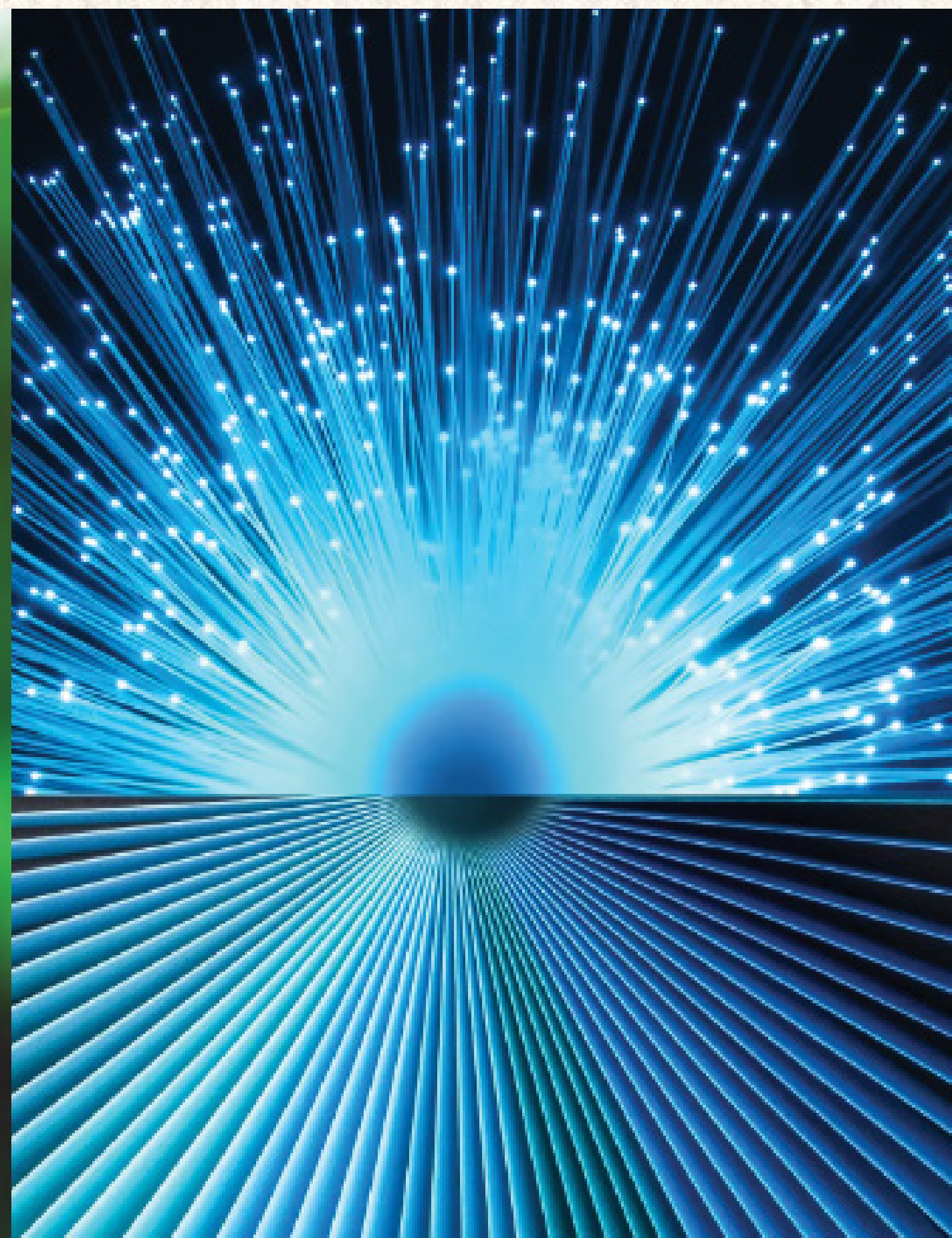


# ESG REPORT

2024-2025

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# Message from the CEO

## Commitment to Sustainable Growth

Dear Stakeholders,

At Neutrino, we are committed to digital transformation while ensuring sustainability. Over the past few years, we have taken significant steps in ESG, including energy-efficient operations, diversity initiatives, and stronger governance frameworks.

We believe in powering high-performing enterprises through deep domain consulting, fostering a culture of innovation, and embedding sustainability at the core of our operations. Our commitment to environmental sustainability and CSR is reflected in initiatives such as planting 9,000 saplings to offset 4,500 metric tons of CO<sub>2</sub>, eliminating single-use plastics, and implementing a hybrid work model to reduce carbon emissions.

With 41% of our workforce comprising women, we continue to drive inclusion, and through our 'Empowering Girl Child Education' program, we have supported over 674 girls in their education. Our goal remains to inspire a green future by achieving carbon neutrality and fostering a responsible and inclusive workplace.

Sincerely,

**Siddharth Bhayani**  
Chief Executive Officer  
Neutrino Tech Systems



# Message from the CTO

## Innovating for a Sustainable Future

Dear Associates and Partners,

Neutrino is committed to sustainable and responsible innovation. We have prioritized energy-efficient IT solutions, AI-driven automation, and robust cybersecurity measures.

Through deep domain consulting and our culture of innovation, we are helping enterprises achieve high performance while minimizing their environmental impact. Our AI-powered document processing has reduced paper usage, preserving thousands of trees annually. Additionally, we track and recycle e-waste through our IT Asset Management Tool and are transitioning to renewable energy sources to lower carbon emissions.

Our vision is to inspire a green future by embedding sustainability into every aspect of our technology roadmap, ensuring our solutions remain innovative, efficient, and environmentally responsible.

Best regards,

**Aakash Shroff**

Chief Technology Officer  
Neutrino Tech Systems



# Business Overview: Shaping the Future of Technology

Founded in 2018 and headquartered in Texas, USA, Neutrino Tech Systems is a global IT solutions provider with a strong presence in India, the USA, and Costa Rica. We specialize in **next-generation digital transformation**, enabling businesses to evolve into Intelligent Enterprises through advanced technology solutions.

Leveraging state-of-the-art innovations, we drive agility, resilience, and growth with expertise in: **Cloud & Edge Computing**, delivering scalable cloud-native architectures and multi-cloud strategies for real-time data processing; **Artificial Intelligence & Machine Learning**, enabling AI-driven automation, predictive analytics, and generative AI for smarter decision-making; **Cybersecurity & Zero Trust Architecture**, providing advanced threat detection, risk management, and AI-powered security frameworks to safeguard enterprises; and **Enterprise Solutions & ERP Modernization**, offering intelligent automation, seamless integrations, and ERP transformation to optimize business processes.



