

ESG

Impact Assessment Report

April 2025

TABLE OF CONTENTS

A. ABOUT THE REPORT	4
B. INTRODUCTION	5
C. ABOUT AUTHBRIDGE	5
1. <i>Milestones achieved</i>	6
2. <i>Solutions Provided</i>	6
3. <i>Product details</i>	8
4. <i>Employee Details</i>	9
5. <i>Quality Management System</i>	9
D. ESG OVERVIEW OF AUTHBRIDGE.....	10
E. ENVIRONMENTAL ASPECTS	11
1. <i>Regulatory Compliances</i>	11
2. <i>Waste Management</i>	11
3. <i>Digital Solutions for Sustainability</i>	11
F. SOCIAL ASPECTS	11
1. <i>Female Employment</i>	11
2. <i>HR Policies and Procedures</i>	11
3. <i>Work Hours, Wages, and Welfare Practices</i>	12
4. <i>Accident / Incident Reporting</i>	12
5. <i>Review of Policies & Procedures</i>	12

6. Employee Screening & Risk Management	12
G. GOVERNANCE ASPECTS	12
1. Board of Directors	12
2. Grievance Redressal Mechanism	12
3. Transparency and Ethics	13
4. Data Security	13
H. MATERIALITY ASSESSMENT	14
I. ESG PROGRESS OF AUTHBRIDGE	15
J. CONCLUSION	16

A. ABOUT THE REPORT

This Environmental, Social, and Governance (ESG) Impact Report highlights the growing importance of ESG issues as they transition from being part of Corporate Social Responsibility (CSR) to becoming a fundamental business imperative. The reporting period for this report is from **October 1, 2022, to January 31, 2025**. The reporting boundary encompasses all operations and business segments of AuthBridge.

The assessment was conducted through a thorough desktop review and analysis of information provided by AuthBridge and data available in the public domain. The observations of impact are primarily derived from an evaluation of the company's internal documentation, including policies and information available on the Company's website and other relevant data/information provided by AuthBridge.

An ESG Impact assessment of AuthBridge has been conducted to monitor the company's progress and ensure that the Company is operating and growing in sustainable manner.

B. INTRODUCTION

INDUS Environmental Services Pvt. Ltd. (“INDUS”) has been engaged by **PHI Capital** (“PHI or Fund”) to conduct an **Environmental, Social, and Governance (ESG) Impact Assessment** for its portfolio company – **AuthBridge Research Services Private** (“Company” or “AuthBridge”) of Fund-II against the Environmental and Social (E&S) goals and to assess the value creation that the fund creates through the portfolio in terms of ESG aspects. The assessment was conducted through a desk-based exercise and provides an overview of the ESG impact of AuthBridge, encompassing its entire business operations.

This comprehensive assessment aims to evaluate the Company’s adherence to sustainable practices and its ability to manage ESG risks and opportunities across its business operation. The primary objective of this ESG Impact Assessment is to assess how sustainability and responsible practices are integrated into the Company’s business operations, including its overall supply chain. This Report exhibits Fund’s values and commitment towards ESG aspects through its Portfolio. The E&S Initiatives and Performances of AuthBridge have been aligned and linked with the United Nations’ Sustainable Development Goals (SDGs) and other global standards, wherever applicable.

C. ABOUT AUTHBRIDGE

AuthBridge is India’s largest Authentication Company, delivering cutting-edge technology and alternate data analysis for Identity Management, Onboarding & Verification, and Business Intelligence. The Company started in the year 2005 with the sole purpose of building a formal infrastructure in the verification industry, AuthBridge has now grown from being completely manual to launching its online system (Bridge) in 2022, which has led to assembly-line like handling of its operations.

AuthBridge is known for integrating compliance and innovation, leveraging advanced tech like facial recognition, liveness detection, data extraction, and optical character recognition to verify national identity, educational, and professional documents with precision.



