



CORPORATE SUSTAINABILITY REPORT

For the period 1st April 2023 to 31st March 2024

Doc No: ZYETA/ESG/430, Rev. 00

Issued by: Managing Director



INSIDE THIS REPORT

01 INTRODUCTION

4-16

Message from our MD.....	4
About Zyeta	5
Introduction to Sustainability Report.....	15

02 GOVERNANCE

17-23

Communication and training about anti-corruption policies and procedures.....	18
Confirmed incidents of corruption and actions taken.....	18
Annual total compensation ratio.....	18
Mechanisms for advice and concerns about ethics.....	18
Scale of the organization.....	19
Management Approach.....	19
List of stakeholder groups	19
Defining report content and topic boundaries.....	19
External initiatives.....	22
Procurement Practices.....	22
Anti-Corruption.....	22

03 ENVIRONMENT

24-31

Recycled input materials used.....	25
Energy Consumption within the Organization.....	25
Reduction of energy consumption.....	26
Water discharge-related impacts.....	26
Water and Effluents	26
Direct GHG Emissions.....	27
Energy Indirect GHG Emissions.....	27
Other Indirect GHG Emissions.....	27
Waste generated.....	28
Waste diverted from disposal.....	28
Waste directed to disposal.....	28
Waste by Type and Disposal Method.....	28
Environmental Compliance.....	29
Supplier Environmental Assessment.....	29

04 SOCIAL

33-48

Work-related injuries.....	34
Worker training on occupational health and safety.....	34
Benefits provided to full-time employees that are not provided to temporary or part-time employees.....	34
Diversity of governance bodies and employees.....	34
Ratio of basic salary and remuneration of women to men.....	35
Average hours of training per year per employee.....	35
Programs for upgrading employee skills and transition assistance programs.....	36
Child labor, Forced or compulsory labor.....	36
Supplier Social Assessment.....	36
Hazard identification, risk assessment, and incident investigation.....	37
Operations subject to human rights reviews or impact assessments.....	38
Freedom of association and collective bargaining.....	38
Parental leave.....	38
New suppliers that were screened using social criteria.....	39
Negative social impacts in the supply chain and actions taken.....	39
Substantiated complaints concerning breaches of customer privacy and losses of customer data.....	40
Non-Discrimination.....	40
Labor/Management Relations.....	40
Employment.....	41
Occupational Health and Safety.....	41
Work-related ill health.....	41
Training and Education.....	41
Diversity and Equal Opportunity.....	41
Non-Discrimination.....	42





At Zyeta, we are committed to driving innovation, efficiency, and sustainability in the fields of Design Consultation and Project Management. Through the integration of Building Information Modeling (BIM), we are transforming the way infrastructure and construction projects are planned, executed, and managed, ensuring that sustainability remains at the core of our operations. Our commitment to Environmental, Social, and Governance (ESG) principles guides us in making responsible business decisions that create long-term value for all stakeholders.

As a company deeply rooted in technological advancements, we recognize the urgent need to address global sustainability challenges. The construction industry has a significant impact on environmental resources, and at Zyeta, we are determined to leverage digital solutions to minimize waste, optimize resource efficiency, and promote green building practices. By implementing BIM-driven design processes, we enable our clients to make data-driven decisions that lead to reduced material usage, lower carbon emissions, and enhanced energy efficiency in built environments.

Sustainability for Zyeta extends beyond environmental considerations. We are equally focused on social responsibility, ensuring that our projects contribute positively to the communities we serve. Our approach prioritizes the health, safety, and well-being of our employees, clients, and project stakeholders. Through continuous training and skill development initiatives, we empower our workforce with the knowledge and expertise needed to drive sustainable practices across all projects.

Governance is another fundamental pillar of our sustainability strategy. We uphold the highest standards of ethics, transparency, and accountability in all our business dealings. Our governance framework ensures compliance with local and international sustainability regulations while fostering a culture of integrity and inclusivity. By engaging with industry partners, policymakers, and academic institutions, we actively contribute to shaping the future of sustainable construction and design.

This Sustainability Report highlights Zyeta's progress, achievements, and ongoing efforts in integrating ESG principles within our business strategy. It showcases our initiatives in reducing environmental impact, promoting diversity and inclusion, ensuring responsible supply chain management, and advancing digital transformation in the construction industry.

We understand that sustainability is a continuous journey, and we remain committed to evolving our practices to meet emerging global challenges. Collaboration and innovation are key to driving sustainable progress, and we look forward to working closely with our partners, clients, and stakeholders to build a resilient and responsible future.

On behalf of Zyeta, I extend my gratitude to our employees for their unwavering dedication, our clients for their trust, and our partners for their collaborative efforts. Together, we are shaping a more sustainable world through intelligent design and responsible project management.

Let us continue this journey towards a more sustainable and innovative future.

Shilpa Revankar
Managing Director
Zyeta



ABOUT US

Designers and Developers of Innovative, World-Class Workspace Interiors

With technical excellence and cutting edge design solutions, our team works with a commitment to build future-ready workspaces.



In a Nutshell

Zyeta is an integrated workspace design and build services firm that specializes in delivering exceptional workspace interiors that leverage the latest thinking in design, workforce optimization, and the environment.

With our unique combination of people, process, and technology, we strive to provide our clientele with unparalleled value. Zyeta provides its turn-key services for leading organizations across a spectrum of industries.

We transform raw space into award-winning, next-generation offices, clean rooms, data centers and more. We focus on large-scale and mid-size office design and build company projects for a diverse international clientele that includes both global enterprises as well as early-stage companies, having successfully completed hundreds of projects across India and beyond. The Company is privately-held by executive management.

By Team Zyeta

Our Services

Our workplace design consultants, work with organizations to help them transform their office spaces into fascinating magnets for both employees and clients with an innovative data-driven design approach. We have raised workplace expectations by providing immersive and customized experiences to drive a mobile, multitasking workforce with our experience in designing hybrid workplaces. All these factors help our partner organizations ensure sustainability, security, and employee wellness in their office space design.



Workplace Strategy



Design & Build



WELL Consultation



Well Health-Safety
Rating Consultation

Why Zyeta



At Zyeta, we meld the art of design with the science of technology to deliver world-class designers and commercial office interiors.

Why We're Different

Thought Leadership

The only constant in the workplace interior industry is the change. Keeping our fingers on the pulse of global trends in workplace excellence, workforce dynamics, and environmental best practices enable Zyeta to design and deliver some of the most innovative workplace interior design projects to date. Our ground-breaking work pushes the envelope in terms of performance, aesthetics, environmental responsibility, and overall value for our clientele.



Technology Investment

Zyeta's market leadership position extends not only to its clever workplace interior designs, but also to its best practices in creating, communicating and executing them into award-winning finished projects. We invest heavily in information systems that improve our clients' experience by increased visualization during the workplace interior design ideation process, and reduced cycle time and cost throughout the project lifecycle. These include Building Information Modeling (BIM), cloud-enabled renders, and Virtual Reality (VR) tools. Zyeta was the first company of its kind in India to utilize these tools. We frequently beta test leading-edge AI and other technologies that are transforming this industry.

Integrated Capabilities

Leveraging its high-tech, high-touch integrated approach means that Zyeta single-handedly manages a workplace designing project, "womb to tomb." This includes Mechanical/Electrical/Plumbing (M/E/P) and networking design. Serving as our client's single source, eliminates finger-pointing amongst multiple vendors, reduces cost and cycle time, while it also improves the final project outcome.

Safety Commitment

Zyeta's culture of safety makes the difference during the transformative process from final design to project build-out. Our safety program is integral to every workplace interior project. It provides training and keeps team members fully dedicated and accountable to the safety and integrity of our clientele's project and property. This is reflected by Zyeta's stellar and unparalleled record of zero safety-related incidents – ever — in the history of the firm.

Sustainability Mandate

Sustainability is not just a cornerstone of our interior design for workplace philosophy, it extends to all aspects of our business. Zyeta's role as a designer of future workspaces means we have a special and important responsibility in confronting the challenges of climate change and sustainability. Zyeta aims to transform the workspace interiors into a healthy, thriving, sustainable community that contributes to positive social, economic, and environmental benefits. That commitment extends inwardly as well. Zyeta has a sustainability plan, which includes reducing water consumption and energy usage, utilizing recycled materials, and favoring suppliers with similar sustainability standards.

People

Last but really first, people are our most valuable asset. Zyeta was founded by interdisciplinary all-stars seeking a better way. Our paradigm pioneering corporate culture continues to attract the best and brightest architects, engineers, designers, and other artisans and technicians focused on workplace excellence. Never resting on our laurels, we perpetually train our ever-expanding team in the use of the latest technologies and other best practices.



Project Portfolio

Zyeta designs and builds immersive interiors spanning workspace type, industry, size, and complexity. Our goal is to develop corporate office interior projects reflecting each client's unique culture — fostering brand affinity, improving workforce wellness, productivity and loyalty whilst promoting environmental stewardship and social responsibility. We invite you to view images from a small sampling of our many hundreds of successfully completed office design and build projects.

Featured Projects





Based On Research



Building an Unmatched, Wellness-focused Design for 2gethr

All Our Projects



Linkedin, Bangalore



**International Automotive Brand,
Bengaluru**



**Multinational Fashion Brand,
Bengaluru**



Financial Services Firm, Bengaluru



K&S Partners, Bengaluru



**Confidential, Global
Manufacturing Firm, Hyderabad**



Confidential, Global Manufacturing Firm, Hyderabad



Confidential, Aerospace Brand, Bengaluru



Mitsubishi UFJ Financial Group, Bengaluru



Global Logistics Software Solutions Brand, Bengaluru



TDCX, Asia's Leading Digital Transformation Company, Hyderabad



FAB, UAE- Based Banking Institution, Bengaluru



**Confidential, Multinational
Automobile Brand, Bengaluru**



**Mitsubishi UFJ Financial Group,
Bengaluru**



**Vanderlande, Global process
automation brand, Pune**



**WSP Global, World's Leading
Consulting Firm, Bengaluru**



**Callaway Digital Technologies,
Hyderabad**



**Air Products, Global Industrial
Gas Provider, Pune**



Digi-Key, Leading American Electronic Distributor, Bengaluru





Introduction to Sustainability Report

At Zyeta, we take pride in delivering exceptional Design Consultation and Project Management Services through the innovative use of Building Information Modeling (BIM). Our commitment to sustainability is deeply embedded in our operations, aligning with global Environmental, Social, and Governance (ESG) principles. This Sustainability Report highlights our ongoing efforts, achievements, and strategic vision to drive responsible business practices while contributing to a sustainable future.

Our Commitment to Sustainability

Sustainability is at the core of Zyeta's business philosophy. As a responsible organization, we recognize the impact of our services on the environment, society, and economy.

We strive to integrate sustainable methodologies into our project designs and management strategies, ensuring that our solutions not only enhance efficiency but also promote resource conservation and environmental protection.

Our approach to sustainability focuses on three fundamental pillars:

Environmental Stewardship: Minimizing our ecological footprint through energy-efficient design, reducing material waste, and promoting sustainable construction practices.

