

Environmental, Social and Governance

In support of our shareholders, clients and employees, we have designed programs that create meaningful contributions to the environment, social causes and adherence to strong corporate governance.



Environmental



Social



Governance



ESG has become firmly entrenched in the culture of ISG. Through ISG-sponsored programs and numerous individual actions, our people are helping to lead the charge for better communities, a better environment and better opportunities for all. Here are some of their stories.

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Environmental

- Offset travel GHG emissions (auto rental, hotel, air and rail travel)
- Commitment to reduce corporate GHG emissions
- Regional Earth Day trash pickup initiatives
- Recycling awareness program
- Plant-growing contests and sponsorship of ISG bee boxes
- eWaste policy in accordance with local policies



Social



Governance



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Environmental



Social

- Complete audits for top 20 ISG in-scope suppliers for compliance with Modern Slavery Statement
- ISG Cares volunteer work, including Food for the Holidays, Lalbagh Botanical Garden
- DEI and belonging internal program
- Monthly DEI&B newsletter plus a Word of the Week for awareness/education
- Supplier Diversity program
- Women in Digital program, plus monthly podcast (ISG Digital Dish)
- Donated to Ukraine relief efforts with a company match



Governance



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Environmental



Social

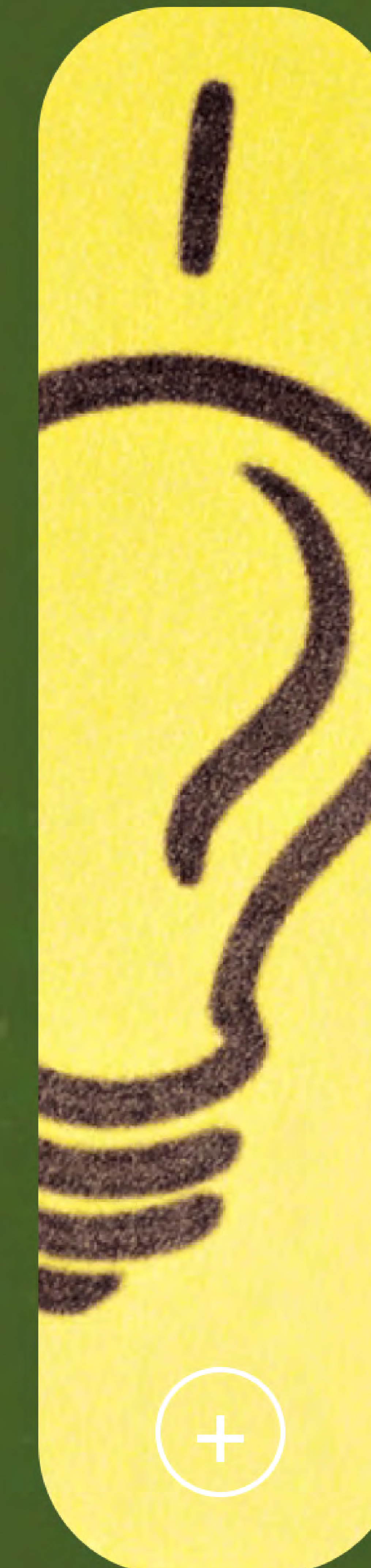


Governance

- Whistleblower policy
- Cybersecurity training
- Data Privacy policy and internal mechanisms for controls in place
- Data privacy training
- External corporate board
- Global leadership team



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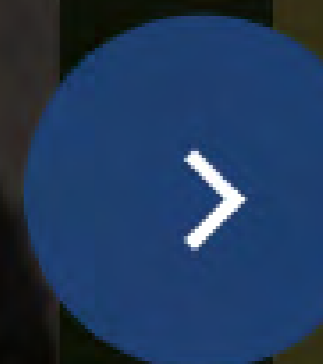
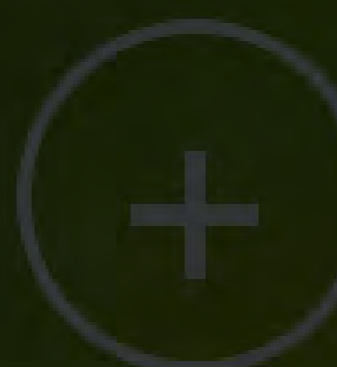
ISG Cares

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.

ISG Cares

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ISG hosted the third consecutive year of ISG Food for the Holidays, donating funds previously earmarked for holiday celebrations to support communities in need. This year's program donated thousands of dollars and hundreds of pounds of food to organizations in Atlanta, Ga.; Dallas and Austin, Tex.; Detroit, Mich., and – pictured here – in our headquarters city of Stamford, Conn.

ISG Cares

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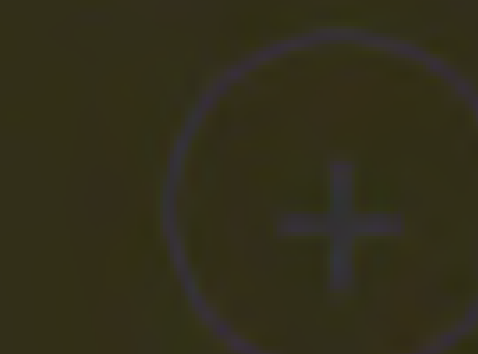
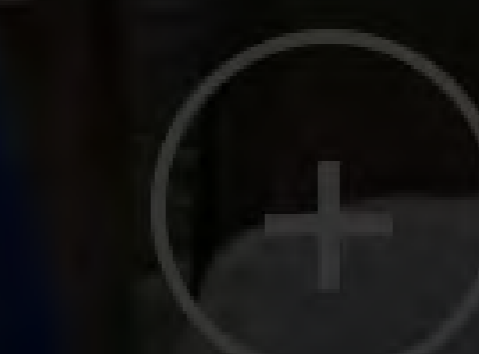
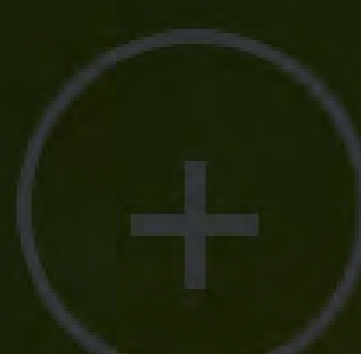


ISG team members gathered in locations around the globe to clean up their communities and pick up trash. Nearly 40 ISG employees participated in a November 2022 community service initiative organized by the ISG India vShare team to clean up plastic waste and weeds at Lalbagh Botanical Garden in Bangalore.

