



Environmental, Social, and Governance Manifesto

At Ushuaia Solutions, we are committed to conducting our business in a socially responsible manner, contributing positively to society and the environment.

Ushuaia's Manifesto defines our unwavering vision for our organization in one concise statement: From text to people. In our people-centric approach, delivering positive change for the clients and communities we serve requires safe, innovative, and practical solutions that are sustainable for the long term.

Our Manifesto outlines our approach and commitments to sustainability, diversity, ethics, and community engagement.



Sustainability



Diversity and Inclusion



Ethics and Compliance



Community Engagement



Continuous Improvement

Sustainability

We strive to minimize our environmental impact by:

- ❖ Reducing energy consumption and waste generation
- ❖ Promoting the use of eco-friendly products and practices
- ❖ Implementing recycling and reusing programs whenever possible
- ❖ Encouraging telecommuting and virtual meetings to reduce travel emissions

Diversity and Inclusion

We value diversity and promote an inclusive work environment by:

- ❖ Hiring and promoting employees based on merit, regardless of race, gender, religion, or sexual orientation
- ❖ Ensuring equal pay and opportunities for all employees
- ❖ Providing training and support to foster a culture of diversity and inclusion



Ethics and Compliance

We uphold the highest standards of ethics, and our commitment includes the following:

- ❖ Adhering to all applicable laws, regulations, and industry standards
- ❖ Maintaining transparency in our business practices
- ❖ Avoiding conflicts of interest and unethical behavior
- ❖ Conducting regular audits to ensure compliance with our policies

Community Engagement

We are committed to giving back to the communities in which we operate by:

- ❖ Supporting local charities and non-profit organizations through donations and volunteer work
- ❖ Providing pro bono training and mentorships to students and new graduates
- ❖ Participating in community events and initiatives to promote cultural understanding and social cohesion

Continuous Improvement

We are dedicated to continuous improvement in our CSR practices by:

- ❖ Regularly reviewing and updating our CSR policy to reflect best practices and stakeholder feedback
- ❖ Engaging with our employees, clients, and partners to promote a culture of corporate social responsibility

Governance and Business Ethics Policy

At Ushuaia Solutions, we are committed to maintaining the highest standards of governance and business ethics. Our Governance and Business Ethics Policy outlines our dedication to transparency, accountability, and integrity in all our operations. This policy ensures that we adhere to legal and ethical guidelines, fostering a culture of trust and respect within our organization and with our stakeholders.

Anti-Bribery

We prohibit bribery in any form, including the offering, giving, receiving, or soliciting of bribes, whether directly or indirectly.

Anti-Competitive Practices

We are committed to fair competition and will not engage in anti-competitive practices such as price-fixing, market allocation, or bid rigging.

We will comply with all relevant competition laws and regulations.

Corruption

We prohibit corruption in any form and will not offer, give, receive, or solicit anything of value to improperly influence business decisions or gain an unfair advantage.

We will comply with all applicable anti-corruption laws and regulations.

Conflict of Interest

We require all employees to disclose any conflicts of interest that may arise between their personal interests and the interests of the company.

We will take appropriate measures to manage and mitigate conflicts of interest to ensure that they do not adversely affect our business operations or decision-making processes.

Fraud

We prohibit fraud in any form, including theft, embezzlement, forgery, or misrepresentation. We will take swift action to investigate and address any suspected or reported incidents of fraud.

Information Security

We are committed to maintaining the confidentiality, integrity, and availability of our information assets.

We will implement and maintain appropriate information security measures to protect against unauthorized access, use, disclosure, alteration, or destruction of information.

Money Laundering

We prohibit money laundering activities and will not knowingly engage in any transactions involving the proceeds of illegal activities.

We will comply with all applicable anti-money laundering laws and regulations.

Compliance and Reporting

We will provide training and guidance to employees on this policy and related laws and regulations.

We encourage employees to report any suspected violations of this policy through our confidential reporting mechanism.

We will investigate all reports of suspected violations and take appropriate disciplinary action against those found to be in violation of this policy.

Review and Update

We will review and update this policy periodically to ensure that it remains current and effective in addressing emerging governance and business ethics issues.