

agap2IT

CORPORATE AND
SOCIAL
RESPONSIBILITY
POLICY





BACKGROUND

At agap2IT we know that the coming times will be very important in terms of corporate and social responsibility that is why our goal is to be active in promoting a better and more sustainable world.

OUR VALUES

Our ambitions are to help implement an ethical and transparent plan, in order to guarantee a better present and a different future for other generations.

COMMITMENTS

Health and Wellbeing

Promote the well-being of all employees, as well as their physical and mental health through various initiatives such as:

- Free general medicine consultations
- Free psychologist
- Free nutritionist
- Promotion of physical exercise and sporting activities
- Awareness and awareness actions.



Development and Training

Ensure the professional growth of all employees by providing constant opportunities for learning and evolution. To this end, there are training courses open to everyone, as well as online platforms for this purpose, workshops, career planning and management and even sharing of tips aimed at the job market.

Supporting communities and associations

Do our part in building a fairer and more balanced world through the help that can be given from our side. In this sense, we invest in different actions such as:

- Specific and thematic donations
- Technological education support programs
- Volunteer events with employees

Diversity and Inclusion

Promote an environment and business culture where all people are valued and treated fairly through actions such as:

- Awareness-raising workshops and lectures
- Awareness and awareness actions
- Debate groups
- Internal surveys
- Gender Equality Index
- Review of internal documentation



Environment

Ensuring that our environmental footprint is increasingly smaller and that we contribute to the defense of the planet through our actions as a company and through raising awareness of environmental issues among our employees. To achieve this, several actions are taken:

- Elimination of single-use products
- Reuse and recycling of assigned computers and cell phones
- Selected selection of our suppliers according to social and environmental responsibility criteria
- Measurement of carbon emissions and annual reduction
- Implementation of electric vehicles and charging stations for them in the company's headquarters garage
- Installation of solar panels at the company's headquarters
- Compensation for carbon emissions emitted through the official agap2it website

Transparency, Involvement and Inclusion

Promote the sharing of information about the company internally and externally so that knowledge about it is general:

- Regular internal and external communication of results and news
- Means of internal communication
- Headings on social media that provide information about day-to-day life and journeys within the company
- Internal events and integration sessions



MONITORING AND COMMUNICATION

Monitoring

The working group created for Social and Corporate Responsibility is responsible for monitoring and implementing the entire defined plan, in accordance with the approval of the CEO and directors associated with each area.

We carry out periodic reviews to ensure that the plan fits into current reality and all control is carried out through an internal platform created for this purpose. Furthermore, the sustainability report is also published annually, where all information and results are compiled.

Communication

Agap2it's commitment to Corporate and Social Responsibility is reflected in the creation of this public document and the sharing of all information and actions on the topic – both internally and externally. To do this, we use several means of communication:

- Official website
- Internal newsletter
- Intranet
- CSR annual report
- Social media



THANK YOU.



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