

CORPORATE SUSTAINABILITY POLICY STATEMENT



Since our founding in 2019, MSP GURU has embodied the spirit of corporate sustainability, and we are committed to the highest standards of corporate citizenship. Our culture and values are rooted in service, integrity, and taking personal responsibility for our actions, outcomes, and reputation. REAL PEOPLE. REAL FEELINGS. REAL INNOVATION.

As a leading global consultancy firm for workforce solutions, we empower clients and make a difference in the communities in which we live and work. We recognize the global reach of our business practices, cultural awareness, and our public accountability. MSP GURU's corporate social responsibility commitments are built around six critical areas:

- **Real People** – We take our responsibilities seriously to protect, support, and prepare workers for successful careers, and to advocate on their behalf. Our efforts are focused on providing career opportunities and resources to the global workforce and leading by example in areas such as occupational health, safety, environment, and diversity/inclusion. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.
- **Real Feelings** - MSP GURU is committed to people and doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations and complying with both the letter and spirit of our business policies. We acknowledge feelings are an important input to our business value and success.
- **Real Innovation** – MSP GURU understands that it takes all of us working together to make a real impact. As such, we partner with organizations in the communities where we live and work to improve lives and society as a whole – by engaging in activities such as community service, philanthropy, and support for small, minority, women, and disadvantaged businesses. We also seek to engage with workforce suppliers who operate using socially responsible business practices and adhere to the professional code of conduct outlined by the World Employment Confederation.



Globally, we treat all people with dignity and respect and follow all applicable laws and legislation related to labor and human rights. Below are examples of initiatives we have in place:

- o **Equal Employment Opportunity** – It is the policy of MSP GURU to protect the employment rights of employees regardless of an individual's race, color, sex, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, and/or other protected categories under applicable laws.
- o **Affirmative Action** – MSP GURU is committed to taking affirmative action to employ and advance women, minorities, qualified disabled individuals, disabled veterans, recently separated veterans and other protected veterans.
- o **Accommodations Policy** – It is the policy of MSP GURU Services to comply with all applicable laws concerning the employment of persons with disabilities. Consistent with that commitment, it is MSP GURU's policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment.
- o **Anti-Harassment Policy** – MSP GURU is committed to maintaining a work environment that is free from harassment. As such, MSP GURU will not tolerate harassment of or by, its employees and consultants. We are individually and collectively accountable for upholding our corporate sustainability commitments. We encourage participation across our organization, and we will work with external stakeholders to continually advocate on behalf of the global workforce, improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.