with the runners-up bagging Rs 1000/- which are given out during the company's annual awards event.

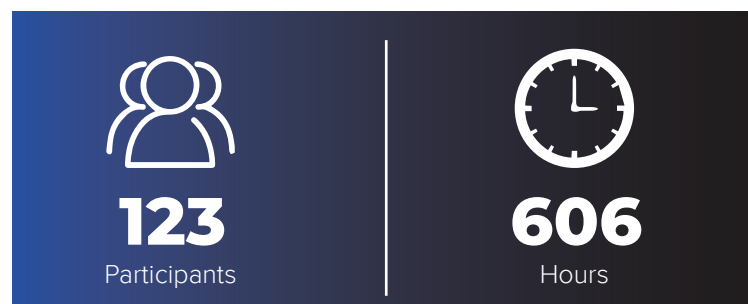
In 2021 we had 18 participants from the TAT event having qualified for the Hackathon.

**Impact:** Gamification of this entire process showed VDartians how fun and exciting their professions can be and helped them understand the value of collaborative effort and teamwork. Employees were given the chance to improve their skills and learn while at work. The skills gained are those that can be applied anywhere both professionally and personally.

## Lateral Training Program

This program is specifically designed for seasoned and experienced recruiters who join VDart. Although new employees are aware of the process and possess the skills necessary to execute a project, they have to gain a deeper understanding of the organization, the various policies and the norms it adheres to. The Lateral Training Program provides training on different business and internal processes along with a refresher course on different tools used by the organization to carry out its day-to-day business. It also gives them an insight into target customers and potential clients.

**Impact:** This decreased the learning time of the recruiters at a much faster rate and helped them transition to a project with ease as well as execute different processes and tasks as per the standards VDart is known for.





# A LEARNING ORGANIZATION

With an innate desire to do our best in everything we do, our growth stems from a learning mindset. Utilizing our ability to form strategic relationships, we partner with other organizations to foster continued growth for ourselves as well as others.

These are the partner organisations and customers who helped us to continue being a learning organisation.



**Accenture's Diverse Supplier  
Development Program**



**Georgia Mentor Protégé  
Connection**



**Indian Institute of Management,  
Trichy**



**Kellogg Advanced Executive  
Management Program**



**NMSDC Corporate Plus  
National Member**



**Tuck Executive Program**



**Accenture Diverse Supplier  
Development Program - Sustainability**



**Delta Airlines**

## Creating Job Opportunities

While the global market and several other firms are going through extreme turbulence and taking different approaches to handling this crisis – We, as business leaders are obligated to make responsible decisions to preserve our people and the organization. Our leaders have made rapid and well-informed decisions to support our employees, customers, and partners.

We understand taking care of our customers and employees is the only way to build an enduring business. Our operations & Crisis Management teams had put extraordinary efforts in bringing up the Business Continuity Plan and proactively initiated work-from-home options for all our employees. We also reiterated our commitment to withstand these tough times without penalizing our employees with any layoffs or make any changes in their wages or benefits. Our goal was to come out of this pandemic stronger than ever before by managing the economic effects of this crisis about bouncing of economy with a growth surge and we were prepared to latch on to that growth. We continued to hire in India to shape our future growth. In India, we released 206 fresh job offers in 2020 and 636 in 2021. Out of it, 154 employees were onboarded in 2020 and 578 in 2021.

	2020	2021
<b>Jobs offered</b>	<b>206</b>	<b>636</b>
<b>Onboarded</b>	<b>154</b>	<b>578</b>

## Internship

Our vision is to touch the lives of all associated with us to create success, wealth, and enhance the quality of life. We believe that any individual can make this vision come true.

Therefore, we not only evaluate internship applications based on GPA and standardized test results, but we also look at the personality, the mindset, and the ambition of the student.

### What we do

Every year VDart scout for the brightest of minds for the VDart Internship Program to help grow and develop young talent. We provide hands-on training and guidance in the student's respective academic fields. For current high school students, we consult with the corresponding counselors to maximize the internship benefits through credits, letters of recommendation, certifications, and project experience. We also provide paid internships on a case-to-case basis, which includes standard benefits and flexibility between part-time and full-time internships. We provide internships to students interested in Business Fundamentals, Mathematics, Computer Science/ Engineering, Marketing & Communications.

