

1 April 2024 – 30 September 2025

Social Impact Report

Inspiring people to do things
that inspire them




Message from the Founder and Managing Partner

At **PIE-RAG Consulting LLP** ('Pierag' or 'the Firm'), we believe that the true measure of an organization goes far beyond commercial success. It lies in how responsibly we operate, how we uplift our communities, and how we create meaningful impact through our actions.

Over the past eighteen months, our teams have demonstrated exceptional commitment to these principles by actively participating in social initiatives, strengthening workplace culture, and upholding a strong governance foundation.

Abhishek Gupta

Founder and Managing Partner
Pierag Consulting LLP



From supporting children in vulnerable conditions and participating in community nourishment drives, to restoring public spaces and advancing environmental sustainability,

our employees have consistently embodied our values of Empathy, Equity, and Excellence. These efforts were driven not by obligation, but by genuine compassion and a shared sense of purpose.

We have equally focused on nurturing a people-first workplace, enhancing wellbeing, strengthening safety frameworks, promoting continuous learning, and ensuring a supportive and inclusive environment. Our recognition as a Great Place to Work during this period reinforces our commitment to cultivating trust, belonging, and professional growth.

As we look ahead, we remain firmly anchored in responsible growth guided by ethics, compassion, and a determination to create value that extends far beyond business outcomes. We will continue to strengthen community partnerships, expand employee engagement, and deepen our commitment to sustainability.



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1 Executive Summary

This Social Impact Report presents a comprehensive overview of Pierag’s initiatives and commitments during the period 1 April 2024 to 30 September 2025. It highlights voluntary social responsibility efforts, workplace practices, governance mechanisms, environmental participation, and community outreach programs.

Our key focus areas during this period included:

- Community development and welfare,
- Environmental cleanliness and restoration,
- Employee wellbeing and workplace culture,
- Ethical governance and responsible operations,
- Alignment with ISO 26000 Social Responsibility standards,
- Contribution to UN Sustainable Development Goals (SDGs)

Pierag’s Social Impact efforts reflect a purpose-driven approach that aligns organizational values with societal needs.

2 About the Firm

Pierag Consulting, established in 2021, has rapidly evolved into a trusted multi-disciplinary consulting firm offering Assurance, Accounting Advisory, Business Risk Advisory, Technology Risk Advisory, ESG & Sustainability, Transaction Advisory, and Tax services.

With a workforce of 130 professionals as of September 2025, Pierag continues to uphold its cultural pillars—Empathy, Equity, and Excellence—through a people-centric model that prioritises innovation, inclusion, and employee growth.

Pierag’s talent strategy focuses on continuous learning, diversified project exposure, and creating an environment where each individual is empowered to excel. Our people-first approach has played a pivotal role in the firm earning the **Great Place to Work** recognition during the reporting period.



3 Employee & Talent Overview

Pierag continues to strengthen its workforce through a balanced talent structure, consistent learning investments, and people-first policies. Employees of the firm are required to complete a defined minimum number of training hours each year, ensuring continuous skill enhancement and professional growth. As of September 2025, the firm’s talent composition is as follows:

Category	Details
Total Employees	130
Gender Distribution	Male: 64% Female: 36%
Employee Retention Rate	81%

4 Organizational Governance & Social Responsibility

Pierag’s governance structure ensures that all Social Impact activities are thoughtfully planned, responsibly executed, and continuously monitored.

The Founder and Managing Partner provide overall strategic direction for the firm’s social responsibility commitments, ensuring that all initiatives align with the organization’s values and long-term vision.

At an operational level, the firm’s dedicated CSR team, “PRAYAS”, leads the planning and execution of CSR-specific initiatives such as community engagement, child welfare programs, environmental drives, and social outreach activities. PRAYAS is responsible for identifying suitable NGOs, coordinating with partner organizations, organizing events, and facilitating employee volunteering.

Separately, other social and people-centric initiatives within the organizations such as employee wellbeing, volunteering drives, workplace inclusion events, and wellness programs are coordinated by the HR Head and Operations team. They ensure seamless participation, resource support, and implementation across all internal social programs.

