



INGRAM MICRO INDIA PRIVATE LIMITED

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What are some of your key ESG initiatives in recent years? What positive impact did it have on society?

- **Since we are into technology and supply distribution, we prioritize the use of renewable energy sources.**
 - In India, 2,700 LED lights were installed across five corporate offices and 15 warehouse locations for better conservation.
 - Installed solar panels in the warehouse for energy conservation.
 - Five major offices switched to sensor-based taps.
 - In India, we recycled over 41 metric tons of material ranging from personal computers to smartphones.
- **Addressing workplace bias and creating better diversity, equity and inclusion strategies.**
 - Ingram Micro gave an opportunity to Covid impacted women candidates.
 - Ingram Micro has won the Exemplars Award for Most Inclusive Companies Index and 100 Best Companies for Women 2021.
 - Our Great Place to Work scores from 2020 has increased in all areas camaraderie, pride, fairness at the workplace, respect for people & credibility of management.
- **Supports LGBTQ rights and encourages diversity and innovation.**
 - First time in Ingram Micro to sensitize our associates we had organized a

session by a transgender activist & TEDx speaker about LGTQIA+ Inclusion in the workplace.

- First time we hired Transgender in the Operations team.
- **Providing Work-life balance by adopting the hybrid policies.**

In the hybrid work, environment associates can work remotely up to three days per week. Ingram Micro is committed to supporting the associates in balancing the demands of work with personal life.

- **Embraces corporate transparency**

We take several different approaches to ensure we are constantly engaging with our team to keep them informed of our organization's objectives including our strategy and goals.

How can better ESG compliance affect India Inc. positively in the long run?

The Indian economic climate is through a period of uncertainty, exacerbated by many environmental and societal upheavals, forcing Indian businesses to reassess their strategies. ESG is emerging to generate long-term benefits for all stakeholders. The COVID-19 pandemic has shown the value of the ESG framework as a long-term corporate resilience strategy.

To positively run into the long-term value for better ESG compliance effects-

- Businesses should provide goods and services in a manner that is sustainable and safe.

- Businesses should respect and promote human rights.
- Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable.
- Businesses should engage with and provide value to their consumers in a responsible manner.

How can the use of technology, bring more transparency for ESG related risk and opportunity?

- Transparency is an important value of Ingram Micro, and we live by it. It can be used to break down barriers to communication and collaboration between the company and its stakeholders. At Ingram Micro, we distribute technologies across the ESG lifecycle by providing seamless communication. However, for most businesses, understanding the implications of technology adoption for ESG strategies is still early days. New technology underlies new products, processes, and behaviours that will assist mature ESG commitments by allowing for more data-driven decisions. We have learned from our digital transformation strategies how to lower organizational boundaries and drive alignment, which can also support the maturation of other company-wide agendas such as ESG.