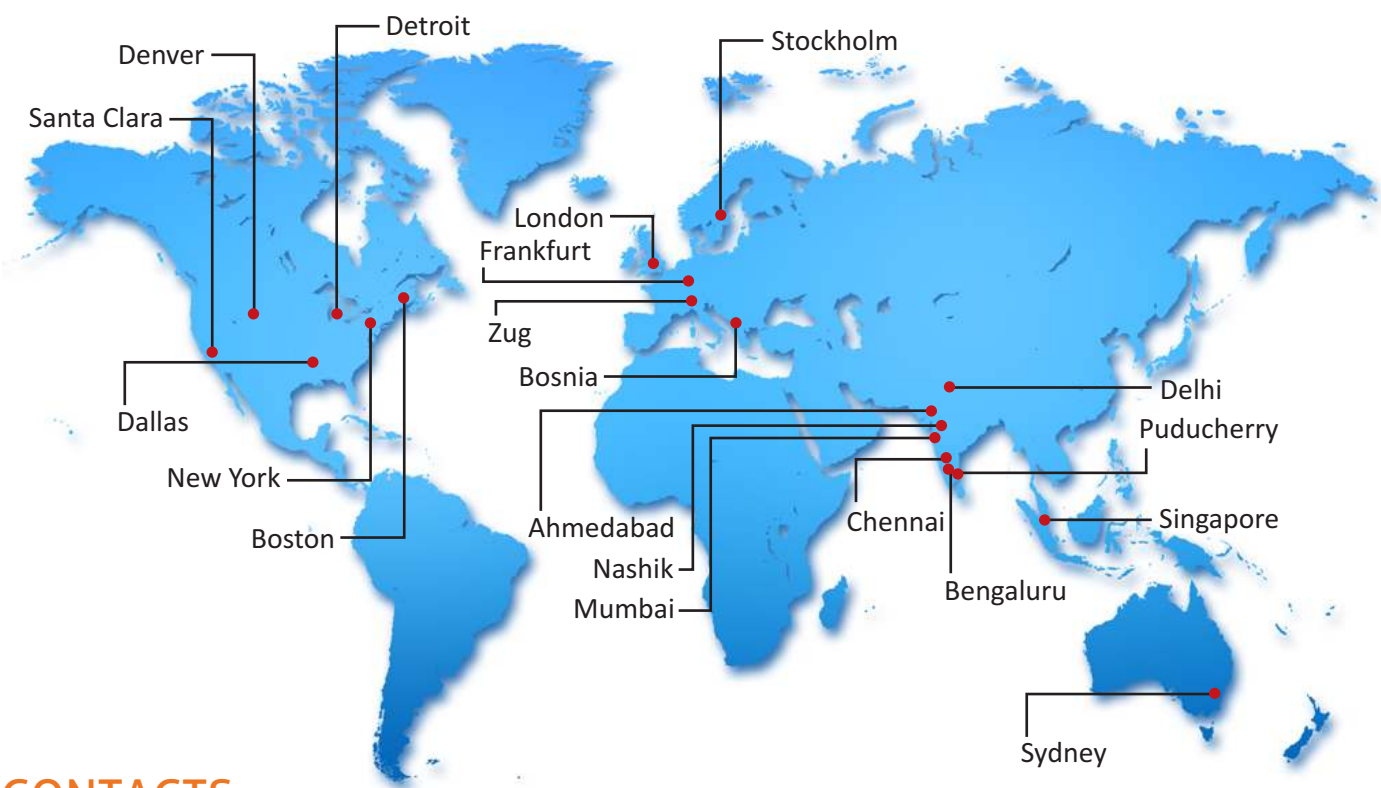


Global Presence



CONTACTS

India			
Knowledge Center, Street No.17 MIDC, Andheri (East) Mumbai – 400 093 Tel: +91 (22) 6102 0000-09 Fax: +91 (22) 2834 3669	Suyojit Datamatics Knowledge Centre Suyojit I.T. Park, Survey No. 804 Unit No. S1-S3, Mumbai Agra Road Mumbai Naka, Nashik – 422 002 Tel: +91 (253) 610 2222 Fax: +91 (253) 610 2271	Crompton House Dr. M.G.R. Salai (K.H.Road) Nungambakkam Chennai – 600 034 Tel: +91 (44) 3911 3333 Fax: +91 (44) 3911 3334	Alphine Arch No.19 SF-3, Langford Road Bangalore – 560 025 Tel: + 91 (80) 6531 0067
2nd Floor, President Plaza Opp. Muktidham Derasar Thaltej Cross Roads, S.G. Highway Ahmedabad – 380 054 Tel: +91 (79) 4020 7999 Fax: +91 (79) 4020 7900	Plot No. 29-34 East Coast Road Saram Revenue Village Oulgaret Municipality Lawspet Post, Puducherry – 605 008 Tel: +91 (413) 660 4505		
USA			
Suite #400 31572 Industrial Road Livonia, MI – 48150 Tel: +1 (800) 717 9153 Fax: +1 (734) 525 4455	Suite #100 510 Thornall Street, Edison, New Jersey – 08837 Tel: +1 (888) 772 5532 Fax: +1 (732) 635 0600	Suite #220 56 Middlesex Turnpike Burlington MA – 01803 Tel: +1 (781) 772 5532 Fax: +1 (781) 425 5242	Suite #490 2350 Mission College Boulevard Santa Clara, CA – 95054 Tel: +1 (408) 327 9900 Fax: +1 (408) 273 6785
UK			
8 The Square Stockley Park, Uxbridge UB11 1FW Tel: +44 (208) 610 6105 Fax: +44 (208) 610 6870	Switzerland MSJG Rechtsanwalte & Notare Vorstadt 32, 6302 Zug Tel: +41 (41) 725 2525 Fax: +41 (41) 710 0585	Germany Im Leuschnerpark 3 64347, Griesheim Tel: +49 (06155) 79537 - 40 Fax: +49 (06155) 79537 - 39	Australia Monash Business Centre Pty. Ltd. 468 Blackburn Road Glen Waverly, Victoria 3149 Tel: +61 (03) 9803 8722 Fax: +61 (03) 9887 8539



Datamatics Corporate Social Responsibility Program May 2012



Datamatics
Corporate Social Responsibility
Program
May 2012

Table of Contents

CEO Speaks2

Our Continuous Emphasis on Knowledge Associate Program3

Women Empowerment7

Commitment to Environmental Good9

Corporate Social Responsibility (CSR) - ASHA10

Anti-Corruption Policy11

Summary11

From the CEO's Desk



GREETINGS FROM DATAMATICS !