Social Responsibility: Fostering inclusive workplaces, ensuring employee well-being, and engaging with communities to drive positive social change.

Governance & Ethics: Upholding integrity, transparency, and accountability in all business operations while adhering to the highest standards of corporate governance.

Key Highlights of Our Sustainability Initiatives

Environmental Responsibility

Zyeta is dedicated to reducing the environmental impact of construction projects by leveraging the power of BIM. Our key environmental initiatives include:

Sustainable Design: Utilizing BIM to optimize material usage, minimize construction waste, and improve energy efficiency in buildings.

Carbon Footprint Reduction: Implementing digital modeling techniques that reduce the need for physical prototypes and site visits, thereby cutting down emissions.

Water Conservation Strategies: Encouraging sustainable water management practices in project designs to reduce water wastage and enhance conservation efforts.

Social Responsibility & Workplace Well-being

Our people are our most valuable asset, and we are committed to creating an inclusive and supportive workplace that nurtures talent, innovation, and professional growth.

Diversity & Inclusion: Promoting equal opportunities for all employees, regardless of gender, background, or abilities.

Employee Training & Development: Investing in continuous learning programs to enhance the skill sets of our workforce.

Health & Safety: Ensuring a safe work environment by adhering to stringent occupational health and safety standards.

Corporate Governance & Ethical Practices

Zyeta upholds the highest ethical standards and governance principles to ensure long-term business sustainability.

Transparent Reporting: Maintaining openness in our business operations through clear and accurate sustainability disclosures.

Stakeholder Engagement: Actively collaborating with clients, partners, and industry bodies to advance sustainable practices.

Regulatory Compliance: Adhering to national and international regulations that govern sustainability, environmental protection, and corporate responsibility.

Looking Ahead

Our journey toward sustainability is continuous. As we move forward, Zyeta is committed to advancing our ESG goals, embracing new sustainable technologies, and fostering partnerships that align with our vision for a greener, more responsible future. We believe that through collaboration and innovation, we can make a lasting positive impact on the built environment and the communities we serve.

This report serves as a testament to our unwavering dedication to sustainability, providing a transparent overview of our progress and aspirations. We invite all stakeholders to join us in shaping a more sustainable tomorrow.





Organizational Details

Legal Name: ZYETA INTERIORS PVT. LTD.

Nature of ownership and legal form: Private Limited

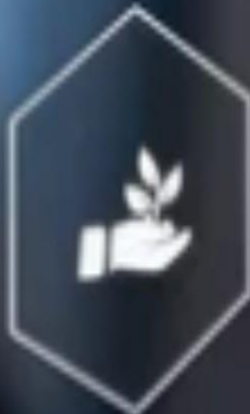
Location of its headquarters: 201, #2/3, Alfred St, Richmond Town,
Bengaluru, Karnataka-560025, India.

Countries of operation: India

Our sustainability reports are published annually, providing a comprehensive review of our environmental, social, and governance performance. The reporting period is from 1st April 2023 to 31st March 2024



GOVERNANCE



Communication and training about anti-corruption policies and procedures

(GRI 205-2)

Zyeta conducted comprehensive ethics and anti-corruption training, ensuring 100% employee participation. The program covered ethical decision-making, compliance with anti-corruption laws, and recognizing and reporting misconduct. Interactive sessions reinforced a culture of integrity, transparency, and accountability. By equipping employees with knowledge and best practices, Zyeta strengthened its commitment to ethical business conduct and regulatory compliance. The training also emphasized the company's zero-tolerance approach to bribery and corruption, reinforcing responsible corporate governance. This initiative aligns with Zyeta's dedication to upholding the highest ethical standards and fostering a fair, compliant, and corruption-free workplace for all stakeholders.

Confirmed incidents of corruption and actions taken

(GRI 205-3)

Zyeta maintains a strong commitment to ethical business practices, resulting in zero confirmed incidents of corruption. Through robust policies, regular ethics training, and a transparent reporting system, the company fosters a culture of integrity and compliance. Employees are encouraged to report any unethical behavior, with strict non-retaliation measures in place. Internal audits and risk assessments further strengthen anti-corruption efforts. Zyeta's zero-tolerance approach to bribery and misconduct ensures adherence to legal and regulatory standards. This achievement reflects the company's dedication to maintaining a corruption-free workplace and reinforcing trust with stakeholders, clients, and partners.

Annual total compensation ratio

(GRI 102-38)

Zyeta maintains equitable compensation practices, with a ratio of the highest-paid individual's total compensation to the median employee compensation at 2.8. This reflects the company's commitment to fair and balanced pay structures, ensuring income disparities remain minimal. By fostering a competitive yet ethical remuneration policy, Zyeta promotes inclusivity and financial well-being across all levels. Regular compensation reviews, market benchmarking, and transparency in wage structures reinforce this approach. The company prioritizes employee welfare, ensuring that pay scales align with industry standards while supporting a sustainable and motivated workforce. This commitment enhances trust, fairness, and long-term employee engagement.

Mechanisms for advice and concerns about ethics

(GRI 102-17)

Zyeta's robust whistleblower policy ensures a safe and confidential platform for employees to report ethical concerns without fear of retaliation. In the reporting period, there were zero reports related to the whistleblower procedure, reflecting a transparent and ethical work environment. The company actively promotes awareness of reporting mechanisms through regular training and clear communication. While no reports were filed, Zyeta continues to encourage vigilance and accountability among employees. The company remains committed to upholding integrity, reinforcing compliance measures, and ensuring that any potential concerns are promptly addressed to maintain a responsible and ethical workplace.



Scale of the organization

(GRI 102-7)

Zyeta proudly secured the #4 ranking as an International Giant of Design 2024, a testament to its innovation, creativity, and excellence in architectural and interior design. This prestigious recognition highlights the company's commitment to delivering cutting-edge, sustainable, and human-centric design solutions. With a strong global presence, Zyeta continues to push the boundaries of design, integrating technology, functionality, and aesthetics to create transformative spaces. The ranking reflects the company's dedication to quality, collaboration, and industry leadership. By consistently exceeding client expectations and embracing design excellence, Zyeta cements its position as a global powerhouse in the design industry.

Management Approach

(GRI 103-1)

Zyeta has established a formal Sustainability Management System Manual, reinforcing its commitment to environmental, social, and governance (ESG) principles. This manual serves as a comprehensive framework guiding sustainable operations, resource efficiency, and responsible business practices. It outlines key policies, targets, and monitoring mechanisms to ensure continuous improvement in sustainability performance. Integrated with international standards, the system enhances transparency, compliance, and accountability across all levels. By embedding sustainability into its core strategy, Zyeta aims to minimize environmental impact, promote ethical governance, and drive long-term value for stakeholders. This initiative strengthens Zyeta's leadership in sustainable and responsible design practices.

List of stakeholder groups

(GRI 102-40)

Our company conducted a comprehensive stakeholder engagement process to align business objectives with stakeholder expectations. We identified key stakeholders, including employees, customers, suppliers, regulators, and community representatives. Engagement methods included surveys, meetings, workshops, and feedback sessions. This dialogue provided insights into ESG priorities, operational concerns, and collaboration opportunities. The feedback was analyzed and integrated into decision-making, enhancing transparency and fostering sustainable business practices. Regular engagement ensures continuous improvement and responsiveness to stakeholder needs. By prioritizing open communication and active participation, we strengthen relationships, mitigate risks, and drive long-term value creation for all stakeholders.

Defining report content and topic boundaries

(GRI 102-46)

Our company conducted a materiality assessment to identify key ESG KPIs that align with stakeholder expectations and business priorities. We engaged stakeholders through surveys, interviews, and workshops to determine the most relevant ESG issues. These insights were analyzed using a structured framework, assessing their impact on business performance and sustainability. The assessment highlighted key areas such as environmental impact, resource efficiency, employee well-being, ethical governance, and community engagement. The identified ESG KPIs guide our strategic decisions, ensuring compliance, risk mitigation, and value creation. Regular reassessments ensure our sustainability efforts remain aligned with evolving industry standards and stakeholder expectations.

Zyeta’s material topics are identified through stakeholder engagement and internal assessments, focusing on areas of significant impact. Key material topics include:

Most Important Environmental Topics

- Climate Change Mitigation
- Energy Efficiency and Renewable Energy
- Carbon Footprint Reduction
- Water Usage Efficiency
- Sustainable Building Materials –
- Waste Minimization
- Air Quality
- Circular Economy
- Environmental Ecosystem Preservation

Most Important Social Topics

- Health & Safety
- Equity & Social Justice
- Affordable Housing
- Community Development .
- Education & Social Mobility
- Access to Basic Amenities
- Inclusive Public Spaces.
- Job Creation & Economic Growth
- Social Impact Measurement
- Cultural Preservation

Most Important Governance Topics

- Ethical Governance
- Regulatory Compliance
- Risk Management and Mitigation
- Transparency and Reporting
- Corporate Social Responsibility (CSR)
- Sustainability in Governance
- Workplace Diversity and Inclusion
- Internal Audit and
- Executive Compensation and Incentives
- Whistleblower Policies.



External initiatives
(GRI 102-12)

Our company is certified under ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health & Safety), demonstrating our commitment to excellence, sustainability, and workplace safety. ISO 9001 ensures consistent quality in our products and services through robust process controls and continuous improvement. ISO 14001 reflects our dedication to minimizing environmental impact, optimizing resource efficiency, and complying with environmental regulations. ISO 45001 underscores our proactive approach to occupational health and safety, reducing risks and enhancing employee well-being. These certifications reinforce our commitment to operational excellence, regulatory compliance, and sustainable business practices, benefiting all stakeholders.



Procurement Practices

(GRI 204)

Zyeta integrates sustainability into procurement by training employees on ethical sourcing, supplier engagement, and environmental impact reduction. The training covers responsible supplier selection, lifecycle assessments, and compliance with sustainability standards. Employees gain insights into reducing procurement risks, fostering sustainable partnerships, and ensuring responsible material sourcing. Our commitment aligns with global ESG objectives.

Zyeta promotes supplier diversity by ensuring fair opportunities for small, minority-owned, and underrepresented businesses. Training emphasizes inclusive procurement strategies, engagement with diverse suppliers, and fostering equitable supply chains. Employees learn to evaluate suppliers based on social and environmental impact, promoting economic inclusion and equitable business growth.

Anti-Corruption

(GRI 205)

Zyeta conducts ethics training to reinforce integrity, compliance, and corporate responsibility. Employees are trained on ethical decision-making, conflict resolution, and company policies regarding corruption, bribery, and fraud prevention. This initiative strengthens our commitment to ethical business practices, ensuring a transparent and accountable workplace culture.