# Our Mission, Vision, & Key Highlights

## Our Mission

At Neutrino, we are committed to **driving innovation and business growth** by delivering cutting-edge technology solutions. Our goal is to empower clients with transformative digital capabilities that strengthen their competitive edge and future-proof their businesses.



## Our Vision

To be the most trusted partner in global digital transformation, fostering innovation, sustainability, and responsible AI-driven growth.

## Key Highlights

**At Neutrino, we don't just adopt technology—we shape the future with it.**

- **Global Presence:** Providing cutting-edge IT solutions across industries such as healthcare, finance, manufacturing, and retail, driving digital transformation worldwide.
- **Sustainability Commitment:** Embracing green IT practices, optimizing energy-efficient operations, and minimizing our carbon footprint for a sustainable future.



- **Social Responsibility:** Championing diversity, equity, and inclusion (DEI), enhancing associate well-being, supporting livelihood restoration, and fostering skill development.
- **Governance Excellence:** Upholding the highest standards of corporate integrity through robust compliance, data privacy measures, and ethical AI policies.



ESG Initiative

### **PRAYAS: Neutrino's ESG initiative**

PRAYAS—"Building a better world, one sincere **"PRAYAS"** at a time.

The term, PRAYAS, means "An effort." We believe that prosperity is best achieved in an inclusive society, and it is every Neutrinos' lasting endeavor to build a better world with one sincere "Prayas" at a time.

With our ESG initiative, PRAYAS, in place—we are committed to global ESG principles: Environmental Responsibility, Social Engagement, and Governance Excellence. These pillars have and shall guide our journey towards sustainability and ethical integrity, ensuring our business longevity and contributing to global well-being.

# About This Report: Scope, Data Assurance, & Governance

This ESG report provides insights into Neutrino’s’ environmental, social, and governance initiatives from the fiscal years 2019 to 2024. It covers company-wide operations, focusing on key impact areas such as **carbon emissions, associate well-being, corporate governance, and social responsibility.**



## Data Assurance & Governance

To maintain data integrity and accountability, Neutrino follows rigorous data assurance and governance protocols:

- **Independent Verification:** ESG performance data undergoes third-party verification to ensure accuracy.
- **Internal Audits:** Our governance team conducts periodic reviews to align sustainability initiatives with company policies.
- **Compliance & Risk Management:** We adhere to regulatory requirements and best practices for ESG disclosures.

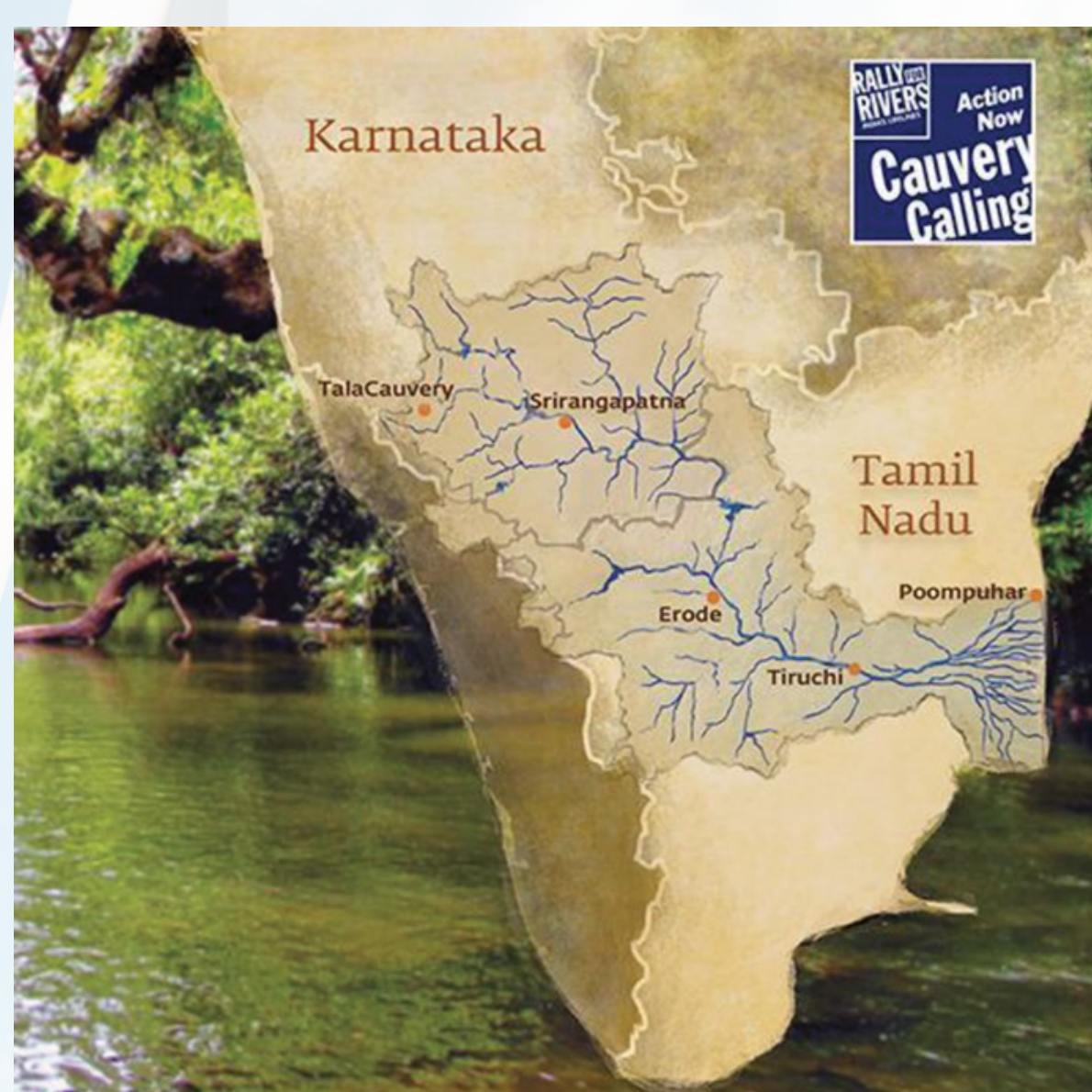


# Environmental

# Environmental Sustainability:

## Climate Action & Decarbonization: Our Commitment to #Climatechangemovement

Neutrino has actively reduced its carbon footprint by integrating sustainability into its business model since its inception. We have invested in **carbon offset initiatives**, such as planting **9,000+ saplings in the Cauvery Basin**, estimated to **offset 4,500 metric tons of CO<sub>2</sub>** over their lifetime. Our tree plantation initiatives in association with ISHA Foundation and unknown link are a part of our broader effort to mitigate global carbon emissions, aligning environmental responsibility with community well-being.