### The Internship Journey

The Internship Program lasts for 3 month and the interns will have a guided learning process by experienced mentors, tailored to their needs and interests in technology and programming. Towards the end of the program, interns will be given a capstone project, which will be a large project designed to display and showcase all the knowledge that they have collected during their 3-month learning journey at VDart.

### What The Interns Do

Our interns have worked on a variety of projects ranging from game development using Python, a mobile app and web dashboard that helps candidates with their onboarding process that were built using ReactJS and React Native, a web app that connects small businesses with users that was built using ReactJS and MeteorJS, and a lot of other powerful, beautifully developed applications.

	2020	2021
<b>No of Interns</b>	<b>79</b>	<b>121</b>
<b>No of Universities</b>	<b>36</b>	<b>63</b>

# DIVERSITY AND EQUAL OPPORTUNITY

VDart is committed to a corporate culture that promotes diversity + inclusion, social and environment responsibility, both internally and throughout its supply chain. Working to the idea that it's the obligation to provide sincere tribute to the world and help society to prosper, Dedication to social responsibility with a major focus on creating opportunities for minority groups and underprivileged individuals. Provide education, professional development and mentorship, enabling to transform the trajectory of lives and in turn become the business leaders of tomorrow. 38% First generation workforce 52% Diversity Talent believe deeply in the power of trust and transparency, so we set goals, share our workforce demographics publicly in key geographies, and collect data to continuously improve and hold our leaders accountable. Believe the future workforce is an equal one. That's why we're committed to a gender-balanced workforce support for mental health and wellness accelerates our culture of equality and helps everyone to thrive.

People with disabilities have access to the latest technology, resources and training for a barrier-free workplace. Create more opportunities for employment and advancement for our people from underrepresented communities. By respecting all of our people's individual cultures and unique backgrounds, we transcend geographies, drive innovation and better support our clients everywhere in the world.

Inclusion starts with empathy towards all sorts of employees, understanding people are not equal yet treating them with equity. VDart came up with innovative approaches that are suitable for our employees - offering flexibility and opportunity for a change of role.

## Internal Mobility

Employees, those who are looking for role change due to personal and professional reasons, are encouraged to approach their leadership team without any inhibitions. They can also exhibit their skills and talents by getting involved in additional projects, roles and responsibilities that will eventually expand their avenues for career growth. The fundamental objective is we want our employees to be heard, understood, valued, and respected.

## Supplier Diversity

VDart has a strong commitment to source from minority and historically disadvantaged groups. Our procurement team is committed to increasing our spending with diverse suppliers. In the US in fiscal year the 2020 and 2021, VDart spent nearly \$35 million with diverse-owned businesses.

This is also becoming an important factor for our commitment to UN SDGs to support small scale, local and diverse vendors both in US and India.


**35%**

Women Employees


**20%**

Women in Technology


**20%**

Women in Leadership

**\$ 35M** Spent  
on Diverse Supplier  
in 2020-2021

# Global Women Leadership Initiative (GWLI)

VDart has always been deeply focused on people development with credos being “We are invested in our People Development.” Staying true to our core values, GWLI- Global Women Leadership Initiative was launched by our CEO, Sidd Ahmed in December 2019 to promote organizational inclusivity and empowerment of women employees by developing their leadership skills. The primary objective of GWLI is to increase the pipeline of future ready female leaders to take on roles and responsibilities that impact our organization’s ability to thrive as we grow and expand enabling women employees advance both professionally and personally.

To spearhead this initiative, VDart appointed an advisory board member for Diversity & Inclusion to guide and steer us through the various aspects of women leadership be it breaking barriers, building confidence, and spreading awareness on the powerful inherent skills women possess to be natural leaders.

GWLI has been founded on four key pillars and has progressed successfully to its second year in 2021 by aligning all our programs with these pillars. key milestone programs.

- a. Personal & Professional development**
- b. Mentoring & Sponsoring**
- c. Visibility & Storytelling**
- d. A Culture where women can thrive**

The following summary of events and milestone programs will exhibit how we have strengthened GWLI in 2021.