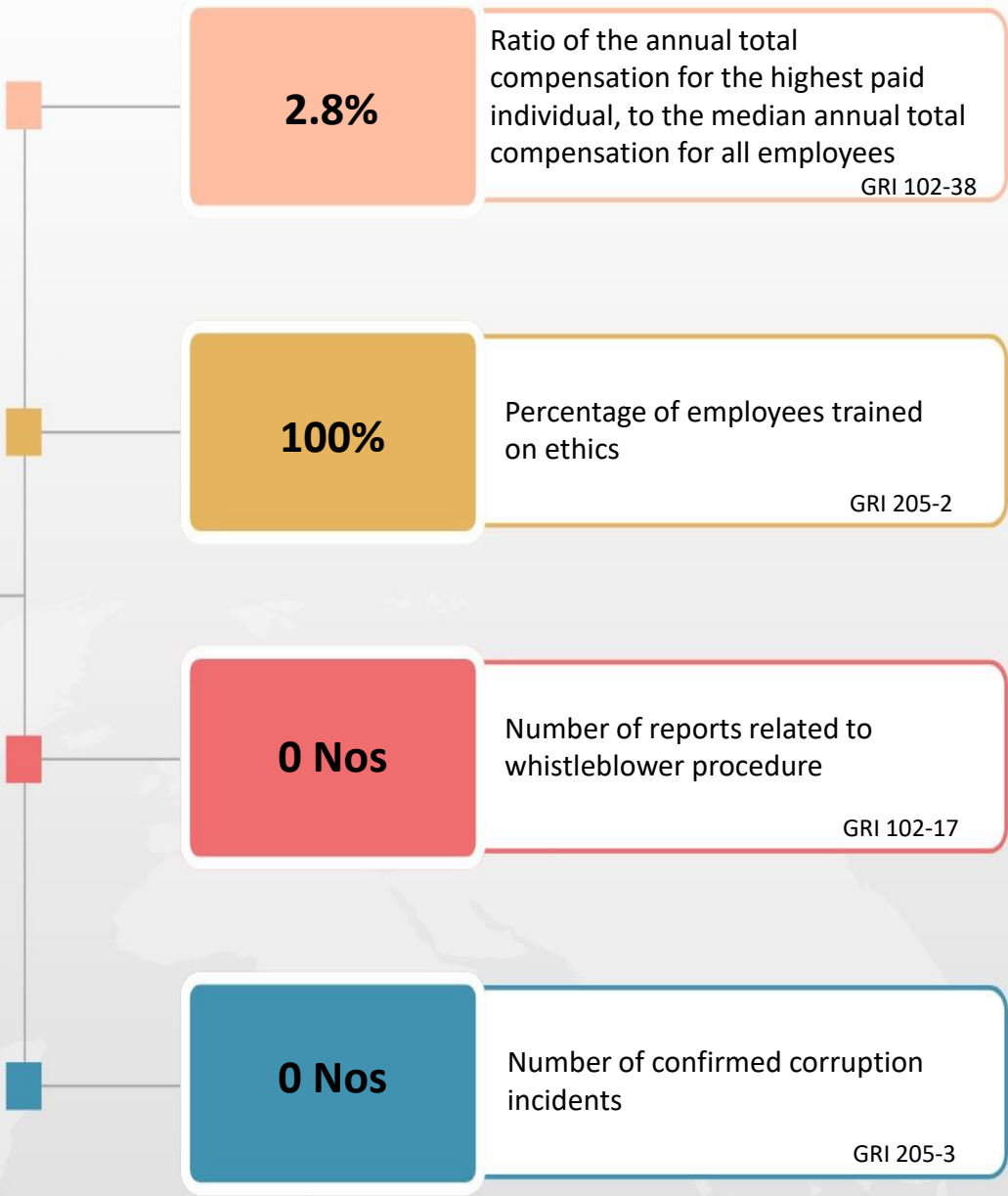
Zyeta trains employees on anti-corruption policies, ethical decision-making, and legal compliance. The program covers bribery prevention, fraud detection, and whistleblower protection. Employees understand the impact of corruption and the importance of ethical conduct, strengthening Zyeta's commitment to corporate integrity and responsible business practices.

Zyeta's internal audit assessed financial transactions, procurement policies, and employee conduct regarding bribery and corruption. The review ensured compliance with anti-corruption regulations and internal ethical standards. No major risks were identified, and preventive measures, including employee training, were reinforced to uphold integrity and transparency in operations.



ESG PERFORMANCE DATA

GOVERNANCE



ENVIRONMENT



Recycled input materials used

(GRI 301-2)

Our company has increased the use of biodegradable and eco-friendly input materials to reduce environmental impact and promote sustainability. By sourcing renewable, non-toxic, and recyclable materials, we minimize waste generation and lower our carbon footprint. This initiative aligns with our commitment to responsible production, regulatory compliance, and customer expectations for greener solutions. Through supplier collaboration and continuous innovation, we integrate sustainable materials into our processes without compromising quality or efficiency. Regular assessments ensure ongoing improvements in material sourcing and environmental performance. Our efforts contribute to a circular economy, reinforcing our dedication to sustainability and corporate responsibility.

Energy Consumption within the Organization

(GRI 302-1)

Zyeta recorded a total energy consumption of 54,945 kWh during 2023-24, demonstrating our commitment to energy efficiency in design consultation and project management. We actively integrate Building Information Modeling (BIM) to optimize energy use in projects and reduce environmental impact. Our focus on sustainable design principles supports energy conservation, enhancing operational efficiency and reducing reliance on non-renewable sources. Through strategic interventions and awareness programs, we continuously seek to improve energy efficiency, aligning with global sustainability goals and reducing our overall carbon footprint.

Zyeta reported a total renewable energy consumption of 0 kWh, indicating reliance on non-renewable energy sources. The company aims to enhance sustainability by exploring renewable energy integration in future operations. Efforts are being evaluated to transition towards cleaner energy alternatives, reducing carbon emissions and environmental impact. Zyeta remains committed to improving energy efficiency and aligning with sustainability goals. Future strategies may include adopting solar or wind energy solutions to minimize dependence on conventional power sources. Transparent reporting and continuous improvement guide Zyeta’s approach to responsible energy management.

Zyeta promotes sustainability by training employees on energy efficiency, carbon footprint reduction, and renewable energy integration. Training includes best practices for optimizing energy consumption, reducing emissions, and implementing energy-saving initiatives in daily operations, reinforcing our commitment to climate action.



Reduction of energy consumption
 (GRI 302-4)

Our company has invested in power-saving equipment to enhance environmental performance and reduce energy consumption. By upgrading to energy-efficient machinery, LED lighting, and smart monitoring systems, we optimize resource usage and lower carbon emissions. These initiatives align with our commitment to sustainability, operational efficiency, and cost reduction. The implementation of advanced technology helps minimize our environmental footprint while ensuring compliance with energy management standards. Regular monitoring and evaluation of energy performance drive continuous improvements. Through these efforts, we contribute to a greener future, demonstrating our responsibility towards environmental stewardship and sustainable business practices.



Zyeta conducted an internal audit on energy management to assess efficiency, conservation measures, and renewable energy adoption. The audit identified areas for energy optimization, monitoring mechanisms, and compliance with sustainability goals. Findings led to policy improvements, investment in energy-efficient technologies, and employee training on energy conservation, reinforcing Zyeta’s commitment to reducing environmental impact.

Water discharge-related impacts
 (GRI 303-2)

Our company conducted comprehensive wastewater, noise, and air pollution testing to ensure compliance with environmental regulations and enhance sustainability. Wastewater testing assessed discharge quality, ensuring minimal impact on water bodies. Noise testing measured workplace and environmental noise levels, implementing controls to protect employees and nearby communities. Air pollution testing monitored emissions to reduce pollutants and improve air quality. These assessments support our commitment to environmental responsibility, regulatory compliance, and community well-being. Regular monitoring and mitigation strategies help minimize our environmental footprint, demonstrating our dedication to sustainable operations and continuous improvement in environmental performance.

Water and Effluents
 (GRI 303)

An internal audit assessed Zyeta’s water consumption, efficiency measures, and wastewater management. The audit evaluated data accuracy, reduction strategies, and regulatory compliance. Findings led to improved water conservation initiatives and strengthened reporting mechanisms, ensuring responsible water stewardship and sustainability in Zyeta’s operations.

Direct GHG Emissions

(GRI 305-1)

In 2023-24, Zyeta's Scope 1 GHG emissions amounted to 1.725 MTCO₂e, primarily resulting from direct fuel combustion in company-owned or controlled assets. We implement low-carbon strategies, including energy-efficient equipment and optimized transportation planning, to reduce direct emissions. By incorporating BIM in project planning, we enhance resource efficiency and minimize emissions. Continuous monitoring and emission reduction initiatives form a crucial part of our ESG strategy, ensuring that our direct carbon footprint remains minimal while supporting a transition toward a low-carbon economy.

Energy Indirect GHG Emissions

(GRI 305-2)

Zyeta’s Scope 2 GHG emissions for 2023-24 totaled 45.073 MTCO₂e, primarily from purchased electricity. We emphasize energy-efficient building designs and integrate renewable energy solutions where possible. By leveraging BIM technologies, we optimize energy consumption and minimize dependency on carbon-intensive power sources. Our sustainability initiatives focus on energy conservation, green infrastructure, and efficiency measures to progressively reduce Scope 2 emissions. We remain committed to sourcing cleaner energy alternatives and implementing energy management best practices to lower our indirect emissions.

Other Indirect GHG Emissions

(GRI 305-3)

For the year 2023-24, Zyeta’s Scope 3 GHG emissions reached 687.906 MTCO₂e, covering emissions from supply chain, business travel, and other indirect activities. We actively engage with sustainable suppliers, promote low-carbon material sourcing, and encourage remote work policies to reduce travel-related emissions. Our BIM-driven approach enhances project efficiency, minimizing construction-related waste and emissions. Through a continuous focus on sustainability, we aim to optimize our supply chain footprint, improve logistics planning, and integrate green procurement to further reduce Scope 3 emissions.

In 2023-24, Zyeta’s downstream Scope 3 emissions were 164.223 MTCO₂e, arising from post-delivery impacts, including energy use in client-occupied spaces and end-of-life material considerations. Our design strategies prioritize energy-efficient building performance and encourage sustainable operational practices for clients. We advocate for green-certified buildings, passive design strategies, and circular economy principles to reduce long-term environmental impact. Continuous collaboration with clients enables us to lower downstream emissions by promoting sustainable occupancy and facility management.

For 2023-24, Zyeta reported 523.683 MTCO₂e in upstream Scope 3 emissions, mainly from procurement, material sourcing, and supply chain operations. We prioritize low-carbon procurement by selecting eco-friendly materials and suppliers with strong sustainability commitments. BIM integration enhances material efficiency and waste reduction, reducing environmental impact at the source. Our approach includes supplier engagement programs, responsible sourcing policies, and circular economy adoption, ensuring we actively reduce emissions across our supply chain.





Waste generated

(GRI 306-3)

Our company follows strict protocols for labeling, sorting, and handling hazardous waste to ensure safety, compliance, and environmental protection. Hazardous waste is clearly labeled with appropriate hazard symbols and classifications to prevent mishandling. We implement a systematic sorting process, separating hazardous materials based on their type and disposal requirements. Secure storage and transportation procedures minimize risks to employees and the environment. Certified disposal vendors handle final treatment in compliance with regulatory standards. Regular employee training and audits reinforce best practices. Through these measures, we enhance workplace safety, reduce environmental impact, and uphold our commitment to responsible waste management.

