

CSR report

2024 ↴



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01

The company

About Bee Engineering

The company

Message from the management

It is with great pleasure that I present Bee Engineering's Sustainability Report for 2024. This year, it reinforces our commitment to responsible business practices, appropriate to the context in which we live.

The complex scenario in which we live on a global level, with conflicts between nations, climate change and the influence of artificial intelligence systems on our daily lives, has forced us to readjust and transform our organization in order to ensure increased efficiency and agility in a highly competitive market. It is certainly in these times of great change that we must embrace our values and ensure our commitment to the evolution of society, enhancing the individual condition of each person and elevating the collective dynamics that surround us.

Contributing to this theme are actions related to social, environmental, energy and ethical responsibility, in their various areas, which aim to improve the society in which we operate. These initiatives are duly aligned with the sustainable development goals defined by the United Nations (UN) and have served as a guide for actions that we consider applicable to our reality, essential to our organization and that are valued by those who are part of our structure and by those who collaborate with us.

Finally, a word of appreciation to the professionals who make these actions happen every day, both by their preparation and by their participation. The innovation, boldness and commitment that we apply challenge us every day to achieve the results we are committed to, making us a more evolved, stronger and fairer company.

The company

Message from the management



↘ *Ruben Alves*

Ruben Alves

Chief Operating Officer

The company

Who we are

Bee Engineering is an information and communication technology consultancy that supports organizations in finding the right technological solution to catalyze their growth. It is through technology that we excel, innovate and challenge the future.

It was founded in 2010, in France, based on the fundamental values of family and respect for all. In 2013, Bee Engineering entered the information and communication technology sector, the year in which it created a technology competence center in Portugal.

MISSION:

With people we create a team. With innovation and technology we value our clients. With leadership and talent we challenge the future.


VISION:

We are passionate about technology and we see it as a means to excel, break records, be pioneers and innovators. We guide, train and support our consultants, moving as a whole to achieve one purpose: Success.

COOPERATION. INTEGRITY. ADAPTABILITY.

