



Building a Thriving and Responsible Enterprise

We are driven by the mission to transform lives through innovative adoption of digital technologies. We apply the same sense of mission to our sustainability efforts as well, charting our growth with a purpose that stands for a lot more than just the bottom line.

We have always viewed our environmental, social, and governance (ESG) responsibilities as critical to our ability to make a positive impact on the world. Our commitment to sustainability is ingrained so deeply in our DNA that it has been integral to our strategy and growth right since our inception.

In its tenth year now, our vibrant sustainability program continues to showcase our dedication to environmental stewardship, social responsibility, and ethical governance. Take, for instance, our flagship corporate citizenship initiative, Bringing Smiles, which has been fostering STEM (science, technology, engineering, mathematics) education and career development among underserved children since 2015.

Through more than 55,000 hours of volunteering to date, Brillians have empowered well over 150,000 students in different countries by igniting their interest, confidence, and skills in STEM, and preparing them for a future dominated by technology. In doing so, they have also helped bridge the gap in STEM opportunities, and contributed to the creation of a diverse and inclusive workforce.

This is a remarkable feat for an organization of our size and age. Our resolve and commitment have given us the confidence to take on an ambitious program with an even more ambitious goal — making a difference to as many as 1 million young minds by the year 2030. As I always say, Bringing Smiles is indeed “the soul” of Brillio.

Care and compassion are also manifest in our approach to Brillians. Ensuring the mental, physical, emotional, and professional well-being of Brillians is paramount to us. This is evident in our employee-friendly policies and programs. A vital part of employee wellness is an inclusive and diverse environment. We are pleased with the strides we have made in that direction with our numerous initiatives, ranging from a dedicated leadership program ‘WINSPIRE’ to empower women Brillians, to our DEI program ‘ONE Brillio’ that promotes a culture of openness, inclusivity, and equity.

As stewards of the planet that we call home, we take our role in safeguarding our collective future very seriously. We have been actively working towards reducing our environmental impact since 2016 by continually strengthening and fine-tuning our strategies, practices, and policies for effective environmental management. We are proud to report that we have already adopted a 100% cloud-based approach to all our internal IT requirements, significantly reducing our energy consumption.

We track our environmental performance on a number of parameters, such as energy use, water use, waste generation, and business travel, to reduce our carbon footprint, conserve resources, and adopt eco-friendly practices. This has enabled us to establish baselines for the future and set targets to improve our environmental performance. We encourage responsible behavior in the workplace and make sure all Brillians participate in our endeavor to act responsibly and grow sustainably. Thanks to this focus, we have already achieved carbon-neutrality in India and the U.S., and have pledged to become carbon-neutral worldwide by 2025.

To us, sustainability is not a mere buzzword or politically correct obligation; it is an opportunity to drive innovation, growth, and positive impact. The choices we make today will have a profound impact on the world we leave behind for future generations. In times of unprecedented challenges, our belief in sustainability empowers us to lead with empathy, intelligence, and vision — the building blocks of a thriving, resilient, and responsible enterprise that Brillio strives to be.

Raj Mamodia

Founder, CEO and Chairman,
Brillio

