

BUILDING A SUSTAINABLE FUTURE: OUR CEO'S ESG STATEMENT

At Ramco, we understand the profound importance of Environmental, Social, and Governance (ESG) factors when it comes to operating our business responsibly. We are fully committed to integrating ESG considerations into our business strategies and operations, as we firmly believe that doing so will not only generate long-term value for our stakeholders but also help us mitigate risks and contribute to building a more sustainable future.

Our ESG approach is fully aligned with the United Nations Sustainable Development Goals (SDGs) in critical areas such as climate action, human rights, gender equality, good health and well-being, reduction of inequalities and upholding the highest standards of corporate governance, transparency, and ethical conduct. The SDGs provide a global framework for addressing pressing global challenges and fostering a sustainable future for everyone.

At Ramco, we are deeply committed to reducing our environmental footprint through the implementation of sustainable practices across all levels of our organization. This encompasses measuring and actively reducing carbon emissions, promoting recycling and resource efficiency, and responsibly managing waste and e-waste. We value our employees and endeavor to foster an inclusive and diverse workplace.



Sundar Subramanian
CEO, Ramco Systems

We place a premium on our employees' health, safety, and well-being, and we provide equal opportunities for their professional growth and development. In addition, we encourage a healthy work-life balance and support initiatives that benefit the local communities in which we operate.

Our governance practices prioritize openness, accountability, and high moral conduct. To uphold the highest standards of corporate governance, we maintain robust internal controls and compliance mechanisms. We value open and truthful communication with our stakeholders and engage with them actively to resolve their concerns and preserve their trust.

Respecting individual privacy rights is a fundamental aspect of our ESG approach. We strictly adhere to applicable data protection laws and regulations, including obtaining necessary consents and permissions for data collection, processing, and sharing. We provide clear and transparent information to individuals regarding the purpose and scope of data usage, and we respect their rights to access, correct, and delete their personal information.

By prioritizing data security and privacy in our ESG commitment, we aim to foster trust and confidence among our stakeholders. We understand that the responsible handling of data is crucial in maintaining long-term relationships with our customers, partners, and employees. We continuously strive to adapt to evolving threats and regulatory requirements, ensuring that data security and privacy remain at the forefront of our operations.

Through our commitment to ESG principles, we aim to be a catalyst for positive change in the software industry and beyond. By developing innovative solutions that address global challenges, reporting our ESG performance, and setting goals for continuous improvement, we strive to contribute to a more sustainable and equitable future for all.

Thanks,
Sundar Subramanian