



ESG
REPORT

Our Sustainability Vision

Elevating Impact: Our Commitment to Sustainability

At CIEL HR, ESG principles are central to our operations and growth. We are committed to creating a positive societal impact by promoting diversity, inclusion and well-being, while minimising our environmental footprint and enhancing learning opportunities. Together, we strive for a fairer, more sustainable future for everyone.

Our Sustainability Vision

CIEL HR remains firmly committed to creating lasting value for organisations and the communities we serve. Through our strategic ESG framework, we aim to:



Foster workplaces where diversity and empathy guide decision-making



Demonstrate leadership that inspires clients, partners and competitors alike



Generate financial success while honouring our social and environmental responsibilities



Advance global sustainability goals that benefit present and future generations



Environmental Commitment

Planet-First Operations: Building an Eco-Friendly Future

We are committed to minimising our environmental footprint and driving sustainability across all our operations. Through targeted initiatives, we actively contribute to a greener, more responsible future.



Our Key Initiatives



Energy Optimisation

Completed LED lighting retrofits across all facilities, resulting in a significant reduction in power consumption and greenhouse gas emissions.

Promote energy-efficient equipment, share resources, and encourage remote work to further reduce our impact.



Sustainable Transportation

Encourage public transportation, carpooling and the adoption of electric vehicles through workforce incentives and accessible infrastructure.



Digital-First and Circular Solutions

Implemented robust e-waste management, prioritising repair, repurposing and responsible disposal through authorised channels.

Reduced paper usage by championing digital communications and double-sided printing.



Plastic Waste Reduction

Eliminated single-use plastics (bottles, cutlery, packaging) across all offices.

Switched to biodegradable alternatives and provided reusable items to employees.

100%

Offices retrofitted with LED lighting

0

Single-use plastic water bottles or cutlery in our offices



Human Capital Impact

Developing Talent and Transforming Lives

We believe that empowering people is at the heart of sustainable growth. Our commitment is to create meaningful employment, foster diversity and enable continuous learning, helping individuals and organisations soar higher, together.



Our Key Initiatives



Enabling Meaningful Employment

Connected with over 1.5 Million potential job seekers through our digital platforms, offering stable and rewarding career opportunities. Provide comprehensive social security benefits to safeguard employee health and financial well-being.



Championing Diversity and Inclusion

Women represent 46% of our core workforce and 16% of deputees. Strategic recruitment, mentorship and career re-entry initiatives drive gender equality and inclusive talent ecosystems. Dedicated programmes for diversity and disability hiring with leading brands.



Workplace Excellence

'Great Place to Work' certified for six consecutive years, reflecting our focus on positive employee experiences and a culture that attracts and retains top talent.



Supporting Small Business Growth

CIEL Rapid provides modular, cost-effective hiring solutions for SMEs and startups, enabling flexible recruitment and promoting sustainable business growth throughout India.



Transforming Career Discovery

The CIEL Jobs platform simplifies the job search for blue-collar professionals, processing over 10,000 applications and providing a forum for career insights and peer support.

46%

Women in the core workforce

Training workshop for Women's Skilling Programme

Corporate Social Responsibility

Creating Lasting Impact

We are committed to transforming lives and communities through high-impact, future-ready initiatives, delivered by the Ma Foi Foundation and our partners.



Our Key Initiatives



Skill Development & Employability

Technical skilling in EV maintenance, welding, logistics, healthcare, digital literacy and AI education. Over 25,320 individuals were reached, 2,665 youth were trained, 1,850 were supported into meaningful employment and 7,400 were indirect beneficiaries.



Green & Digital Infrastructure

Established EV Labs in Bangalore and Pune (with Mahindra & Mahindra, CIEL HR, Jombay) to train future-ready technicians. Launched an AI Lab at Mount Carmel College, Bengaluru (with Movate Technologies), equipping over 200 students with advanced digital skills.



Community Welfare & Sustainability

Partnered with Goonj for a second year, organising collection drives for clothing, stationery, winter clothing and toys. Reinforced commitment to responsible consumption, environmental sustainability and a culture of giving.



Women's Empowerment

More than 1,600 women benefitted including 400 in healthcare skilling and entrepreneurship programmes.



Sectoral Skilling & Placement

Trained over 2,150 individuals in BFSI, Healthcare and IT-ITES; 1,500+ secured job placements.

25,320+

Beneficiaries

200+

Students skilled in AI Lab

Governance Framework

Ethical Leadership Framework: Accountability in Action

We believe that strong governance, ethical conduct and a safe, inclusive workplace are the foundation for sustainable growth. Our commitment to accountability ensures that we soar higher together with integrity at every level.



Key Pillars of Our Ethical Leadership

Health and Safety First

- Maintain a robust Health and Safety Policy that meets all legal requirements and encourages proactive safety measures.
- Empower employees to report unsafe conditions and follow emergency protocols, with regular policy updates to ensure best-in-class workplace safety.

Strong Board Governance

- Five non-executive and independent directors provide diverse oversight.
- Enhanced committee effectiveness, comprehensive ESG reviews and structured audits ensure responsible, transparent decision-making.



Ethical Business Practices

- Zero-tolerance Anti-Bribery Policy and a comprehensive Code of Conduct for all employees and partners.
- Ongoing training and strict enforcement to uphold our core values of integrity and responsibility.



Digital Security & Compliance

- Regular Vulnerability Assessment and Penetration Testing (VAPT) across all systems.
- Continuous security updates and patches to safeguard against cyber threats.



Workplace Safety and Inclusion

- Ongoing training and awareness programmes to prevent harassment and foster a safe, inclusive environment.
- Active POSH (Prevention of Sexual Harassment) committee and a reliable whistleblower policy for transparent grievance redressal.
- Dedicated programmes for diversity and disability hiring with leading brands.

Value Creation

Creating Value for: All Stakeholders

Through our balanced, stakeholder-centric approach, we create lasting value and shared success as we continue our journey together.

At CIEL HR, we are committed to understanding and addressing the unique needs of every stakeholder. By combining deep client insights, innovative solutions and responsible practices, we ensure that each group benefits as we soar higher, together.



● Clients

- ▲ Deliver customised HR solutions that enhance operational efficiency and business outcomes.



● Candidates

- ▲ Provide personalised career guidance and opportunities aligned with individual aspirations.



● Employees

- ▲ Foster a collaborative, ethical and innovative workplace where every team member can thrive.



● Business Partners

- ▲ Offer advanced technology tools and dedicated support to drive mutual growth and success.



● Vendors

- ▲ Build long-term, trust-based relationships and enable value-added service contributions.



● Shareholders

- ▲ Ensure transparency and regular communication on strategy, financial performance and ESG progress.

● Stakeholder Group

▲ Our Approach

Our Commitment



Tailored Solutions:

We listen, adapt and deliver value that aligns with each stakeholder's needs.



Trust and Transparency:

Open and regular communication fosters engagement and confidence.



Sustainable Growth:

By aligning diverse interests with our long-term vision, we create a positive impact across all groups.





CIEL HR Services Limited

Registered Office

Plot No. 3726, Door No. 41, 'Ma Foi House', 6th Avenue,
Q-Block, Anna Nagar, Chennai, Tamil Nadu — 600040

Corporate Office

#2802 (Broadway Building),
2nd & 3rd Floor, 27th Main Road, HSR Layout,
Sector 1, Bengaluru 560102