8,307 Trees

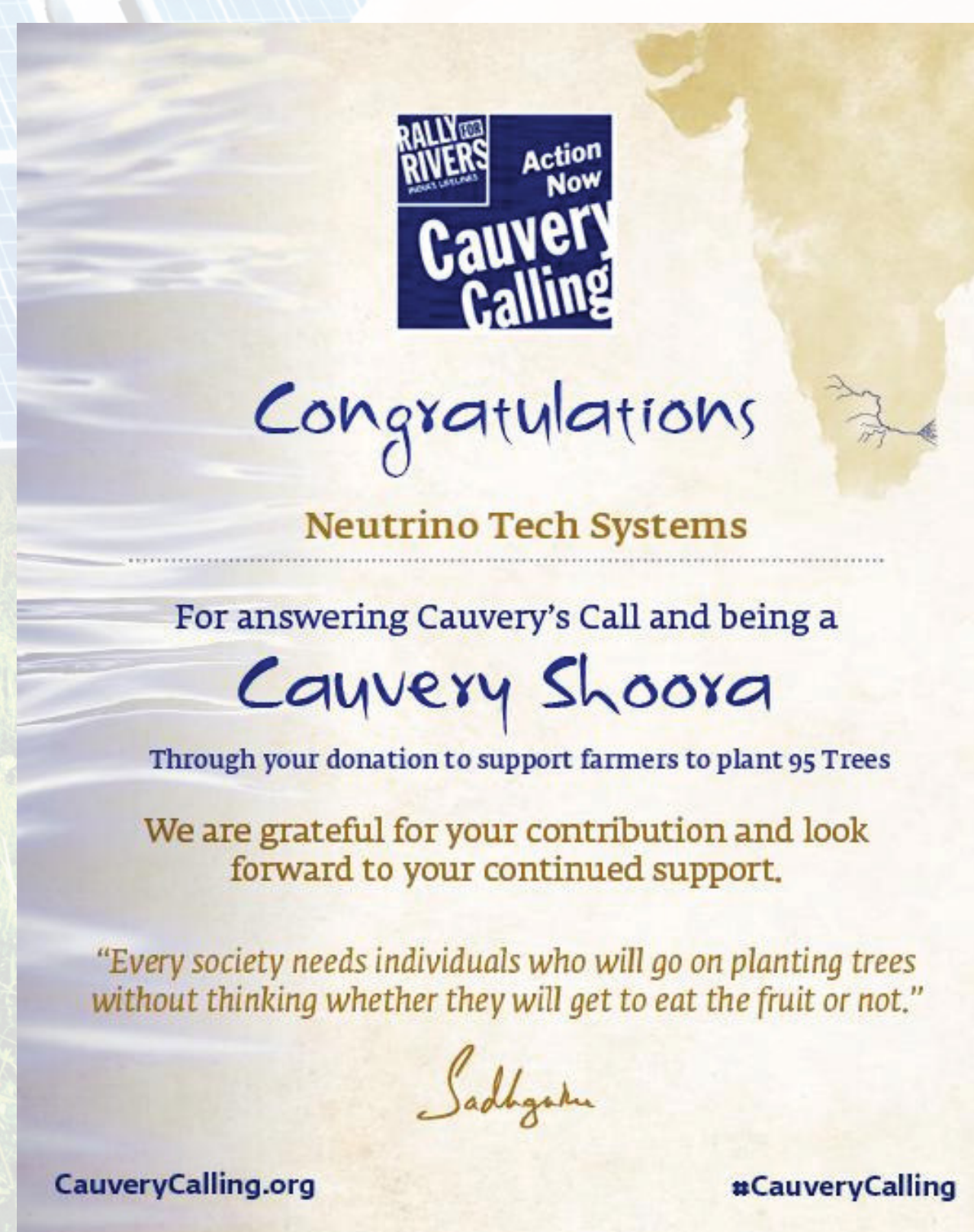
830.7% of pledged goal 1000 Trees

62

Supporters

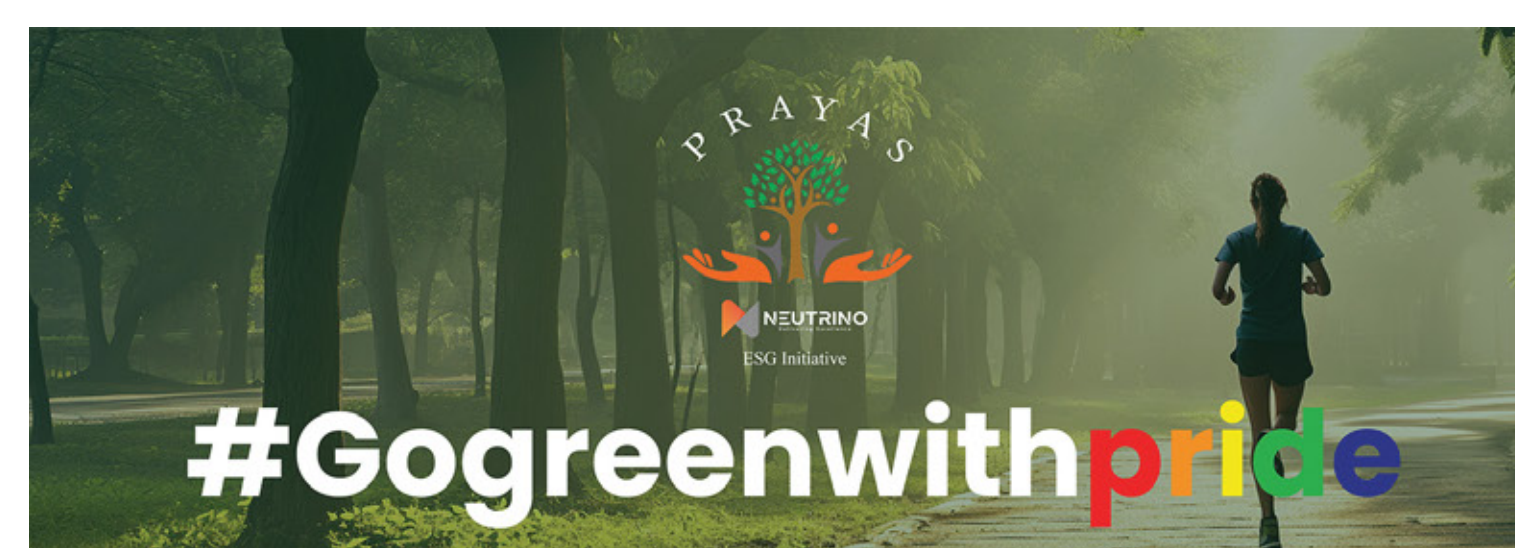
## Sustainable Gifts to Our Associates: Eco-friendly gifting!