3000+
Customers



140+
Countries

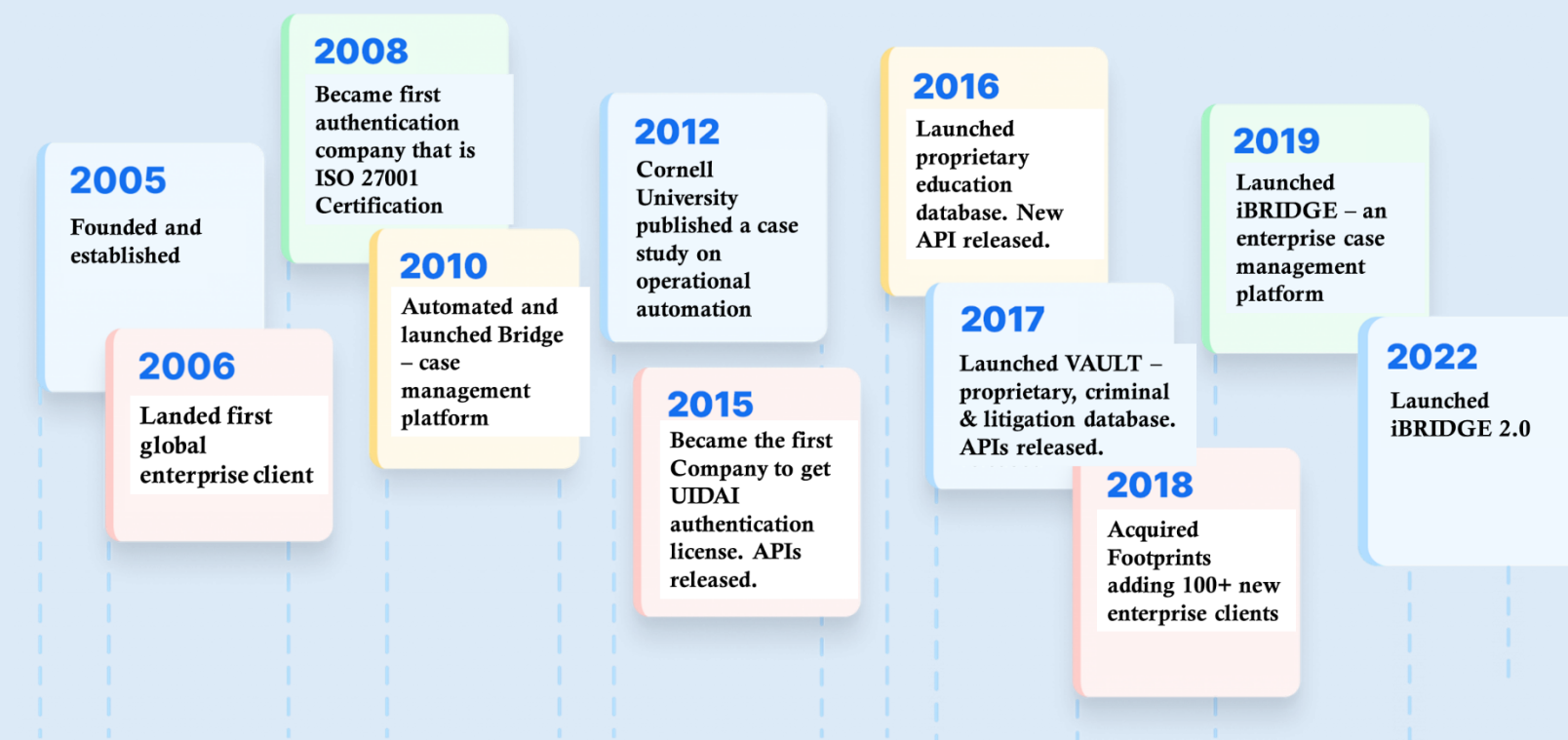


1 Bn+
Proprietary Data Records



15 M+
Monthly Verifications

1. Milestones achieved



Acquisition of Footprints Collateral Services

AuthBridge Research Services Pvt. Ltd. acquired – Footprints Collateral Services Pvt. Ltd., a Bangalore-based firm, and with this, the Company has gone on to become the **largest Indian Company offering Employee Background Screening Solutions**. This acquisition marks the biggest deal in an emerging and much-desired industry of Background Screening in India which currently serves only 5-7% of the potential market, which is estimated to be over a billion dollars in market size.

2. Solutions Provided

AuthBridge provides authentication solutions such as employee background verification or business due diligence for its clients. Detailed solutions that are provided are illustrated below in the Figure.