The company

Where we are



8,29 M€

revenue




53

clients



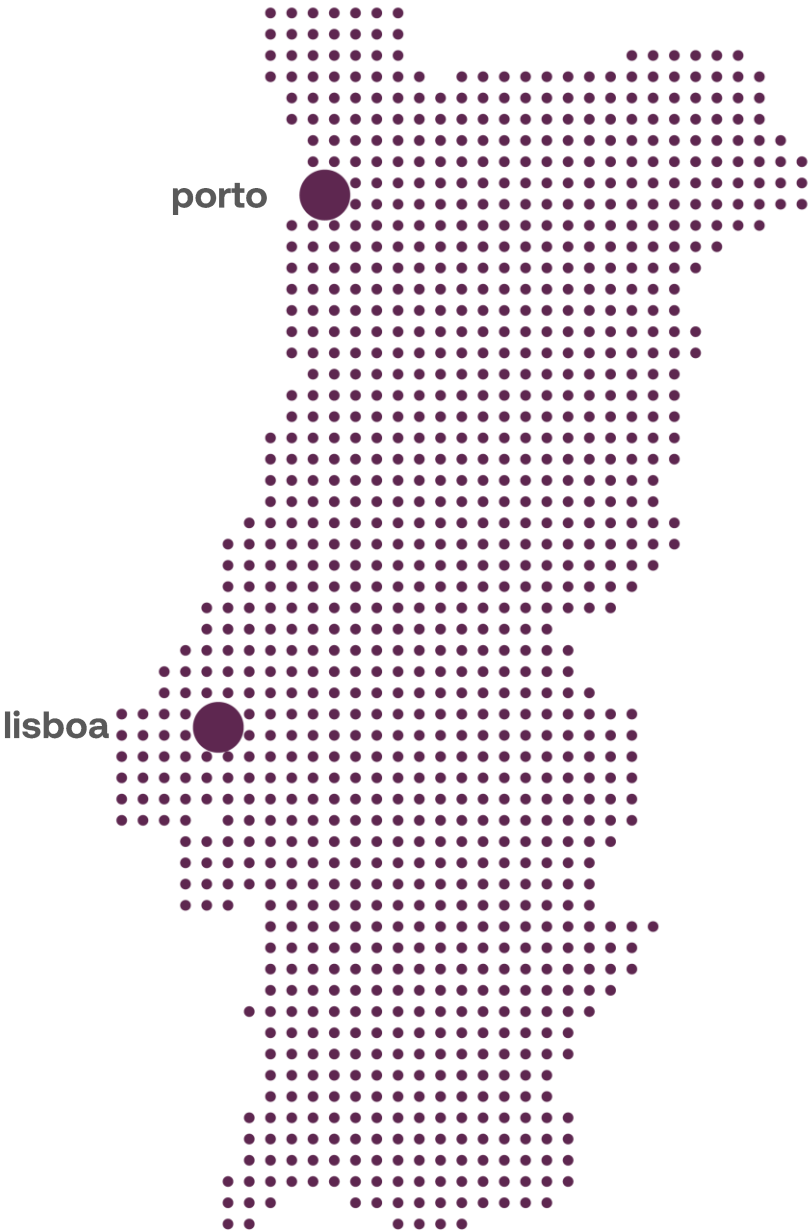
158

employees



Awards

- ISO9001
- Wellbeing Best Practices 2024



The company

Value chain

The moOngy group's value chain can be divided into three areas, each with different stakeholders. The three areas are related to sustainability, and therefore must have associated different positive impacts, negative impacts and risks.

UPSTREAM	OWN OPERATION	DOWNSTREAM
SUPPLIERS AND PARTNERS	DIRECTORS AND EMPLOYEES	CLIENTS
POSITIVE IMPACTS: <ul style="list-style-type: none">Choosing sustainable suppliers<ul style="list-style-type: none">Sustainable innovationPromoting local economy	POSITIVE IMPACTS: <ul style="list-style-type: none">Diversity and InclusionEmployee Health and WellbeingTraining and Certification	POSITIVE IMPACTS: <ul style="list-style-type: none">Satisfaction and loyaltyInnovative products and servicesTraining and awareness
NEGATIVE IMPACTS: <ul style="list-style-type: none">Unresponsible SuppliersHigh Carbon FootprintResource Consumption	NEGATIVE IMPACTS: <ul style="list-style-type: none">Poor working conditions<ul style="list-style-type: none">DiscriminationLack of involvement	NEGATIVE IMPACTS: <ul style="list-style-type: none">Negative perception<ul style="list-style-type: none">High pricesUnmet expectations
RISKS: <ul style="list-style-type: none">Dependence on Unaccountable SuppliersRegulatory Changes	RISKS: <ul style="list-style-type: none">Inadequate working conditions<ul style="list-style-type: none">Bad reputationHigh turnover	RISKS: <ul style="list-style-type: none">Changing customer preferences<ul style="list-style-type: none">Poor public exposureStrict regulation



02

2024

In numbers

2024 in numbers

Employees

ABOUT THE EMPLOYEES

Total employees	158
Female employees	22,1%
Female directors	0%
Employees ≤ 29 years	24,5%
Employees ≥ 45 years	16,8%
Different nationalities	11

TRAINING AND FOLLOW-UP

Training hours	3788
Certifications	23
Follow-up meetings	380
Onboarding sessions	65
Post-absence onboarding sessions	1
Student checks and daycare checks delivered	9

02
2024
Employees

2024 in numbers

Employees

HEALTH AND WELL-BEING

Sports tournaments	4
Employees With health insurance	81%
Psychologist appointments	108
Nutritionist appointments	1

ENGAGEMENT

Amount of events	6
Newsletters	3
Information shared on social media about CSR	13

02
2024
Employees

2024 in numbers

Environment and society

ENVIRONMENT

CO2 emissions: Scope 1	28,4tCO2
CO2 emissions: Scope 2	0,7tCO2
CO2 emissions: Scope 3	199,9tCO2
% of renewable energy	6,33%
Recycled computers	66,2%
Recycled phones	59,6%

SOCIETY

Supported associations	10
Charity events	2
Donations	5
Pro bono projects	2

02
2024

Environment
and society



03

General requirements

ESRS 2

General requirements

About the report

This report covers the period from **january 1st to december 31st, 2024**.

Much of the information presented here is common to all companies in the moOngy Portugal group, as it is the same in all of them.

However, information regarding employees is specifically related to **Bee Engineering**.

In order to structure the information in the best possible way, this report is divided into six parts:

- o About the company
- o 2024 in numbers
- o General requirements
- o Environment
- o Governance
- o Social

This is the first report based on the Sustainability Reporting Directive (**CSRD**) and the corresponding defined Sustainability Reporting Standards (**ESRS**). The identification of the themes analyzed and worked on was made based on a **double materiality analysis** that required an internal and external evaluation of different sustainability topics.

We also inform you that the moOngy group does not have any incentive associated with sustainability objectives and that due diligence will be carried out within the legal deadlines for this purpose.

Any questions about this Sustainability Report should be sent to the **moOngy** group's social and corporate responsibility area via email at **csr@moongy.pt**.

