



# BETTER

AN OVERVIEW OF TEKSYSTEMS' SOCIAL IMPACT  
AND ETHICAL PRACTICES





## **WE BELIEVE IN TOMORROW.**

We believe in tomorrow. That positive change is possible. That a better idea, a better solution, a better world is worth investing in. We're hands-on problem-solvers who not only tackle the most difficult business initiatives and create significant opportunity for our customers, consultants and each other, but we also believe building tomorrow is more than accelerating business outcomes.

We aim to help the underserved, give voice to people with diverse backgrounds in equitable and inclusive ways, and drive impactful humanitarian and sustainability initiatives. We invest in nurturing and developing a new generation of trailblazers for whom diversity is a core strength and asset, and we help like-minded organisations do the same. As partners in transformation, we value trust, high ethical standards and being a socially responsible corporate citizen.

**This overview shows where we stand as we work together to better our communities, our culture and our standards.**



BETTER  
**COMMUNITIES**

# Driving Positive Change in Our Communities



We enable enterprises to capitalise on change by anticipating trends and developing real-world solutions. Beyond the solutions we deliver, we want to enact change and sustain a lasting impact. That means serving the underserved, impacting the communities where we live and work, and creating more access to opportunity. We back organisations whose missions match our purpose. Our giving strategy is driven by:

**Advancing technology careers as well as overall workforce and career development**

**Empowering our employees to contribute to causes meaningful to them**

**Making lasting change in social justice and equity**

## NATIONAL PARTNERSHIPS

We've established long-term partnerships with organisations where our missions align. By committing to monetary investments, we can have a greater impact on helping those organisations achieve their goals. More importantly, we rally our employees to be active participants in these partnerships and give them opportunities to directly impact them, including volunteering their time and expertise, to further broaden our reach and move our partners' missions forward.



### TECH SHE CAN

We are committed to leveraging our market position to foster a future pipeline of tech talent. As a strategic partner to [Tech She Can](#), an organisation that inspires girls and women to pursue careers in technology, we are able to help influence young minds at grassroots level and help attract future generations of diverse talent into the technology sector.



### STEM AMBASSADORS

Our certified STEM Ambassadors – volunteers from our network of employees – offer their time, passion, and energy to visit schools, colleges, and youth group organisations to deliver requests from teachers and youth group leaders who want to link STEM subjects to the real world of work.



### **EMPLOYEE MATCHING PROGRAMME**

We empower employees to support the causes they feel passionate about – whether it’s a team that comes together to give back to their community or an employee who rallies the support of their peers for a cause close to their heart.

Through our TEK Gives Back programme, we provide matching funds of up to £1,000 for employees who raise money for a qualifying charitable organisation. Groups are also eligible for matching funds of up to £3,000 when two or more local teams or departments support the same organisation.



### **SOCIAL JUSTICE COMMUNITY PARTNERSHIPS**

We believe in an inclusive, diverse and equitable society. By investing in and supporting organisations, like [Tech She Can](#), we demonstrate our dedication to the advancement of underrepresented groups. We continually look to contribute to organisations with shared values and purpose, seeking to enact meaningful change.

## **GLOBAL INITIATIVES**

### **NORTH AMERICA**

For nearly 30 years, [Per Scholas](#) has advanced economic equity through technology. They believe a thriving workforce starts with equitable access to education, envisioning a technology workforce as diverse as the customers it serves. Over 17,000 graduates have launched successful careers in tech to date through their no-cost technical training. They seek to advance economic equity through rigorous training for tech careers and to connect skilled talent to leading businesses.

[CompTIA Spark](#) finds new ways to make tech exciting, accessible and inclusive through the power of its innovative programmes. For nearly a decade, TEKsystems has helped foster career opportunities for those underrepresented in the technology industry, most notably women and people of colour. TEKsystems has supported other CompTIA Spark programmes that cultivate cultures of inclusion.

### **ASIA**

[Kshamata Innovation Foundation’s](#) (KIF) flagship women’s entrepreneurship Program, STREE (She Transforms Routine to Equitable Entrepreneurship), aims to strengthen women’s entrepreneurship by helping homemakers contribute to their family incomes and become financially independent. This unique initiative supports women by helping them transform their ideas into sustainable businesses and providing them with livelihood-based entrepreneurship opportunities. TEKsystems’ monetary support helps fuel their mission.

[Prakash Nanjappa Sports Academy’s](#) (PNSA) vision is to encourage children to play sports to improve community participation. PNSA believes in creating sports enthusiasts at all levels by building the basics to improve young athletes’ skills. We have collaborated with PNSA to fund the purchase of equipment and accessories for athletes.



BETTER  
**CULTURE**

# Cultivating a Values-Driven Culture



We firmly believe that who we are as a company – our culture, purpose and core values – directly affects how we show up and deliver for our stakeholders. Over the past few years, we've evaluated our purpose-driven culture and discovered how firmly rooted we are in these core values:



**Relationships:** People are the heart of our business, and we value deep, interpersonal relationships to enable collaboration and foster growth and development. We view every interaction as an opportunity to strengthen our relationships internally and externally.