Together, the Founder and Managing Partner, PRAYAS team, HR leadership, and Operations team create a cohesive governance model that ensures all Social Impact activities are intentional, well-structured, ethically executed, and aligned with Pierag’s commitment to responsible growth.



Pierag's governance foundation is built on strong ethical principles and clearly defined workplace policies that guide behavior, decision-making, and responsibility.

5.1 Code of Conduct

The organization-wide Code of Conduct establishes a clear standard of expected behavior for all employees. It outlines principles related to ethical decision-making, integrity in client interactions, confidentiality of sensitive information, respectful workplace conduct, and compliance with legal and regulatory requirements. The Code serves as a guiding framework that ensures employees conduct themselves in a manner that reflects the firm's values of professionalism, respect, and responsibility. It also functions as a reference point for addressing behavioral concerns and reinforces a culture of trust and accountability.

5.2 Anti-Bribery & Anti-Corruption Safeguards

Pierag maintains strong anti-bribery and anti-corruption practices by incorporating clear and binding clauses within all Non-Disclosure Agreements executed with employees. These contractual commitments prohibit unethical behavior such as offering or accepting bribes, engaging in corrupt activities, misusing influence, or participating in any conduct that compromises professional integrity. By embedding these obligations into formal agreements, Pierag ensures transparency, legal compliance, and ethical conduct across all engagements. This approach reinforces the organization's unwavering stance on integrity and responsible business practices.

5.3 Grievance Redressal Mechanism

Pierag's grievance redressal framework ensures that employees can raise any issue, concern, or challenge in a safe, respectful, and confidential environment. Employees are encouraged to approach Business HR for any matter involving discrimination, unacceptable behavior, or workplace-related difficulties. The HR team facilitates the process by guiding the employees, coordinating with relevant stakeholders, and ensuring that the concern is addressed promptly and fairly. All individuals involved in the process are expected to maintain complete confidentiality and cooperate fully until the matter is resolved.

The organization strictly prohibits the sharing or discussion of grievance-related information with colleagues, clients, or on any online or offline platform, as such actions violate the Code of Conduct and may harm the organization's integrity and work environment. Pierag's structured approach reinforces trust, prevents retaliation, and upholds the firm's commitment to a harmonious, ethical, and responsible workplace.



5.4 Equal Opportunity & Fair Workplace Practices

Pierag is committed to fostering an equitable, inclusive, and fair workplace where all individuals are treated with dignity and respect. The organization upholds strong equal opportunity principles, ensuring that recruitment, promotions, performance assessments, and recognition practices are based solely on merit, capability, and professionalism. Any form of discrimination whether based on gender, age, caste, ethnicity, religion, nationality, disability, or sexual orientation is strictly prohibited, reinforcing our commitment to fairness and integrity across all levels.

To maintain a safe and gender-sensitive work environment, Pierag implements the Prevention of Sexual Harassment (POSH) Policy with utmost diligence. Employees are regularly sensitized about behavioral expectations, reporting mechanisms, and the firm's zero-tolerance approach to harassment. The Internal Committee operates with independence, confidentiality, and fairness to ensure timely resolution of any reported concerns. Notably, **there were zero POSH cases reported during the entire reporting period**, reflecting the organization's respectful work culture, awareness efforts, and commitment to employee safety.

Pierag also maintains rigorous standards of data protection, confidentiality, and information security. The organization's **ISO 27001 certification** reinforces its commitment to cybersecurity, responsible handling of client information, and secure operational practices. Through disciplined access controls, risk assessments, employee training, and continuous monitoring, Pierag ensures that sensitive data is protected at every stage of engagement.

These collective practices strengthen an environment where employees feel secure, valued, and empowered, while clients and stakeholders experience trust, transparency, and responsible governance.

5.5 Human Rights Commitment

Pierag upholds global human rights principles, including the right to dignity, safe working conditions, freedom from harassment, and prohibition of forced or child labor.

5.6 Health & Safety Protocols

Employee wellbeing is a key focus area at Pierag. The firm provides comprehensive medical, life, and personal accident insurance that extends security to employees and their families. Workplace safety measures, ergonomic guidelines, and access to medical assistance ensure a physically safe environment. Flexible working arrangements support work-life balance, particularly for employees with personal or health-related needs. Additionally, the firm maintains a strict drug-free workplace policy that emphasizes mental clarity, psychological safety, and responsible behavior. Together, these initiatives create a workplace culture centered on safety, wellness, and holistic support.