As part of our **associate engagement sustainability efforts**, we celebrate each associate's **birthday by planting a tree** in their name, reinforcing a culture of environmental consciousness across our workforce.



# World Environment Day Walkathon Challenge 2024

At Neutrino, we believe in taking meaningful steps—literally and figuratively—toward a sustainable future. In collaboration with **SankalpTaru Foundation**, we proudly launched the **Walkathon Challenge 2024**, engaging our entire organization in a 17-day journey toward environmental responsibility via the **HUGE app** (Healthy Us through Greening Environment). As part of this Walkathon challenge, our associates walked 40,000 steps each, symbolizing their commitment to a healthier planet.



## A Step Towards Sustainability: Lali Village, Rajasthan

The Walkathon Challenge led to the planting of **250 lemon tree saplings**, projected to sequester **25 tons of CO<sub>2</sub>** and generate **17.5 tons of oxygen** over their lifetime—creating a lasting legacy for future generations.

Beyond numbers, our initiative touched lives. These saplings found a home in **Lali Village, Rajasthan**, contributing to local afforestation, improving air quality, and supporting the livelihoods of rural communities. Every step we took became part of a larger story—a story of hope, resilience, and environmental renewal.



# Towards Sustainable Growth

At Neutrino, we believe that every gift should tell a story—one of sustainability, responsibility, and lasting impact. During our customer visits in 2024, we moved beyond conventional gifts to something truly meaningful, and that, which has a longer impact on the environment.

Keeping “Go green” thought in mind, we gifted **live saplings to our customers**, symbolizing growth and a shared commitment to a greener planet. Each sapling was embedded with a **track-and-trace system**, allowing our customers to stay connected with their gift long even after their visit. Through a **QR-coded plantation certificate**, they could scan and track their trees, witnessing their growth in real time—even from miles away.

This initiative, executed in collaboration with **SankalpTaru Foundation**, ensures that our partnerships are not just about business but also about creating a lasting **positive environmental footprint**. Because at Neutrino, we believe in growing together, sustainably.



# Hybrid Work Environment & Digital Collaboration

Neutrino embraces a **hybrid work model**, allowing associates to work remotely based on business needs and priorities. This significantly **cuts down on commuting-related carbon emissions** while also **lowering office energy consumption**. The model is optimized with digital collaboration tools such as **Zoho Cliq and Microsoft Teams** for efficient remote work.

Furthermore, Neutrino actively assists clients in reducing their environmental footprint. By **digitizing workflows** and offering **AI-enabled hyper-automation and intelligent document processing solutions**, we help clients reduce their **paper consumption**, preventing **deforestation** and promoting sustainable business practices.



# Energy & Water Management

Conserving natural resources is a key priority. Neutrino intelligently implements strategies to optimize energy and water usage. We minimize waste by leveraging **AI-powered energy management systems** and adopting **water recycling techniques**, ensuring responsible consumption.

- Our offices are equipped with **energy-efficient lighting** and **water conservation technologies**, ensuring that sustainability remains at the core of our operations.
- A **Sewage Treatment Plant (STP)** has been installed to treat liquid waste, with the treated water **repurposed for washroom use**, further reinforcing our commitment to the **Reduce, Reuse, Recycle** philosophy.



# Waste Management & Circular Economy

Neutrino is dedicated to reducing waste and promoting a circular economy.

- **Eliminating Single-Use Plastics:** Associates receive ceramic mugs and reusable bottles in their Welcome Kits, reducing dependence on disposable materials. We also serve **RO-purified water** instead of packaged drinking water during meetings and events.
- **Sustainable Gifting:** We choose gifts that encourage **eco-friendly habits**, such as **reusable gifts during festivals and recyclable products**, fostering awareness and responsible consumption for internal and external stakeholders.
- **E-Waste Management:** Using the **Neutrino's IT Asset Management Tool**, we track IT assets throughout their lifecycle. Outdated devices are either **donated to underprivileged students** to support digital literacy or disposed of responsibly, preventing landfill waste.