03 General requirements

About the report

General requirements

Stakeholders

A mapping of the **moOngy** group's stakeholders was prepared, considering **the way each one is involved** with the company, as well as the **topics of interest** to them.

	EMPLOYEES	COMMUNITY	CLIENTS	SUPPLIERS
INTERESTS	<p>Fair and balanced working conditions</p> <p>Work-life balance</p> <p>Professional development</p> <p>Equal opportunities</p> <p>Positive and collaborative organizational culture</p>	<p>Social and digital inclusion</p> <p>Community development and success</p> <p>Environmental preservation</p>	<p>Technological solutions that respond to needs</p> <p>Innovation that increases productivity</p> <p>Satisfaction with the service</p> <p>Fair prices</p> <p>Relationship of trust</p>	<p>Contractual stability</p> <p>Long-term partnerships</p> <p>Business transparency</p> <p>Payment compliance</p>
ENGAGEMENT	<ul style="list-style-type: none">o Career planso Free training and certificationo Follow-up meetingso Internal communicationo Surveys on satisfaction and needs for improvement	<ul style="list-style-type: none">o Voluntary actionso Development of employability programso Support of projects through our capabilities	<ul style="list-style-type: none">o Regular meetingso Channel for reporting irregularitieso Completion of surveyso Satisfaction and feedback surveyso Published sustainability reports	<ul style="list-style-type: none">o Completion of surveyso Channel for reporting irregularitieso Clear contracts and strict compliance with themo Competitive conditions

General requirements

Risks control

The **moOngy** group's risk management model identifies, assesses and mitigates potential events that may impact the company's human capital, business, projects and reputation.

To do this, **different sources of information** are analyzed:

- Surveys conducted with employees, customers and suppliers
- Surveys completed with customers
- Feedback / complaints / compliments at employee follow-up meetings
- Regulation
- Benchmarking
- SWOT analysis

The identified risks are classified into four categories:



Environemtal



Operational and
reputational



Financial

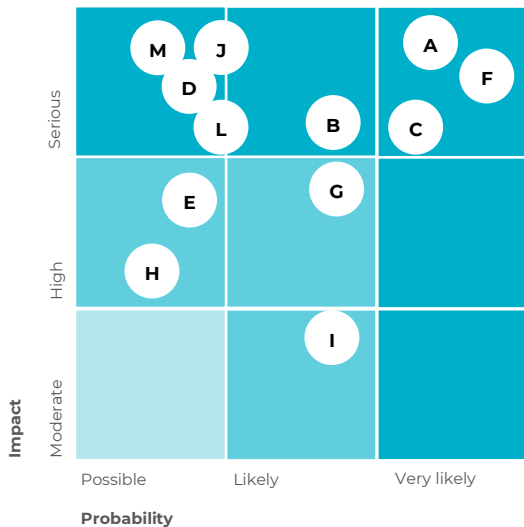


Human

bee
engineering

They were also analyzed taking into account the **likelihood** and **impact** they may have, as well as the opportunities they may bring to the group's companies.

Considering the analysis carried out, the **mitigation** plan is defined, where the actions that must occur are defined and which will then be described throughout this report in the different areas (environment, social and governance).