Our company achieved a waste-to-landfill volume of 10234 liters through effective waste management strategies and responsible disposal practices. By implementing waste segregation, recycling, and process optimization, we minimized landfill contributions while ensuring compliance with environmental regulations. Continuous monitoring and employee training have enhanced efficiency in waste reduction efforts. Collaborating with certified disposal partners, we ensure proper treatment of non-recyclable waste, reducing environmental impact. Our commitment to sustainable waste management drives ongoing improvements, reinforcing our dedication to resource conservation and corporate responsibility. We continue to explore innovative solutions to further reduce landfill waste and promote a circular economy.

Zyeta educates employees on responsible waste management, recycling, and reduction strategies. Training covers waste segregation, circular economy principles, and minimizing environmental impact. Employees learn sustainable disposal practices, contributing to a greener workplace and reducing Zyeta’s ecological footprint.

Waste diverted from disposal

(GRI 306-4)

Our company successfully recovered 984 kgs of waste through efficient recycling, reuse, and resource optimization strategies. By implementing waste segregation, material recovery programs, and collaborating with certified recycling partners, we minimized landfill disposal and promoted circular economy principles. This initiative aligns with our commitment to sustainability, regulatory compliance, and responsible waste management. Continuous monitoring and employee training ensure ongoing improvements in waste recovery efforts. By maximizing resource utilization and reducing environmental impact, we contribute to a greener future while enhancing operational efficiency. Our efforts demonstrate a proactive approach to sustainable business practices and environmental stewardship.

Waste directed to disposal

(GRI 306-5)

Our company effectively managed 1842 kgs of hazardous waste and 3281 kgs of non-hazardous waste through strict compliance with environmental regulations and best practices. Hazardous waste was securely labeled, stored, and disposed of through certified vendors to prevent contamination and ensure safety. Non-hazardous waste was segregated, recycled, or repurposed to minimize landfill contributions. Regular monitoring, employee training, and audits strengthened waste handling efficiency. By implementing responsible waste management strategies, we reduced environmental impact, enhanced workplace safety, and contributed to a circular economy. Our commitment to sustainability drives continuous improvement in waste reduction and resource conservation efforts.

Zyeta continuously assesses waste streams, adopts sustainable waste treatment methods, and engages stakeholders to enhance circular economy initiatives. By adhering to environmental regulations and responsible waste handling, Zyeta actively reduces its environmental impact, reinforcing its dedication to sustainable operations and reducing landfill contributions through continuous improvement and innovation in waste management practices.

Environmental Compliance

(GRI 307)

Zyeta actively participated in four environmental services and advocacy activities to promote sustainability. These initiatives included tree plantation drives to enhance green cover, waste management programs to encourage recycling, and awareness campaigns on reducing carbon footprints. Additionally, the company engaged in water conservation projects, advocating efficient usage, and partnered with local organizations for clean-up drives to maintain ecological balance. Employees were involved in these activities, reinforcing Zyeta’s commitment to environmental responsibility. Through continuous engagement, Zyeta fosters eco-consciousness, aligning its operations with sustainability goals and contributing to a healthier environment for future generations.

Supplier Environmental Assessment

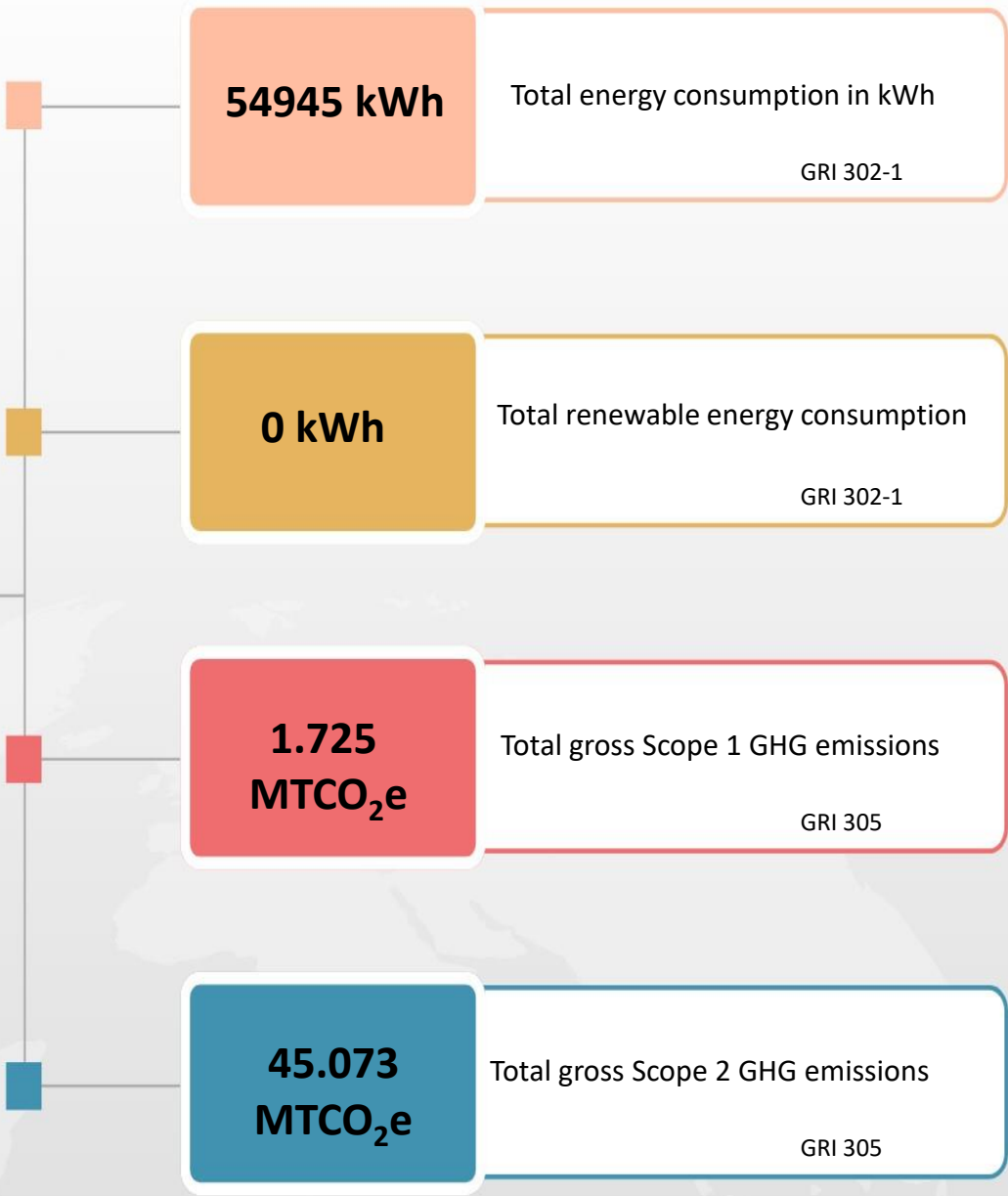
(GRI 308)

Zyeta provides supply chain training focusing on environmental compliance, responsible sourcing, and supplier evaluation. The program educates employees on sustainability best practices, waste reduction, ethical sourcing, and supplier audits. By embedding ESG principles in the supply chain, we enhance transparency, resilience, and long-term sustainability across procurement activities.