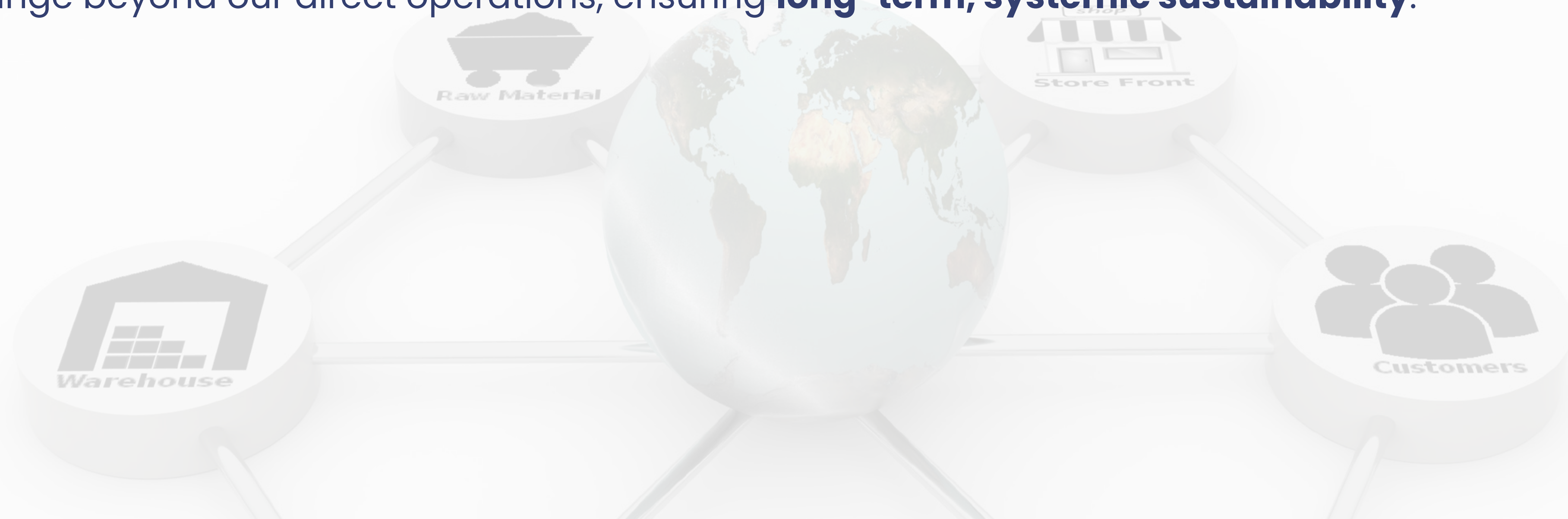


# Sustainable Supply Chain

Sustainability extends beyond our organization to our suppliers and partners. Our **procurement policies** emphasize working with vendors who follow **ethical and environmental best practices**. This includes:

- **Sustainable materials and eco-friendly packaging**
- **Responsible sourcing** that aligns with our **ESG values**
- **Partnerships with suppliers** who share our commitment to sustainability

By embedding **environmental responsibility** into our **supply chain**, we drive meaningful change beyond our direct operations, ensuring **long-term, systemic sustainability**.



A background image showing several hands in business suits, some holding coffee cups, suggesting a professional meeting or collaboration. The image is faded and serves as a backdrop for the text.

# Social

# Social Responsibility

## Diversity, Equity, and Inclusion (DEI)

Neutrino fosters a workplace where everyone feels valued and empowered. **Women make up 41% of our workforce**, surpassing industry diversity standards, and **33% of our leadership at the vertical head level** consists of women leading key business functions, including **Business Development, HR & Strategic Alliances, and Marketing**.



**41% Women Workforce**



**33% Women at Vertical Head Level**

## 7th Sense: An initiative dedicated to women!

7th **Sense** is a dedicated platform for women, led by women, to **enhance leadership development and workplace inclusivity**. This initiative empowers women across the organization, providing them with **mentorship, resources, and career development opportunities**.



To further embed inclusivity, our managers and executives **participate in Inclusive Leadership Training**, designed to **identify and mitigate unconscious biases**, ensuring **equitable and data-driven decision-making**.

- **Monthly Employee Satisfaction (E-Sat) Surveys:** Our regular E-Sat surveys assess the impact of DEI initiatives, providing insights to improve workplace inclusivity.
- **Leadership training sessions** enables managers to **recognize and address biases**, fostering a collaborative work environment.

We focus on **mentorship, inclusive hiring practices, and equitable growth opportunities**, shaping a **diverse, supportive, and forward-thinking workplace** that encourages innovation and collaboration.

# HR CARE: Compassion, Attention, Respect, Empathy

## Associate Well-being & Safety



Neutrino considers its associates its greatest asset, prioritizing their well-being through the HR CARE program. **CARE stands for Compassion, Attention, Respect, and Empathy.** The HR CARE program ensures a **healthy work-life balance** for all associates.

- Associates **have access to corporate wellness plans**, covering **physical and mental health needs**, along with **comprehensive health, Accident and term insurance**.
- Our policies support a **people-first culture**, offering **maternity leave, paternity leave, adoption leave, and bereavement leave** to accommodate major life events.
- We implement a **hybrid working model**, allowing associates to **work remotely**, reducing commute-related stress and improving work-life balance.
- Our **People Experience (PE) Team** regularly analyzes **associate feedback from the monthly E-Sat survey**, making data-driven improvements to enhance the workplace.



# Associate Recognition: RISE



Neutrino believes in acknowledging and celebrating the contributions of its associates. To reinforce this culture, we launched the **Neutrino RISE Awards**. **RISE stands for Resilience, Integrity, Service, and Excellence**. By fostering a **culture of recognition**, we ensure that every effort is valued and every achievement celebrated.

## Our recognition programs include:

- **SPOT Award: The Rising Star**  
For Immediate Associate Recognition.
- **Star of the Month Award: The Go-Getter**  
For showcasing exceptional positive and supportive attitude toward work.)
- **Star of the Quarter Award: The Innovator** (For consistent performance and dedication toward service.)
- **Special Initiative Award: The Trailblazer** (For going above and beyond the call of duty and ensuring organizational well-being.)
- **Associate of the Year Award: The Quasar** (For demonstrating exceptional performance and dedication and contributing toward overall organizational success.)



# Recognitions: Certified as GPTW for 3 Consecutive Years

- August 2022 – August 2023
- August 2023 – August 2024
- August 2024 – August 2025

We were also honored as **one of the Top 100 Best Workplaces in IT & IT-BPM (India 2022)**. These accolades validated our **associate-first culture and inclusive workplace policies**.

## It's a Hat-trick!

Certified as a  
**Great Place to Work**  
 for the Third Year in a Row!



# Empowering Growth Through Continuous Learning

At **Neutrino**, continuous learning and professional development are at the core of our associate growth strategy.

Our **Learning Management System (LMS)** offers access to over **130 courses** across emerging technologies, including AI/ML, Data Engineering, Automation, Quality Engineering, Web & Mobile Development, DevOps, DevSecOps, Cybersecurity, Salesforce, and Product Innovation.

So far, we have awarded **1,821 certifications**, reflecting our associates' dedication to upskilling and career advancement. Training programs are continuously updated to align with industry trends, ensuring our workforce remains at the forefront of technological innovation.

By fostering a culture of learning, we strengthen our talent pipeline, enhance career progression, and drive long-term associate retention.



# Corporate Social Responsibility (CSR) Initiatives

At Neutrino, Corporate Social Responsibility (CSR) isn't just an initiative—it's a commitment to creating a lasting impact. Through strategic partnerships and innovative programs, we drive meaningful change in communities, focusing on sustainability, education, inclusivity, and well-being.