In every society & culture, people demonstrate a need to live in a healthy environment. Datamatics being a firm believer of social sustenance & equilibrium, has been continuously implementing & rolling out new initiatives that would help us in building a responsible & sustainable company. By continuously monitoring our progress through ever evolving assessments we have been able to establish key metrics to measure our efforts towards CSR activities. Through our CSR program, "ASHA", we have channeled several sustainable socio & environmental schemes. Our affiliations & partnerships with NGO's like National Society for Equal Opportunities for the Handicapped (NASEOH), Sujaya Foundation for employability opportunities & with Recyclekaro & Grow-Trees.com towards healthy environment has helped us in creating a Win-Win situation by contributing to Society & ensuring long-term self-sustainable business growth model. This is in alignment with our Corporate Vision "By partnering with relevant stakeholders to focus

on strategic CSR initiatives aligned with our business strategy, we will obtain a competitive edge and gain market share".

To us corporate social responsibility is not something that is imposed from the outside, but is an inherent part of our Business Strategy. We try to improve the business conditions by engaging people from all walks of life - senior citizens or women who cannot take up full-time jobs, educated rural individuals, differently abled people & others. Datamatics CSR activities have opened-up hundreds of gainful employment opportunities to the under-served in the society. The program for the differently abled has created more than 150 job opportunities & is continuously benefitting more.

Our initiative to Bridge the Rural – Urban divide has been exemplified by JSW - BELLARY rural BPO tie-up. This back office set-up in Bellary district of Karnataka, India has helped us to cut the manpower costs by 60-70% per cent lower than that in Tier-I cities of India like Mumbai, Pune & Bangalore. JSW provides the physical infrastructure for all the project activities & the technology training & quality management is done by Datamatics. Currently we are training the third batch of semi-urban educated individuals & thus presenting quality human resources to each & every client engagement.

Datamatics' CSR program, "ASHA", believes in the ability to inspire & cultivate people for creating a partnered world. I take great pride in personally participating in the ASHA program & I will continue to ensure that all of us at Datamatics continue to fulfill our commitments towards environment & society.

– Rahul L. Kanodia
Vice Chairman & CEO

OUR VISION

By partnering with relevant stake holders, to focus on strategic CSR initiatives aligned with our business strategy, we will obtain a competitive edge & gain market share.