ISG Cares

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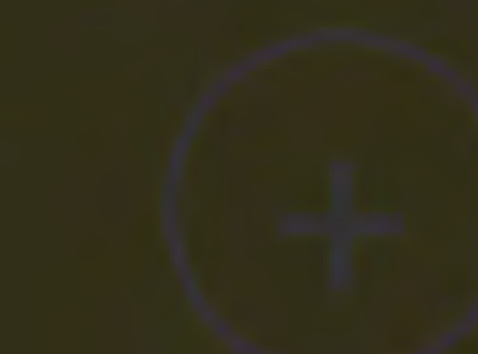
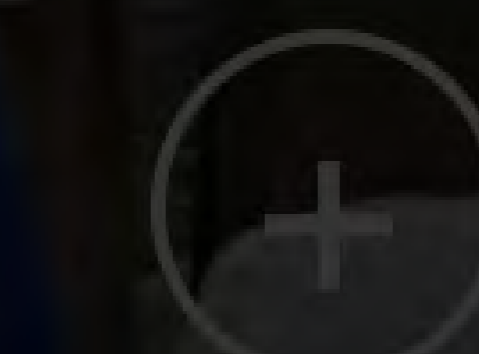
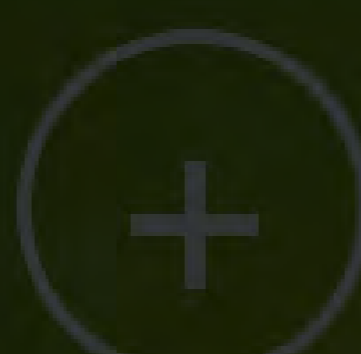
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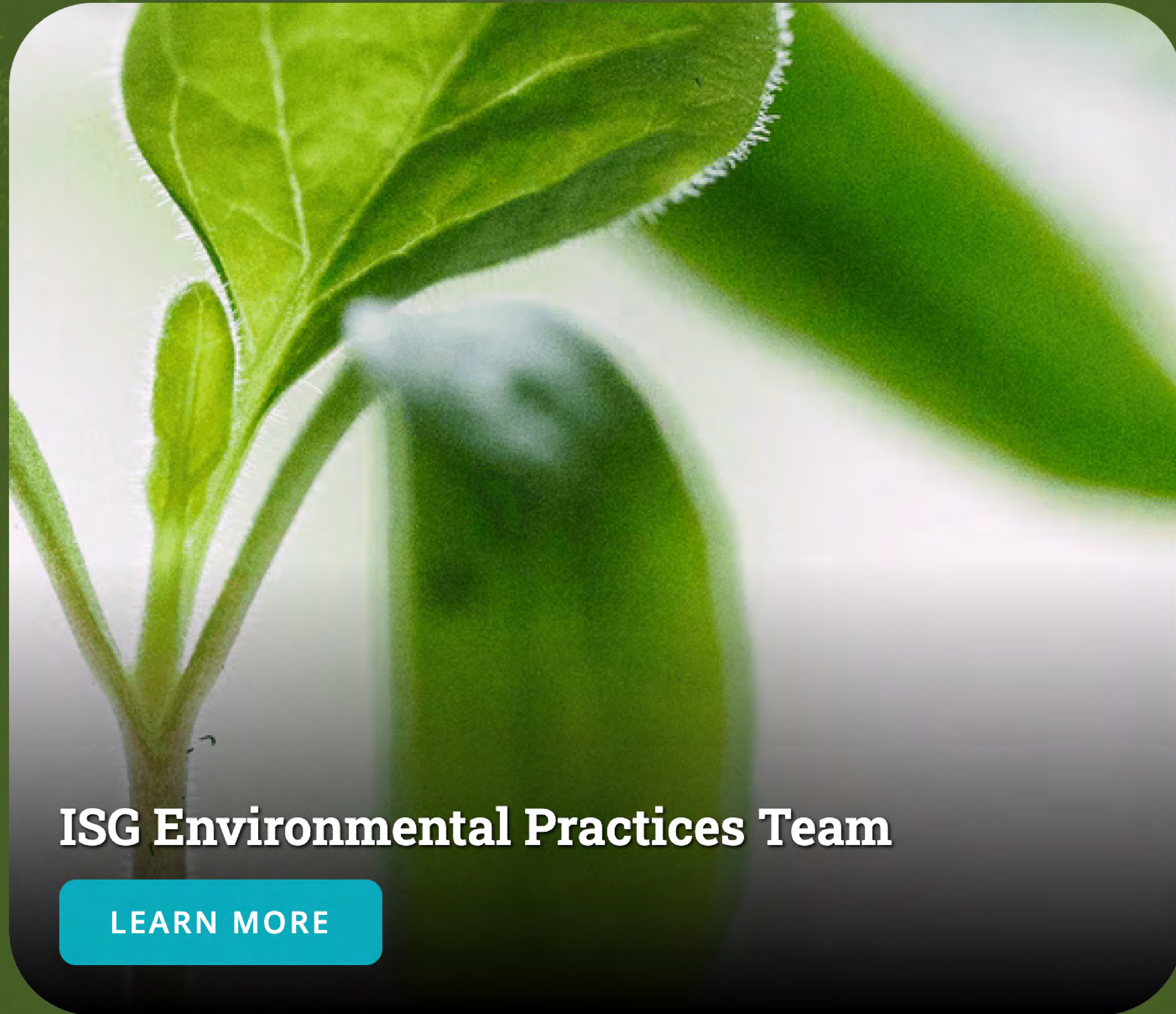
ISG France presented decommissioned PCs to the French charity Les Restaurants du Coeur, one of the largest and most widely recognized charities in France. The retired ISG PCs will be used to support the charity's IT training and job search assistance for people in need.