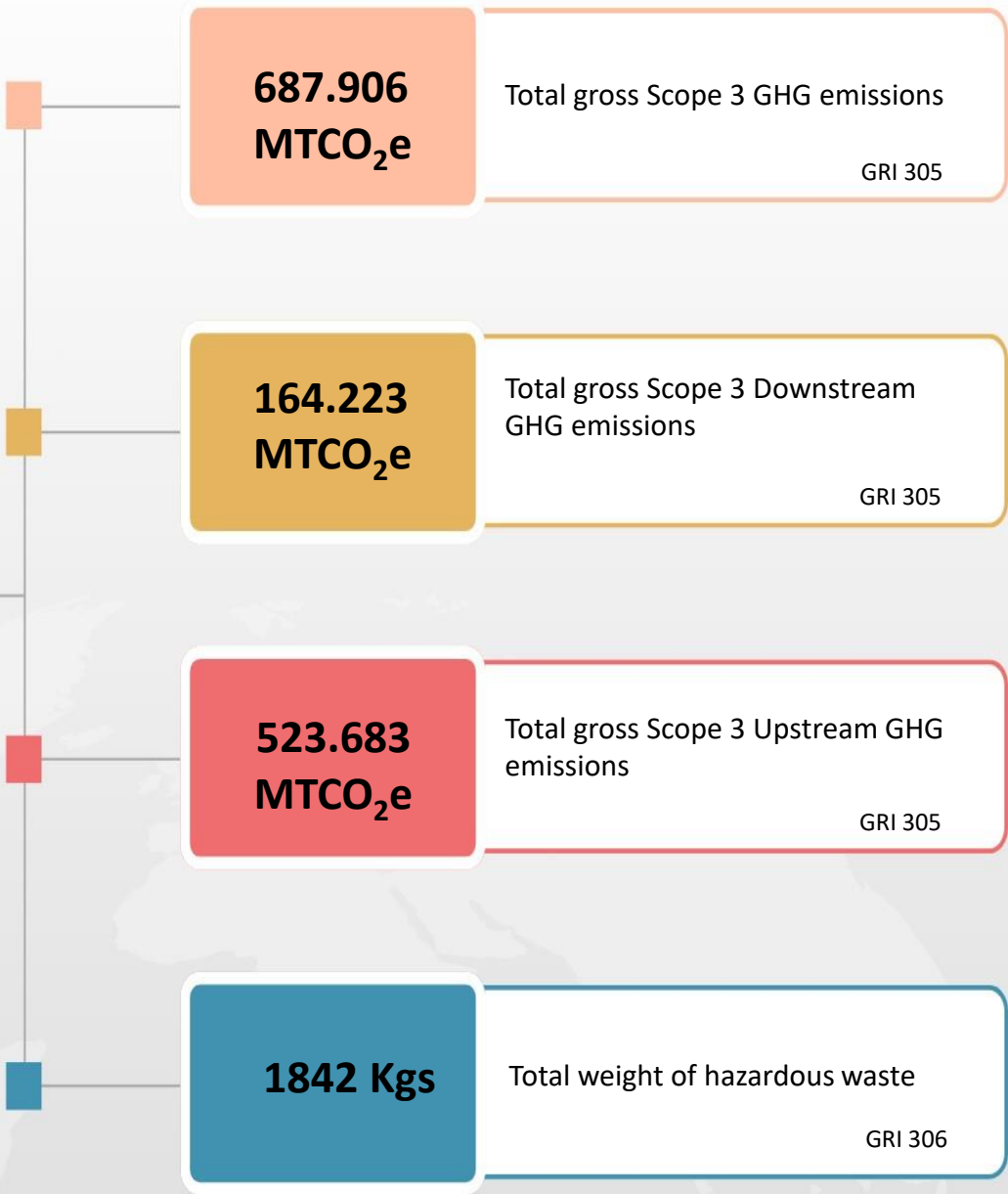
ESG PERFORMANCE DATA

ENVIRONMENT



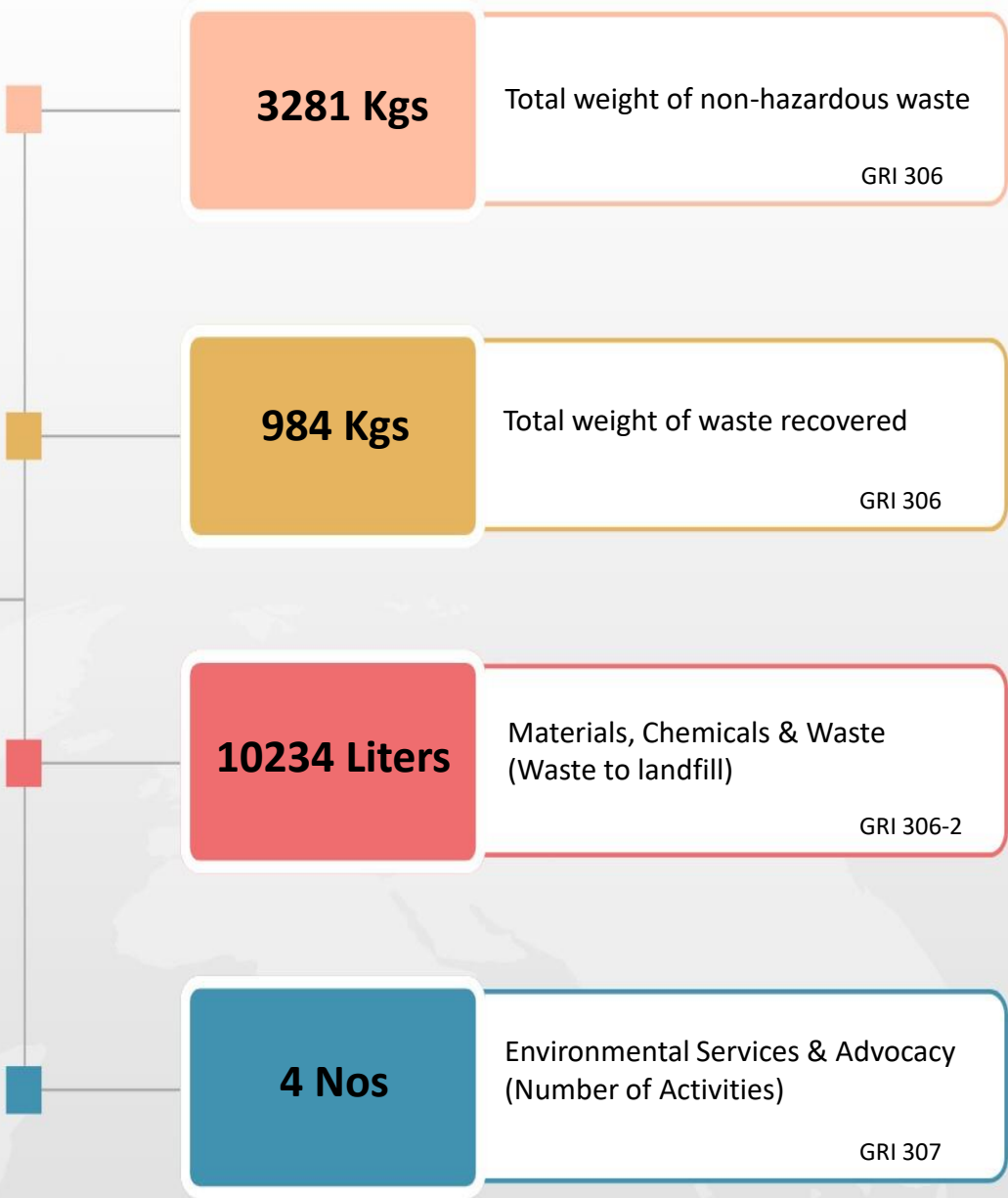
ESG PERFORMANCE DATA

ENVIRONMENT



ESG PERFORMANCE DATA

ENVIRONMENT



SOCIAL



Work-related injuries

(GRI 403-9)

Zyeta achieved zero reportable incidents, demonstrating its strong commitment to workplace safety and risk management. Through proactive measures, including rigorous safety training, regular audits, and strict adherence to protocols, the company ensured a hazard-free environment. Employees participated in safety drills, hazard identification programs, and continuous monitoring to prevent accidents. Leadership fostered a safety-first culture, emphasizing incident reporting, corrective actions, and compliance with industry standards. This achievement reflects Zyeta’s dedication to employee well-being, operational excellence, and regulatory compliance. Maintaining zero reportable incidents reinforces its commitment to a safe, secure, and productive workplace for all stakeholders.

Worker training on occupational health and safety

(GRI 403-5)

Zyeta conducted comprehensive safety training and non-employee safety awareness programs to enhance workplace security and risk prevention. Employees received hands-on training on emergency response, hazard identification, and proper use of safety equipment. Non-employees, including contractors and visitors, attended awareness sessions covering site-specific risks, safety protocols, and emergency procedures. Through interactive workshops, signage, and practical demonstrations, Zyeta ensured that all individuals within its premises understood and adhered to safety guidelines. These initiatives reinforced a proactive safety culture, minimizing risks and ensuring compliance with industry regulations, ultimately fostering a secure environment for employees, partners, and stakeholders.

Benefits provided to full-time employees that are not provided to temporary or part-time employees

(GRI 401-2)

Zyeta ensures the well-being of its workforce by providing 100% health insurance coverage to all employees. This comprehensive plan includes medical, hospitalization, and preventive care benefits, promoting a healthier workplace. Employees have access to routine check-ups, emergency treatments, and specialist consultations, reducing financial stress related to healthcare expenses. The company’s commitment to employee welfare extends to wellness programs, mental health support, and awareness sessions on healthy living. By prioritizing healthcare benefits, Zyeta fosters a supportive work environment, enhances productivity, and aligns with best practices in employee well-being, reinforcing its dedication to a safe and healthy workforce.

Diversity of governance bodies and employees

(GRI 405-1)

Zyeta promotes diversity and inclusion, with women representing 26% of its workforce. The company is committed to gender balance, with 6% of top management positions held by women, fostering leadership opportunities. Additionally, 2% of the board comprises female members, reflecting efforts to enhance representation at the highest decision-making levels. Zyeta implements mentorship programs, leadership development initiatives, and inclusive workplace policies to support women’s career growth. By prioritizing gender diversity, the company strengthens innovation, equity, and long-term sustainability. Continuous efforts aim to improve these figures, ensuring an inclusive and empowering work environment for all employees.

Zyeta fosters a culture of Diversity, Equity, and Inclusion (DEI), ensuring a respectful and safe workplace. In the reporting period, there were zero recorded incidents related to DEI violations. The company actively promotes equal opportunities through policies, training, and awareness programs. Employee engagement and grievance redressal mechanisms are in place to address concerns promptly. Zyeta’s commitment to inclusivity enhances collaboration, innovation, and fairness. Regular assessments and feedback loops reinforce compliance with DEI principles. Maintaining a zero-incident record reflects the organization's dedication to fostering a diverse and equitable work environment, supporting all employees in their professional growth.

Zyeta fosters an inclusive workplace where 14% of employees belong to minority or vulnerable groups. The company is committed to diversity, equity, and equal opportunities, ensuring fair hiring practices and career development initiatives. Policies promote an inclusive culture through training programs, mentorship, and anti-discrimination measures. Zyeta actively supports underrepresented employees by creating a supportive environment that values diverse perspectives and experiences. By integrating inclusivity into its corporate values, the company enhances innovation, employee engagement, and social responsibility. Continuous efforts focus on increasing representation and providing equal growth opportunities, reinforcing Zyeta’s commitment to a diverse and equitable workforce.

Zyeta reports that the percentage of employees from a minority and/or vulnerable group at the top management level is currently 5%. The company recognizes the importance of diversity and inclusion in leadership and is committed to fostering equal opportunities. Efforts are underway to enhance representation by implementing inclusive hiring practices, leadership development programs, and diversity-focused initiatives. Zyeta aims to create an equitable workplace where individuals from all backgrounds have access to leadership roles, ensuring a diverse and inclusive decision-making process that aligns with its corporate values and sustainability goals.

Ratio of basic salary and remuneration of women to men

(GRI 405-2)

Zyeta has achieved a 0% unadjusted gender pay gap, ensuring equal pay for equal work across all roles. The company maintains a transparent compensation structure, regularly reviewing salaries to eliminate disparities. Through fair hiring, promotions, and performance-based evaluations, Zyeta fosters a workplace where gender does not influence earnings. Employees receive equal opportunities for career growth, supported by leadership programs and inclusive policies. This commitment to pay equity enhances employee morale, retention, and overall workplace satisfaction. By prioritizing fairness and transparency, Zyeta upholds its dedication to gender equality, reinforcing a culture of meritocracy and equal opportunities for all.

Average hours of training per year per employee

(GRI 404-1)

Zyeta conducted an average of 15 hours of training per employee, emphasizing skill development, safety, and professional growth. Training programs covered technical skills, leadership development, workplace safety, and compliance with industry standards. Employees participated in interactive workshops, hands-on sessions, and e-learning modules to enhance their competencies. The company’s commitment to continuous learning fosters innovation, efficiency, and career advancement. By investing in employee training, Zyeta ensures a knowledgeable and adaptable workforce, improving overall productivity and job satisfaction. Regular assessments and feedback mechanisms help refine training programs, aligning them with evolving business needs and industry best practices.

Programs for upgrading employee skills and transition assistance programs

(GRI 404-2)

Zyeta achieved 100% employee participation in career development programs, reinforcing its commitment to professional growth and skill enhancement. These programs included mentorship, leadership training, technical workshops, and personalized career planning sessions. Employees engaged in structured learning, gaining insights into industry advancements, role-specific competencies, and leadership strategies. Zyeta’s proactive approach ensures equal access to growth opportunities, fostering a motivated and high-performing workforce. Regular feedback mechanisms help tailor development initiatives to individual aspirations and business needs. By prioritizing continuous learning, Zyeta empowers employees, enhances retention, and strengthens its talent pipeline, driving long-term organizational success and employee satisfaction.

Child labor, Forced or compulsory labor

(GRI 408-1, GRI 409-1)

Zyeta upholds the highest ethical standards, reporting zero incidents of child labor, forced labor, or human trafficking. The company enforces strict policies aligned with international labor laws and human rights principles, ensuring a fair and safe workplace. Regular audits, supplier screenings, and employee training programs reinforce compliance with ethical labor practices. Zyeta’s zero-tolerance approach includes whistleblower mechanisms and strict due diligence in recruitment and supply chain management. By fostering transparency and accountability, the company safeguards workers' rights, promotes ethical employment, and strengthens its commitment to corporate social responsibility, ensuring a workplace free from exploitation and unfair labor practices.

