

# Corporate Responsibility



## ISG Cares

ISG has a rich tradition of grass-roots involvement in community service. Our ISG Cares program recognizes the efforts of our employees to make a positive impact on their communities and strengthens our firm-wide commitment to corporate social responsibility with paid time off to pursue volunteer or charitable activities.

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## ISG Women in Digital

The ISG Women in Digital (WiD) program is dedicated to connecting, educating, empowering and recognizing women as they make the most of their digital future. Through events, a LinkedIn community, a podcast series and much more, WiD explores what it means to be a woman in the changing digital world.

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## ISG IDEA Team

The ISG Inclusion, Diversity, Equity and Awareness (IDEA) team is working to help ISG develop a global culture that celebrates colleagues of all perspectives and geographies, with initiatives to understand and lift our unique voices and drive real, continuous change.

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## ISG Environmental Practices Team

More than 90 percent of ISG employees said in a 2021 internal survey they believe a “Go Green” initiative is relevant for the firm. Capitalizing on that energy, the ISG Environmental Practices team is challenging all employees to implement sustainable practices in our offices and homes and reduce our environmental impact.

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ISG employees went above and beyond for the Sleeves Up Blood Drive, inspired by a partner whose son received nine pints of blood during a recent health crisis. Colleagues worldwide donated approximately 100 pints of blood between June and December, surpassing the goal of 90 pints.

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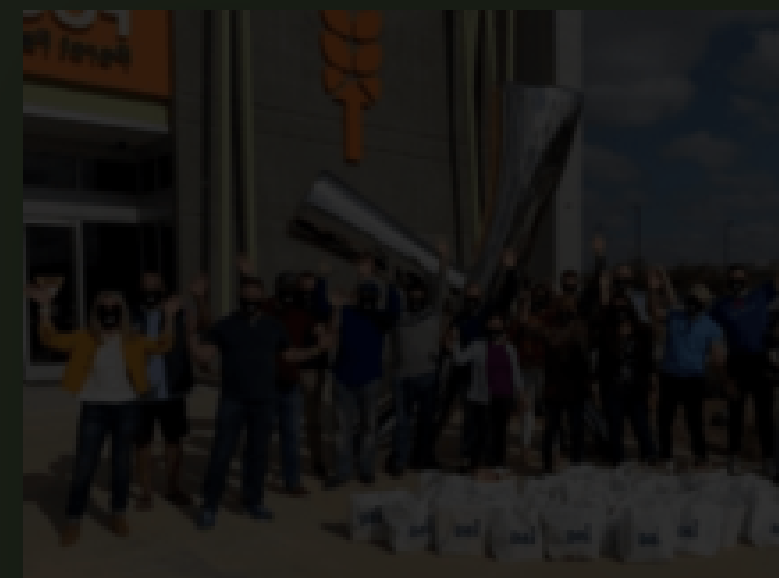


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Over 90 percent of ISG employees participated in a 2021 internal survey where they believe a "Go Green" initiative is relevant for the firm. Building on that energy, the ISG Environmental Practices team is encouraging all employees to adopt sustainable practices in their offices and homes and reduce our environmental impact.







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For the second consecutive year, ISG elected to forgo holiday celebrations in the Americas and donate the savings to food banks. Employees delivered food and funds to organizations in Stamford, Connecticut (above); Austin and Dallas, Texas; Atlanta and Detroit.