**Personal and Professional Growth:** We think one of the greatest gifts in life is to help someone else achieve their goals and live life to the fullest. We must develop ourselves, grow and support those around us at home and work. We are thirsty for wisdom, eager for opportunity and accountable for improvement.



**Serving Others:** We strive for excellence through serving others. We delight in the opportunity to serve the needs of our customers, consultants and one another. We draw personal meaning from service at work and in the communities we serve.



**Performance:** We believe our role in work and life is to drive positive outcomes for people and our business. We push to achieve extraordinary results in concert with our character and ethics, showing up with energy and passion for winning together. We believe in the power of goals and the force of will, and we tackle challenges with grit and resilience.



**Inclusion:** We seek out and embrace diverse backgrounds, life experiences and individual perspectives because we believe that leveraging differences and fostering the full participation of every employee positions us to achieve our goals and create opportunity for all. We practice unbiased empathy to ensure every person feels seen and heard, and no matter who you are, you can flourish.



**Open Communication:** We see the caring and respectful sharing of information and feedback as a responsibility of everyone and fundamental to having honest relationships, knowing that context and coaching make us better. We err on the side of communicating more as opposed to less while staying true to our commitments and acting in harmony with our words.



## DIVERSITY, EQUITY AND INCLUSION

We integrate diversity, equity and inclusion into all aspects of who we are and what we do. We're dedicated to creating a culture that inspires performance, innovation and responsible action. We want our employees to show up as their authentic selves and achieve their goals, uplifting their teams and contributing to the company's overall success.

We strive to instil the value of inclusion into employees throughout their experience – during onboarding and continuing with talent management, communication, professional development and leadership training. We ensure transparency of opportunity when promoting open positions through companywide communications, ensuring all have access to new opportunities. We have established several employee resource groups dedicated to supporting underrepresented individuals with a platform to foster community, strengthen allyship and inspire each other to reach our full potential.

### EMPLOYEE RESOURCE GROUPS

#### **Multicultural@TEK**

*All individuals of different backgrounds*

#### **Pride@TEK**

*LGBTQ Employees and Allies*

#### **Women@TEK**

*Women and Allies*

## SERAMOUNT INCLUSION INDEX

In 2021 and 2022, our colleagues in North America earned recognition for being an inclusive workplace by ranking on the [Seramount Inclusion Index](#), which helps organisations understand trends and opportunities in demographic representation, creates a road map to drive internal change, and identifies inclusion, diversity and equity solutions to close any gaps. Inclusion on the index will attest to TEKsystems' best practices in recruitment, retention and advancement of people from underrepresented groups, inclusive corporate culture and demographic diversity for racial and ethnic minorities. We are partnering with Seramount in EMEA to leverage their expertise and learn how we can continue to develop our inclusion strategy in region.

By seeking out and embracing diverse backgrounds, TEKsystems leverages differences and fosters the full participation of every employee. To achieve this goal, our strategy includes recruiting, mentoring, supporting and promoting a diverse workforce.







## LEADERSHIP DEVELOPMENT

We believe in developing the whole self. TEKsystems invests in a programmatic approach to leadership development that is designed to support all employees, no matter where they sit in the organisation. Our leaders strive to inspire a shared vision, solve problems, lead inclusively, manage conflict, empower, delegate, build relationships and help navigate the changing landscape. Our mission is to provide the framework so our people can own their personal and professional growth.



## BEST U

Best U is a TEKsystems platform that supports personal development and launches the employee journey toward growth and fulfilment. It offers a variety of curated workshops centred around TEKsystems' core values, which allows employees to progress at their own pace. Each workshop supports the tenets of our core values and provides valuable insight, coaching and skill-building. Every workshop contains a recorded interactive session along with a participant guide and discussion guide.

# RISE

RISE is an intensive six-month programme with a live kick-off week. This programme is foundational for the leadership journey at TEKsystems. It focuses on self-development, awareness, accountability and empowerment while supporting everyone's progress toward their goals.

Participants work with three to four colleagues and a mentor to support them as they embark on six months of personal and professional development, cultivating a deliberate learning mindset.



BETTER  
**STANDARDS**

# Abiding by High Ethical Standards and Governance



## GLOBAL CODE OF CONDUCT

As a member of [Allegis Group](#), TEKsystems serves thousands of communities, customers, employees and each other. We provide our people with a [Global Code of Conduct](#) - a resource that describes and reinforces who we are and how we conduct ourselves in every part of the world. We designed our Code to remind us of our commitment to our company's stakeholders. It also reminds us that our fundamental core values bind our network of specialised companies together. The Code and related training, compulsory for all our staff, reinforce our pride in working for an organisation that embraces honesty, integrity, respect and ethical behaviour in everything we do.

## SAFEGUARDING PRIVACY AND ANNUAL ENTERPRISEWIDE TRAINING

TEKsystems is committed to safeguarding the privacy of our customers, candidates and employees. We ensure that any data under our control is secured effectively. Our [Data Privacy Notice](#) is available on TEKsystems.com. TEKsystems has information security management systems aligned with the requirements of ISO27001.