Employee Screening		
<i>Solutions to help make smart hiring decisions</i>		
 White Collar Employee Screening <i>Verification of white-collar employees and professionals</i>	 Blue Collar Employee Verification <i>Robust background check process for blue-collar job applicants</i>	 Leadership Verification <i>Verifying the identity, qualifications, and employment of senior executives</i>
 Dual Employment/Moonlighting <i>Identify employees working with multiple companies/freelancing simultaneously</i>	 Gig Worker Verification <i>Authenticate independent contractors or freelancers, etc., in the gig economy</i>	 Drug and Pre-Employment Health Check-ups <i>Maintain a safe working environment by checking for any drug or substance abuse in the workplace</i>
Risk and Compliance		
<i>Solutions to mitigate risks and conduct due diligence for business partners</i>		
 Third-Party Risk Management <i>Onboard and verify suppliers, and distributors, vendors quickly and efficiently</i>	 Vendor Onboarding and Due Diligence <i>Automate the process of vendor onboarding and due diligence with ease</i>	 Distributor Onboarding and Due Diligence <i>Onboard distributors faster while conducting extensive due diligence</i>
 Business Due Diligence <i>Solutions to enable risk-free business partnerships with comprehensive due diligence</i>	 Anti-money Laundering Solution <i>Negative due diligence database to eliminate financial crimes and be compliant</i>	 Negative Image Search <i>Identify flagged individuals from an extensive negative image database</i>
Financial Intelligence		
<i>Advanced Solutions to provide financial intelligence and make informed decisions</i>		
 KYC Solution	 Digital Hindsighting	 Video KYC

ESG Impact Assessment Report

<i>Faster Onboarding and Verification of users or customers while enabling remote onboarding</i>	<i>Comprehensive validation and reverification of customer and merchant applications</i>	<i>Digitize the entire customer journey, slash costs by 70% and reduce KYC time by 90%</i>
		
Digital Address Verification	Business Intelligence Reports	Negative Data Repository
<i>Identify physical addresses of employees, customers, vendors, and business partners</i>	<i>Comprehensive due diligence solution for risk-free business partnerships</i>	<i>Comprehensive solutions for businesses to mitigate risks and ensure compliance</i>
		
Digital Underwriting	Bank Statement Analyser	
<i>Accurate risk assessment and data-driven decision-making for underwriting business</i>	<i>Streamline underwriting process to easily onboard creditworthy customers</i>	

3. Product details

1. Employee Screening	
iBRIDGE 2.0	iBridge 2.0 is a next-generation background check solution that offers a modern and pleasant experience for users. Unlike other background check solutions, iBridge 2.0 is designed to be user-friendly and easy to navigate, with real-time checks that can help to get the information needed quickly and efficiently. It includes a gamut of advanced functionalities to make background verification seamless. Enhancements like verification TATs charts, real-time updates and customizable packages & reports, make it a top choice for HR Ops and Chief Human Resource Officers (CHROs) for businesses of all sizes.
Due Diligence	
OnboardX	It creates end-to-end digital onboarding and risk management journeys for third parties like vendors, suppliers, distributors, and other business partners. From pre-onboarding to onboarding and post-onboarding, it ensures comprehensive due diligence while making the experience a pleasant one for third parties.
Instant APIs	
TruthScreen	TruthScreen™ is built on capabilities like Optical Character Recognition (OCR), facial recognition, and liveness detection that help in validating identity in real-time, at scale. Automating verification and Know Your Customer (KYC) processes also means relief for customers from excessive form-filling and physical documentation.
Leadership Verification	
AuthLead	AuthLead™ helps organizations onboard senior leaders who are culturally fit and aligned to the organization. It validates proven track records of C-level executives, evaluates the competence, credibility, and operational integrity of leaders, and gets in-depth feedback from professional references.
Ex-Employee Verification	
WorkAttest	WorkAttest™ is a web-based platform powered by highly secure anti-tamper technology, which completely automates the process of ex-employment verification for employers across industries. The HR team needs to ensure feeding in the ex-employee data like work tenure,

	profile, exit interview forms, etc. into the web platform and WorkAttest™ will respond to future verification requests on the client's behalf, instantly and efficiently.
Criminal Record Check	
<i>Vault</i>	Vault™ is a proprietary database of negative and criminal record checks. It leverages the power of AI and deep search algorithms to search for various sets of permutations and combinations of a name and address against datasets of 200+ million records from 3500+ courts. This database is a goldmine for onboarding and authenticating employees, customers, and business partners, especially in the Banking, Financial Services, and Insurance (BFSI) and on-demand sectors.
E-signature	
<i>SignDrive</i>	SignDrive is an automated, cloud-based digital signing product that lets anyone upload, sign, submit, and manage documents digitally. SignDrive enables multiple users to electronically sign documents on cloud-based storage while giving complete control and transparency. SignDrive combines Electronic Signatures, Digital Signatures, Automated Workflows, Authentication Services, Identity Management, Document Management, Document Tracking, and Storage – all in a single design-led platform that can also be integrated with the existing digital capabilities of any enterprise.
Corporate Intelligence	
<i>CorpVeda</i>	CorpVeda™ is an insight-driven business intelligence platform built for in-depth analysis to enable risk assessment so one can choose trustworthy investees and business partners. It leverages the power of artificial intelligence and deep search algorithms that scan large volumes of data in no time.