Our ESG initiative, PRAYAS, comprises impactful programmes, thoughtfully designed to be both impactful and sustainable, addressing critical needs while fostering long-term community resilience. We believe that by investing in our communities, we not only improve lives but also strengthen our company's foundation for future success. Our focus areas include **Education Livelihood empowerment, digital inclusion, and disaster response**, ensuring that every action we take leaves a positive and lasting legacy.



# Giving Back to the Community: Our Key Initiatives – Empowering Girl Child Education

"When you educate a girl, you educate a nation." – An African Proverb

We firmly believe that education is a fundamental right, and our initiatives are designed to ensure that every girl has the opportunity to learn and thrive. Through structured learning programs, school supplies, and mentorship, we are committed to bridging the gender gap in education and empowering the next generation of female leaders.

- Distributed educational kits to over 200 underprivileged children during COVID-19, ensuring uninterrupted learning.
- Launched structured learning programs, school supplies, and mentorship opportunities for 150 girls, bridging the gender gap in education.
- Through the "Gift a Donation" campaign, funded the education of 160 underprivileged girls for an entire academic year.



# Reviving Livelihood: Enabling Micro-Entrepreneurship

"A small business is an amazing way to serve and leave an impact on the world you live in." – Nicole Snow

Recognizing the pivotal role of micro-entrepreneurship in community development, our initiatives focus on providing resources, training, and mentorship to aspiring entrepreneurs. By enabling individuals to start and grow their own businesses, we are fostering economic stability and creating opportunities for sustainable livelihoods.

- Provided economic relief to 100 families during COVID-19, linking them to government aid programs.
- Supported four women entrepreneurs with business resources, financial literacy training, and mentorship.
- Within three months, these women saw a 40% increase in family income, enabling them to support their children's education and achieve financial stability.



# Skill Development for Women

"Give a woman a job and she will survive. Teach a woman a skill and she will thrive." – Unknown

We are dedicated to equipping women with the skills and knowledge they need to thrive in the workforce. Our skill development programs offer training in various fields, empowering women to achieve economic independence and improve their quality of life. By fostering economic self-sufficiency, we are building stronger, more resilient communities.

- Conducted the Skill Development for Livelihood & Women Empowerment program (April–June 2023), training 15 women in tailoring, beauty services, and financial literacy.
- Through the WeChimni Sustainable Fashion Design Programme, trained 10 women in sewing, digital skills, and entrepreneurship for economic self-sufficiency.



# Digital Literacy for Underprivileged Students

"The internet is becoming the town square for the global village of tomorrow." – Bill Gates

In today's digital age, access to technology and digital skills is essential for success. Our digital literacy initiatives aim to bridge the digital divide by providing underprivileged students with the tools and training they need to navigate the online world, prepare for future opportunities, and participate fully in the digital economy.

- Donated eight laptops to educational institutions and conducted training on software applications, cybersecurity, and online tools.
- Equipped students with job-ready digital skills, preparing them for future opportunities.



# Disaster Relief & Humanitarian Aid

"The best way to find yourself is to lose yourself in the service of others." – Mahatma Gandhi

In times of crisis, we are committed to providing immediate relief and long-term support to communities affected by disasters. Our disaster relief and humanitarian aid efforts focus on addressing urgent needs such as food, shelter, and medical assistance, while also building community resilience to future disasters. By collaborating with local authorities and community organizations, we ensure that our aid reaches those who need it most.

- Provided 500+ dry ration kits, hygiene materials, and essential supplies to families affected by floods in Ratnagiri and Raigad (Mahad), Maharashtra.
- Collaborated with local authorities, including the Poladpur Tahsil office, ensuring efficient aid distribution.
- Strengthened long-term community resilience by addressing food security, hygiene, and COVID-19 safety in disaster-hit regions.





**Governance**

# Governance & Ethical Business Practices

At Neutrino, we are committed to upholding the highest standards of governance and ethical business practices. Our policies and practices are designed to promote transparency, accountability, and inclusivity, ensuring that we operate with integrity and respect for all stakeholders. By adhering to these principles, we are building a sustainable and responsible business that benefits our associates, our communities, and our shareholders.

- **Diverse Leadership:** 33% of leadership positions at the vertical head level are held by women, ensuring inclusive decision-making.
- **Ethical Conduct Policy:** Our Code of Conduct and Ethics serves as a guiding document for all associates, promoting transparency and accountability.
- **Anti-Discrimination & Anti-Harassment Policy:** We maintain a strict policy to foster a safe and inclusive work environment for all associates and stakeholders.



# Creating a Safe & Respectful Workplace: Neutrino's Commitment to POSH

At Neutrino, safety, inclusivity, and respect are non-negotiable. Since day one, we have fully complied with the **Prevention of Sexual Harassment (POSH) Act**, ensuring a workplace free from harassment and discrimination.

## Dedicated Internal Committee (IC) for Fair Redressal

Our Internal Committee (IC) plays a crucial role in maintaining a safe workplace. Established in January 2019, the committee consists of 13 members with 9 female and 4 male representatives. The IC meets regularly to stay updated on best practices.

## Awareness & Zero-Tolerance Policy

- **Mandatory POSH training** for all associates. The new joiner orientation is an ongoing process.
- **Three workshops and awareness programs were conducted in 2024** covering key aspects of the POSH Act.
- **Work-from-home awareness sessions** to ensure remote employees are informed and protected.
- **Interactive initiatives**, including a **POSH Act quiz**, to strengthen understanding.
- **Updated Anti-Sexual Harassment Policy** shared with employees on **November 26, 2024**.
- **Strict zero-tolerance policy** ensuring swift and fair resolutions.

Neutrino received **zero complaints** related to sexual harassment in **2024**, reflecting our strong commitment to a safe and respectful workplace. By embedding **POSH compliance** into our culture, we empower our people to work with **confidence, dignity, and respect**.



# Business Ethics & Compliance at Neutrino

## CORE VALUES

We are committed to making a positive impact wherever we go and whatever we do. We hold ourselves accountable for our commitments, striving to deliver on our promises, building trust and credibility with our clients and stakeholders.



### Innovation

Encouraging and embracing creativity, promoting new ideas, and seeking continuous improvement.



### Pursuit of Excellence

Excel mindset, aim high, cheer wins, learn from failures, evolve.



### Customer Focus

Customer satisfaction, needs understanding, exceed expectations, prioritize delivering quality.



### Teamwork

Collaborate, support, value: keys to fostering an effective and inclusive team environment.



### Accountability

Assume responsibilities, achieve outcomes, be accountable for actions, decisions, and results.