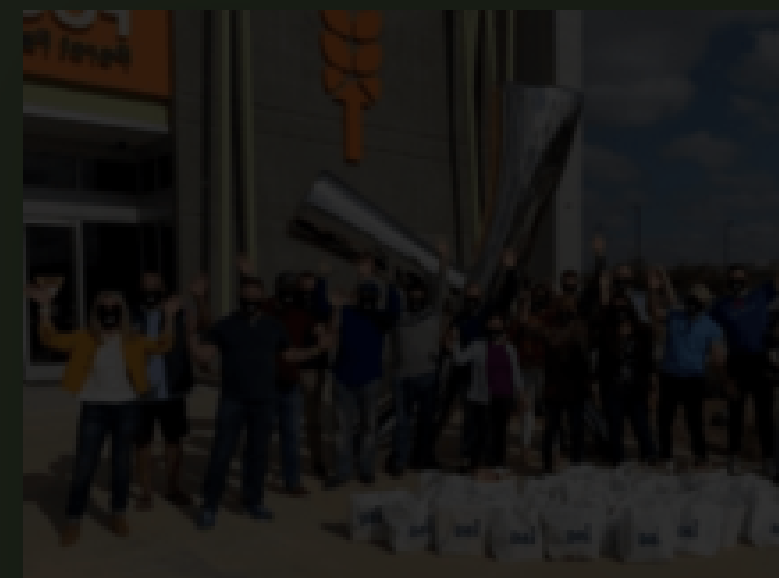
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ISG Australia colleagues joined forces to raise more than \$3,000 by participating in the #1HumanRace virtual challenge to benefit So They Can, a not-for-profit organization committed to providing quality education to children living in poverty.

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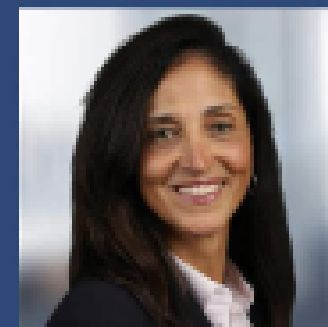
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# Leading the Way for Women in Digital



**Lois Coatney**  
Partner and President



**Kathy Rudy**  
Chief Data and Analytics Officer

Westin Stonebriar/Dallas

At the 15th annual ISG Sourcing Industry Conference, held in person in Dallas in October 2021, ISG partners Lois Coatney and Kathy Rudy presented, "Leading the Way for Women in Digital," outlining key challenges women face in the technology industry and highlighting ISG's efforts to support women, including our mentoring, learning and development, podcasts and new hire support programs.

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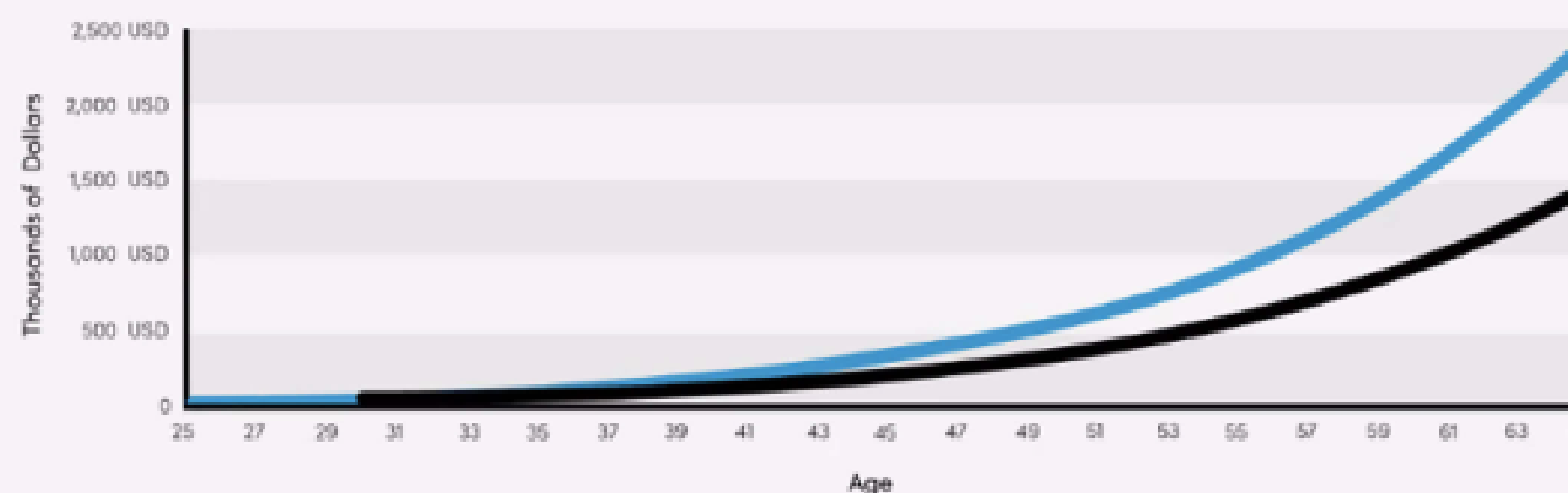
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## Savings is a Long Game