## 1. Formation of Committee and Selection of Engagement Council members for GWLI

A significant accomplishment for the year 2021 was the establishment of a committee with specific designated roles for each committee members to manage the functioning and communications of the GWLI programs and networking. We have 6 members in core committee and 10 designated SPOCS (Single Point of Contact) for each team.

## 2. Celebrating Women

A significant accomplishment for the year 2021 was the establishment of a committee with specific designated roles for each committee members to manage the functioning and communications of the GWLI programs and networking. We have 6 members in core committee and 10 designated SPOCS (Single Point of Contact) for each team.

### a. Women History Month/Celebrating Womanhood

The month of March saw social media campaigns across all platforms where testimonials of women VDart employees were gathered and published. Many of them were about their strongest inspirations, reasons for being inspired, their expectations and aspirations and others. To celebrate Women’s Day, VDart sent out gifts to all the women employees as an expression of appreciation.

### b. Celebrating Motherhood

VDart is proud to be an organization that celebrates motherhood along with the expectant mothers. We express care and concern to the employees on maternity leave by sending them personal care gifts to pamper them in their journey to motherhood. Apart from providing maternity leave for a period of 6 months, we offer flexible work hours post to their maternity leave until they get comfortable to their new lifestyle.





### 3. SOAR – Mentoring Program for Women

This ambitious 6-month program is a milestone for VDart wherein the program helps to mentor young women employees by offering and matching them with respective mentors who are leaders in VDart. The program is a manifestation of the GWLI pillar “Mentoring and Sponsoring”.

Surveys were conducted among women to analyze their mentoring requirements and objectives and align them with mentors who could sensitively guide them to achieving job satisfaction and wellbeing through skill and knowledge sharing.

SOAR was launched with a small pilot batch of 6 mentees and mentors. Another significant aspect is the simultaneous coaching provided to mentors to help them navigate the journey of mentoring through senior-level guidance. The coaches were handpicked by the mentors themselves and coaches were from senior-level management.

As part of the SOAR Program, monthly workshops were conducted that were mandatory for mentors to facilitate and attend. 5 workshops were conducted with each session seeing robust participation from more than 50 women employees. The demand for program continuation has led to SOAR being designated as a recurring program to help employees grow and be valued.

### 4. Wellbeing for Women

We have invited and collaborated with external people and consultants to address women's wellbeing needs. Some of the sessions were:

To address the necessity of both physical and mental **wellness for women**; To encourage our women to be financially independent and create an awareness of **financial literacy**; To infuse a sense of hope and enthusiasm for women to help express gratitude by celebrating wins. And to guide them in ways to move **forward with vigour** despite pushbacks or barriers.

### 5. Inclusion & Engagement series “A Day in myLife”

This series was launched to reflect the GWLI pillar of “Visibility and Storytelling” and Inclusion. The weekly event aims to identify women and showcase women who have had unique and poignant stories to share that have impacted them as women and leaders. The event provides an opportunity for every woman to express their passion, lifestyles, and narrate impactful stories that will inspire and motivate other women to forge ahead in their life and career.





# ENVIRONMENT

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# Aiming Towards Green Building

We at VDart believe in remembering our roots and staying grounded even when we soar high that is why we retained the history by renovating the 100-year building. The walls in the new facility speak about our journey, beliefs, and values. Some of the elements in the building were retained as it was, to preserve the history that also exhibits the story behind the facility.

## Green Space

Providing a better work environment for employees had been our priority. Mannarpuram facility was a dream come true project in many aspects. One of the key aspects is providing a lot of green spaces within and around the building. And creating rainforest-like office space was the striking factor. We completely eradicated single-use paper cups in this premise. By doing this, we have avoided 1300 cups per day in the new premise alone.

## Water Management

Rainwater Harvesting system has been installed to significantly reduce the amount of water used from the mains. VDart has also started the wastewater re-treatment project with the collaboration of external researchers. Testing of condensed water from the Air conditioners' outlet and reuse is underway.

## Energy Efficient Appliances

Electronic waste has become a burden to the environment, so VDart has consciously invested in energy-efficient appliances in the new premises. All the electronics such as Air conditioners, lighting, gadgets are energy efficient as well as under annual maintenance.