Zyeta conducted an internal audit to ensure compliance with child labor laws and ethical employment policies. The assessment verified age documentation, supplier compliance, and training programs to prevent child exploitation. No violations were found, confirming Zyeta’s strict commitment to ethical labor practices and adherence to international human rights standards.

An internal audit examined Zyeta’s policies and supply chain practices to prevent forced labor and human trafficking. It reviewed employment contracts, working conditions, and grievance mechanisms. No cases of forced labor were identified. Zyeta continues to strengthen monitoring systems, employee awareness programs, and supplier due diligence to uphold ethical labor practices.

Supplier Social Assessment

(GRI 414)

Zyeta upholds human rights across all external stakeholder engagements, ensuring ethical business practices and fair treatment. In the reporting period, there were zero recorded incidents of human rights violations. The company maintains strict due diligence processes, supplier assessments, and ethical sourcing policies to prevent human rights abuses. Open communication channels and grievance mechanisms enable stakeholders to report concerns. Regular training and awareness programs reinforce compliance with international human rights standards. Zyeta’s zero-incident record highlights its commitment to responsible business conduct, fostering trust, transparency, and respect in all external partnerships and supply chain interactions.

Hazard identification, risk assessment, and incident investigation

(GRI 403-2)

Zyeta conducted emergency mock drills to enhance workplace safety and preparedness. These drills covered fire incidents, chemical spills, explosions, and falls, ensuring employees are trained to respond effectively. The exercises tested evacuation procedures, emergency response times, and coordination with first responders. Employees practiced using fire extinguishers, containment measures for spills, and first-aid techniques for injuries. The drills identified areas for improvement, reinforcing Zyeta’s commitment to safety and regulatory compliance. Regular training sessions ensure a proactive approach to risk mitigation, fostering a safety-first culture that minimizes hazards and protects employees, assets, and the environment from potential emergencies.



Operations subject to human rights reviews or impact assessments

(GRI 412-1)

Zyeta conducted internal audits on fair recruitment and labor rights to ensure compliance with ethical employment practices. These audits assessed hiring processes, wage equity, workplace conditions, and adherence to labor laws. The company reviewed recruitment policies, background checks, and onboarding procedures to prevent discrimination and unfair labor practices. Employee interviews and documentation reviews ensured transparency and compliance with labor rights standards. Findings were used to enhance policies, reinforce ethical hiring, and promote a diverse and inclusive workplace. By prioritizing fair recruitment and labor rights, Zyeta upholds its commitment to social responsibility, employee well-being, and regulatory compliance.

Freedom of association and collective bargaining

(GRI 407-1)

Zyeta actively promotes employee engagement, with six employees participating in social dialogue initiatives. These discussions focused on workplace rights, fair labor practices, and employee well-being, fostering transparent communication between management and staff. Employees voiced concerns, shared feedback, and contributed to policy improvements, ensuring a collaborative and inclusive work environment. Zyeta encourages open dialogue through structured meetings, surveys, and forums, strengthening trust and mutual understanding. By facilitating social dialogue, the company enhances workplace harmony, aligns business goals with employee needs, and upholds its commitment to fair labor practices, ensuring a positive and engaged workforce.

Parental leave

(GRI 401-3)

Zyeta implemented flexible work arrangements to enhance employee well-being, productivity, and work-life balance. Employees have access to remote work options, flexible hours, and hybrid schedules, allowing them to manage personal and professional commitments effectively. These policies support diverse workforce needs, boost job satisfaction, and improve retention. Zyeta ensures seamless collaboration through digital tools, regular check-ins, and performance-based evaluations. By fostering a results-driven culture, the company promotes efficiency while accommodating individual preferences. Flexible work arrangements contribute to employee engagement, mental well-being, and overall organizational success, reinforcing Zyeta’s commitment to a modern, adaptive, and inclusive workplace.



New suppliers that were screened using social criteria

(GRI 414-1)

Zyeta achieved 100% compliance from targeted suppliers in signing its Supplier Code of Conduct, reinforcing ethical sourcing and responsible business practices. The code mandates adherence to fair labor practices, environmental sustainability, human rights, and anti-corruption policies. Suppliers underwent assessments to ensure compliance with Zyeta’s ethical and operational standards. Regular audits, training sessions, and continuous engagement foster transparency and accountability across the supply chain. By securing full commitment, Zyeta strengthens responsible procurement, mitigates risks, and upholds its corporate values. This initiative ensures sustainable partnerships that align with regulatory requirements and the company’s long-term ESG commitments.

Zyeta is committed to sustainable procurement and ensures that 100% of its buyers receive training on responsible sourcing practices. This training covers environmental impact, ethical sourcing, and supplier compliance with sustainability standards. By equipping buyers with the knowledge to assess suppliers based on ESG criteria, Zyeta promotes responsible decision-making in procurement. The initiative enhances transparency, reduces supply chain risks, and strengthens partnerships with ethical suppliers. Through continuous education and engagement, Zyeta reinforces its dedication to sustainability, ensuring that procurement aligns with corporate social responsibility goals and contributes to a more sustainable supply chain.

Negative social impacts in the supply chain and actions taken

(GRI 414-2)

Zyeta ensures that 100% of its suppliers have contracts incorporating environmental, labor, and human rights clauses, reinforcing ethical and sustainable business practices. These agreements mandate compliance with fair labor laws, environmental regulations, and human rights standards, promoting responsible sourcing. Regular audits and assessments verify adherence, while training and engagement initiatives help suppliers align with Zyeta’s values.

This approach strengthens transparency, reduces risks, and fosters long-term partnerships with like-minded suppliers. By embedding ESG principles into procurement contracts, Zyeta upholds its commitment to sustainability, ethical labor practices, and corporate social responsibility, ensuring a responsible and resilient supply chain.



Zyeta achieved 100% assessment or audit coverage of its targeted suppliers on Corporate Social Responsibility (CSR), ensuring compliance with ethical, environmental, and labor standards. Audits evaluated suppliers’ adherence to human rights, fair labor practices, and sustainability commitments. Where gaps were identified, corrective action plans were implemented, with continuous monitoring to drive improvements. Zyeta actively engaged suppliers through training, collaboration, and progress reviews to strengthen responsible sourcing. This proactive approach enhances transparency, mitigates risks, and fosters a sustainable supply chain. By prioritizing CSR audits and corrective actions, Zyeta reinforces its commitment to ethical business practices and long-term sustainability.

Zyeta ensures ethical and sustainable supply chain practices by conducting on-site CSR audits for 100% of targeted suppliers. These audits assess compliance with labor rights, environmental standards, and ethical business conduct. Through rigorous monitoring, Zyeta identifies potential risks and collaborates with suppliers to implement corrective actions. The company fosters transparency and accountability by integrating CSR criteria into supplier evaluations. By maintaining high sustainability standards, Zyeta strengthens responsible sourcing, mitigates risks, and enhances long-term partnerships with suppliers, reinforcing its commitment to corporate social responsibility and ethical business practices in procurement and supply chain management.

Zyeta is dedicated to fostering a responsible supply chain, ensuring that 100% of audited or assessed suppliers engage in corrective actions or capacity-building initiatives. Through structured assessments, suppliers receive guidance on improving labor practices, environmental compliance, and ethical business conduct. Zyeta actively collaborates with suppliers to address identified gaps, implement best practices, and enhance sustainability performance. By prioritizing continuous improvement and capacity-building efforts, Zyeta strengthens supplier accountability, mitigates social and environmental risks, and promotes long-term partnerships aligned with corporate responsibility objectives, reinforcing its commitment to ethical and sustainable procurement.

Substantiated complaints concerning breaches of customer privacy and losses of customer data
(GRI 418-1)

Zyeta maintained a strong focus on cybersecurity, reporting zero confirmed information security incidents. The company implemented robust security measures, including regular vulnerability assessments, encryption protocols, and strict access controls to protect sensitive data. Employees underwent continuous training on data protection best practices and phishing prevention. Zyeta also conducted periodic audits and incident response drills to ensure preparedness against potential threats. By prioritizing information security, the company safeguarded its digital assets, maintained client trust, and complied with regulatory standards. This commitment to a proactive cybersecurity strategy has helped prevent incidents and reinforced the company’s dedication to data privacy and security.



Zyeta conducted comprehensive Information Security Management System (ISMS) training and internal audits to strengthen its cybersecurity framework. The training programs educated employees on data protection protocols, risk management, and incident response procedures. By enhancing awareness, the company ensured all staff were well-equipped to identify and mitigate security risks. Internal audits were performed to evaluate the effectiveness of ISMS controls, identify potential vulnerabilities, and ensure compliance with industry standards.

These audits led to continuous improvements, strengthening Zyeta's security posture. The company’s commitment to regular training and audits reinforces its proactive approach to safeguarding sensitive information and ensuring operational resilience.

Zyeta ensures data security by training employees on cybersecurity, data protection regulations, and secure handling of sensitive information. Employees learn best practices for preventing data breaches, phishing attacks, and unauthorized access. This initiative safeguards customer and organizational data while reinforcing compliance with privacy laws.

Zyeta audited its Information Security Management System (ISMS) to assess data protection, cybersecurity resilience, and compliance with privacy regulations. The audit reviewed access controls, incident response mechanisms, and risk mitigation strategies. Identified areas for improvement were addressed through updated security policies and enhanced employee training programs.

Non-Discrimination
(GRI 406)

Zyeta actively prevents workplace discrimination through targeted training on equal treatment, unconscious bias, and inclusive workplace culture. Employees learn to identify, report, and prevent discrimination while promoting diversity and inclusion. This initiative reinforces our commitment to an equitable work environment, ensuring compliance with global anti-discrimination laws and policies.

Labor/Management Relations
(GRI 402)

Zyeta trains employees on negotiation skills, career progression, and collective bargaining principles. The program highlights fair employment practices, dispute resolution, and labor rights. Employees gain knowledge of effective career planning, salary negotiations, and industry trends, empowering them to advocate for equitable employment terms and long-term professional growth.

Employment

(GRI 401)

Zyeta fosters work-life balance through family-friendly policies, including parental leave, childcare support, and flexible work arrangements. Our training educates employees on available benefits, work-life integration strategies, and inclusivity in workplace policies. These initiatives enhance employee well-being, retention, and organizational commitment while promoting a supportive corporate culture.

Zyeta’s internal audit on fair recruitment reviewed hiring practices to ensure merit-based selections, non-discriminatory processes, and equal opportunity for all applicants. The audit assessed adherence to ethical recruitment policies and legal frameworks. Findings supported process enhancements, improved transparency, and compliance with labor laws, reinforcing Zyeta’s fair hiring commitments.

Zyeta supports employee well-being through flexible work policies, including remote work, hybrid schedules, and flexible hours. Employees are trained on managing productivity, maintaining work-life balance, and effective collaboration in flexible work environments. This initiative enhances job satisfaction and organizational agility.

Occupational Health and Safety

(GRI 403)

Zyeta prioritizes employee well-being by conducting health and safety training covering workplace hazards, emergency response, and injury prevention. Employees learn risk assessment, first aid, and compliance with safety regulations. This initiative reinforces a culture of safety, ensuring a secure work environment and reducing occupational incidents.