The Power of Compounding

Impact of Time on Savings

### 5,000 USD/year at 10% Annual Return



Age 25 - 65	
Total Investment	200,000 USD
Total Value*	2,434,259 USD
Earnings Beyond Investment*	2,234,259 USD

Age 30 - 65	
Total Investment	175,000 USD
Total Value*	1,490,634 USD
Earnings Beyond Investment*	1,315,634 USD

\*Before Taxes  
Assumes a 24% Current Tax Rate, 22% Retirement Tax Rate and 2.9% Expected Rate of Inflation  
<https://www.cnbc.com/2020/01/28/what-the-rule-of-72-is-and-how-it-works.html>

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ISG Women in Digital hosted two sessions of a global webinar on “Women + Wealth: Owning Your Financial Future,” in September. Nearly 80 employees attended the first Speaker Enrichment Series event for a global audience, a webinar fireside chat tailored to support smart financial choices at every life stage.

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## Events, Community, and Podcasts

Join our efforts to explore what it means to be a woman in a digital world. Our goal is to create a space for women's voices and experiences in the workplace of the future.



Join the LinkedIn Group

**isg**  
Women in  
Digital

A platform to exchange ideas on diversity within the workplace, how to advance within an organization and address business concerns in an open forum.



Exploring the latest news, issues and debates involving the role of women in technology today.

The ISG Digital Dish podcast series creates a space for women's experiences in technology today. Eleven new episodes in 2021 covered topics including STEM education, remote leadership and the rise of the gig economy. At a lively Women in Digital online learning event in June, participants discussed new models and skills for women in the workplace and tactics for cultivating relationships in a hybrid environment. Event leaders invited audience members to join the ISG Women in Digital group on LinkedIn and take advantage of the program's many offerings.

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# ISG Employees Reflect on Black History Month

The ISG Inclusion, Diversity, Equity and Awareness (IDEA) team works to build a culture that normalizes talking about inclusion and being 'you' in the workplace. Each month, the team publishes a 'word of the month,' with a list of notable holidays and celebrations. The firm recognized Black History Month with reflections from colleagues across the firm on how they observe Black excellence. On Martin Luther King, Jr. Day, the team explored the word 'awareness,' and invited colleagues to dedicate time to activities to learn, better ourselves, and better our world.



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## OCTOBER IS GLOBAL DIVERSITY AWARENESS MONTH

Diversity is a core value of ISG. The ISG IDEA Team recognized October as Global Diversity Awareness Month and April as diversity month in the U.S. Firm-wide messages encouraged ISG employees take time to expand the diversity of their experiences and networks, learn about another culture, or follow the news from another country.

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# ISG Celebrates Women's History Month

ISG colleagues shared personal stories during Women's History Month, ranging from valuable and interesting tips for building a career, to reflections on balancing work, motherhood and outside interests, and inspirations for professional and advocacy work.

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**8 million**  
tons of plastic end  
up in our oceans  
each year

**Think twice –  
use one, not once**  
REFUSE SINGLE-USE PLASTIC.



ISG sent all employees 10 environmentally friendly work-from-home tips and posted reminders to re-use plastic bottles and utensils in office kitchens in all ISG regional offices.

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In response to the ISG "Go Green" challenge to employees to adopt at least one environmentally friendly habit in their day-to-day lives, ISG Director Andrew Sauter pledged to plant not one, but 125 trees on his property in Tennessee. A week later he followed up on his promise.

