

Human Resources Environmental, Social, and Governance (ESG) Statement

At IBEX, we recognize that our employees are our greatest asset and the foundation of our success. The Human Resources department is at the forefront of embedding Environmental, Social, and Governance (ESG) principles into the heart of our workplace culture, talent management, and operational practices. Our commitment to ESG within HR reflects our dedication to creating a sustainable, equitable, and ethical working environment for all our employees.

Environmental Stewardship in HR Practices

We strive to reduce the environmental impact of our HR operations by digitizing HR processes, reducing paper use, and promoting remote work options where feasible.

Remote Work and Flextime: All corporate employees can work from home. Flextime policies reduce peak-time travel congestion for corporate employees traveling into the office. Energy-efficient resources and equipment are provided for home office use.

Commitment to Paperless Working: We strive towards a paperless working environment in alignment with our dedication to reducing our ecological footprint. This initiative significantly reduces paper waste and enhances operational efficiency through digital documentation and electronic communication.

Digital Tools and Platforms: IBEX has invested in and deployed digital tools and software that facilitates electronic signatures, online forms, and virtual meetings, eliminating the necessity for paper-based processes.

Social Commitment

Diversity and Inclusion: We are committed to building a diverse workforce and fostering an inclusive culture where everyone feels valued and respected, irrespective of gender, race, ethnicity, age, sexual orientation, disability, or background.

Employee Well-being: Our comprehensive wellness programs are designed to support the physical, mental, and emotional health of our employees. They offer resources such as health screenings, counseling services, and wellness challenges through our benefits providers.

Learning and Development: We invest in our employees' growth and development through continuous learning opportunities, leadership development programs, and professional certifications and education support.

Governance and Ethical Practices

Our HR policies and practices are governed by a strict code of ethics, which ensures fairness, transparency, and integrity in all employment aspects, including recruitment, compensation, promotions, and disciplinary actions.



We maintain compliance with labor laws and regulations and actively promote a culture of ethical behavior and accountability within our team. This is evident through our *Core Values* below.

- *Passion for Success*
- *Intentionally committed to diversity of thought*
- *Inclusive of all people and perspectives*
- *Do the right thing, even when no one is watching*
- *Improving businesses & communities through collaborative solutions*

Our Pledge

IBEX's HR department pledges to actively monitor, evaluate, and enhance our ESG initiatives. We believe that by integrating these principles into our policies and practices, we can attract and retain top talent, foster a productive and engaged workforce, and contribute to our organization's overall sustainability and success.

Engagement and Collaboration

We encourage open dialogue and collaboration among our employees, management, and stakeholders to improve our ESG efforts continuously. Together, we can create a work environment that reflects our shared values and commitment to sustainability and ethical excellence.