### Adaptability

Embrace change, be flexible, adapt to challenges, and respond effectively to evolving circumstances.



### Integrity

Upholding strong ethical principles, being honest, and acting with transparency.

## Regulatory Adherence

We ensure full compliance with national and international regulations governing ethical business practices.



# Data Privacy & Cybersecurity Measures

Safeguarding data and maintaining the highest security standards are at the core of our operations at Neutrino. We understand the critical importance of protecting sensitive information and are committed to implementing robust measures to ensure data privacy and cybersecurity.

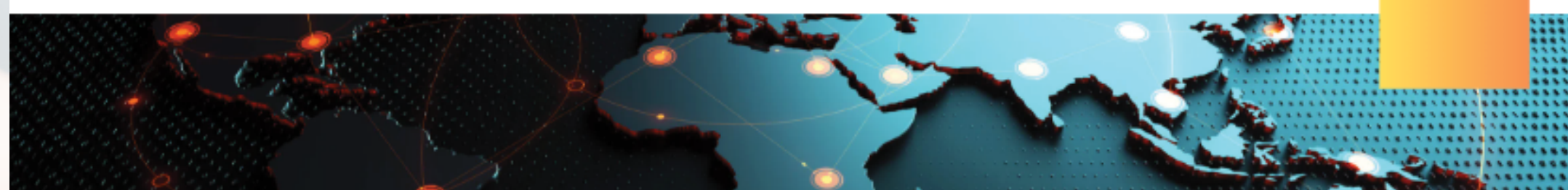
We are **ISO 27001:2022 Certified**, adhering to globally recognized information security management standards. This certification ensures that we have implemented comprehensive data protection and risk mitigation measures across our organization. We also maintain **HIPAA & SOC 2 Compliance**, upholding the strictest data security protocols, especially in highly regulated sectors like healthcare, to protect sensitive information.

In the event of a security incident, our comprehensive **Data Breach Response** framework ensures swift detection, mitigation, and documentation, minimizing potential risks. We conduct frequent ISMS and **cybersecurity awareness programs**, equipping our associates with the latest knowledge to combat emerging threats. Our proactive approach to data privacy and cybersecurity underscores our dedication to maintaining the trust of our clients and stakeholders.



## ISMS ISO 27001 (INTERNATIONAL INFORMATION SECURITY STANDARD)

- Risk assessment and mitigation strategies.
- Secure handling of sensitive company and customer data.
- Implementing strong access controls and cybersecurity policies.





# ESG Impact & Performance Metrics

**Carbon Neutrality:** We are actively working towards reducing our carbon footprint and investing in renewable energy sources.



**Diversity & Inclusion:** Increasing female representation in leadership roles and maintaining an inclusive workplace culture.

**Energy & Resource Efficiency:** Optimizing energy consumption through AI-driven solutions and reducing waste generation.



**Community Engagement:** Expanding CSR initiatives, including education and skill development programs for underprivileged communities.

# Certifications & Recognitions

Neutrino is committed to maintaining high ESG standards and has earned several certifications and recognitions. We have been recognized for three consecutive years as a top mid-sized organization to work for with the **Great Place to Work Certification**. We are also **ISO27001:2022 Certified** for our information security management systems and have achieved **SOC2Type2** for our strong controls over data security, availability, processing integrity, confidentiality, and privacy.

We are **HIPAA Compliant**, adhering to the Health Insurance Portability and Accountability Act for safeguarding sensitive health data. Additionally, we adhere to the Open Web Application Security Project's (**OWASP**) security guidelines to ensure our web applications are secure and protected against potential vulnerabilities. These certifications and recognitions demonstrate our commitment to maintaining the highest standards of quality, security, and ethical conduct in all our operations.

We also maintain active memberships and associations with industry-leading organizations, further demonstrating our commitment to excellence and continuous improvement.



# Memberships & Associations

Neutrino is an active member of several prominent industry associations, reflecting our commitment to staying connected and contributing to the broader tech community. We are proud members of **NASSCOM** (National Association of Software and Service Companies), promoting excellence in the tech industry, and the **Indo-American Chamber of Commerce (IACC)**, fostering strong Indo-US business relationships.

As a member of **ESC India** (Electronics & Computer Software Export Promotion Council), we actively promote India's tech industry on a global scale. Neutrino is also recognized under the **Startup India** initiative by the Government of India, underscoring our commitment to innovation and entrepreneurship. These memberships and associations enable us to collaborate with industry peers, stay informed about the latest trends, and contribute to the growth and development of the tech ecosystem.

Through these associations, we strive to make a positive impact on the industry and support initiatives that drive innovation and economic growth.

 nasscom IACC   
Apex Bilateral Chamber for Indo-US business  
**INDO-AMERICAN**  
CHAMBER OF COMMERCE #startupindia



Registration No: 173116  
CIN: U85300PN2017NPL173116  
All Donations are Tax Exempted  
80G/2019-20/1017061343(1)-29-07-2019  
FCRA REG.NO- 083930756

## Assurance Letter: ESG Report 2025

### Issued by:

Internal Audit and Monitoring Committee  
Spherule Foundation  
E-02, Gokul Garden, Viman Nagar, Pune – 411014  
[www.spherule.org](http://www.spherule.org)

**Reporting Period:** 2024 –2025

This is to confirm that Spherule Foundation has reviewed and provided assurance on Neutrino Tech Systems' Environmental, Social, and Governance (ESG) Report for the reporting period until March 2025. The review was carried out using standard assurance methods to check the accuracy and reliability of the information shared in the report. Based on our review, we believe that the data and statements in the ESG report fairly represent Neutrino Tech Systems' efforts and performance in the areas of environment, social responsibility, and governance.