Zyeta implements ergonomics training to enhance workplace safety and employee well-being. Employees learn proper workstation setup, posture correction, and injury prevention techniques. This initiative reduces workplace strain, enhances productivity, and promotes long-term health.

Zyeta ensures the safety of contractors, visitors, and temporary staff through comprehensive training on site safety, emergency procedures, and hazard awareness. By fostering a culture of safety beyond direct employees, Zyeta upholds high safety standards and minimizes workplace risks.

Work-related ill health

(GRI 403-1)

Zyeta recorded zero cases of work-related ill health, demonstrating its commitment to employee well-being. The company implements rigorous occupational health programs, regular risk assessments, and preventive measures to ensure a safe workplace. Continuous training and health monitoring further reinforce a culture of safety. By prioritizing employee health, Zyeta upholds industry best practices and maintains a record of zero incidents.

Training and Education

(GRI 404)

Zyeta empowers employees with career development training focused on upskilling, leadership growth, and professional advancement. The program includes mentorship, skill-building workshops, and industry-specific knowledge enhancement. Employees gain insights into career progression pathways, helping them align personal growth with organizational success.

Zyeta conducted an internal audit to ensure fair and transparent promotion policies. The audit analyzed promotion trends, evaluation criteria, and diversity in leadership advancement. The findings reinforced merit-based career growth and compliance with equal opportunity principles. Zyeta remains committed to fostering an inclusive and progressive workplace.

Diversity and Equal Opportunity

(GRI 405)

Zyeta fosters an inclusive workplace through diversity training that addresses biases, equitable hiring, and cultural competence. Employees learn to create an environment where diverse perspectives are valued. This training enhances workplace inclusivity, ensuring equal opportunities for all employees.

Zyeta promotes an inclusive culture through diversity awareness training. Employees learn about unconscious bias, inclusive communication, and equitable leadership practices. The training fosters understanding, respect, and equal opportunities, reinforcing Zyeta’s commitment to workplace diversity.

Zyeta promotes workplace accessibility through disability inclusion training. Employees learn about inclusive hiring, workplace accommodations, and supporting colleagues with disabilities. This initiative fosters a diverse, equitable, and accessible workplace, ensuring equal opportunities for all employees.

Zyeta performed an internal audit to analyze pay disparities across gender and job roles. The audit assessed salary structures, promotion trends, and equitable compensation practices. Discrepancies, if found, were addressed with revised policies to ensure fairness and compliance with equal pay regulations. This strengthens Zyeta’s commitment to diversity, equity, and inclusion.

Non-Discrimination

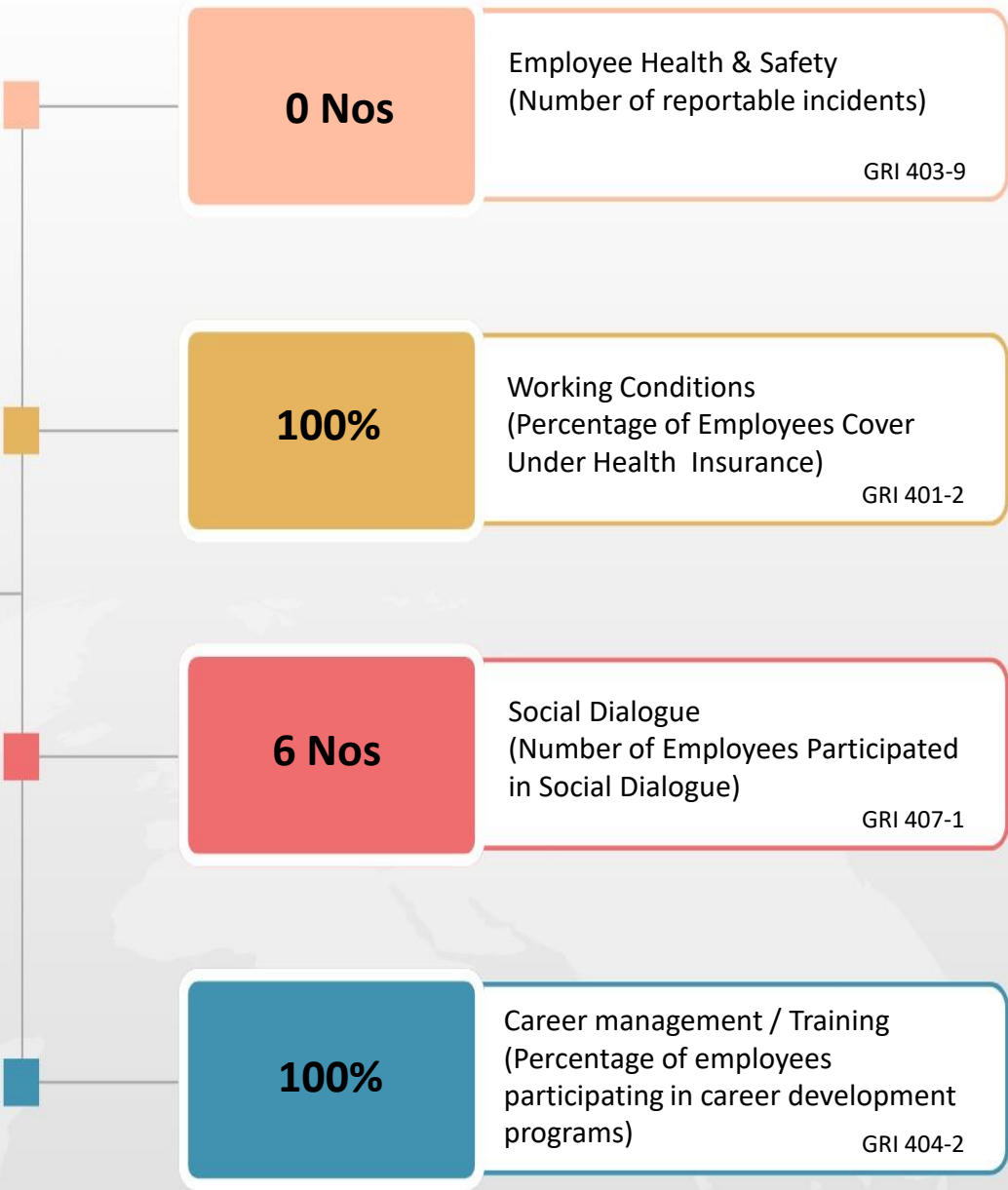
(GRI 406)

Zyeta’s harassment prevention training educates employees on recognizing, reporting, and addressing workplace harassment. The program covers legal protections, respectful workplace behavior, and conflict resolution. Employees learn how to foster a safe, inclusive, and respectful work environment.



