

Our Approach to **CORPORATE SOCIAL RESPONSIBILITY (CSR)**



KM²
KM² Solutions

KM² Solutions CSR Approach



KM² Solutions is committed to delivering the best solutions for our clients and their customers, providing the best work environment and opportunities to our employees, and positively impacting the communities in which we operate.

We believe

that every aspect of our business should reflect the highest standards of integrity and professionalism, and our CSR approach represents that.



KM² Solutions has a history of community involvement, and this will continue to strengthen moving forward through the CSR pillars outlined below. We are especially proud of our employees who have been carrying these efforts with passion, commitment, and generosity.

We have

We have a CSR Director and a CSR Committee in each of our 6 countries of operation to roll out local initiatives, assess impact, and report results to our Board of Directors. Reviews are undertaken every 3 months, and a final report is presented annually.



KM² Solutions Pillars

At KM², our CSR program is focused on the following 4 pillars that cover all aspects of our commitment as a responsible enterprise.



COMMUNITIES

- KM² Cares Activities & Volunteering
- Vacation Day Donation Program
- Non-Profit Partnerships



ASSOCIATES

- Code of Conduct
- Equal Pay & Opportunity Policy
- Employment & Development
- Employee benefits & Incentives
- Flexible/Adjustable Schedules
- Health & Wellness
- COVID-19 Prevention Measures
- Financial Help
- Great Place to Work



ENVIRONMENT

- Environmental Policy
- Carbon Footprint
- WFH Program
- Free Transportation
- Waste management
- e-Waste
- Recycling
- Campaigns
- Energy Star Equipment Replacement Program



CORPORATE GOVERNANCE

- Adherence to Anti-Corruption Laws
- Adherence to Anti-Bribery Laws
- Prohibition of Circumvention
- Safe Channels of Communication (Whistle Blowing Policy)



KM² Cares

10 Years of Giving Back!

Through our KM² Cares Program

Each local team decides how and where to focus initiatives to benefit their communities, empowering them as ambassadors of goodwill. Our program aims to raise funds and volunteer hours annually to serve multiple causes. (i.e., Toys, school supplies and food drives, reforestation, outdoor clean-up, buildout/remodeling, counseling/tutoring, interpreter journeys, etc.). KM² Cares also supports relief efforts when natural disasters adversely impact local communities. Initiatives are funded by employee contributions and a corporate CSR Fund.

Vacation Day Donation Program

Employees who encounter challenges such as medical or personal emergencies are often justifiably concerned when they don't have enough paid time off. To allow employees to support their colleagues in their time of need, we created policies that enable employees to donate a portion of their vacation time to other employees.

We provide two options for this process, and the local committees must evaluate all vacation day donations with the following criteria: eligibility | number of days | frequency.

- Community vacation bank
- Direct employee-to-employee transfers

Non-Profit Partnerships

We form strategic alliances with nonprofits to achieve more significant impact, lower overhead costs, and attain a broader reach than we could on our own. We plan these collective efforts as follows:

Amount of annual
NPO partnerships

Goal of Collective Efforts

Types of Partnerships
(monetary, volunteering, PR)



Code of Conduct:

KM² Solutions has a detailed code of conduct that reflects our daily operations, core values, and overall company culture. This is presented and explained to new employees during the onboarding process and outlines our organization, expectations, and what our company represents to our Clients and its Stakeholders.



Equal Pay and Opportunity Policy:

KM² Solutions have a strict equal pay and opportunities policy. Qualified applicants are equally eligible for employment and are similarly treated once hired. Employees can expect equal opportunities, equal pay, the right to respectful treatment, and are given gender-balanced career development tools.



Employee Training & Development:

KM² Solutions provides the necessary technical training required to perform and grow within our organization through its continuing education program. Our KM² University learning management system and Leadership & Development Program are designed to help our employees reach their full professional potential.



Employee Benefits & Incentives:

KM² Solutions actively seeks additional perks and benefits for our employees. By partnering with local providers, our KM² Employee Discount Program gives employees access to products and services at discounted rates. Additionally, we have On-Site Clinics to provide immediate medical assistance to our staff at no cost. We also offer a collective medical insurance policy that employees may choose to acquire at a reduced price for private medical services.

