



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

At IBEX, our employees are our greatest asset and the foundation of our success. The Human Resources department is committed to embedding ethical business practices, employee well-being, and responsible governance into the core of our workplace culture, talent management, and operations. Our approach to ESG ensures a fair, transparent, and inclusive environment that supports all employees.

Environmental Stewardship

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

- *Remote Work and Flextime* – Corporate employees can work from home, and flexible schedules help reduce peak-time commuting.
- *Commitment to Paperless Operations* – Digital documentation and electronic communication minimize paper waste.
- *Sustainable Technology* – We invest in energy-efficient resources and virtual collaboration tools to reduce our carbon footprint.

Social Commitment

IBEX fosters a collaborative and respectful work environment that values individual contributions and professional growth.

- *Employee Well-Being* – Our comprehensive wellness programs support employees' physical, mental, and emotional health through health screenings, counseling services, and wellness challenges.
- *Learning and Development* – We provide ongoing education, leadership development, and professional certification opportunities to help employees succeed.

Governance and Ethical Practices

IBEX upholds the highest standards of fairness, transparency, and integrity in all employment aspects, including recruitment, compensation, promotions, and workplace policies.

- We maintain compliance with all applicable labor laws and regulations.
- Our HR policies foster a professional and ethical work environment encouraging accountability and collaboration.

Our Commitment

IBEX pledges to continuously evaluate and enhance our ESG initiatives to attract and retain top talent, foster a productive workforce, and contribute to our long-term success. We encourage open communication and collaboration among employees, management, and stakeholders to strengthen our workplace culture and uphold ethical excellence.



Our Core Values

- Passion for Success
- Committed to open-minded collaboration and innovative thinking
- Respectful of all perspectives and dedicated to teamwork
- Do the right thing, even when no one is watching
- Improving businesses & communities through collaborative solutions