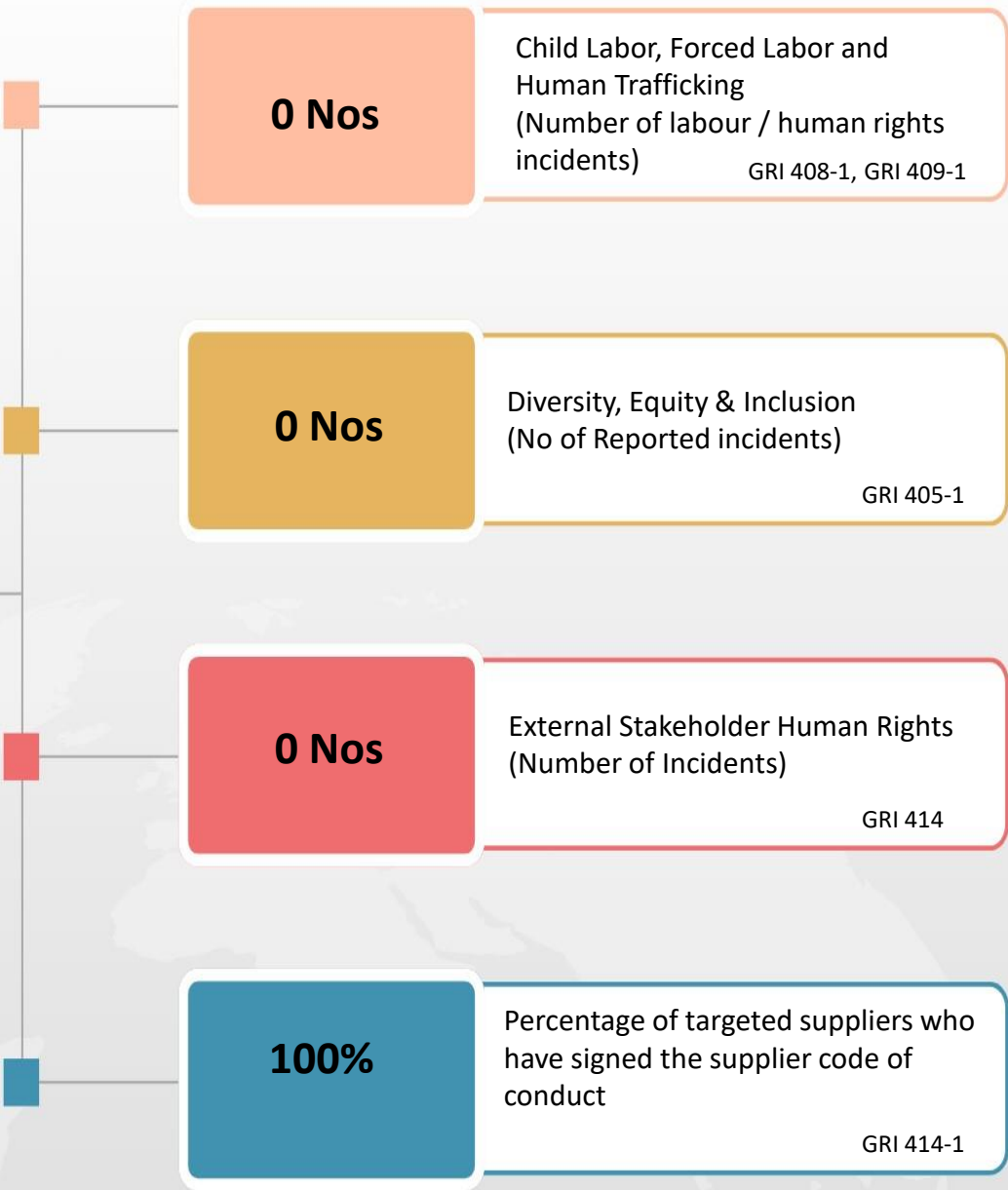
ESG PERFORMANCE DATA

SOCIAL



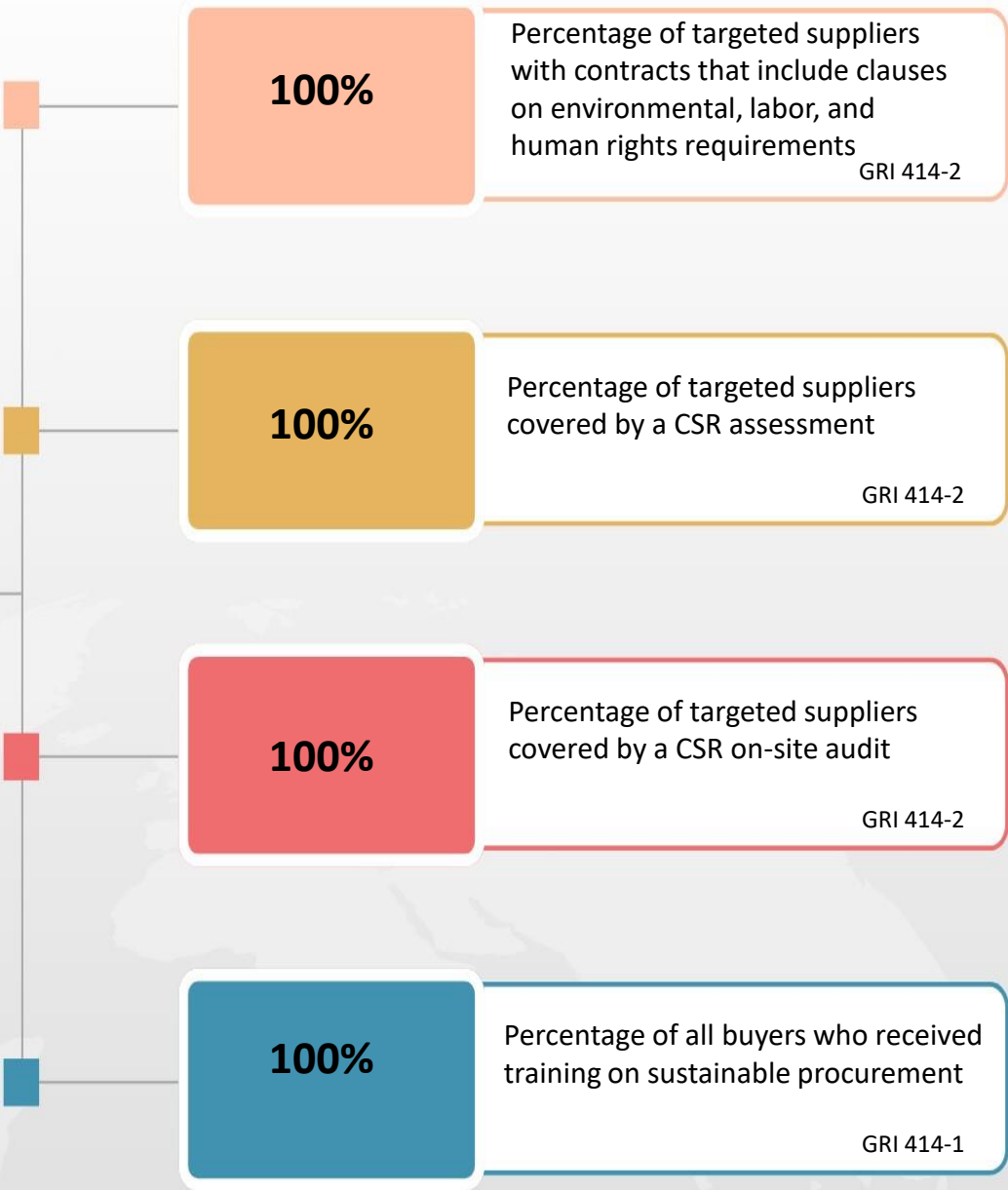
ESG PERFORMANCE DATA

SOCIAL



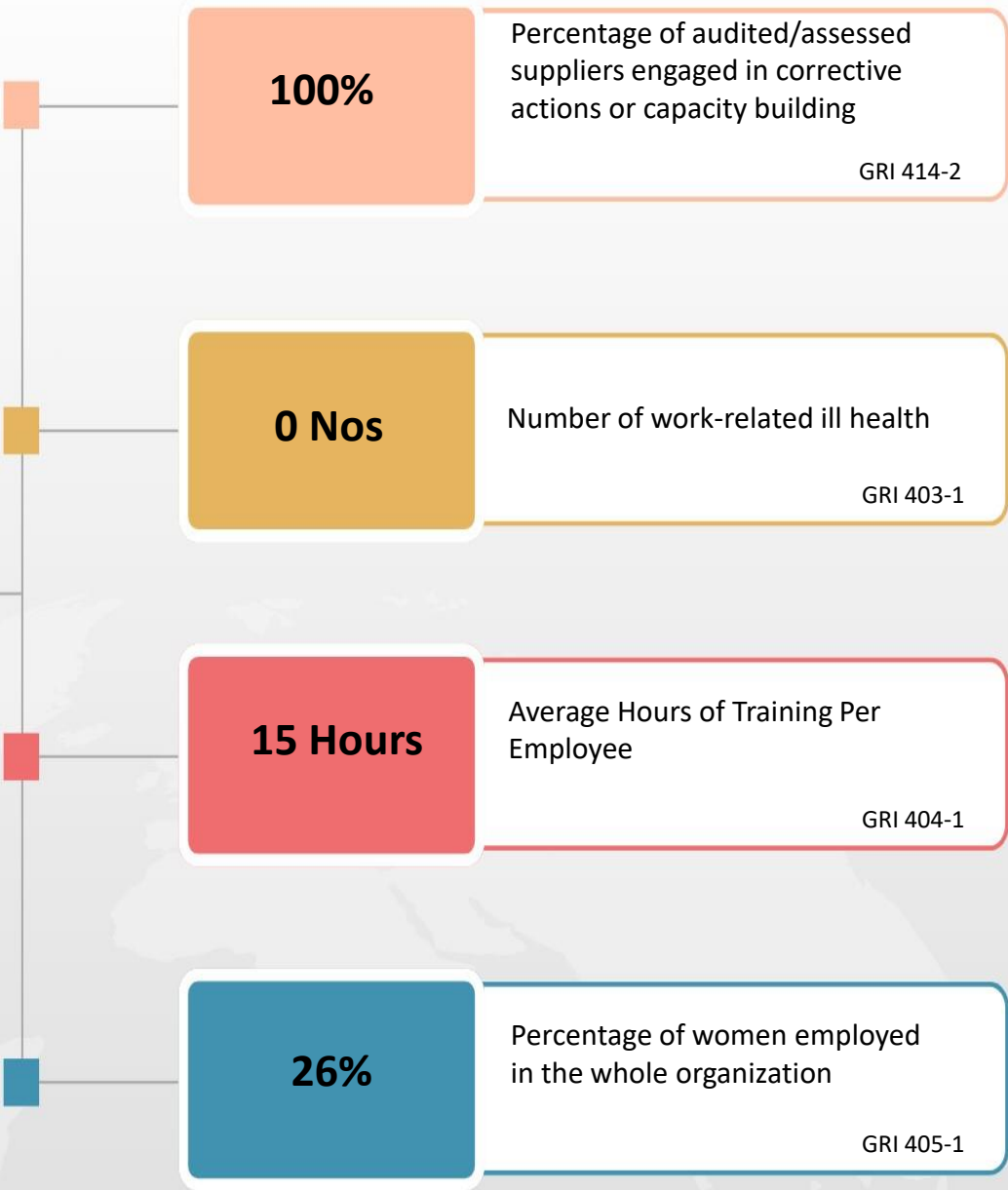
ESG PERFORMANCE DATA

SOCIAL



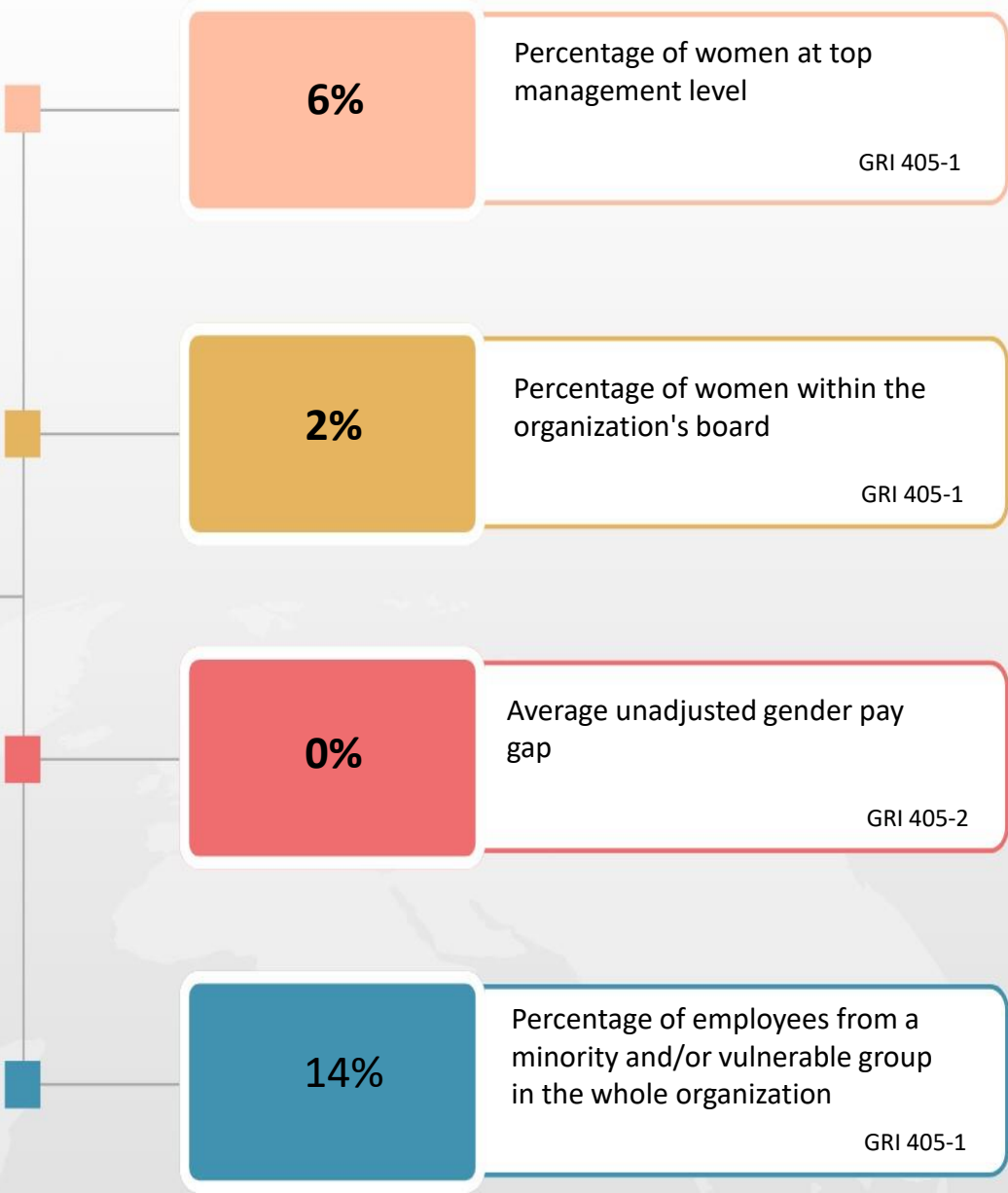
ESG PERFORMANCE DATA

SOCIAL



ESG PERFORMANCE DATA

SOCIAL



SOCIAL

