

The WellBiz Environmental, Social, and Governance (ESG) Policy

Effective Date: Updated on March 17, 2025

Approved By: Sheena Eizmendiz, CEO

Introduction

At The WellBiz, we are committed to conducting our operations with integrity and purpose, striving to create a positive impact on our team, partners, suppliers, vendors, and clients. Additionally, we focus on enriching our community and minimizing our environmental footprint. We recognize that true sustainability requires a comprehensive approach, ensuring that all stakeholders understand how we navigate environmental, social, and governance challenges and opportunities.

Core Values

Everything we do 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 touchpoint
- Education
- Create environmental impact

Environmental Responsibility

At The WellBiz, we take deliberate and continuous steps to reduce our environmental footprint by implementing programs and policies that minimize energy and water consumption while increasing waste diversion. To that end, we are committed to:

Increasing Our Use of Green Products and Services

Enhancing environmental health by:

- Utilizing alternative technologies
- Selecting environmentally friendly materials
- Eliminating or reducing environmental health hazards and hazardous materials
- Educating employees, vendors, and end-users on environmental sustainability practices
- Minimizing solid waste
- Partnering with suppliers and vendors who uphold similar commitments to environmental sustainability

Sustainable Development Goals (SDGs)

At The WellBiz, we take great pride in fostering and maintaining strong relationships with our employees, contractors, suppliers, customers, and the communities we serve. Our guiding principle ensures that every individual or organization we collaborate with aligns with our core values and objectives, particularly in areas such as Business Integrity, Labor Rights, and Cultural Competency, as outlined in our Supplier Diversity Statement.

Business Integrity

Our business is conducted lawfully and with integrity. All of our employees and business partners must:

- Not engage in bribery
- Disclose any conflicts of interest
- Not accept gifts, hospitality, or entertainment in exchange for influencing future business decisions
- Engage in competitive behavior in compliance with all relevant anti-trust or other laws and regulations
- Conduct all business dealings transparently
- Safeguard all confidential materials
- Comply with all federal, state, territorial, and international laws, including those related to data protection and anti-trust regulations

Supplier Relations

We are committed to earning the trust of our customers through responsible actions and ethical business practices towards our employees, contractors, customers, and communities. We hold our suppliers to the same high standards.

We require our suppliers to adhere to the guidelines outlined in this policy, providing ongoing support to those who demonstrate commitment to continuous improvement. We encourage our suppliers to be transparent about their challenges so we can collaborate on effective solutions.

Our fundamental principles are as follows:

- All business activities should be conducted lawfully and with integrity
- Employment agreements must be clear 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 appropriate working age should be employed
- Employees must receive fair wages in accordance with their country's standards
- Working hours for all staff members should be reasonable
- Employee well-being and safety are top priorities

- Employees should have fair access to grievance procedures and remedies
- Our business practices are designed to be sustainable and to reduce our environmental impact

Cultural Competency

At The WellBiz, proudly certified as both a woman-owned and minority-owned enterprise, we are committed to fostering a culturally competent workplace. We recognize and celebrate the diverse backgrounds, perspectives, and experiences of our employees and contractors. Our commitment to cultural competency includes embracing differences in age, ethnicity, race, gender identity and expression, sexual orientation, nationality, language, disability status, religion, socio-economic background, family or marital status, veteran status, and other unique attributes that make our team and partners stronger.

Supplier Diversity Statement

At The WellBiz, we actively seek to collaborate 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

Next Review Date: January 7, 2026 (scheduled)