## Supporting small and medium-sized businesses

We consider supporting local, diverse, and small business owners are our responsibility. From renovating the building to everyday operations, VDart has provided opportunities to local and small-medium sized vendors/suppliers.

The new facility has a vibe that attracts our employees and motivates them to be more productive by offering a conducive work environment.





# Green Trichy

## My Tree My Trichy – A Native-Tree Plantation Drive

At VDart we promote nurturing our natural environment through tree plantations as it is one of the fastest and most impactful ways to achieve our UN Sustainable Development Goals. Planting native varieties of plants instead of ornamental or non-native plants save money and improves biodiversity. To champion this, VDart partnered with Shine Treechy for a native-tree plantation drive at Bharathidasan University, Khajamalai campus.

### Impact:

With this initiative, our aim is to support and promote awareness of the importance of growing native trees in our localities. Our aim is also to popularize traditional Air Layering techniques in rooting the new plants as VDart is committed to following 5 UN SDGs.

## Sustainability advocacy & Awareness Programs

As VDart has committed to reducing its environmental impacts and increasing its focus on sustainability in 2021, developing these eco-friendly and sustainable approaches within a company is the first step. This can only be effective when employees across all levels and functions believe in the overall goals. One of the ways to promote sustainability and reduce environmental impacts is through workplace education. We wanted to inculcate this thought on our employees on the day of onboarding. We have conducted workshops on Sustainable living; energy reduction and even pitched eco-challenge.

As part of our ongoing efforts to reduce VDart's environmental footprint, we are planning to work closely with our employees, clients and suppliers to accelerate our journey toward more sustainable operations.

**Sustainability  
Awareness  
Program**

**99%**  
Employees Covered







# CORPORATE GOVERNANCE

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## Our Core Values

Our Organization culture builds on our 5 enduring core values. They serve as a foundation in how we act and make decisions.

	Dedicated to Customer Success
	Loyalty, Trust, Personal Responsibility in all relationships
	Driven by relationships
	Integrity and Honesty
	Humility and Teamwork

## Our Code of Conduct

VDart has constantly eyeing on building new policies and amend the old ones to make it more relevant to the fast-growing business environment. We have put in place several new policies and practices to ensure that all our employees, contractors and suppliers follow the highest ethical standards.

Our Code of Work Ethics was built on our core values by providing greater detail about expected behaviors and drives our culture of ARE (Appreciate, Recognize, Encourage), ethical conduct and accountability. Similarly, Our Supplier Code of Conduct that has been deployed to reinforce expectations that our suppliers will abide by our high standards of integrity and compliance. The Supplier Code of Conduct covers legal and compliance, employment practices and a confidential reporting mechanism in case of non-compliance

## Corporate Citizenship Council

We have put together a corporate citizenship council consisting of 9 members across different domains of the organization who come together to make our future goals and vision for sustainability possible. We made sure the team was from diverse domains so as to take into consideration different perspectives and come up with the best of plans and roadmaps for success. With such diversity, we bridge the gap in communication between the organization and the community.

## Cadence

The sustainable development plans go through the process of different stages of review, which is done on a monthly, half-yearly, and annual basis. Here ideas and processes are reviewed by the vice president along with the members of the committee on a monthly basis. And later reviewed by the CEO and CFO on a half-yearly basis and at the year-end, it is reviewed by Accenture, and hence the status of work is reported.

<b>Quarterly Review</b>	Review by VP of HR along with the Corporate Citizenship Council
<b>Half Yearly Review</b>	Review by CEO & CFO
<b>Annual Review</b>	Review by Accenture



# Purpose Driven

Our success is driven by our people and our people are driven by our Credo – **ARISE**

At VDart, we are highly focused on our people and culture and are driven by our purpose and Vision. We have a strong positive culture that helps us to transform the trajectory of people's lives and create customer value every day. We are strongly committed to our vision of touching the lives of all associated with us to create success, wealth, and enhance the quality of life of people.