ISG Cares

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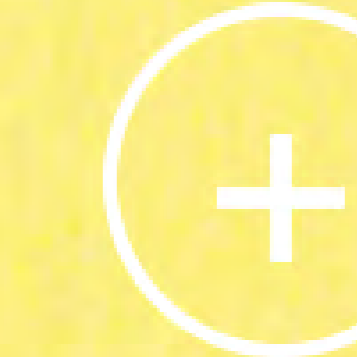
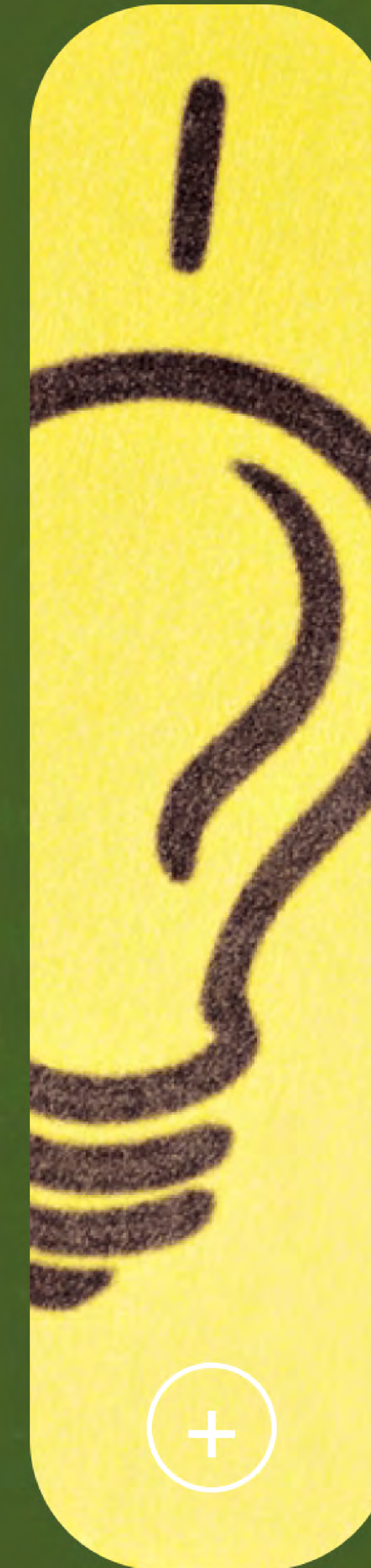


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ISG Environmental Practices Team

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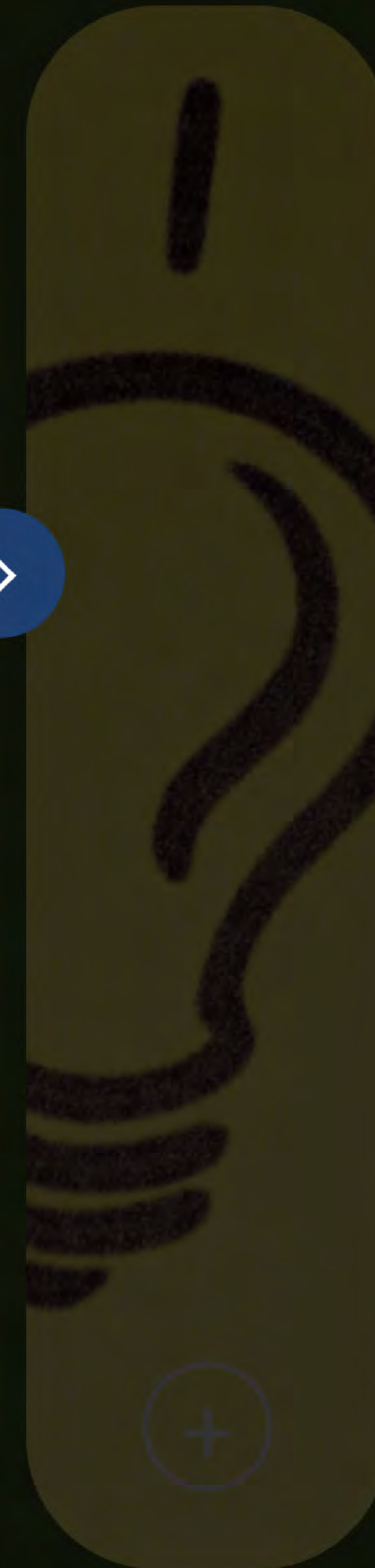
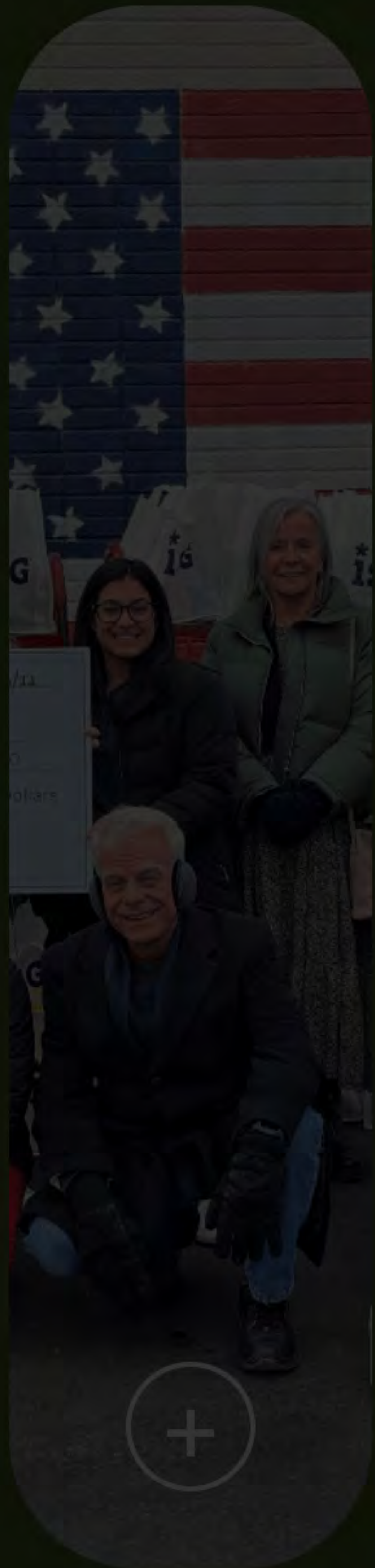
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ISG Environmental Practices Team

The ISG Environmental Practices team brought fresh ideas and energy on all things environmental in 2022, hosting a variety of programs focused on reducing carbon emissions, pivoting to green energy, reducing waste and raising awareness.