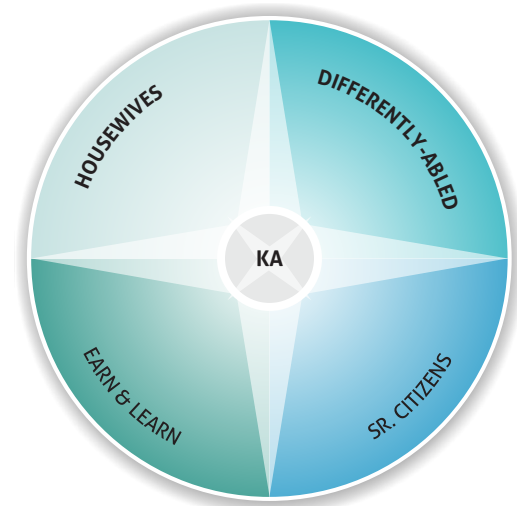
PHILOSOPHY ON SOCIAL INITIATIVES

At Datamatics, we are committed to community development & are persistently working towards building a better tomorrow. Our focus is on building symbiotic, self-sustaining initiatives to drive social inclusivity in close synergy with corporate growth.

Our Continuous Emphasis on Knowledge Associate Program

Senior Citizens – Housewives & Students – Physically Disabled – Rural Employment

The Knowledge Associates Program by Datamatics continues to open-up hundreds of gainful employment opportunities for the under-served in the society, especially those disadvantaged by physical disabilities. Our 'Knowledge Associate' program integrates employment creation for the disadvantaged & underserved while enabling steady availability of resources with low attrition for the company. Over 1800 knowledge associates have benefitted from the program over the last 10 years. . The program creates a platform by tapping into talent who never got an opportunity due to limitations in their lives. The program becomes an ideal exchange point where the 'Knowledge associate', is given employment opportunity & the organization receives quality work. This year our initiative has created employment for over 20 under-privileged women so far & the number is growing fast. We have also associated ourselves with the National Society for Equal Opportunities for the Handicapped (NADEOH) for creating employment for differently-able people.



APPRECIATION

Geeta joined Datamatics family in the year 2009. She started her career in Datamatics as a DE KA in UA-15 & UC-13 Project. Now she is working in many data capture projects. She is well known for her enthusiasm, coordination, hard work, determination, & positive attitude towards work.

Geeta is staying with her parents & is the youngest member in her family. She has 2 elder sisters who are married. She was diagnosed with polio at the age of 2. She is pursuing for BBA (Bachelors in Business Administration) from Tamil Nadu University. Has been doing Data entry job before joining Datamatics.

She was given special award during Datamatics awards function 2012 by Mr Rahul Kanodia, Vicechairman, CEO.





Our Continuous Emphasis on Knowledge Associate Program

Senior Citizens – Housewives & Students – Physically Disabled – Rural Employment

EMPLOYMENT OF DIFFERENTLY-ABLED PEOPLE

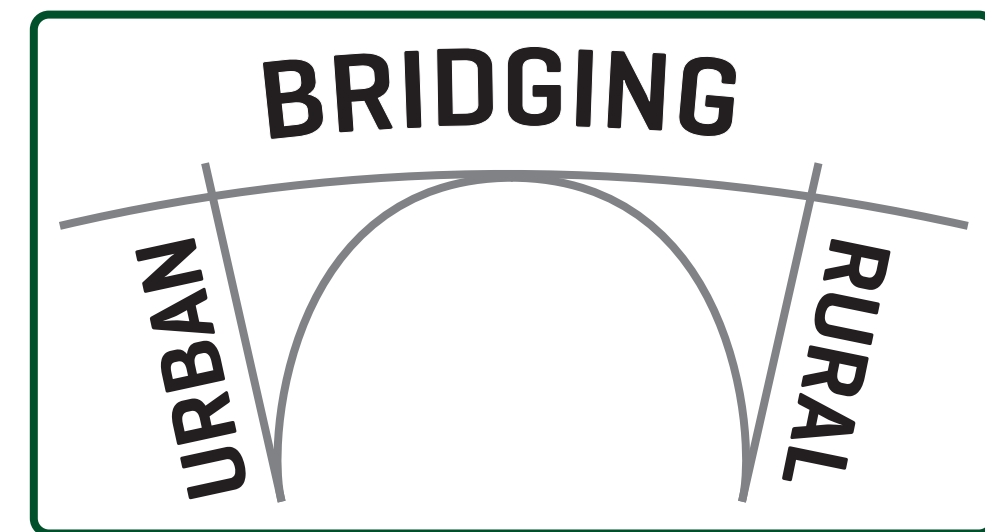
Datamatics association with NASEOH DGSL has partnered with NASEOH & other similar NGO's to identify, train & provide work to several differently abled persons

- Datamatics has not only provided employment to these people but also donated computer to NASEOH. Since then, more than 150 physically challenged people have benefited from this facility
- Many of them have been able to buy their own PC's & start working from their own homes thereafter
- Adequate training & feedback is provided by Datamatics to achieve the high quality standards that customers demands



BRIDGING THE RURAL – URBAN DIVIDE

Our Rural sourcing initiatives are generating employment opportunities in rural & semi-urban villages along with the small towns of the country. While the rural India gets a chance to grow, Datamatics benefits from the good-will & availability of quality human resources that have shown low attrition rates & a high level of dedication to work. This makes it a win-win situation for all.





