Andersen Social Value Policy

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OUR COMMITMENT

Andersen is dedicated to creating a positive social impact through its IT solutions, services, and operations. We believe that our business success is intrinsically linked to the well-being of our partners and the end-users of our digital products. We build software that not only meets our clients' needs but also contributes to social progress and sustainable development. This policy outlines our approach to delivering social value across the industries we serve and defines the roles and responsibilities of all stakeholders involved.

POLICY SCOPE

This Social Value Policy applies to all Andersen's employees and contractors, including full-time and part-time workers. It ensures that everyone involved in our operations is aligned with our social value objectives. This policy, designed to promote a culture of responsibility across the organization, will be shared with our suppliers, partners, and consultants.

ROLES, RESPONSIBILITIES, AND IMPLEMENTATION

To ensure the effective implementation of our Social Value Policy, different stakeholders have specific responsibilities:

Employees and Board Members

- should understand the importance of social responsibility in software development and be committed to promoting it in all aspects of their work,
- ecognize their roles in maximizing positive social outcomes,
- actively participate in social value initiatives and provide feedback for continuous improvement.

Management

- should integrate social value considerations into business strategies and decision-making processes,
- set measurable targets for social value initiatives and regularly assess progress,
- ensure transparent communication of social value efforts across the organization,
- oversee the implementation, communication, and reporting of this policy, ensuring alignment with strategic goals and maintaining transparency in progress.

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Suppliers and Partners

- should provide their own social policies when entering into agreements with Andersen,
- collaborate with Andersen to enhance social value creation,
- communicate Andersen's Social Value Policy to their own stakeholders and align their practices accordingly.

All Stakeholders

- should actively engage in feedback processes to help improve our social value initiatives.

Communication and Reporting

- Annual reports on our social value creation efforts will be shared transparently across the organization to keep all team members and stakeholders informed and engaged.
- We encourage feedback from stakeholders to continually improve our social value initiatives.

KEY FOCUS AREAS

Ethical Business Practices and Inclusive Workplace

We uphold the highest standards of ethical conduct in all our business dealings, ensuring transparency, fairness, and respect for human rights. We see diversity and inclusion as top priorities, value different perspectives, and promote equal opportunities for all employees.

We follow the rules that all relationships among employees, representatives, guests and clients will be business-like and free of bias, prejudice, bullying, and harassment.

We encourage and provide support for improved health and well-being, both physical and mental, for our employees.

Environmental Sustainability

We commitment to sustainable and responsible business practices that minimize our environmental impact, promote conservation, and contribute to a greener and more sustainable future.

We conserve natural resources, including water, energy, and raw materials, by implementing efficient processes and practices.

We minimize waste generation and promote recycling, reuse and responsible disposal practices withing our operations.

We strive to reduce energy consumption and promote use of renewable energy sources where feasible.

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We work to reduce greenhouse gas emissions by implementing energy efficient technologies.

We strive to minimize the environmental impact of our operations and develop software solutions that promote sustainability and resource efficiency.

We create an environment where employees can address their concerns with the environmental policy and adhere to environmental protection standards.

Social Engagement

Andersen actively participates in various social initiatives through volunteering, knowledge sharing, and support for educational programs.

We create employment opportunities within the communities in which we work and provide opportunities for people to develop their skills, experience and careers.

We promote diversity and inclusion within the company and the wider technology community. This includes mentorship programs for underrepresented groups, partnerships with organizations that support diversity in technology, and internal policies that promote an inclusive workplace.

COLLABORATION AND PARTNERSHIPS

Andersen actively seeks partnerships with NGOs, academic institutions, thought leaders, and renowned experts in various industries to amplify our social impact and contribute to collective efforts addressing global challenges.

TRANSPARENCY

Andersen will be clear in both internal and external reports on the scope of our impact analysis and which activities we are analyzing.

We will also clearly outline the timescale, audience and purpose of the analysis.

We will endeavor to include links to any external research we are referencing, and clearly explain our rationale for all judgements and decisions that we make.

REVIEW AND UPDATE

This Social Value Policy will be reviewed annually and updated as necessary to reflect evolving social needs, technological advancements, and Andersen's growing capabilities.