ISG Environmental Practices Team

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Working with Tree-Nation, ISG buys a tree for every employee who participates in Earth Day with the firm and donates trees to offset our total travel carbon emissions for the year with savings from sending digital – rather than paper – holiday cards. In 2022, ISG planted 3,304 trees, bringing our total to 6,575 in the forest and offsetting 1,644 tons of carbon.

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We would like to thank
ISG
for actively supporting
the **Save Soil** movement.

*Your participation will be instrumental
in bringing humanity together to
create a conscious planet.*

ISG Panache, the cultural events team of ISG India, received a certificate recognizing participation in the SAVE SOIL global movement to raise awareness for the crisis in soil health and to advocate for national policies and actions to increase the organic content in cultivable soil. Over 155 ISG employees attended the sessions.

ISG Environmental Practices Team

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Best Before & After

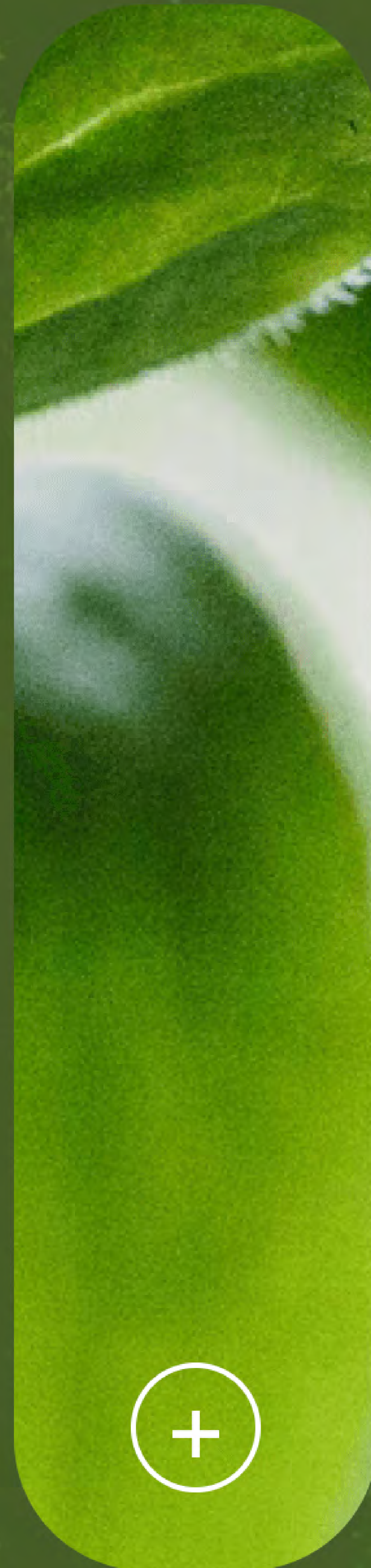
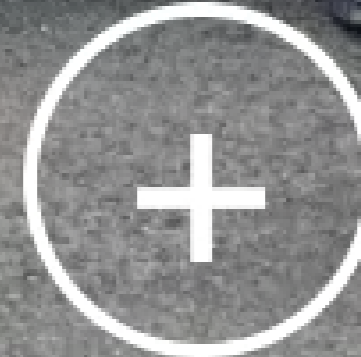


An ISG Grow Green contest aimed to grow the Go Green community at ISG and to deepen awareness and passion for all things environmental. Dozens of employees around the world competed throughout the spring and summer to grow the most creative and impactful plants.

ISG Environmental Practices Team

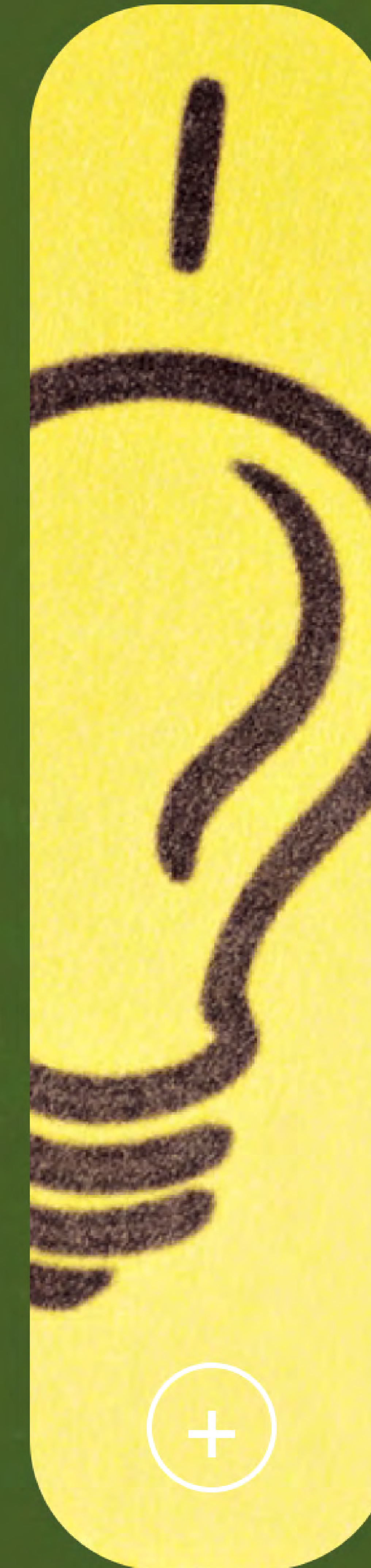
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ISG Women In Digital