5.7 Rewards, Recognition & Engagement

Pierag recognizes the importance of employee morale and community in building a collaborative workplace. Celebratory events, festive gatherings, team-building activities, and cultural programs play an essential role in strengthening interpersonal bonds across teams. The firm implements structured rewards and recognition initiatives to appreciate exceptional performance, dedication, and contributions to organizational goals. These programs foster a sense of pride, belonging, and motivation among employees, contributing to a positive and cohesive organizational culture.

5.8 Innovation & Talent Development

Innovation is encouraged through the firm's internal Incubation Centre, which provides a platform for employees to propose, develop, and refine innovative ideas and solutions. This environment promotes creativity, experimentation, and problem-solving, empowering employees to contribute beyond their regular responsibilities. In addition, Pierag has adopted AI-enabled hiring tools to ensure a fair, efficient, and unbiased recruitment process. These tools help eliminate unconscious bias in initial screening and support data-driven talent acquisition, thereby enhancing the quality and diversity of the firm's talent pool.

5.9 Stakeholder Engagement and Social Priorities

Pierag's Social Impact priorities are shaped through continuous engagement with our key stakeholders, including employees, community partners, clients, vendors, and relevant regulatory bodies. These interactions help us understand expectations, identify areas of social need, and design purposeful initiatives that create meaningful value.

Employees provide insights into wellbeing, culture, and inclusion. Community partners guide us toward ground-level social needs and impactful interventions. Clients expect responsible business behavior, data security, and ethical advisory practice, which shape our commitment to transparency and quality. Vendors contribute to responsible procurement practices, while regulatory bodies guide compliance and ethical operations.

Through these ongoing interactions, Pierag has identified several core areas of focus: employee development and wellbeing, data governance and cybersecurity, ethical business conduct, environmental responsibility, and community upliftment. Employee-led initiatives further highlight the culture of compassion and ownership that drives our Social Impact programs.



6 Social Impact Performance

6.1 CSR Governance – PRAYAS Club

Our Social Impact body, PRAYAS, serves as a dedicated platform for employee volunteering, community outreach, sustainability awareness, and social innovation. PRAYAS channels employee energy into initiatives focusing on:

1. Education
2. Community care
3. Environment
4. Wellness & inclusion



It supports both on-ground volunteering and organizational-level programs.

6.2 Key CSR Initiatives (April 2024 – September 2025)

6.2.1 Plantation Drive (Chandigarh, Gurugram, Jaipur – June 2024)

Pierag organised plantation drives across multiple locations, where employees came together to plant trees and contribute to a healthier environment. The initiative strengthened environmental awareness, encouraged a sense of responsibility, and promoted collective care for nature.





6.2.2 Drishti - Lens of Hope (Gurugram – October 2024)

Employees visited The Earth Saviours Foundation, sharing meals, spending time with residents, and engaging in interactive activities. The initiative strengthened emotional connection and reinforced our belief in empathy-driven community support.



6.2.3 Muskaan - The Gift of Care (Jaipur – December 2024)

In partnership with healthcare professionals, a dental check-up and oral hygiene awareness session was organized at Prayaas Corps Orphanage. The team also conducted interactive activities and games, creating a joyful environment for children.





6.2.4 Clean-Up Drive (Jaipur – June 2025)

In collaboration with Vrikshit Foundation, employees participated in cleaning the surroundings of Jaipur’s Hawa Mahal, raising awareness on responsible waste disposal and preserving heritage spaces.



6.2.5 Cleanliness Drive (Chandigarh – June 2025)

A community cleanliness initiative was carried out to remove waste, raise public awareness, and encourage responsible civic behavior, contributing to healthier and cleaner public spaces.



6.2.6 Feeding with Faith – Langar Seva (Panchkula – July 2025)

Employees took part in langar seva, preparing and serving freshly cooked meals with humility and compassion. The initiative fostered togetherness, gratitude and community nourishment.





