

## Billigence Corporate Social Responsibility (CSR) Strategy, 2021-2022

### Executive Summary



Welcome to the Billigence CSR Strategy for 2021-2022. As a global employer, we understand that companies play an important role in supporting the economic and mental wellbeing of its employees plus the wider communities in which they operate. This is especially relevant during times of crisis, such as the one we are currently experiencing with the advent of the global COVID pandemic. Whether you are an existing customer of Billigence or are a potential client looking to find about more about our commitment to social responsibility, we hope you enjoy reading this strategy and finding out more about Billigence and our passion for supporting local communities.

**“Billigence is committed to sustainable, responsible business practices and we strive to have a positive impact environmentally, socially, and economically”**

**Jana Kapr, Billigence CEO**

### Introduction

Billigence understands that it can play an important role in contributing towards local communities and to wider society. As such, as we expand our business, we do it through the principles of inclusion, cultural diversity, and sustainability.

This Strategy sets out how we continually live and demonstrate these principles through four main avenues:

1. Investments in our people
2. Responsibility to our customers
3. Responsibility to suppliers
4. Environmentally sustainable operations
5. Commitment to local communities and wider society



Image: Billigence team members, including family and local community members taking part in the annual Prague Orbit ride.



## 1. Investing in our People

Billigence is a company with a global footprint, comprised of people from a diverse range of nationalities, cultures, ages, and backgrounds. We embrace this diversity, and value the strengths and different perspectives it brings to our organisation.

We uphold this principle by being an equal opportunity employer. This means that we recruit, promote and reward staff according to the “merit principle”. This means that decisions are based on abilities, skills, qualifications, and experience alone.

In tandem, we actively work with under-represented groups within the IT industry, including women to promote employment opportunities and we have an active recruitment drive for young graduates globally. To date we have provided employment opportunities for 30 graduates; including 8 within NSW (Sydney office). Young graduates now represent 10% of our workforce.

As a diverse organisation working with customers from across the globe, we expect and uphold a high level of conduct, professionalism, and integrity from all staff members.

Our employee handbook clearly communicates the behaviours expected from our permanent team members, consultants, and contractors alike. This includes a mandate to promote a workplace that is free from discrimination, harassment, and bullying and a clear commitment to deal with these issues seriously and consistently should they arise.

We believe in the importance of maintaining a working environment whereby all staff feel equal and can feel full job satisfaction. This means, that where possible, providing our valued team members with flexible working arrangements, managerial support and training opportunities, understanding and compassion.

Billigence is an inclusive organisation, and as such takes an active role in providing a variety of different opportunities to interact socially in safe and inclusive environments, this includes encouragement, sponsorship, and opportunities to participate in charitable events such as those described below.

## 2. Our Commitment to customers

Trust and confidentiality are key tenants of our relationship with customers. Because we offer such a wide range of consultancy services to a vast array of companies from different industries globally, we make discretion, professionalism, and client confidentiality a key part of our commitment to customers.

This includes clear and enforced mandates to only discuss client engagements where it is appropriate to do so, and to not disclose important or sensitive information about our clients.

Our employee handbook contains clear policies and guidelines regarding the use of social media, including the express need to avoid any possibility of bringing Billigence or its clients into disrepute - including but not limited to any comments on social media that might have the potential to damage ours or our affiliates reputations.

We expect all team members to uphold the same principles whether working directly with Billigence or during engagements. In turn, our consultants are encouraged to uphold and live the values of their respective clients during their engagements.

### **3. Our responsibility to suppliers**

As a small to medium sized enterprise, we understand the impact that liquidity and payment can have on organisations. That is why we uphold a commitment to being fair and lawful towards our valued suppliers and be prompt in our payments to them.

This includes a commitment to always try to use local suppliers first, and to pay our suppliers within a maximum of 30 days.

### **4. Our commitment to the environment**

Billigence promotes environmentally sustainable behaviours throughout its worldwide offices and business activities, including:

- Adopting a digital-first strategy – this includes reducing our air and road travel and subsequent carbon footprint by choosing virtual meetings as our first choice of communication.
- Promoting working from home arrangements as a valid means of reducing our carbon footprint.
- Mandating that public transport is our primary means of travel and encouraging walking and cycling to work where it is safe and possible to do so.
- Minimisation of waste - including use single-use plastics, for example by providing staff with reusable cups and kitchenware.
- Being paperless, and printing on an exception-only basis.
- Working with our clients to help design the most efficient solutions architecture and minimising energy waste where possible.

## 5. Supporting local communities

Billigence proudly support several voluntary and charitable organisations in Australia, Czech Republic and Singapore which have a real impact on the lives and outcomes of local communities. There are four main avenues where Billigence will be providing this support during 2021-2022. These include:

### Opportunities for young people

Billigence have developed a Global Professional Development Framework which aims to help young graduates develop their skills, experience, and confidence within the workplace. We have an active recruitment drive for young graduates globally.

We are passionate about sports and active recreation and support several local schemes designed to empower young people. We are a key sponsor of the Triathlon NSW Junior Academy, NSW Tri Pathway Championships (series of races for 12–23-year-olds to become active in triathlon with options to elite pathway) and Go-Series which provides programs for children aged 5-15 to become active in sport. We are also involved with local community NGO, Tri-Focus, with whom we provide coaching support for young people to train for triathlons.

These schemes provide important diversionary activities for young people which are proven to help build confidence, self-independence, and other skills crucial to their development and entry to the workplace.



### Empowering the future of female IT leaders

As part of our commitment to social responsibility, we sponsor several schemes aimed at boosting the confidence and expertise of girls and women within technology. This includes schemes such as 'Data Girls' (CZ) which helps women, girls and children to explore the world of information technology. We also host a quarterly Women's Lunch event with female leaders and team members from our client-base. Through this we share leadership expertise and boost confidence and empowerment amongst women within the field of technology and IT.



### Charitable Work

We are a key participant and donor to charities and perennially donate to different charitable organisations. We also host a yearly charity cycling tour called The Prague Orbit, in which we connect people who are enthusiastic about bike riding and support a charity together. In 2019, we raised €4400 for the for the Association of Parents and Friends of the “DAR” Center, who help support parents from local income backgrounds whose children have physical or mental disabilities in the Czech Republic. Since 2019 we also sponsor Triathlon NSW to support all children and young adults’ academies & races to support their self-confidence, physical and mental health.



### Dreams For Life

Dreams for Life is a not-for-profit organisation that supports young, vulnerable children living in poverty by providing access to quality childhood education programs. The initiative currently helps educate children in Indonesia, with a goal to support closing the global education gap. The Dreams for Life Team understand that the formative early years of a child’s life is critical for cognitive, social, emotional, and physical development.

Billigence is a proud corporate sponsor of the charity, with our CEO Jana Kapr on the charity board. Dreams for Life is currently fundraising to provide 1,000 early childhood aged children with an education in 2020. If you are interested in donating, please visit the link below.



### Closing Remarks

We are passionate about being a responsible business; committed to the wellbeing of our employees plus the wider communities in which we operate. We hope you enjoyed reading our strategy and look forward to doing business with you.

You can stay up to date and find out more about our commitment to CSR, including finding out how you can help by visiting our webpage: <https://billigence.com/corporate-social-responsibility/>