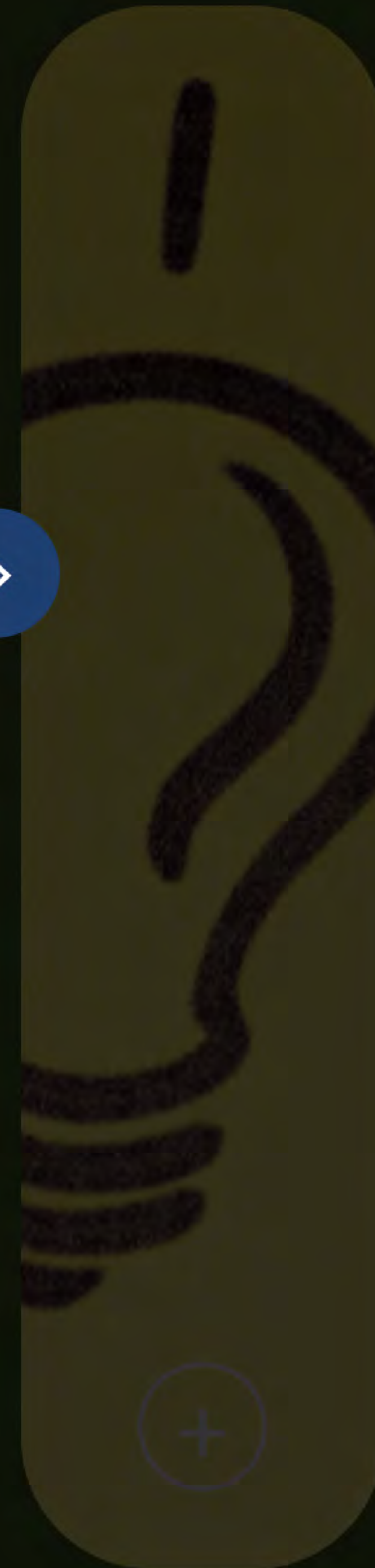
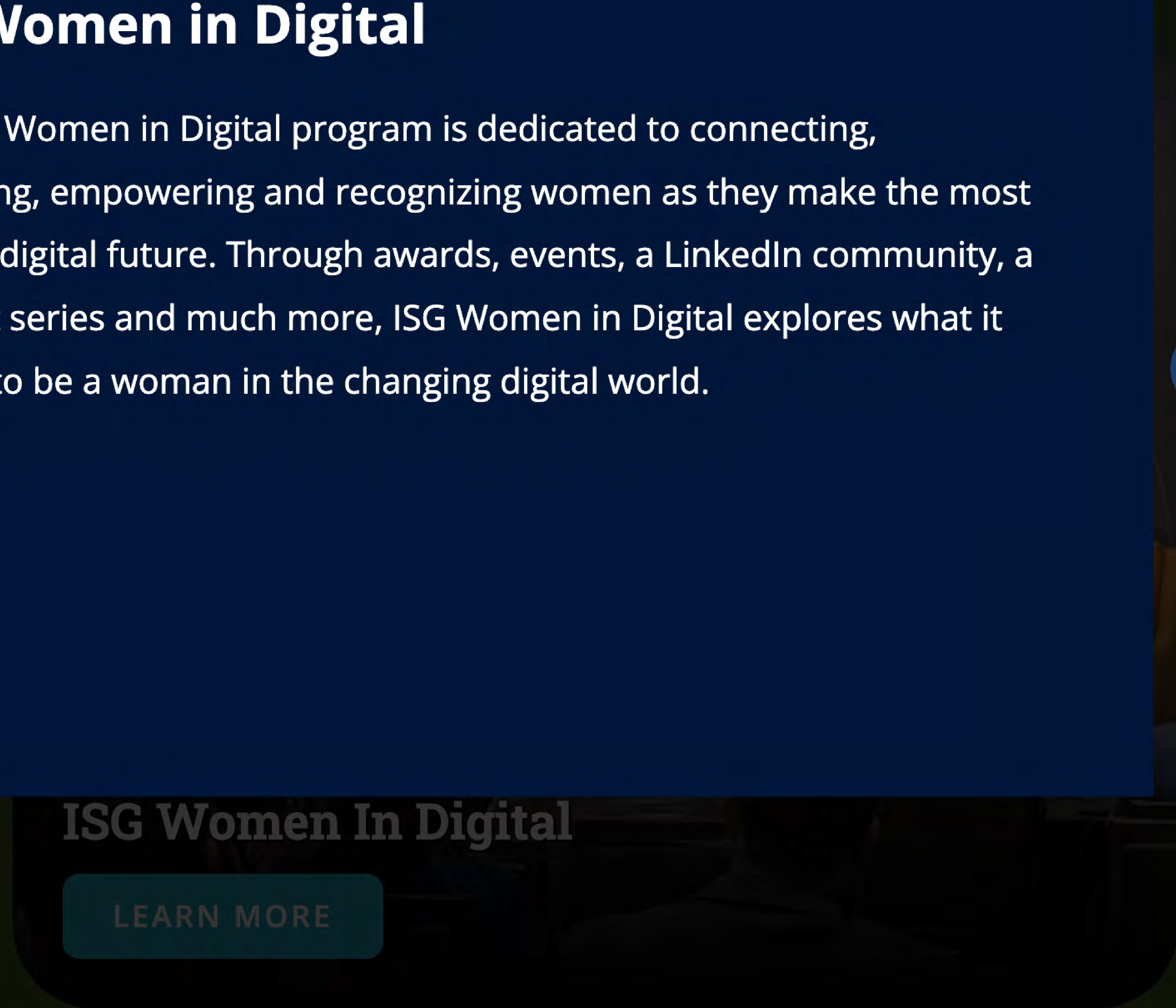
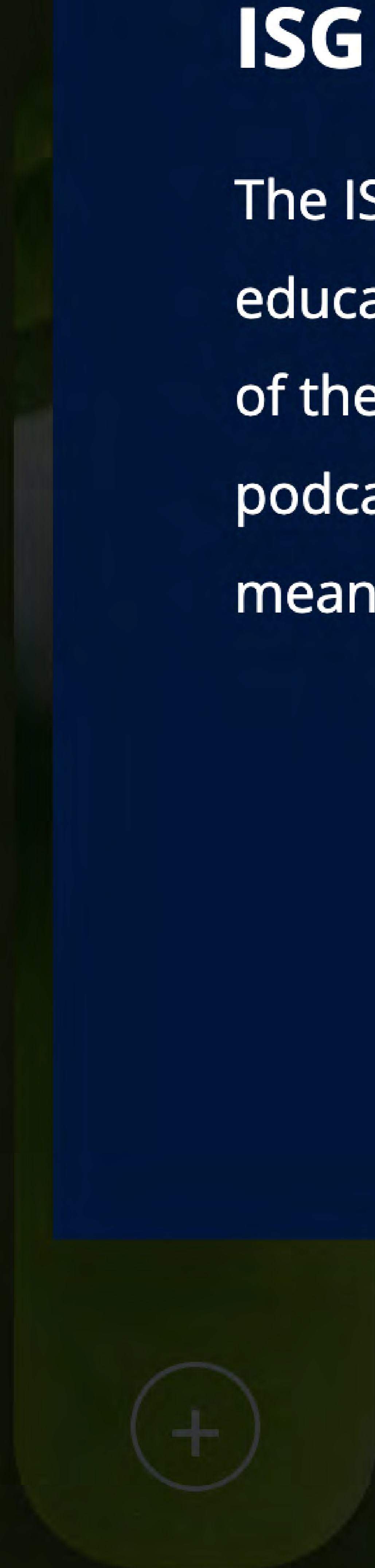