THEME	RISKS	IMPACT	OPPORTUNITY AND MITIGATION
ENVIRONMENTAL	A Greater demands on reporting and regulation	<ul style="list-style-type: none"> Increased reporting and regulatory requirements Investment in monitoring and auditing Increased operational costs to ensure compliance Possible financial penalty 	<ul style="list-style-type: none"> Transparency in communication: publishing reports, completing surveys and disclosing information Greater concern when choosing suppliers Support platform for creating reports
	B Inability to define decarbonization plans	<ul style="list-style-type: none"> Loss of competitiveness Deterioration of the company's reputation Difficulty in attracting investors focused on sustainability 	<ul style="list-style-type: none"> Implementation of GHG emissions control and registration systems Creation of sustainable partnerships
	C Replacing existing products and services with lower carbon intensity solutions	<ul style="list-style-type: none"> Reduction in the relevance of traditional company solutions Pressure to innovate quickly Possibility of technological obsolescence 	<ul style="list-style-type: none"> Installing solar panels to reduce non-renewable energy consumption Offsetting unavoidable carbon emissions Deploying electric vehicles and charging stations
OPERATIONAL AND REPUTATIONAL	D Data Privacy Violation	<ul style="list-style-type: none"> Significant fines Reputational damage Legal and operational costs 	<ul style="list-style-type: none"> Existence of a Privacy and Data Protection Policy Existence of an Information Security Policy Existence of a Regulation for Reporting Irregularities
	E Quality and safety of services	<ul style="list-style-type: none"> Decreased customer confidence Possible loss of contracts 	<ul style="list-style-type: none"> Free training activities Free certification activities
	F Increased stakeholder concern and negative perception	<ul style="list-style-type: none"> Reduced employee retention Loss of business opportunities 	<ul style="list-style-type: none"> Obtain recognized certifications
FINANCIAL	H Costs of adopting processes to reduce GHG emissions	<ul style="list-style-type: none"> Pressure for investments in green technology Impact on service prices Need to redirect resources from other areas 	<ul style="list-style-type: none"> Development of innovative products Diversification of the product portfolio
	I Uncertainty in market signals	<ul style="list-style-type: none"> Difficulty in making long-term investments Resources in initiatives that may become obsolete Greater unpredictability in financial performance 	<ul style="list-style-type: none"> Training and qualification of employees in the environmental area
	J Stigmatization of the sector	<ul style="list-style-type: none"> Difficulty in attracting new talent Difficulty in creating strategic partnerships Negative public perception 	<ul style="list-style-type: none"> Open dialogue with stakeholders
HUMAN	L Overwork	<ul style="list-style-type: none"> Increased risk of physical and mental health problems Decreased efficiency and quality of work Employee dissatisfaction Difficulty attracting new talent Negative perception of the company 	<ul style="list-style-type: none"> Smartworking and flexibility policy Organizing sports activities/events Holding workshops on healthy living Sending newsletters/announcements on well-being Holding lectures on health and well-being Holding exhibitions on health and well-being Evaluating contracts and working conditions Defining a clear career plan
	M Inadequate wages and benefits	<ul style="list-style-type: none"> Reduced employee engagement Difficulty competing with other companies Poor organizational climate Negative impact on performance 	<ul style="list-style-type: none"> Health insurance for all employees General medicine consultations Nutrition consultations Consultations with a psychologist Internal survey to understand needs Offer of daycare voucher Offer of student voucher
	N Discrimination	<ul style="list-style-type: none"> Negative perception of the company Creation of a toxic work environment Loss of opportunities for innovation and creativity Difficulty in attracting different talents Lower productivity 	<ul style="list-style-type: none"> Creation of a gender equality index Awareness-raising actions on DEI Conducting onboarding sessions Reviewing questionnaires regarding gender identification Recruitment review: inclusive and non-discriminatory process

03 General requirements

Risks control

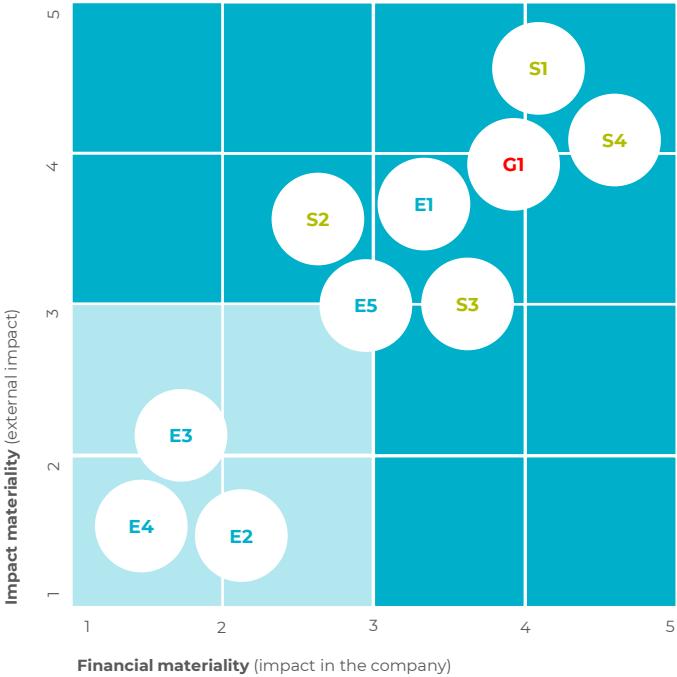
General requirements

Double materiality

Dual materiality is essential to guide strategic decisions that find a balance between financial results and impact on sustainability. **Material issues** are analyzed, considering **risks** and **opportunities** that may influence the company's business (financial materiality) and also the **effects** that the company's actions may have on the environment, society and stakeholders (impact materiality).

The cross-referencing between the two made it possible to identify which themes of the European Sustainability Reporting Standards (**ESRS**) are material, that is, which are relevant to the reality of the **moOngy** group.

This information is visible in the graph alongside, where we consider a scale from 1 to 5, with 3 being the midpoint.



