Environmental, Social and Governance Statement (ESG Statement)

Our Purpose and our Mission

Orgvue is an award-winning SaaS company that enables businesses to design, plan and monitor their organisations, empowering them to adapt with confidence.

Our ESG Statement underpins our programmes and activities across all locations worldwide. It sets out our global approach to sustainable purpose and informs our decision making with a clear focus on our environmental impact, our people, culture and community and ensuring we conduct our business with the highest levels of integrity and ethics.

We believe that how we behave not only enhances our employee experience but also and equally as important, drives sustainable business development and improve our contribution to the environment and society.

Environmental Pillar

We recognise that our activities have a direct impact on the environment and we aim to promote environmental awareness amongst our employees to limit such an impact.

Whilst as a SaaS business whose software is hosted at third party data centres, our environmental impact is relatively limited. We also recognise our employees can take actions to minimise environmental impact and reduce our carbon footprint. At Orgvue, we are passionate about the environment and make sure we take concrete action to reduce the production of waste and promote recycling wherever possible, we utilise all natural resources, such as water, energy and paper in the most efficient way and promote the use of public transport limiting private travel via car and / or plane wherever possible.

Social Pillar

Fostering a culture of openness, collaboration and respect is key at Orgvue. We value our people's wellbeing having recently launched the Orgvue Wellbeing Programme with a suite of physical, mental and emotional wellbeing initiatives such as mental health webinars, virtual yoga classes and free corporate membership of the mindfulness app, Headspace. Our working environments are not only health and safety compliant, they are designed with fun and creativity in mind with employees regularly making use of our café bar, pool table and 'writable' walls.

Through employee engagement surveys and focus groups we actively listen to our people and work together to take action on things that matter to them. We strive to achieve a diverse and inclusive environment where people feel they can bring their whole self to work. Our celebration of Pride month included sharing of personal stories volunteered by employees identifying as LGBTQ+ to raise

a deeper awareness of the issues impacting them. We are extremely proud of our active Black Lives Matter employee-led forum, which leads on initiatives such as the celebration of Black History Month.

We encourage our employees to give back to their local communities, whether through time, effort or financial contributions. For example, from the onset of the COVID 19 crisis we actively encouraged our employees to take paid time off to support the NHS.

At Orgvue we embrace a culture of continuous learning by supporting employee training and development including through initiatives such as our highly participated hackathons. As a data-led Company we, naturally, continually measure our workforce demographic including gender diversity, employee engagement and attrition data.

Governance Pillar

Underpinning Orgvue's activities is a 'best-in-class' governance, risk and compliance framework. This framework is supported by procedures and systems to ensure that we apply, at all times, high levels of personal and professional integrity.

Our Board, which includes three committees is comprised of 3 independent directors and one executive director and several independent Board observers, is governed by Corporate Governance guidelines. The Board is ultimately responsible for ESG and related topics and receives regular reports on Orgvue's ESG program.

We have put in place the necessary policies and procedures including a Corporate Governance Manual and Employee Code of Conduct. We also provide ongoing training to ensure that the highest standards of compliance are embedded right across our Group operations.

Ensuring the safety and security of our client's data is of the utmost importance to us. Our Information Security and Risk Management groups help protect our Client's from potential risk, data loss and threats through security, risk management and compliance efforts.

As part of these efforts, we have a comprehensive set of policies designed to prevent security breaches. Our Vulnerability and Risk Management policies outline our proactive efforts to mitigate risk and help protect our Clients' privacy and data. This includes continuous monitoring, identifying threats and testing the vulnerability of our product and solution.

Our privacy policy is available on our website and explains how we collect, use, disclose and otherwise process personal information in connection with our services. These policies outline our compliance with the UK Data Protection Act 2018, European Economic Area Privacy Disclosures, the California Consumer Privacy Act of 2018, and other regulations.