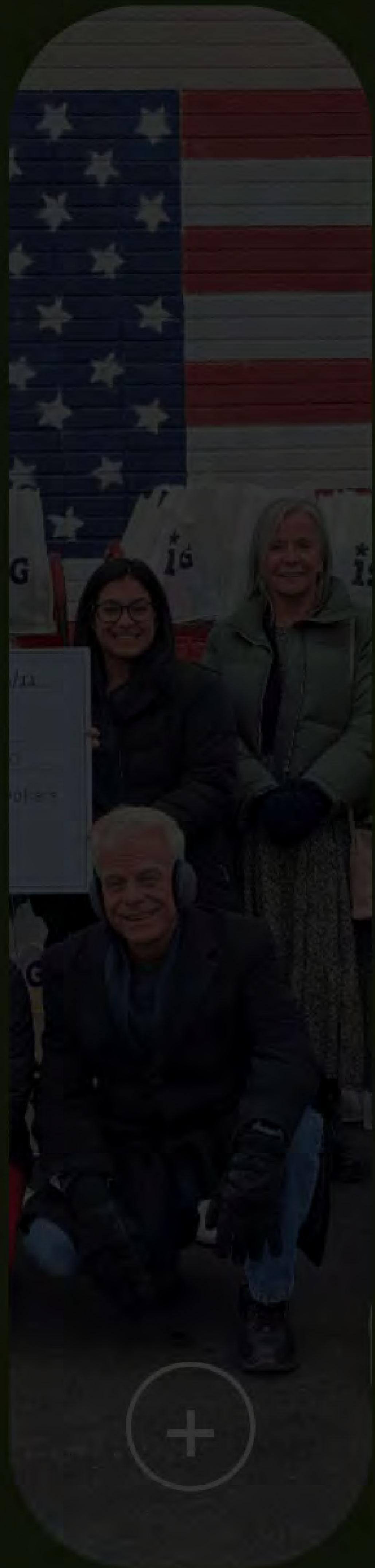
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ISG Women in Digital

