



## **Origen Technologies Information Statement of Commitment**

### **Origen Technologies Statement of Commitment to Sustainability and the Environment**

**CONFIDENTIAL INFORMATION**

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The content of this document is confidential. Consequently, this information shall not be disclosed under any circumstances, nor used for other purposes other than those for which the document was created without prior authorization from Origen Technologies.

At **Origen Technologies**, we are committed to environmental preservation and the promotion of sustainability in all our activities. We recognize the essential importance of adopting sustainable practices to ensure a healthy and prosperous future for generations to come.

As a "Remote First" company, we understand that our commitment to sustainability extends beyond our operations and reaches our employees, consultants, and partners in their daily activities.

We are committed to implementing and promoting measures that demonstrate our commitment to environmental responsibility. These measures include:

**1. Awareness and Education:** We pledge to raise awareness and provide education on environmental issues among our employees, consultants, and partners. This includes conducting sustainability training and disseminating relevant information in our internal and external communications.

**2. Policies and Guidelines:** We are developing clear environmental policies and guidelines to guide our operations and business activities. These policies will include guidelines to reduce resource consumption, minimize waste, and promote sustainable practices across all areas of our company.

**3. Sustainable Partnerships:** We are committed to seeking partnerships with suppliers and service providers who share our commitment to sustainability. We are dedicated to working with partners who adopt responsible environmental practices and are committed to reducing their own environmental impact.

**4. Development of Sustainable Solutions:** We always strive to ensure that our projects and technologies are geared towards fostering a culture of sustainability. This way, we can help our clients reduce their environmental impact and promote sustainable practices in their own businesses.

**5. Monitoring and Evaluation:** We are developing monitoring and evaluation mechanisms to track our progress towards environmental and sustainable goals. This includes conducting environmental impact assessments, analyzing environmental performance indicators, and periodically reviewing our environmental practices and policies.

Furthermore, with SAP as our main business partner, we feel even more encouraged to build a sustainable environment, as the company is globally recognized for its commitment to the environment.

SAP offers solutions aimed at reducing carbon emissions, such as SAP Environment, Health and Safety (EHS) Management and SAP Carbon Footprint Management. Additionally, the company also assists its clients and partners in

waste reduction with solutions like SAP Waste and Recycling Management and SAP Product Lifecycle Management.

At **Origen Technologies**, we are determined to do our part to protect and preserve the environment. We recognize that this is an ongoing journey, and we are committed to continuously exploring new opportunities and initiatives to reduce our environmental impact and promote sustainability across all areas of our company.

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## **Origen Technologies Statement of Commitment to Diversity and Inclusiveness**

At **Origen Technologies**, we are steadfast in our commitment to fostering a diverse and inclusive environment across all facets of our operations. We recognize the intrinsic value of embracing diversity and creating an inclusive workplace where every individual feels respected, valued, and empowered to contribute their unique perspectives and talents.

Understanding the pivotal role diversity plays in driving innovation and creativity, we endeavor to cultivate an environment where differences are celebrated, and inclusion is ingrained in our corporate culture.

Origen is a multinational company and diversity is an essential part of our identity. We operate in a global landscape where differences in languages, cultures, and experiences are always present. We understand that this variety enriches us, driving innovation and strengthening our ability to meet the needs of customers and partners worldwide.

In pursuit of our commitment to diversity and inclusion, we undertake the following initiatives:

**1. Education and Awareness:** We implement comprehensive education and awareness programs aimed at fostering understanding, empathy, and appreciation for diverse perspectives and experiences among our employees, consultants, and partners.

**2. Inclusive Recruitment Practices:** We actively seek to diversify our workforce by adopting inclusive recruitment practices, ensuring equitable access to employment opportunities, and eliminating biases in our hiring processes.

**3. Cultural Competency Training:** We will provide cultural competency training to equip our teams with the skills and knowledge necessary to effectively engage with diverse audiences and navigate cross-cultural interactions with sensitivity and respect.

**4. Community Engagement:** We actively engage with diverse communities, organizations, and stakeholders to understand their needs, perspectives, and priorities, and work collaboratively to address systemic barriers to inclusion and equity.

**5. Inclusive Leadership Development:** We will invest in leadership development programs that promote diversity, equity, and inclusion at all levels of our organization, fostering a culture of inclusive leadership that values and leverages diverse perspectives.

In alignment with our commitment to diversity and inclusion, we draw inspiration from our partnership with SAP, a company renowned for its dedication to diversity and inclusion. SAP has implemented various initiatives aimed at promoting a diverse and inclusive workforce, including programs to support underrepresented groups and initiatives to promote gender equality in leadership positions.

At **Origen Technologies**, we recognize that diversity is our strength and inclusion is our foundation. We are committed to creating a workplace where every individual feels valued, respected, and empowered to succeed. Through our collective efforts, we will continue to build a diverse and inclusive organization that reflects the rich tapestry of human experience and drives innovation, creativity, and excellence.

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## **Origen Technology Statement of Commitment to Health and Safety**

At **Origen Technologies**, we recognize that the health and safety of our employees are fundamental priorities for the success of our company. We understand that a safe and healthy work environment not only protects our employees but also fosters a culture of trust, well-being, and productivity.

As a Remote First company, we understand that our employees may be working in a variety of environments, from their homes to shared spaces. Therefore, it is essential to ensure that they have the necessary conditions to carry out their activities safely and healthily, regardless of the workplace location.

We firmly believe that investing in the health and safety of our employees is an investment in the long-term success of our company. Healthy and safe employees are more engaged, productive, and able to contribute to our growth and prosperity.

To fulfill our commitment to health and safety, we are committed to implementing proactive measures that promote the physical and mental well-being of our employees. This includes promoting healthy practices, raising awareness about health and safety risks, and providing support resources.



We recognize that as a multinational company, it is important to adapt health and safety measures to each reality. This includes providing guidance and resources for employees on business trips, events, and other activities outside the usual workplace.

Some of the measures we are committed to implementing include:

- 1. Wellness Programs:** We will offer wellness programs that encourage physical activity, healthy nutrition, and stress management.
- 2. Safety Training:** We will provide regular safety training for all employees, addressing issues such as ergonomics, accident prevention, and cybersecurity.
- 3. Travel Policies:** We will implement clear travel policies and guidelines to ensure the safety of employees on business trips, including guidance on health, safety, and well-being during travel.
- 4. Support Resources:** We will provide support resources for employees facing health or safety challenges, offering access to information, guidance, and personalized support.

We are committed to listening carefully to the feedback of our employees, regularly evaluating our policies and practices, and implementing necessary changes to meet the evolving needs of our team.

At **Origen Technologies**, we deeply value our employees and are committed to creating a work environment where their health, safety, and well-being are top priorities. Through our ongoing commitment to health and safety, we are building a stronger, more resilient company capable of facing the challenges of the future.

The terms of service were last updated on 03/01/2024.