6.2.7 Swaad aur Sewa – The Taste of Giving (Jaipur – July 2025)

Meals were prepared and distributed to underserved communities, reflecting our commitment to dignity, care and supporting individuals facing food insecurity.



6.2.8 Extending Care to Children in Need (Delhi, Jaipur & Panchkula – September 2025)

Teams visited Palna (Delhi Council for Child Welfare), Naya Savera (Jaipur), and Bal Niketan (Panchkula). Activities included donation drives, engagement sessions, and emotional support for children from vulnerable and challenging backgrounds.



6.2.9 Park Clean-Up Drive (Gurugram – 2025)

In association with Vrikshit Foundation, employees restored a park in Islampur Village, transforming it into a cleaner, safer, and revitalized community space for local residents.





6.2.10 Additional Community Programs

Across locations, employees also conducted food drives, Chabeel distributions, additional cleanliness activities, and visits to institutions supporting vulnerable groups. These small yet consistent acts of service reflect Pierag's belief in continuous community-focused care.



6.3 Long-Term Outcomes

These initiatives resulted in enhanced community awareness on hygiene and cleanliness, strengthened relationships with NGOs, revitalized public spaces, and improved access to nutrition for underserved communities. Internally, these engagements reinforced a culture of volunteerism, empathy, purpose-driven collaboration, and shared social responsibility.

6.4 Labor Practices & Employee Wellbeing

Pierag's labor and workplace practices focus on creating a safe, supportive, and growth-oriented environment. Key initiatives include:

6.4.1 Health & Safety Benefits

- Comprehensive medical, life, and personal accident insurance for all employees.
- Safe and ergonomic workplace design principles.
- Periodic health check-up support and easy access to medical assistance.
- Strict drug-free workplace norms ensuring physical and psychological safety.

6.4.2 Work-Life Balance & Flexibility

- Flexible work arrangements enabling balance between professional and personal responsibilities.
- Leave policies that prioritize employee wellbeing, family needs, and personal Development.



6.4.3 Mental & Emotional Wellbeing

- Yoga and meditation sessions conducted for stress relief and mindfulness.
- Inclusive therapy sessions with specially abled therapists conducted in partnership with The Maalish Co.
- Open-door communication culture encourages employees to raise concerns without hesitation.



6.4.4 Onboarding & Integration

- Structured Onboarding Program providing role clarity, cultural orientation, and functional readiness.
- Buddy Program pairing new joiners with experienced colleagues for smooth transition and support.

6.4.5 Learning & Development

- Access to professional certifications and role-based upskilling resources.
- Leadership exposure through internal forums, mentoring, and project ownership.
- Cross-functional learning opportunities promoting diversified skill-building.

6.4.6 Fair Workplace Practices

- Merit-driven performance evaluation systems with transparent processes.
- Equal opportunity practices ensuring bias-free decisions in hiring and promotions.
- Accessible Grievance Redressal Mechanism ensuring confidentiality, fairness, and timely resolution.



6.4.7 Provident Fund & Retirement Security

Pierag ensures Provident Fund (PF) coverage for all eligible employees as part of its commitment to long-term financial and retirement security. The PF framework enables employees to build sustained savings throughout their career, offering financial stability during post-employment years. By supporting disciplined retirement planning and contributing proactively to employees' social protection, the organization reinforces responsible employment practices and its dedication to employee wellbeing beyond active service.

6.4.8 Maternity & Paternity Benefits

Pierag provides maternity and paternity benefits to all eligible employees, ensuring that new parents receive the support they need during one of life's most important transitions. These benefits promote gender equity, work-life balance, and a family-friendly work environment. By offering inclusive parental support, the firm reaffirms its commitment to employee wellbeing and to fostering a workplace where individuals feel valued both personally and professionally.

6.4.9 Employee Engagement, Culture & Recognition

Pierag actively nurtures a positive, vibrant, and collaborative workplace culture through a range of engagement activities, celebrations, and recognition initiatives. These efforts play a vital role in strengthening team cohesion, fostering belongingness, and promoting a supportive organizational environment.



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The organization regularly conducts cultural events, festival celebrations, and team-building activities to encourage employee interaction beyond day-to-day work. These initiatives help break routine, enhance interpersonal bonds, and create memorable shared experiences that contribute to a harmonious workplace culture. Structured Rewards & Recognition programs further reinforce a culture of appreciation by acknowledging exceptional performance, dedication, and contributions that align with organizational values.