4. Employee Details

Description	Total (as on 31 st January 2025)
Male	576
Female	379
Differently abled	0
Permanent	955
Contractual	Male 7 Female - 2
Attrition Rate	23%

5. Quality Management System

Quality Policy

AuthBridge endeavors to be the benchmark in the industry by continually improving its services and solutions to exceed the needs of its customers. AuthBridge is committed to achieving this through adherence to applicable customer, legal & regulatory requirements and continual improvement of its Quality Management System guided by its values of trust, integrity, and confidentiality. *The Company has obtained ISO 9001 certification.*

ISO/IEC 27001:2013 Certification

AuthBridge has obtained *ISO/IEC 27001:2013 Certification*, reflecting its dedication to implementing effective systems and controls to safeguard sensitive information. This certification ensures compliance with legal and regulatory requirements and fosters a culture of continual improvement.

D. ESG OVERVIEW OF AUTHBRIDGE



E. ENVIRONMENTAL ASPECTS

1. Regulatory Compliances

The Company is committed to complying with the applicable regulatory Environmental compliances including obtaining permits/Licenses and its validation.

2. Waste Management

The Company ensures to dispose the generated waste as per regulatory requirements through an authorized vendor. The Company majorly generates E-waste which is disposed off through an e-waste recycler.

3. Digital Solutions for Sustainability

The Company's emphasis on digital verification processes contributes to environmental sustainability by reducing the need for paper-based documentation, thereby minimizing paper waste and lowering carbon emissions associated with physical document handling. iBRIDGE™ software promotes a paperless verification process, which eliminates the usage and wastage of paper and subsequently effective data security and privacy.

F. SOCIAL ASPECTS

1. Female Employment

At present, the Company has 964 employees, out of which 381 are women employees (including both permanent and contractual). It shows that the Company is progressive towards providing better employment opportunities as well as promoting women's employment. The Total Female employment is **39.5% of Total Manpower**.

2. HR Policies and Procedures

The Company has developed HR policies and procedures including policies related to Recruitment, Working hours, Leave, Overtime, etc. The facility also has insurance policies for its Employees.



3. Work Hours, Wages, and Welfare Practices

The Company ensures structured work hours (as per the *State Specific Shops and Establishment Regulations*) The Company complies with the State Specific *Minimum Wages Rules 1959*, ensuring that its employees are paid above the minimum wages. The Company provides social security to all its employees. The Company does not employ any child labour.

4. Accident/Incident Reporting

The Company maintains a record of the accident/incident that occurred. **Zero accidents/incidents have occurred in facilities in the last two (2) years i.e., 2023-2024.**

5. Review of Policies & Procedures

AuthBridge conducts a review of the Employee-related legislation and updates its existing policies/plan and procedures on a quarterly/half-yearly basis.

6. Employee Screening & Risk Management

AuthBridge provides comprehensive employee screening and risk management solutions, ensuring that organizations can make informed hiring decisions. This contributes to safer workplaces and promotes social well-being.

G. GOVERNANCE ASPECTS

1. Board of Directors

Ajay Trehan <i>Managing Director</i>	Aarti Trehan <i>Director</i>	Naresh Kumar <i>Nominee Director</i>
Ashish Kumar Agarwal <i>Nominee Director</i>	Ramachandhran Haresh <i>Nominee Director</i>	

2. Grievance Redressal Mechanism

Candidates and Customers Grievances: The Company has a help centre on the website for Candidates and Customers where 24*7 support for candidates undergoing verification and resolving customer-related queries is available.

Employees Grievances: The Company has a robust grievance redressal system for employees. **No grievances/complaints have been filed by employees in the last two (2) years i.e., 2023-2024.**

3. Transparency and Ethics

The Company ensures transparency and ethical practices in its business operations and partnerships, particularly regarding third-party vendors and contractors.

