

The WellBiz Environmental, Social, Governance (ESG) Policy
Effective Date: January 15, 2024 Approved By: Sheena
Eizmendiz, CEO

Introduction

At The WellBiz, our commitment is to conduct our operations with ongoing dedication and integrity, aiming to positively impact the lives of our team, partners, suppliers, vendors, and clients. Additionally, we focus on enriching our community and reducing our environmental footprint. We recognize that genuine sustainability involves a comprehensive approach, enabling all stakeholders to grasp how we navigate environmental, social, and governance challenges and prospects.

Core Values

Everything we undertake at The WellBiz is guided by one or more of the following fundamental values:

- Build sustainable relationships with our clients
- Deploy strategic thinking
- Be the coach the client needs
- Embed innovative practices in our work
- Deliver value at every touch point
- Education
- Create environmental impact

At The Well Biz, we make a conscious and continuous effort to take all reasonable steps to minimize our environmental footprint by developing programs and policies to reduce energy and water consumption and increase waste diversion. To that end, we are committed to:

Increasing Our Use of Green Products and Services

Increasing environmental health by:

- Using Alternative Technologies
- Selecting Environmentally Friendly Materials
- Eliminating or reducing environmental health hazards and hazardous materials.
- Educating employees, vendors, and end users on how to support the environment.
- Minimizing solid wastes.
- Working with suppliers and vendors who uphold the same or substantially similar
- commitments to environmental sustainability.
- Sustainable Development Goals (SDGs)

At The WellBiz, we take great pride in fostering and preserving robust connections with our employees, contractors, suppliers, customers, and the communities we serve. Our guiding principle ensures that every individual or organization we collaborate with shares our core values and objectives, particularly in areas such as Business Integrity, Labor Rights, and Diversity, Equity, and Inclusion, as articulated in our Supplier Diversity Statement.

Business Integrity

Our business is conducted lawfully and with integrity. All of our employees and others with whom we do business must:

- Not engage in bribery.
- Disclose any conflicts of interest.
- Not accept gifts, hospitality, or entertainment in exchange for influencing future
- business.
- Engage in competitive behavior in compliance with all relevant anti-trust or other laws

- and regulations.
- Conduct all business dealings transparently.
- Safeguard all confidential material.
- Comply with all federal, state, territorial, and international laws, including those related to data protection and anti-trust.

Supplier Relations

We are committed to gaining our customers' trust through responsible actions and ethical practices towards our employees, contractors, customers, and communities, and we hold our suppliers to the same standards.

We require our suppliers to adhere to the guidelines outlined in this policy, promising ongoing support to those who show steadfast improvement.

We urge our suppliers to be transparent about their challenges, allowing us to assist in devising effective solutions.

Our fundamental principles are as follows:

- All business activities should be carried out in a lawful manner and with integrity.
- Employment agreements must be transparent and mutually agreed upon.
- Every employee deserves to be treated with fairness, respect, and dignity.
- Employment should always be a matter of choice.
- Only individuals of suitable age should be employed.
- Employees must receive fair wages in line with their country's standards.
- The working hours for all staff members should be reasonable.

- The well-being and safety of employees are of utmost importance.
- Employees should have fair access to procedures and remedies.
- Our business practices are designed to be sustainable and to reduce our impact on the environment

Diversity, Equity, and Inclusion

At The WellBiz, proudly certified as both a woman-owned and minority-owned enterprise, we celebrate and support the diversity of our employees and contractors. This diversity encompasses variations in age, skin color, disabilities, ethnicity, family or marital status, gender identity and expression, language, nationality, physical and mental capacities, political beliefs, race, religion, sexual orientation, socio-economic background, veteran status, and other unique attributes of our team members and partners.

Supplier Diversity Statement

At The WellBiz, we are committed to actively supporting and seeking collaboration with businesses that identify within one or more of the following diversity classifications:

- Minority-owned Business Enterprises (MBE)
- Woman-owned Business Enterprises (WBE)
- Lesbian, Gay, Bisexual, Transgender -owned Business Enterprises (LGBTBE)
- Disability-owned Business Enterprises
- Small Disadvantaged Businesses (SDB)
- Historically Underutilized Businesses (HUB Zone)

- Veteran-owned Businesses (VBE)
- Service-disabled Veteran-owned Businesses (SDVBE)
- Governance Impacts

Jan 15, 2025 (scheduled)