Our culture is driven by 12 core values which is represented by our Credo- ARISE (Action, Respect, Inspire, Serve, Empower). ARISE is a set of beliefs, values, and principles that guides us the way we live. We live up to our Credo to demonstrate the power of our character as OneVDart and create an enduring impact

## Our Credo - ARISE Behaviors


**27**

Workshops


**420**

Human Hours


**75%**

Employees covered

### Action

#### Thoughtful Bias for Action

- Acting with a high sense of urgency
- Solution driven

#### Collaboration

- Assume positive intent
- Work towards a shared purpose

#### Integrity... In Everything We Do

- Act responsibly
- Be courageous

### Respect

#### We Treat People with Respect and Courtesy

- Treat everyone with respect and dignity
- Be humble to everyone

#### We Celebrate Success

- Appreciate, Recognize and Encourage people
- Celebrate peer success as own

### Inspire

#### We Drive Performance through Inspiration

- Drive people through inspiration
- Create infectious energy and success

#### We are Storytellers - How we Impact Our Stakeholders and Our people

- Share stories of Impact
- Create enduring impact

### Serve

#### Enterprise Thinking

- Act in the best interest of VDart and all its stakeholders
- Create positive impact as OneVDart

#### Clarity and Simplicity

- Seek, offer clarity
- Simplify things

### Empower

#### We are Invested in Our People's Development

- Invest time and efforts to help others grow
- Offer respectful and constructive feedback

#### We Drive, Embrace Proactive and Intentional Change

- Embrace change
- Commit actions towards growth

#### We Fearlessly Champion Big Ideas and Diligently Get Things Done

- Dare to dream big
- Diligently get things done

## We are Storytellers

### IMPACT STORY

“

Whatever happens, we have to move on, expect the unexpected, and it is not only money in life, but also all about amazing people, you are surrounded with. This is something that VDart made me believe in which made me proud of being a VDartian. I joined VDart in 2017 right after my graduation.

The turning point of my life was when I had to deal with the loss of my parents. In 2018, the demise of my father was heartbreaking and within 3 months my mother experienced a heart attack and was in a very critical condition. I was in dire need of financial help. VDart became my blessing. VDart not just gave me the additional support and relief but also the needed flexibility I needed at that time. All my colleagues went above and beyond and voluntarily sought help from their funds to help me financially though we could not save her.

Though there was turbulence in my performance during the period, I was able to bounce back because of the understanding, flexibility, and support offered by VDart, and I am glad to have received the awards of Rising Star, Star Performer, Top 10 Recruiter of VDart stands as a testimony and gratification of my gratitude to VDart. I would like to thank everyone who has helped me in my toughest situation. To all my colleagues in VDart who helped me, supported me and took care of me when I was down, my leaders who understood my situation and made it flexible for me to work. Now I am proud to say that I am continuing to stay strong, heading my family, and leading people at my workplace.

My Special thanks to Sidd, Oliver, Suresh, and everyone for their constant support and for building such an amazing workplace. I am proud to be working in a place where my emotions are considered.

”

## Information Security & Data Privacy

Utilizes high technology facial technology for the employees in offshore facility. All facilities require badge access for employees and contractors. Visitor access must be logged in a physical access log. Visitors are escorted through restricted areas in the facility

All data centers where Customer data is processed or stored are further protected by security guards and monitoring cameras (e.g., CCTVs) 24/7.

Employees and contractors are subject to background checks prior to being offered employment or given access to VDart Digital facilities and systems.

VDart Digital monitors access rights to ensure access adheres to stringent privilege principle in line with the employee's job responsibilities.

All VDart Digital systems are authenticated using multifactor authentication. We use Single Sign-On (SSO) method, SSO enables users to log in once but access multiple password protected applications. This helps eliminate password sprawl and those sticky notes with login credentials attached to monitors.

Incident Management & Response Plan are in place to detect, analysis, isolate, eradicate, recover, and communicate information security incidents.

VDart does not disclose any personal information that you provide, such as your name, address, e-mail address, telephone number, personal references, etc., to any third parties, except as may be required by law.

## Information Security Governance & Best Practices

VDart implements a robust Information Security Management System (ISMS) which provides Policies and Procedures that regulate the use of information, including its processing, receipt, transmission, storage, distribution, access, and deletion ("Policies and Procedures"), are documented, and implemented, and address how confidential information is managed, and protected. The Policies and Procedures are approved by senior management, reviewed, and updated to remain compliant with the law and current practices.