**Great Place to Work:**

KM² aims to be GPW certified and the employer of choice in all of our business locations.

**Flexible/Adjustable Schedules:**

Special schedules may be granted to help meet personal circumstances or hardships. Our employees have paid vacation time and leisure and stress relief areas available in all sites.

**Health & Wellness:**

We take our employees' health and wellbeing seriously and abide by all health & safety regulations in each country of operation.

**COVID-19 Prevention Measures:**

In place in all locations: Infectious Disease Control Policy & Procedure, Proactive Employee Safeguarding Measures.

**Financial Help:**

By issuing low or no interest loans, we can help employees address short-term financial needs without ruining their long-term financial health and, in return, reinforce loyalty, commitment and increase productivity while boosting company reputation and employee morale.





Environmental Policy: As a multinational company, we are committed to safeguarding the environment and make a public commitment to the conservancy of our communities and the planet as a whole by reducing any negative impact as a result of our consumption or use of resources.



Carbon Footprint:

KM² has policies that benefit our environment by reducing our carbon footprint. We only select LED-certified office buildings, choose vendors that actively manage their carbon footprint, such as our Server Hub in Miami, FL, and limit travel to an environmentally responsible level.



WFH Program:

We can allocate employees to a work-from-home model, with a positive impact on our environments by reducing GHG emissions for transportation, reduced on-site electricity, and cooling consumption.



Free Transportation:

One of our earliest initiatives, we reduce GHG emissions for every employee benefited. It is an economic benefit for our staff, and it reduces environmental contamination.



Campaigns:

Awareness campaigns accompany waste collection activities as an annual effort of our local CSR committees. These activities might include beach cleanup, riverbank cleanups, reforestation in critical areas, and educational campaigns in local schools.



Waste Management:

KM² Solutions operates as a paperless company on a production level and restrict excessive use of paper in areas like HR & Recruitment.



E-Waste:

We adopt a recycling procedure for all obsolete equipment by donating it to local educational or community facilities to expand its use and minimize environmental impact.



Recycling:

A paper recycling policy is in place in all sites. Bins include paper shredders and collection areas for proper recycling procedures. Common areas have aluminum and plastic recycling deposits as part of our recycling protocol where applicable.



Energy Star Equipment Replacement Program:

Where possible, we use Energy Star certified products to promote energy efficiency and reduce pollution and waste of natural resources.

In KM² we are



ECO Friendly



Adherence to Anti-Corruption Laws:

KM² Solutions is committed to complying with its anti-corruption policy and best corporate governance practices. It is a core aspect of our mission to act with integrity in all our operations. Our Board of Directors expect all employees and representatives to conduct themselves with the spirit of this policy and our code of conduct.



Adherence to Anti-Bribery Laws:

KM² Solutions affirm that we will NOT pay or procure payment of a bribe or unlawful fee to manipulate the performance of any task or activity that would compromise the integrity of our company. KM² Solutions will not accept any payment, gift, or incentive from any third party which might compromise our integrity or that of our associates. We commit to communicating this policy to all of our employees, clients, providers, and representatives so that compliance is followed.



Prohibition of Circumvention:

Any employee or representative of KM² Solutions may not do directly or through a third person or entity any act or thing that our Code of Conduct or Anti-Corruption Policy prohibits, with no exceptions.