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



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An ISG Women in Digital main-stage panel discussion at the ISG Sourcing Industry Conference (SIC) in Dallas drew an audience of more than 200 people to see ISG leaders and the winner of the Digital Innovator award discuss ways to recognize the impact of women in IT and encourage greater engagement with women leaders.

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Women in Digital AWARDS



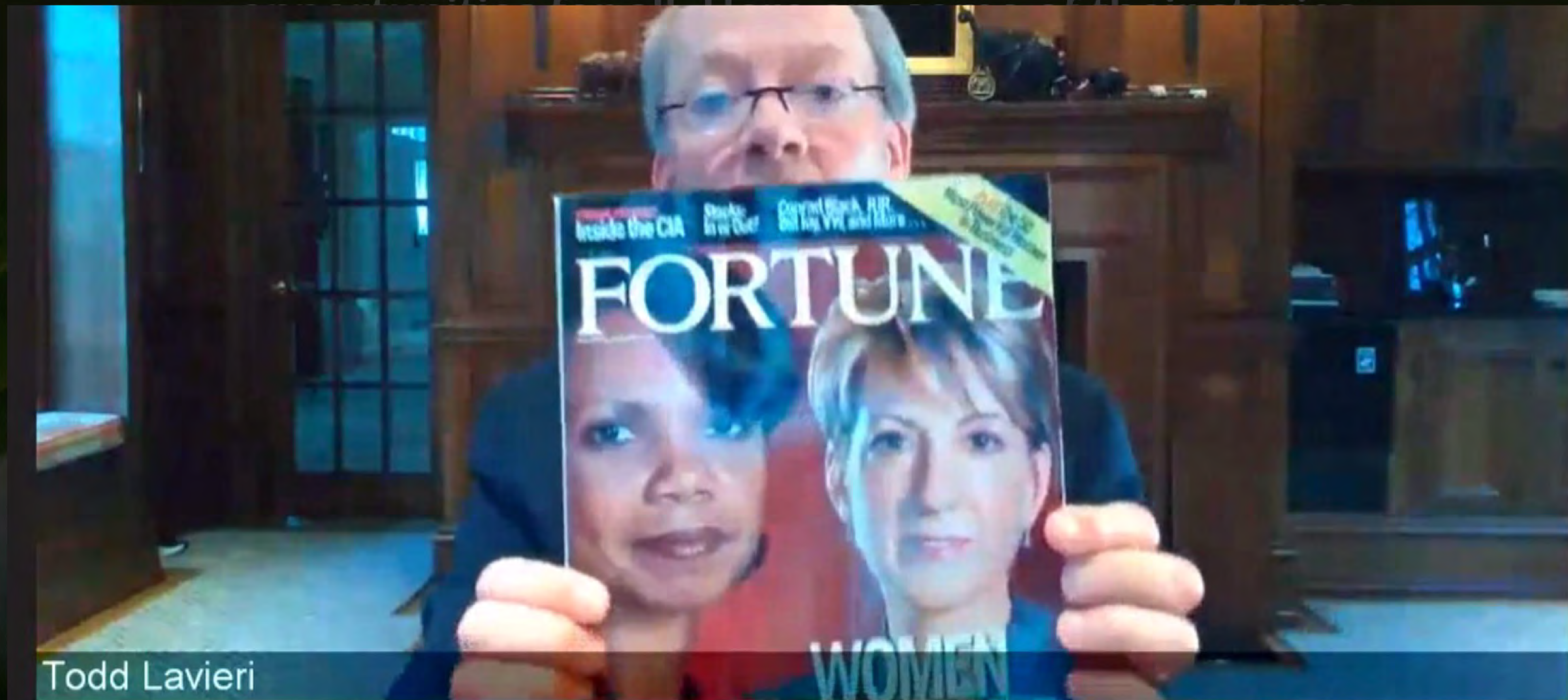
Virtual Ceremony

September 13, 2022 | 6:00 PM ET

In 2022, ISG launched the ISG Women in Digital Awards program, recognizing women and their achievements in the digital world. The firm received 54 high-quality nominations – an outstanding result for a first-year event – and hosted an extremely successful online awards ceremony in September for nearly 150 people.

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Todd Lavieri

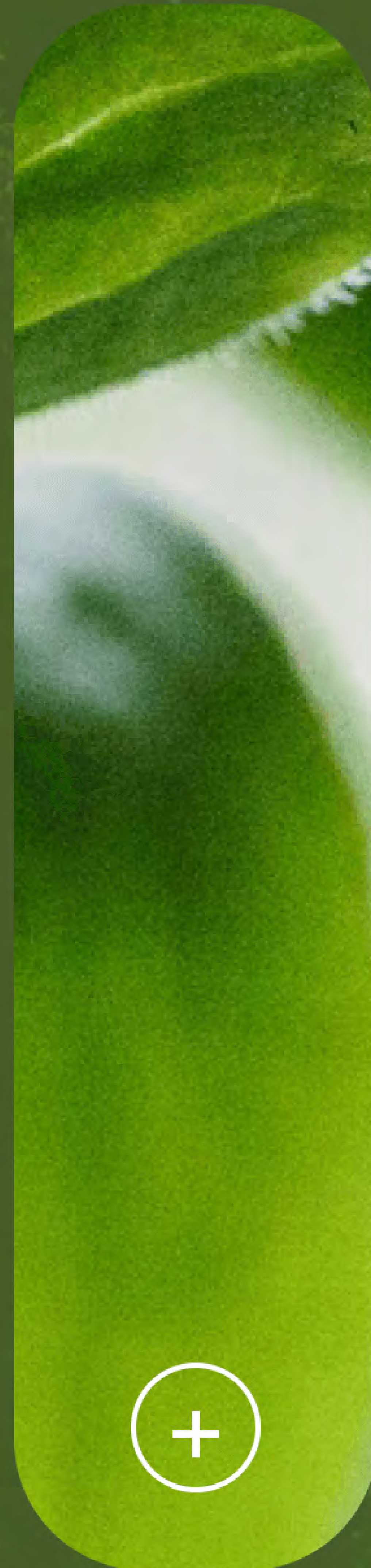


Nearly 140 ISG employees tuned in to two "ISG Journeys" webinars on International Women's Day, March 8, to hear ISG leaders share career reflections and advice.