*Bhawna*

### Authorized Signatory

**Bhawna**  
Program Manager – ESG  
Spherule Foundation  
Date: 08.04.2025

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Email: [contact@spherule.org](mailto:contact@spherule.org)

# Neutrino: A Snapshot

**100%**

**Compliance**

with Regulatory & Ethical Standards

**41%**

**Women**

Representation in the Workforce

**9,000+**

**Saplings**

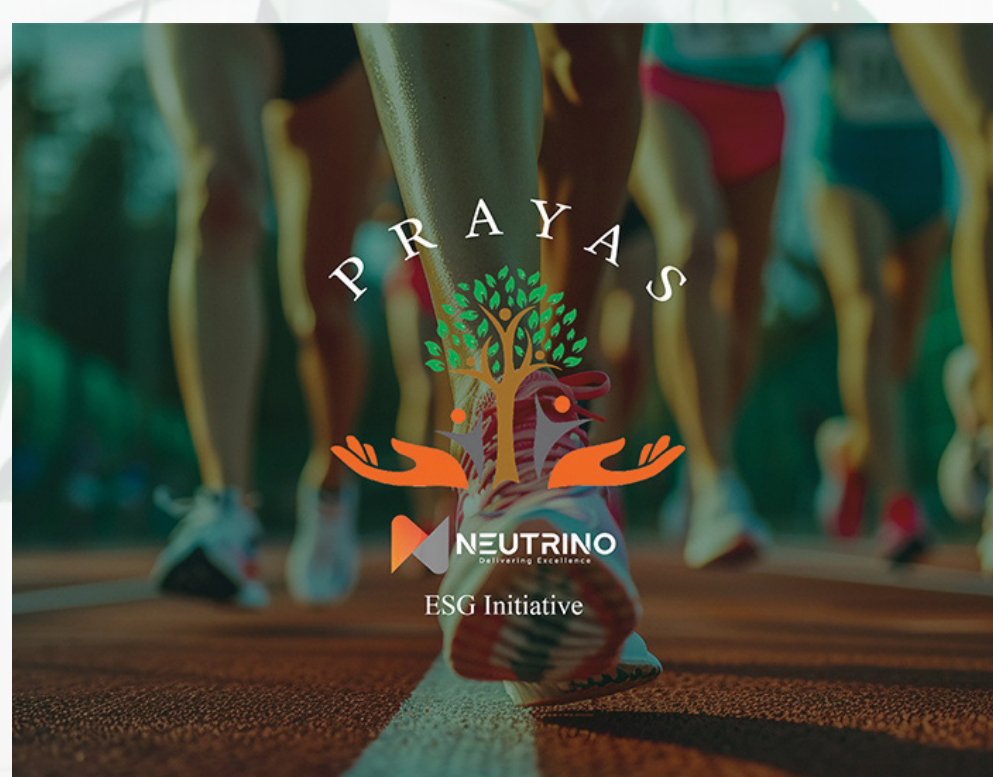
Planted for a Greener Future

**88.16%**

**Increase**

In Associate Benefit Spending

# Neutrino's Efforts: Stories

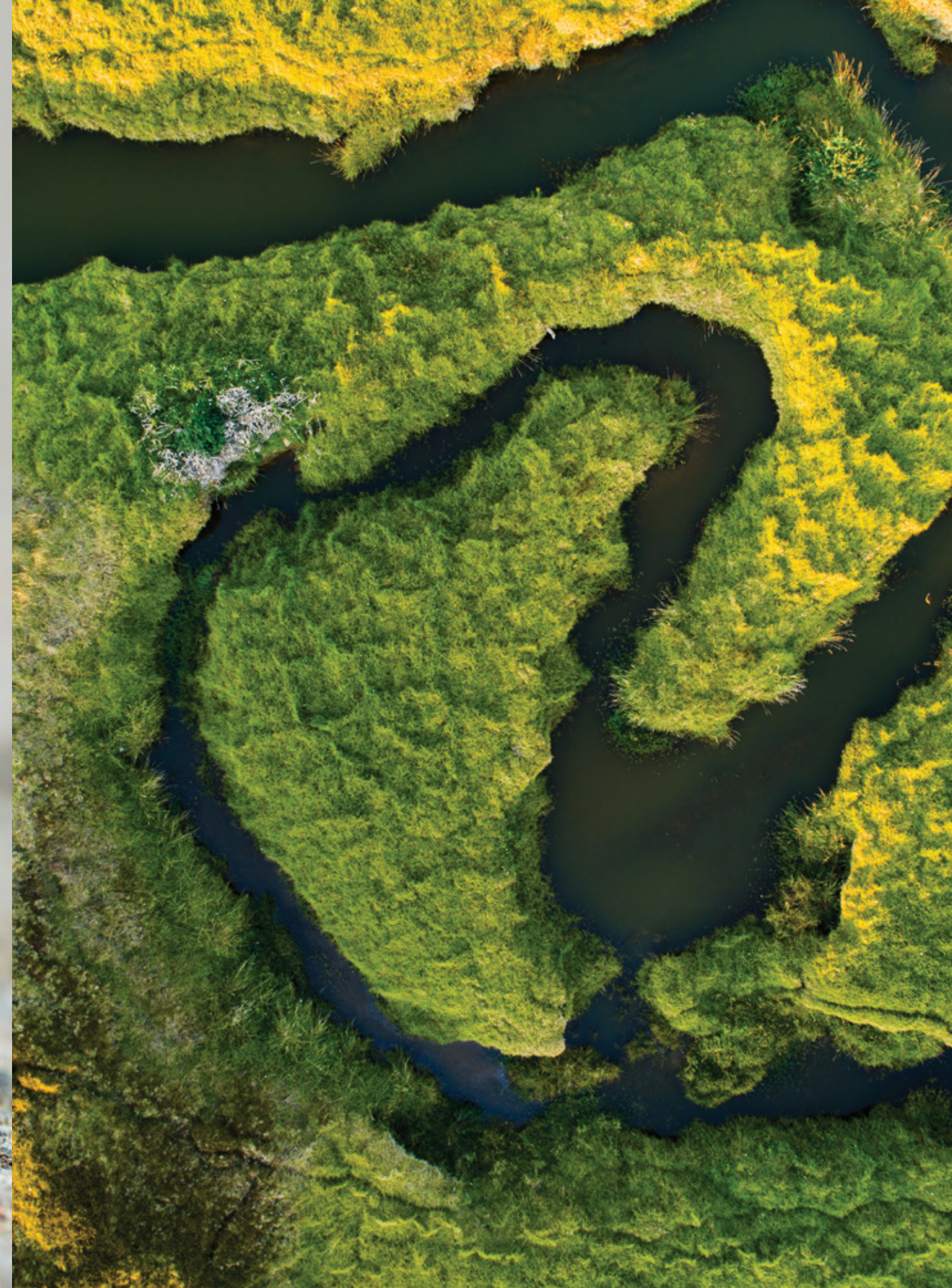


**8,307 Trees**

830.7% of pledged goal 1000 Trees

62 Supporters





**Thank You!**

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