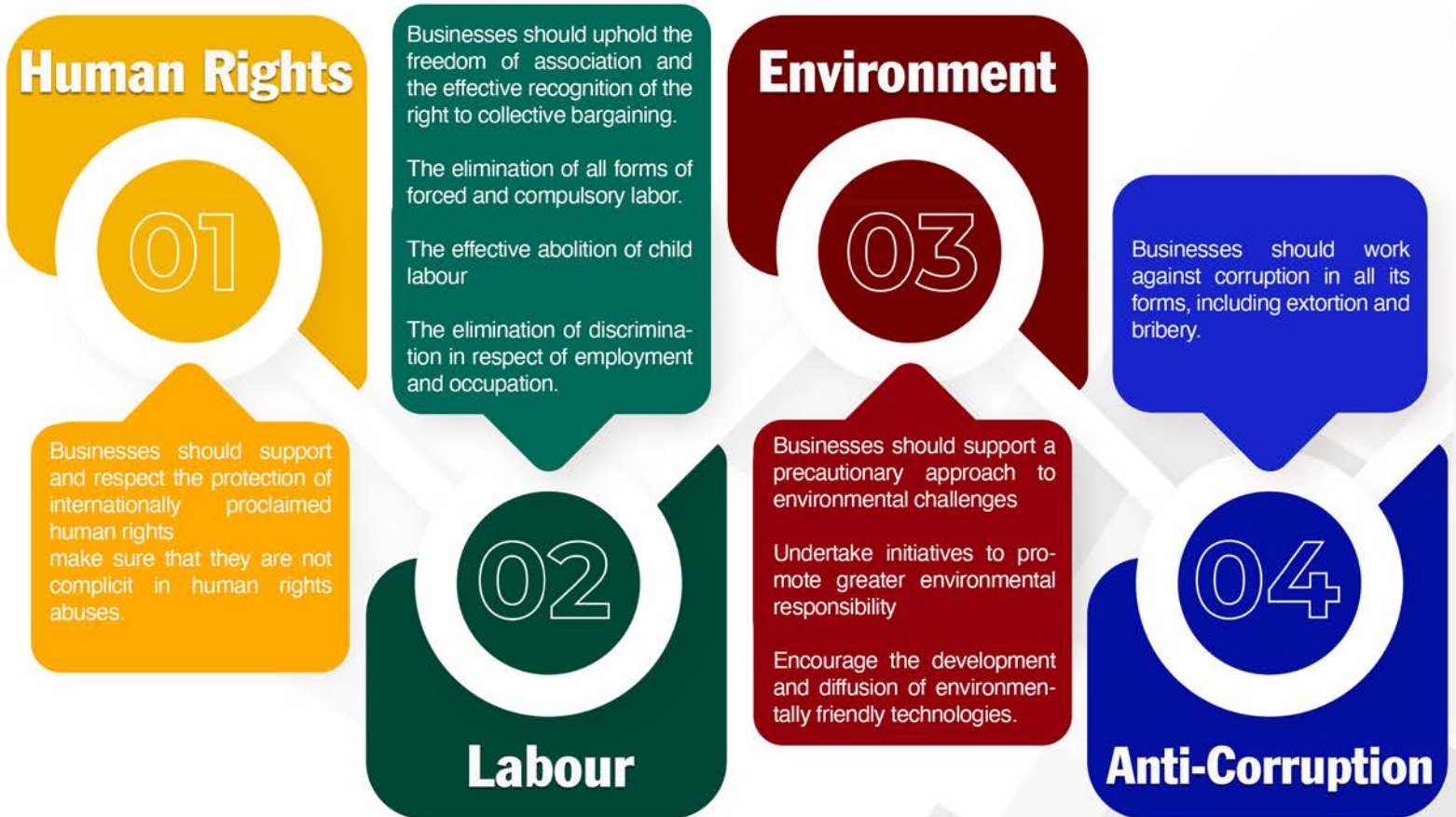
Safe Channels of Communication:

A clear whistleblowing policy encourages a culture where wrongdoing can be addressed quickly and potentially before any regulatory action or damage to reputation occurs; A whistleblowing policy can also reinforce to staff the importance of their duty of confidentiality to their firm and clients.

CSR Global Affiliations

United Nations Global Compact (UNGC): Members of the global commitment to represent our interest in Human Rights, Labor, Environment & Anti-Corruption principles.

The Ten Principles of the UN Global Compact are derived from the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.



Inclusion (Impact)

A proud member of the GISC since 2019, and we recognize the importance of hiring and providing career development opportunities to people who otherwise have limited prospects for formal employment. The GISC is a global network of businesses creating jobs for those most in need through the power of procurement and global supply chains. It is a coalition that recognizes inclusive employment practices creating access to opportunities in disadvantaged communities and regions.