# Smart IT Frame – Our ESG Commitment

At Smart IT Frame, sustainability is more than a responsibility, it is a core part of how we operate, innovate, and grow.

We believe every business decision must reflect our commitment to **Environmental stewardship**, **Social responsibility**, and **Governance excellence**. Our ESG practices guide the way we serve clients, empower employees, and support the communities around us.

## Environmental Responsibility (E)

We strive to minimize our ecological footprint and operate with accountability at every level.
 Our environmental approach focuses on:

### • Transparent GHG Reporting

We monitor, measure, and publish our **Scope 1 & Scope 2 greenhouse gas emissions** to ensure accountability and continuous improvement.

### • Progress Toward Net Zero

We are committed to long-term emissions reduction, energy efficiency, and responsible resource use across our facilities and operations.

### • Responsible Operations

Waste minimization, sustainable procurement, and digital-first workflows help reduce environmental impact while promoting greener business practices.

# Social Responsibility (S) (office photo add pananum)

We invest in people, our employees, our partners, and the communities we serve.

## • Diversity, Equity & Inclusion

As an NMSDC-certified minority-owned business, DEI is built into our culture.
We create fair opportunities and empower diverse talent across the globe.

## • Employee Well-Being

We foster a safe, respectful, and growth-oriented workplace supported by training, wellness initiatives, and career development programs.

## • Ethical Labor Practices

We uphold a strict Code of Ethics, reject all forms of forced or child labor, and expect the same from our suppliers.

## • Community Engagement

We contribute to social causes through awareness programs, volunteering, and community partnerships.

# Governance & Ethical Conduct (G)

Strong governance ensures trust, transparency, and long-term value.

## • Code of Ethics & Conduct

We follow clear ethical guidelines that govern how we operate, innovate, and collaborate with clients and suppliers.

## • Responsible Procurement

We embed ESG expectations into supplier selection and evaluations, ensuring our partners align with our values.

## • Data Privacy & Security

We maintain strict confidentiality and data protection standards in every operation.

## • Compliance & Accountability

Through regular audits, policies, and leadership oversight, we ensure consistent adherence to legal and ethical requirements.

## 📑 Explore Our Sustainability Reports

We publish key sustainability documents to provide clear transparency into our initiatives:

- **GHG Emission Report**
- **Progress Toward Net Zero**
- **Sustainability Roadmap**

These reports reflect the actions we are taking today to help shape a sustainable tomorrow.

## 🌍 A Future Built on Responsibility

By choosing Smart IT Frame, you're partnering with a company that integrates ESG into every stage of its growth.
 Together, we can build a future where innovation meets accountability and progress is driven by purpose.