

Corporate Social Responsibility

Core Values

Respectful

Of each other, of our customers,
of the community

**Professional and
collaborative in all we do**

Agile

Timely, responsive, strategic

**Aware and open to new ideas
and opportunities**

Innovative

Superior technology and value

**Striving to always deliver
better solutions**

CSR Mandate



Willowglen is a signatory to the United Nations' Global Compact. Incorporating the United Nations' Global Compact's ten principles, we define Corporate Social Responsibility and Sustainability as:

- Conducting business in a socially responsible and ethical manner
- Protecting the environment and the safety of our people
- Supporting fair labour practices and human rights
- Giving back to the community in which we live and operate

Willowglen will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters. Willowglen employees are to adopt the Corporate Social Responsibility considerations described in this policy into all work activities.



Corporate Social Responsibility

This policy applies to all of Willowglen's global activities, and is built upon the following areas:



Business Ethics and Transparency

Willowglen is committed to maintaining the highest standards of integrity and corporate governance practices, and will conduct its business in an open, honest, and ethical manner. Willowglen recognizes the importance of protecting all of our human, financial, physical, informational, social environment, and reputational assets. Willowglen will advise our partners, contractors and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.



Employee Relations

Willowglen will ensure that employees are treated fairly and with dignity, with consideration for their career goals. Willowglen will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate. Willowglen is committed to providing equal opportunity in all aspects of employment, embracing diversity. Willowglen will not tolerate unlawful workplace conduct.



Environment Health and Safety

Willowglen is committed to protecting the health and safety of all individuals affected by our activities. Willowglen will provide a safe and healthy working environment and will not compromise the health and safety of any individual. Our goal is to have zero accidents, and to mitigate impact on the environment by working with our customers, peers and other key stakeholders to promote responsible practices which are continuously improved.

All employees are responsible for contributing to a safe working environment, and for operating in an environmentally responsible manner. Willowglen maintains, in accordance to our ISO 9001:2015 processes, procedures to ensure the well-being of our employees.



Human Rights

Willowglen will not tolerate human rights abuses. Willowglen will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships.



Community Support

Willowglen believes that the well-being of the communities in which the company lives and operates is symbiotic with the growth and health of the company. Thus, community support is both a corporate responsibility and a corporate need.

Willowglen encourages staff to take leadership roles in charitable endeavors, community organizations, educational institutions, and industry associations. Willowglen will, as much as practical, provide work flexibility to enable staff to volunteer time to such activities. Willowglen will shoulder above its weight in community support by maximally leveraging available resources towards projects and activities that benefit the community.

Corporate Social Responsibility

Quality Policy

Willowglen Systems is committed to:



- The pursuit of a continuing quality program to provide products and services which embody excellence in design and execution, and which deliver to the requirements of our customers,
- The continuous improvement of all company processes, and
- The strengthening of our partnerships with our key stakeholders: our customers, our employees, our value-added resellers, our chosen suppliers, our investors, and our partners.

Our Team

50%

of staff self-identifies as part of a minority group

18

different countries of origin

21⁺

different languages spoken

Willowglen Systems Inc. is an Equal Opportunity Employer. We respect and seek to empower each individual and support the diverse cultures, perspectives, skills, and experiences within our workforce.