4. Data Security

The Company has developed other policies such as *Website Privacy Policy, Data Security & Policy, Information Security Policy, and Employee Privacy Policy*. The Company prioritizes the safety and security of the sensitive information it receives during background and document verification processes. The data, including the educational, identity, and employment documents of candidates, requires robust protection. To address this, the Company has implemented an effective information security and data privacy management framework and obtained *ISO/IEC 27001:2013 Certification*. This certification underscores:

- Senior management's commitment to information security.
- The establishment, documentation, implementation, and maintenance of effective systems and controls to safeguard data.
- The ability to consistently deliver services that meet client Service Level Agreements (SLAs) and comply with legal, statutory, and regulatory requirements.
- A commitment to continual improvement.

H. MATERIALITY ASSESSMENT

AuthBridge's ESG strategy aligns with the UN Sustainable Development Goals. As a group, the Company is committed to five (5) of the 17 UN goals most relevant to its business operations.

Relevant SDG	Material Issue	Mitigation Measures	Explanation of Alignment
 SDG 3: Good Health & Well-being Target 3.5 - <i>Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse</i>	Infectious diseases and other health problems.	Educating about drugs addiction.	The Company ensures comprehensive drug screening services to ensure drug-free workplaces and educate employees on the impact of drug use on workplace productivity.
 SDG 5: Gender Equality Target 5.1: <i>End all forms of discrimination against all women</i> Target 5.5: <i>Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.</i>	Discrimination, remuneration issues, etc.	Promote equality, inclusion, and diversity.	The Company promotes gender inclusivity and equitable employment opportunities through deliberate workforce policies. The company has employed 39.3% of women employees in its total manpower.
 SDG 13: Climate Action Target 13.2 - <i>Integrate Climate Change Measures Into Policies And Planning</i>	Greenhouse Gas Emissions	Emission reduction through minimizing paper waste and lowering carbon emissions associated with physical document handling.	The Company has launched software which promotes a 100 % paperless verification process, which eliminates the usage and wastage of paper and, subsequently effective data security and privacy.

Relevant SDG	Material Issue	Mitigation Measures	Explanation of Alignment
Target 13.3 - Build Knowledge And Capacity To Meet Climate Change  SDG 16: Peace, Justice and Strong Institution Target 16.6 - Develop effective, accountable and transparent institutions at all levels	Data Security breach, Quality issues	Development of Data privacy and information security related procedures, Quality Management System.	The Company adheres to Quality Policy, ensuring compliance with customer, legal, and regulatory requirements. Authbridge has developed a Data Security Framework with policies for privacy and information security. The Company had achieved ISO/IEC 27001:2013 certification for safeguarding sensitive data.
 SDG 9: Industry, Innovation, and Infrastructure Target 9.5 - Enhance Research and Upgrade Industrial Technologies.	Innovation in Software formation, industrialization, and economic growth	Software development supporting sustainability.	The Company emphasizes innovative software processes and inclusion of new technologies focusing on reducing emissions and energy conservation. Such as: - Development of products like iBRIDGE™, digitizing background verification and onboarding to eliminate paper usage. - Digital Address Verification reduces onboarding delays through mobile GPS and image recognition.

I. ESG PROGRESS OF AUTHBRIDGE

A comparative analysis is presented in the following Table, based on FY 2022 and the status of FY 2024.

S. No.	Parameters	Baseline (2022)	Status as on January 2025
1.	Female Employees	712 women employees, out of total manpower of 1689	381 women employees, out of total manpower of 964
2.	New Software introduced	Launch of iBRIDGE™	Launch of iBRIDGE™ 2.0
3.	Sustainable Operations	100% Paperless Process for Verification	100% Paperless Process for Verification
4.	Internal Grievances/Complaints	-	No Grievances/Complaints received by the Company by the Company

J. CONCLUSION

AuthBridge Research Private Limited has consistently demonstrated its commitment to innovation, data security, and operational excellence. By leveraging cutting-edge technology and adopting sustainable practices, the company has emerged as a trusted partner in the verification industry, serving clients across more than 140 countries and various sectors, including Fortune 500 companies.

AuthBridge has revolutionized traditional processes by introducing cost-efficient and time-saving digital solutions, such as Digital Address Verification, which eliminates the need for paper and reduces environmental impact. Additionally, the company has expanded its offerings to include comprehensive drug screening services, enabling organizations to promote safer and more productive workplaces.

The Company's ESG strategy is aligned with the UN Sustainable Development Goals (SDGs), which aim for Good health and well-being, reduced inequality, reduced emissions and focus on innovation through new technology. It was observed that **five (5) out of 17 SDGs** are aligned based on the company's efforts and performances.