One of the engaging highlights during the reporting period was the **Children’s Day Celebration**, which brought a sense of nostalgia and joy to the office. Employees shared childhood favorites such as Satmola, Anardana, and Parle toffees, sparking conversations about school memories and carefree laughter. A game of stapoo (hopscotch) at the office entrance and discussions about old TV shows created a playful atmosphere filled with warmth, joy, and team bonding. The celebration served as a reminder of the simple pleasures that strengthen human connections and enrich the organizational culture.

Together, these engagement and recognition practices build a workplace where employees feel valued, connected, and motivated contributing significantly to overall wellbeing and long-term retention.



6.5 Human Rights

Pierag upholds human rights principles through strong POSH compliance, a transparent grievance mechanism, and non-discriminatory hiring and workplace practices. The firm maintains strict prohibition of forced/child labor and ensures safe working conditions for all employees.

6.6 Fair Operating Practices

Our ethical conduct is reflected through:

- NDA-based anti-corruption safeguards,
- Transparent client engagements,
- Ethical marketing and communication,
- Internal reviews and compliance checks.

These practices safeguard fairness, accuracy, and accountability in all interactions.



6.7 Environmental Responsibility

Pierag's Gurugram office operates from a LEED certified Green Building that exemplifies sustainability, powered by energy-efficient systems, smart water management, superior air quality standards, and a clear pathway toward Net Zero Carbon operations. Clean-up drives in Jaipur, Chandigarh, and Gurugram further highlight our commitment to environmental stewardship.

6.8 Client Impact

Through ISO 27001-aligned data governance, strong quality assurance mechanisms, transparent communication, and professional independence, Pierag ensures responsible service delivery and builds long-term trust with clients.

7 Alignment with UN SDGs & ISO 26000

Pierag's Social Impact initiatives are thoughtfully designed to advance global sustainability priorities. The firm's programs directly contribute to several United Nations Sustainable Development Goals (SDGs), including SDG 3: Good Health & Well-Being, SDG 4: Quality Education, SDG 5: Gender Equality, SDG 8: Decent Work & Economic Growth, SDG 10: Reduced Inequalities, SDG 11: Sustainable Cities & Communities, SDG 12: Responsible Consumption & Production, SDG 13: Climate Action, SDG 16: Peace, Justice & Strong Institutions, and SDG 17: Partnerships for the Goals. These linkages reflect a balanced focus on people, communities, and the environment. The firm's approach also aligns with the core principles of ISO 26000 by integrating responsible practices across organizational governance, human rights protection, labor and welfare standards, environmental stewardship, ethical operating practices, stakeholder and community engagement, and support for long-term sustainable development. Together, these frameworks guide Pierag in ensuring that its social impact remains structured, accountable, and globally relevant.





8 Future Roadmap

Pierag will deepen partnerships with NGOs, expand volunteer programs, enhance mental wellbeing initiatives, strengthen environmental stewardship, advance inclusive workplace practices, and introduce more structured impact measurement systems to improve transparency and long-term value creation.

9 Future Outlook

Our Social Impact journey from April 2024 to September 2025 reflects a unified effort driven by purpose, empathy, and responsibility. We remain committed to strengthening our contributions to communities, the environment, our people, and the broader ecosystem we operate in. With consistent effort and collective conviction, we aim to continue building a socially conscious organization that upholds integrity and inspires meaningful change.



Pierag Consulting

Pierag Consulting was founded in February 2021 by Abhishek Gupta, Thomas Raffa and Pierian Services as a unique business model to serve clients globally by blending domestic proficiency with global expertise. Since then, we have been serving prominent clients across the US, SEA, India and UK in the field of Assurance, Accounting & Transactions Advisory, Business Risk, Technology Risk Advisory and ESG Services.

With more than 300+ team members and offices across India (Gurugram, Jaipur, Chandigarh, Mumbai and Bengaluru), US and Singapore, we are fueled by our purpose of 'Inspiring people to do things that inspires them' and our values of 'Excellence, Equity & Empathy'.

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