

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

- Offset 6,350 tons of CO2, exceeding our Scope 1 and 2 objectives
- Opened new, green-certified offices in France and Germany
- Held 'Go Green' contest focusing on edible, low-water plants
- Rolled out firmwide ESG training program



Social

- Employees devoted more than 10,000 hours to volunteer work
- ISG Women in Digital Awards went global
- New paid paternal leave program launched in U.S.
- Renewed membership in National Minority Development Council in the U.S.
- Audited suppliers for Modern Slavery compliance



Governance

- Adopted new policy on the use of Artificial Intelligence
- Trained and certified 1,200 ISG employees in AI
- Conducted mandatory information security and privacy training
- Appointed new Chief Information Security Officer

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 change for better communities, a better environment and better opportunities for all. Here are some of their stories.

ISG Cares

Our ISG Cares program is now firmly entrenched in the culture of ISG, regularly recognizing and supporting the efforts of employees to make a positive impact on their communities and contribute to the causes they find meaningful.

[LEARN MORE](#)



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 change for better communities, a better environment and



For the fourth consecutive year, ISG employees in the Americas donated food and made financial contributions to food banks in Stamford, Conn., Dallas, Detroit and (pictured here) Atlanta—as part of the firm’s “Food for the Holidays” program.

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 change for better communities, a better environment and



ISG employees in the U.K. suited up for a charity football (soccer) tournament in February to benefit Kick It Out, which works to eliminate discrimination in sports. ISG opened the match with a resounding win and battled their way through several more rounds of play, earning a place in the quarter finals where they displayed heart, grit and effort on behalf of a great cause.

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 change for better communities, a better environment and



Nineteen ISG colleagues participated in STEPtember, encouraging Australians to walk, swim, ride, wheel or spin their way to 10,000 steps per day during the month of September to raise funds for cerebral palsy research, treatment, services and assistive technologies. Together, the ISG team members walked more than seven million steps and raised almost AU\$7,000 (US\$4,400) to support the Cerebral Palsy Alliance in Australia.

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 change for better communities, a better environment and better opportunities for all. Here are some of their stories.

ISG Women in Digital

Created in 2018, the ISG Women in Digital program grew to new heights in 2023 as it continued to provide a platform to exchange practical advice and innovative ideas on diversity and advancement in the workplace. The community hosts a LinkedIn page, an ongoing podcast series, regular learning and networking events for ISG employees and a newly global ISG Women in Digital Awards program.

[LEARN MORE](#)



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 change for better communities, a better environment and



Lois Coatney
Partner and President - ISG

ISG
Women in
Digital

After a highly successful inaugural year in 2022, the ISG Women in Digital Awards program went global in 2023, with concurrent programs in the Americas, EMEA, Asia Pacific and India. A total of 327 accomplished and impressive women were nominated and featured in an online [ISG Women in Digital eBook](#) that has been downloaded more than 15,000 times.

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 change for better communities, a better environment and



ISG India was named one of India's Best Workplaces for Women for 2023 by the Great Place To Work® Institute. In India and elsewhere, ISG observed International Women's Day with the second annual "ISG Journeys" webinars. Nearly 400 ISG employees tuned in to gain insights into career paths, and hear the personal and professional stories of ISG women.

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 change for better communities, a better environment and



ISG women notched impressive professional and personal accomplishments in 2023. Director Roopa Honnachari, pictured above, moderated a panel of senior telecommunications executives before a live audience at the Global NaaS Event in Texas. Partner Rekha Acharya was named a 2023 *Dallas Business Journal* Women in Technology winner and Senior Consultant Synthia Adams was elected President of the Project Management Institute, Great Lakes Chapter.

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 change for better communities, a better environment and better opportunities for all. Here are some of their stories.

ISG IDEA Team

The ISG Inclusion, Diversity, Equity and Awareness (IDEA) team went global in 2023, forming volunteer committees in each region covering specific topics of interest. The IDEA team sent monthly employee communications on IDEA-related topics and marked important dates including Martin Luther King, Jr. Day, Women's History Month, Pride Month, Juneteenth, NAIDOC Week, Republic Day, India Independence Day and Diwali.

[LEARN MORE](#)



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 change for better communities, a better environment and



The ISG IDEA Team hosted a "Tastes of India" event attended by more than 100 employees in the Bangalore office. In addition to food, arts and crafts and games from across the country, the event also featured representatives of the Hosa Belaku Artisans Foundation with crafts made by socially and economically disadvantaged women and people with disabilities.

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 change for better communities, a better environment and



In honor of Pride month, ISG India hosted an education session on LGBTQIA+ inclusion with a representative of PeriFerry, a Bangalore-based organization that advocates for inclusive and nurturing workplaces for all LGBTQIA+ individuals.

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 change for better communities, a better environment and



In 2023, ISG welcomed Sukh Johal (pictured, above right), a neurodivergent colleague who was referred to the firm by Brilliant Minds, a non-profit started by ISG Principal Consultant Gary Leaderman (pictured, above left) to help neurodivergent people find IT careers. Sukh is now making important and meaningful contributions as an analyst and tester delivering automations for clients.

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 change for better communities, a better environment and better opportunities for all. Here are some of their stories.

ISG Go Green Team

The ISG Go Green Team broadened its programs and educational opportunities in 2023 to make meaningful contributions to protecting the environment and adhere to strong corporate governance.

[LEARN MORE](#)



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 change for better communities, a better environment and



ISG has made a corporate commitment to offset greenhouse gas emissions from auto rental, hotel, air and rail travel by planting more than 9,000 trees in the ISG Forest on Tree-Nation. As part of our consistent view towards sustainability, ISG moved to new certified sustainable offices in Frankfurt (above) and Paris.

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 change for better communities, a better environment and

A promotional banner for the 2023 Grow Green Contest. The background features a close-up of a person's hands holding a small green seedling in soil. The text is overlaid on the right side of the image. At the top right, there is a small white circle with a black 'X' icon. Navigation arrows are visible on the left and right sides of the banner.

2023
**Grow Green
Contest**

Register Now

by July 5

The second annual ISG Grow Green contest encouraged employees to enter a friendly, six-month competition to grow native plants, bee attractors, and low-water or edible plants.

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 change for better communities, a better environment and

Happy Earth Week 2023

Our Planet Needs You!

International Earth Day
April 22

Invest in Our Planet

July 1

Early Bird Deadline,
First Trees Purchased

September 1

Final Deadline,
Final Trees Purchased

ISG designed and launched its first-ever training course on environmental, social and governance (ESG) principles in 2023, in response to an employee survey that found 78 percent of ISG advisors wanted to learn more about ESG and sustainability. To encourage participation, the firm planted a tree in the ISG Forest on Tree-Nation for every employee who completed the course.