



Corporate Social Responsibility Policy

**Updated as of
07/31/2025**

1. PURPOSE

This policy outlines our commitment to sustainability across environmental, social, and governance dimensions. As the leader in delivering results driven workforce management solutions operating primarily in a remote work environment, we recognize our opportunity to reduce environmental impact, promote equitable employment practices, ensure the health and well-being of our employees and Associates, and uphold ethical governance.

2. SCOPE

This policy applies to all employees, contractors, and partners engaged in our operations, regardless of location.

3. ENVIRONMENTAL SUSTAINABILITY

We are committed to minimizing our environmental footprint through:

- Remote Work Optimization: Reducing commuting-related emissions by maintaining a remote-first workforce model.
- Digital Efficiency: Leveraging cloud-based platforms and energy-efficient technologies to reduce resource consumption.
- Sustainable Procurement: Prioritizing vendors and partners who demonstrate environmental responsibility.
- Education: Promoting ways that individuals can make a positive impact on our environment through personal actions.

4. SOCIAL RESPONSIBILITY

We strive to foster an inclusive, equitable, and supportive work environment:

- Engagement: We build a culture where every voice matters. Respect, trust and diverse perspectives spark bold, innovative moves.
- Remote Work Equity: Ensuring all employees have access to the tools, training, and support needed to thrive remotely.
- Ensuring Access to Health and Wellness Programs: We are working diligently to ensure affordable healthcare access to all eligible employees and Associates that include fully covered preventative care, promote exercise, weight loss and healthy living.
- Employee Well-being: Offering mental health resources, flexible schedules, and wellness programs tailored to remote work.
- Community Engagement: Supporting local and global communities through volunteerism, philanthropy, and workforce development initiatives. We offer PTO time available for our employees to engage in charitable work.

5. GOVERNANCE & ETHICS

We uphold the highest standards of integrity and accountability:

- Data Privacy & Security: Ensuring robust protection of employee and client data in all digital operations.
- Ethical Business Practices: Maintaining transparency in decision-making, procurement, and client engagement.

- Compliance: Adhering to all applicable laws, regulations, and industry standards.
- Continuous Improvement: Regularly reviewing and updating sustainability practices based on stakeholder feedback and evolving best practices.

6. IMPLEMENTATION & OVERSIGHT

- Leadership Commitment: Senior management is responsible for championing sustainability initiatives and integrating them into strategic planning.
- Employee Engagement: All employees are encouraged to contribute ideas and participate in sustainability efforts.
- Monitoring & Reporting: Key performance indicators (KPIs) will be established and reported annually to assess progress and identify areas for improvement.

7. REVIEW CYCLE

This policy will be reviewed annually to ensure relevance, effectiveness, and alignment with our corporate values and stakeholder expectations.