ISG Women In Digital

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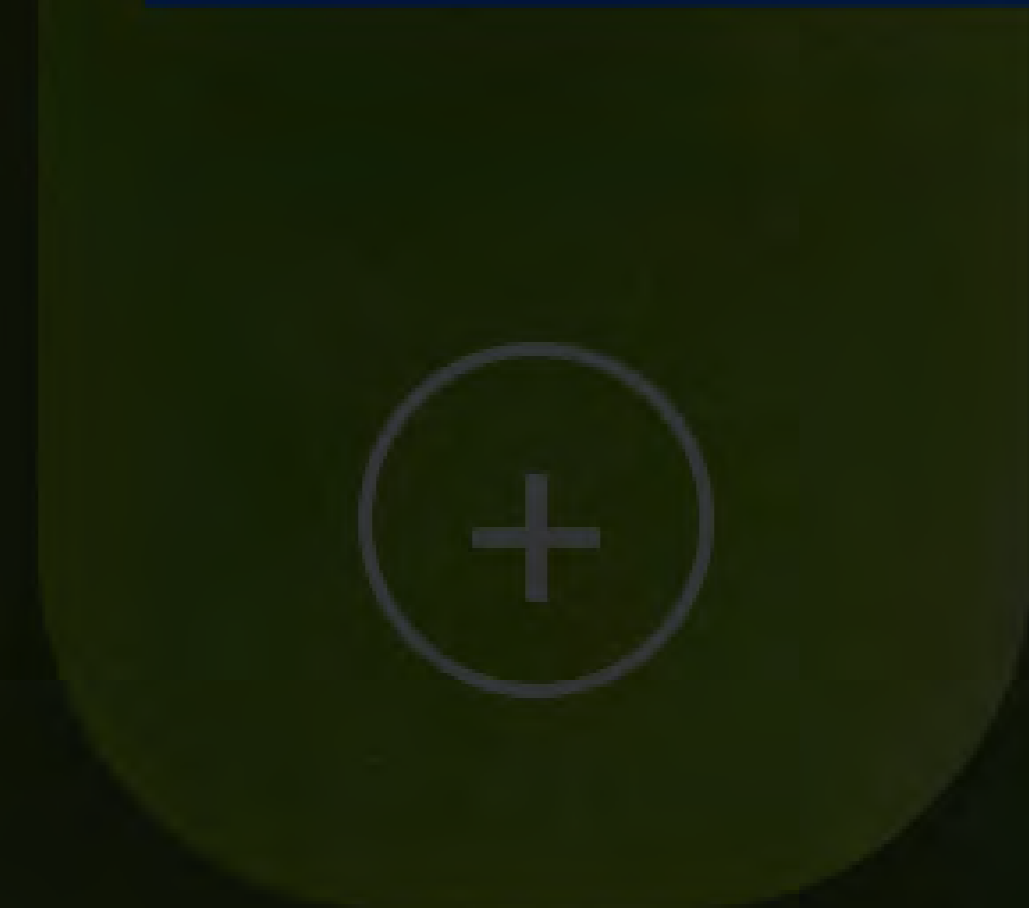
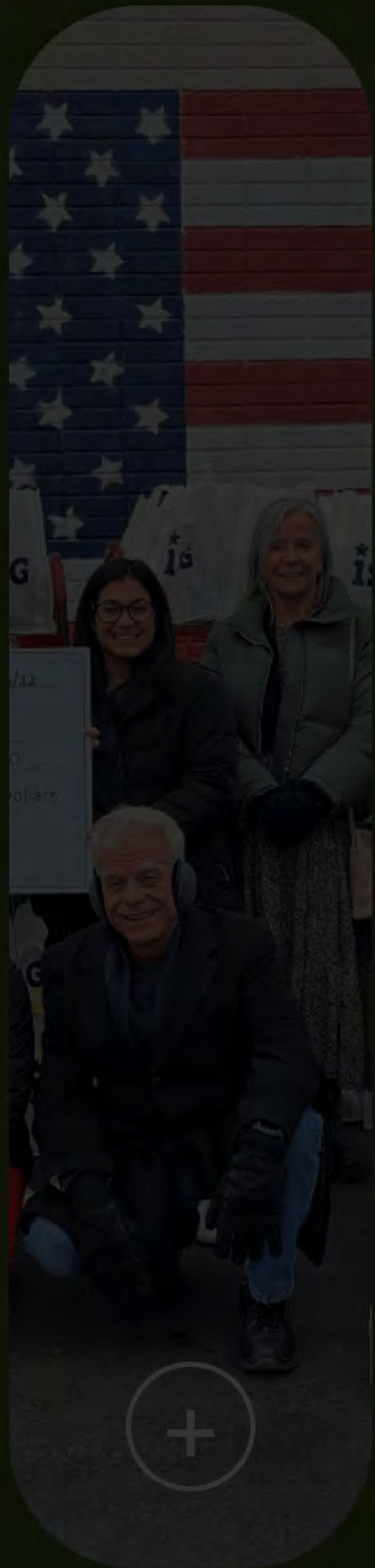
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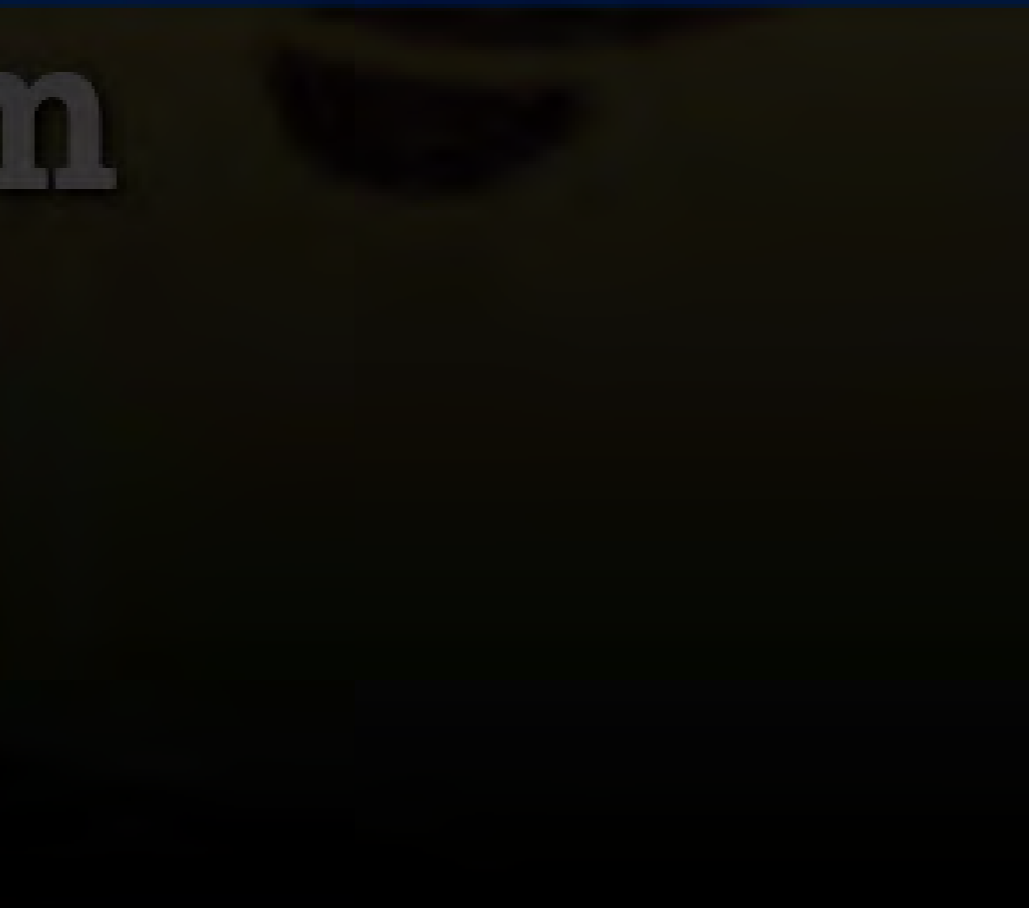
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ISG IDEA Team

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.



ISG IDEA Team
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ISG Employees Reflect on Black History Month

In recognition of Black History Month, the ISG IDEA team gathered reflections from colleagues across the firm on how they observe Black excellence.

ISG IDEA Team

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Viewpoint: The Importance of Creating a Culture of Kindness and Respect

By Gordon Smith-Bouler
October 17, 2022



ISG talent acquisition leader Gordon Smith-Bouler wrote and submitted for publication an article on his experience as an HR professional at ISG. "Viewpoint: The Importance of Creating a Culture of Kindness and Respect" was published in the respected SHRM journal and offered our ISG WorkLife programs as tangible examples of how to implement a culture of kindness.

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The ISG India vShare team invited a panel of speakers from International Justice Mission (IJM), a global organization that works to protect people in poverty from violence, trafficking and slavery, to address the issue of modern slavery at a session attended by 75 employees and ISG leaders at the Bangalore office in October.

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