Our staff undergoes annual, compulsory training on data security and privacy responsibilities. Allegis Group is committed to maintaining a safe and productive work environment and minimising risks across all aspects of our business. In line with this commitment, all employees are required to complete specific training courses at the time of hire and every year.

**Allegis Group Global  
Code of Conduct**

**Allegis Enterprise Data  
Security Curriculum**

**Allegis Enterprise  
Privacy and Data Protection  
Curriculum**



## ETHICS

We strive to provide our employees and stakeholders with a safe, productive work environment where they feel comfortable raising any concerns they may have. In addition, we have an open-door policy to encourage reporting noncompliance issues. We work with EthicsPoint, an independent external ethics reporting hotline service provider, to support employee anonymity. Any reports made are treated in the strictest confidence and are thoroughly investigated. We want our employees to feel comfortable raising concerns without fear of retaliation, so we have a zero-tolerance policy for any act made against anyone who makes a good faith report of actual or suspected misconduct.

Any form of bribery or corrupt practice is strictly forbidden. Our employees are trained regularly on our anti-bribery and anti-corruption policy, which includes prohibiting any form of facilitation payment, giving or accepting extravagant gifts, or any other practice that could be interpreted as bribery.

We comply with all legislation to ensure everyone who works with our organisation is treated fairly and equally. Our policies are in place to make sure all TEKsystems business is conducted honestly and ethically per the letter and spirit of applicable legal and regulatory requirements in the jurisdictions where we carry out our operations. For more legal policies, please see our latest [statement](#) on the Allegis Group website.



### SUPPLIERS

Our [Supplier Code of Conduct](#) sets ethical standards for TEKsystems' current and potential suppliers. We view these partnerships as critical to our success and work only with suppliers who share our commitment to conducting business ethically and with integrity.



### SUSTAINABILITY

We understand our responsibility to minimise the impact of our business on the world around us. As a result, we proactively seek opportunities to improve our company's conduct directly and through our business partnerships.

- **Measurement and reporting.** To maximise our transparency and our ability to have the most considerable positive impact as an organisation, we manage our environmental, social and governance (ESG) reporting with our parent company, Allegis Group. We measure and report our carbon emissions and are a member of the Carbon Disclosure Project (CDP). CDP is a not-for-profit charity that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Further details about our carbon footprint reporting are available on the [official CDP website](#). We strive for full transparency and we're constantly growing the scope of what we measure together with improving the accuracy of those measurements. Allegis Group also participates in one of the worlds most trusted sustainability evaluations, EcoVadis. The company constantly seeks to improve year on year. Allegis Group performance can be found on the [official EcoVadis website](#).
- **Office environment.** One of the most significant contributors to Allegis Group EMEA's carbon footprint is the office space we occupy. To help manage our impact, Allegis Group has sustainability plans in place which cover elements such as:

Provision of  
efficient heating,  
cooling, and  
lighting equipment

Encouraging the  
purchase of power  
from renewable  
sources

Efficient use of  
water

Recycling  
stations

Furthermore, all electricity supplied to our UK head office in Bracknell is procured from 100% renewable sources.

- **IT infrastructure.** For a services company such as Allegis Group, the use of IT equipment represents an important area of focus in the quest for reduced environmental impact. We have a range of measures in place to minimise the negative impacts of technology in the workplace. These include:

Implementation of  
a cloud-based  
computing  
strategy

Deployment of  
sustainable  
'on-demand'  
printing in all our  
offices

Toner cartridge  
recycling

Donation or  
recycling of old IT  
equipment

- **Sustainable procurement.** Allegis Group is committed to continuously improving supplier performance, sustainable service delivery and environmental awareness. We achieve this through our third-party Vendor Management System. By working with our suppliers throughout the delivery lifecycle we aim to ensure quality and manage supply chain risk.
- **Business travel.** Our third-party corporate travel partner [Reed & Mackay](#), a [United Nations Global Compact](#) participant, is the first corporate travel management company to partner with Neste (a leading supplier of renewable diesel and sustainable aviation fuel), and is committed to setting near- and long-term company-wide emission reduction targets in line with climate science with the [Science Based Targets](#) initiative (SBTi). By partnering with Reed & Mackay, our business travellers can make more informed and better choices when booking travel.

# BETTER FUTURE

TEKsystems delivers real-world solutions to accelerate business transformation for our customers, and we create significant opportunities for career success for our consultants and employees. We're equally committed to making positive impacts on our communities, our culture and the world around us. We look forward to broadening our social impact and expanding what difference we can make in the years to come.

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## **ABOUT TEKSYSTEMS AND TEKSYSTEMS GLOBAL SERVICES**

We accelerate business transformation for our customers. We bring real-world expertise to solve complex technology, business and talent challenges – across the globe. We're a team of 80,000 strong, working with over 6,000 customers, including 80% of the Fortune 500 across North America, Europe and Asia, who partner with us for our scale, full-stack capabilities and speed. We're strategic thinkers, and hands-n collaborators, helping customers capitalise on change. We're building tomorrow by delivering business outcomes and driving positive impacts in our global communities. TEKsystems is an Allegis Group company. Learn more at [TEKsystems.com](https://www.teksystems.com).