Annual Security Training is mandatory for all VDart employees, which covers all aspects of Information Security as per the policies in our ISMS.

### Risk management Program

- VDart implements a standard Risk Management Program with continuous risk monitoring which includes communication with stake holders at regular intervals. It utilizes a Risk Management methodology to identify assets with value to the business, to understand possible threats and how threats can impact the assets value resulting in business risks.
- Eco-friendly destruction of documents, laptops, hard drives are carried out by VDart.

#### Related VDart Policies

- Compliance Policy
- Information Security Policy
- Physical and Environmental Security Policy
- Incident Management Policy
- Risk management Policy with Process
- Code of Work Ethics
- Whistleblower Policy



# Impact Summary

**42 CSR** Initiatives Globally

**820** Volunteering hours

**1,50,000+** People touched by our social impact programs

**69421**



Total L&D  
Hours

**\$ 35M**



Diverse Supplier  
Spent

**99%**

Employees Covered



Sustainability  
Awareness  
Programs

**1010**

hours



wellbeing  
sessions

**75%**

Employees covered



Credo  
Workshops

## Minority Certifications

In the United States, we are certified by and Corporate Plus Member of



The **National Minority Supplier Development Council Inc**® (NMSDC®) is one of the country's leading corporate membership organizations. <https://nmsdc.org/>



Dallas/Fort Worth Minority Supplier Development Council facilitates business connections between buying entity members and certified minority-owned businesses in order to meet supply chain demands and further the economic development. <https://dfwmsdc.com/>



The **GMSDC** is the state of Georgia's leading advocacy organization for small business development and supplier diversity. <https://gmsdc.org/>



The Canadian Aboriginal and Minority Supplier Council (CAMSC) facilitates the growth of Aboriginal and minority owned businesses, by connecting them to procurement opportunities with companies and governments committed to a diverse and inclusive supply chain. <https://camsc.ca/>

## Awards & Accolades

We're honoured by our achievements, recognized not only as a business leader but for our mission to foster diversity, inclusion and promote a rich culture among our workforce.

# 2021

- » Toyota Diverse Supplier of the Year 2021
- » Great Place to Work-Certified™ Company for 2021
- » Sidd receives the prestigious honor from the CII-Yi for the Global Entrepreneur Award 2021.

# 2020

- » VDart Featured in 100 Fastest growing companies in Atlanta
- » VDart wins the 2020 Supplier of the Year Award by the GMSDC
- » Sidd Ahmed named 2020 MBE Advocate of the Year



### **VDart named One of Atlanta's Best and Brightest Companies to Work For®**

VDart has been named as One of Atlanta's Best and Brightest Companies to Work For® for the second year in a row.



### **Inc. 5000: The Most Successful Companies in America**

VDart Inc. ranked 8th time on #Inc5000 list of fastest-growing private companies in America 2020.



IVDart has won Top Ten Asian American Businesses in USPAACC Southeast Region



# About VDart

**We help organizations transform at speed to keep pace with today's digital economy.**

We strategically connect people, processes and technology to help our partners prepare for tomorrow by reimagining their businesses today.

**Reinventing ourselves to provide continued value for our clients.**

VDart has evolved to meet the needs of leading technology brands. From delivering resources for IT solutions to providing unique digital solutions, we're continually reinventing ourselves. This has led to us becoming one of the fastest growing brands in digital talent management and digital technology consulting.

With distinct digital practices, we help our partners to build for tomorrow by re-imagining their businesses today. From helping our partner's to bridge talent in digital and emerging technology fields, to providing insights and expertise in product development and embedded software, we provide resources and solutions globally across a wide range of industries, from automotive and mobility, through to energy, healthcare and life sciences, manufacturing, consumer industries and beyond.

For more information about our corporate citizenship efforts and how we approach ESG, please write to Dhaarini Srinivasan, Global Sustainability Lead ([dhaarini.s@vdartinc.com](mailto:dhaarini.s@vdartinc.com)) and Oliver Sam, VP People Strategy and Transformation ([oliver@vdartinc.com](mailto:oliver@vdartinc.com)).