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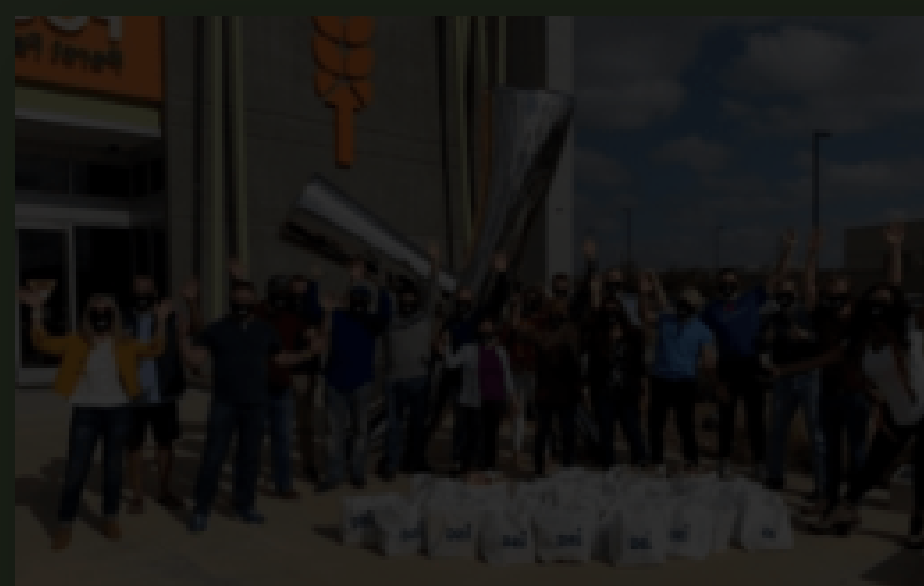
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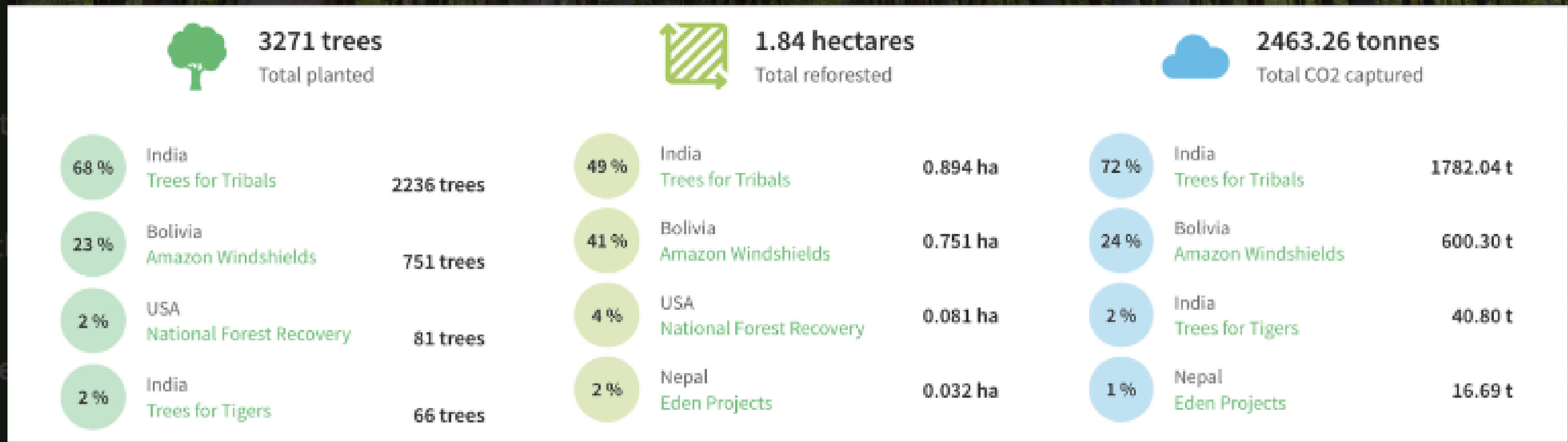


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In observance of Earth Day 2021, ISG issued a "Go Green" challenge to employees to adopt at least one environmentally friendly habit, and collaborated with Tree-Nation, a global nonprofit organization that plants trees to offset CO<sup>2</sup> emissions. At year-end, ISG donated the savings generated by sending holiday cards electronically to Tree-Nation, boosting the number of trees in our ISG forest and helping us further offset our carbon footprint.

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