



Environmental, Social, and Governance (ESG) Policy

Introduction:

At ElevaIT Workforce Solutions, we are committed to conducting business responsibly and sustainably. Our Environmental, Social, and Governance (ESG) policy reflects our dedication to making a positive impact on society, fostering a diverse and inclusive workplace, and supporting our nation's veterans.

Environmental Responsibility:

- We strive to minimize our environmental impact by promoting sustainable practices throughout our operations.
- We are committed to reducing our carbon footprint, conserving energy, and responsibly managing waste.
- ElevaIT Workforce Solutions supports eco-friendly initiatives and encourages our employees to adopt environmentally conscious behaviors.
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Social Responsibility:

- Diversity, Equity, and Inclusion (DE&I) are fundamental values at ElevaIT Workforce Solutions. We are dedicated to creating a workplace that celebrates differences and ensures equal opportunities for all.
- We actively promote diversity in our hiring practices, striving to build a workforce that reflects the rich tapestry of our society.
- ElevaIT Workforce Solutions is committed to fostering an inclusive environment where everyone feels valued, respected, and has the opportunity to thrive.

Supporting Veterans:

- Recognizing the sacrifices made by veterans, ElevaIT Workforce Solutions is committed to providing career opportunities and support for veterans transitioning into the civilian workforce.
- We actively seek to hire and retain veterans, offering programs and resources to facilitate their successful integration into our organization.
- ElevaIT Workforce Solutions is proud to partner with veteran support organizations and contribute to initiatives that enhance the well-being and career prospects of our nation's veterans.

Governance:

- We adhere to the highest standards of corporate governance and transparency.
- ElevaIT Workforce Solutions maintains a strong ethical framework, fostering a culture of integrity, accountability, and responsible decision-making.
- We regularly assess and update our policies to ensure compliance with applicable laws, regulations, and industry best practices.



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Continuous Improvement:

- ElevaIT Workforce Solutions is committed to continuous improvement in our ESG practices. We regularly measure and report on our performance in key ESG areas, seeking opportunities for enhancement.
- Feedback from employees, stakeholders, and the community is invaluable in shaping our ESG initiatives, and we encourage open communication on these matters.

This policy serves as a foundation for our commitment to environmental stewardship, social responsibility, and sound governance. Through these efforts, ElevaIT Workforce Solutions aims to create sustainable value for our employees, clients, partners, and the communities we serve.