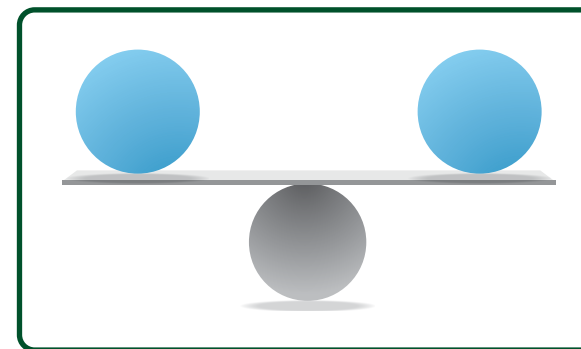
Women Empowerment

Datamatics is committed to the promotion of gender equality & the empowerment of women in society

GENDER EQUALITY

At Datamatics, we believe gender equality is an integral to the development of human society. Our hiring policies & career growth opportunities are strictly performance-based. We believe in equal opportunities for all & growth prospects are always merit based.

e^uquality

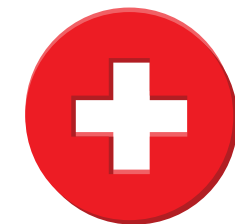


REGULAR MEDICAL CHECK-UPS

Regular camps are set-up in association with reputed hospitals for women employees to provide free medical check-ups. This initiative is managed by a committee of women, with members spanning across all grades in the organization.

WORK-LIFE BALANCE

We understand that it is important to provide flexibility in work timings to women. Hence, at Datamatics we encourage women to use the flexi-time policy. To manage the day-to-day activities, women are also allowed to work-from-home & all the essential facilities are provided to women viz. net access, basic hardware & software set-up, etc.



Commitment to Environmental Good

Datamatics is committed to its "Green" practices to ensure harmony with the nature. We do a Strategic Environmental Assessment (SEA) every year & actively look for opportunities to improve the environment friendliness of our operations.

ENERGY EFFICIENT PRACTICES

We encourage employees not to print documents unless it is absolutely necessary. In cases where one needs to print, we encourage dual-side printing to cut paper usage to half. We have replaced all the printers in our organization with the new, energy efficient printers.

Datamatics has recently invested in infrastructure that ensures less energy consumption through natural lightening. We have also invested in CFL lightening across our offices to ensure minimal energy consumption.

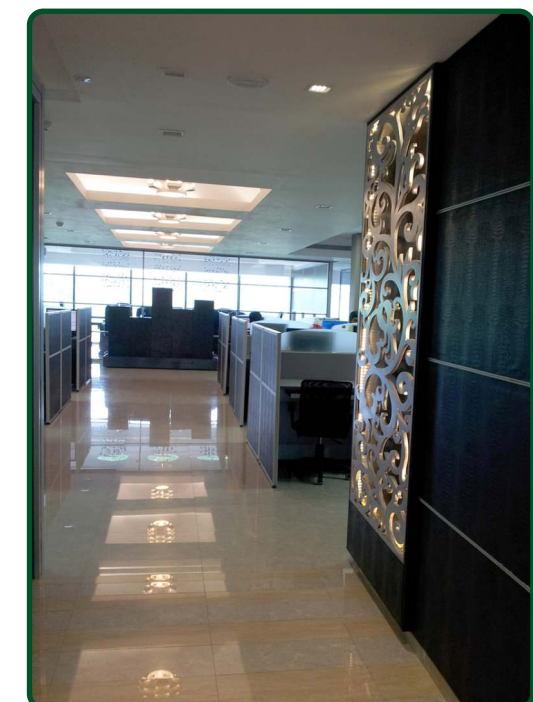
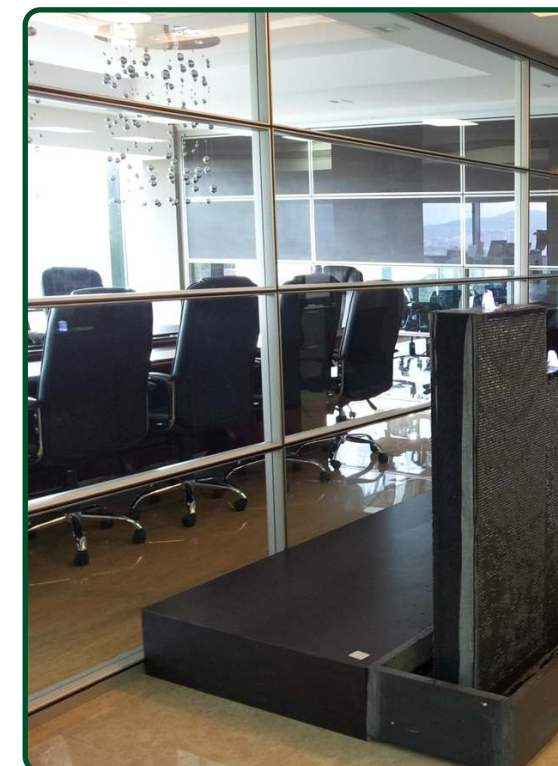
GREEN HOUSEKEEPING

The housekeeping staff is well trained to understand & implement good hygiene with environmental sensitivity across all locations. We ensure all the employees &

visitors alike are informed of the importance of maintaining good hygiene at workplace. The house-keeping staff is trained on waste-management with appropriate segregation of bio-degradable waste from non-biodegradable waste. We track the volume & type of waste generated & keep a track of how & where it is recycled, re-used, treated or disposed. Further this is reported to sensitize all employees to the importance of proper waste disposal in minimizing individual & organizational carbon foot-print.

Some of the Green initiatives we have started recently are showing good traction which includes:

- Deliver software online through downloads & web-based applications, which avoid wasting CDs, DVDs & packaging
- Provide user manuals online to avoid wasting paper
- Encourage online training to avoid use of cars, gasoline, airplane travel & other travel
- Push for an online & telephonic sales process to the extent possible with travel limited only to the final stages of negotiating the deal, to minimize usage of cars & other vehicles
- Responsible use of lighting & air conditioning in office & at residence
- Continuous internal communications to educate the employees on environment sustenance



Social Contribution Program - ASHA



ASHA - Principles of execution

- Collaborative
- Performance-driven
- Diversified
- Reward-based
- Integrated
- Global

Our CSR Initiatives are executed in Partnership with:

- Grow Trees
- RecycleKaro.com
- Employment of Differently Abled

GROW TREES

Environment is another key focus area for Datamatics, whereby the company endeavors to contribute towards the development of a sustainable society. At Datamatics we understand the importance of reducing our carbon footprint. All of our people are committed & aligned to bring about change in their business practice & contribute in reduction of greenhouse emissions.

Planting trees is the most effective way to reduce carbon emission. As a proactive effort, the Company has tied up with Growtree.com. Through this engagement Datamatics celebrates its employee's birthday by planting a tree on their behalf. Datamatics has already planted 1500+ trees.

RECYCLEKARO

Recycling is one of the best ways to create a positive impact on the world. We give newspapers & other used papers for recycling, in return we get recycled letter heads with Datamatics branding.

How do we help the society:

- **Reduce waste** - Paper constitutes for a significant amount of municipal waste. Conserve energy- more than 60-70% of energy to produce virgin paper is saved.
- **Save resources** - Recycled paper uses 55% less water & helps in preserving our forests.
- **Reduce pollution** - Recycled paper reduces water pollution by 35%, reduces air pollution by 74%, & eliminates many toxic pollutants.

Anti-Corruption Policy

Datamatics is a firm believer that corruption corrodes the crux of the society & cripples the integrity of the system. We have a very strong anti-corruption policy which works on the agenda of non-bribing & taking unwarranted favors. Also through a series of strong internal communications, we reinforce the idea of integrity & honesty.

Summary

Aligning with the guiding principles of the UN Global Compact, the overall aim of CSR initiatives at Datamatics is to drive meaningful long-term sustainable contribution to the society & environment by linking this contribution to the inclusive, profitable growth objective of the organization. Our focus is on generating employment for those who need it but are unable to undertake regular commute to office, to reach out to the under-served with employment opportunities to help them become financially independent. Our goals are aligned to empower women with gender equality policies at the workplace & to contribute to the environment by training employees to lead a low carbon foot-print lifestyle at home & in office.

Hundreds of individuals have benefitted from our employment generation initiatives while our sustained efforts towards a greener existence have achieved significant success in imbuing an environment friendly culture in our organization. ASHA the employee social contribution program has contributed a great deal towards social welfare by helping the less privileged communities of the society.

Datamatics ensures that all its employees act in accordance with the highest standards of personal & professional integrity & honesty. As a policy, Datamatics & its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, remuneration.