MATERIAL TOPICS:

- E1: Climate change (page 24)
- E5: Circular economy (page 26)
- S1: Company employees (page 30)
- S3: Community (page 33)
- G1: Business conduct (page 35)

NON MATERIAL TOPICS:

- E2: Pollution
- E3: Water and marine resources
- E4: Biodiversity and ecosystems
- S2: Value chain Employees
- S4: End users

03 General requirements

Double materiality

General requirements

Strategy

Since the beginning of its existence, social concerns have been part of the **moOngy** group's values. However, in 2022, **sustainability** gained greater importance and became its own area of work within the group, becoming part of its strategy. Plans, projects and goals were then defined in accordance with the **Sustainable Development Goals** (SDGs).

In 2024, the strategy began to be based on **ESG** (environmental, social and governance) criteria to align with the European Union's **CSRD** (Corporate Social Responsibility Directive) and become an increasingly planned and regulated area. This identifies the material themes mentioned in the previous item of this report, each of them relating to specific SDGs.

Above all, we aim to create increasingly better conditions for **employees**, more value for **clients**, contribute to a **fairer society** and build a more **sustainable planet**.

ENVIRONMENT | CLIMATE CHANGE

Contribute to mitigating the impact of climate change



ENVIRONMENT | CIRCULAR ECONOMY

Promote responsible consumption



SOCIAL

Promote a more just and balanced society



GOVERNANCE

Ensure compliance with regulations and value chain requirements



General requirements

Disclosure requirements

MOONGY TOPIC	ESRS REQUIREMENT	REQUIREMENT	WHERE IT IS IN THE REPORT
No material topic	ESRS2: General requirements	BP-1	About the report
		BP-2	About the report
		GOV-3	About the report
		GOV-4	About the report
		GOV-5	Risks management
		SBM-1	Value chain
		SBM-2	Stakeholders
		SBM-3	Double materiality
		IRO-1	Double materiality
		IRO-2	About the report

03
General
requirements
Disclosure requirements

TEMA MOONGY	TEMA ESRS	REQUISITO	LOCALIZAÇÃO
Planet protection	ESRS E1: Climate change	E1-2	Environment – Climate change Policies, actions and targets
		E1-3	Environment – Climate change Policies, actions and targets
		E1-6	Environment – Climate change Policies, actions and targets
		E1-8	Risks management
Non-material	ESRS E2: Pollution		
Non-material	ESRS E3: Water and marine resources		
Non-material	ESRS E4: Biodiversity and ecosystems		
Sustainable consumption	ESRS E5: Circular economy	E5-1	Environment – Circular economy Policies, actions and targets
		E5-2	Environment – Circular economy Policies, actions and targets

TEMA MOONGY	TEMA ESRS	REQUISITO	LOCALIZAÇÃO
Employee health, well-being, diversity and inclusion	ESRS S1: Company employees	S1-1	Social – Employees Working conditions
		S1-2	Social – Employees Working conditions; Social – Employees Opportunities and treatment equality
		S1-4	Social – Employees Working conditions
		S1-5	Social – Employees Opportunities and treatment equality
		S1-6	Social – Employees Working conditions
		S1-7	Social – Employees Working conditions
		S1-10	Social – Employees Characterization
Non-material	ESRS S2: Value chain employees		

03

General requirements

Disclosure requirements

TEMA MOONGY	TEMA ESRS	REQUISITO	LOCALIZAÇÃO
Social support	ESRS S3: Affected communities	S3-1	Social – Affected communities
		S3-2	Social – Affected communities
		S3-4	Social – Affected communities
		S3-5	Social – Affected communities
Non-material	ESRS S4: End users		
Ethics and corporate culture	ESRS G1: Business conduct	G1-1	Governance – Corporate culture and Whistleblowing and Irregularities
		G1-2	Governance – Corporate culture and Whistleblowing and Irregularities
		G1-3	Governance – Corporate culture and Whistleblowing and Irregularities; Governance – Supplier management, Corruption and Bribery
		G1-5	Governance – Supplier management, Corruption and Bribery
		G1-6	Governance – Corporate culture and Whistleblowing and Irregularities

03

General requirements

Disclosure requirements



04

Environment

ESRS E

Environment

Climate change

POLICIES, ACTIONS AND TARGET

- **Transparency in communication**
 - Publication of the CSR Report 2023
 - Publication of the CSR policy
 - Publication of the joint policy, which addresses environmental issues
 - Publication of sustainable purchasing policy
- **Establishment of partnerships in the area of environmental sustainability**
 - Membership of BCSD Portugal
- **Implementation of awareness-raising actions for employees**
 - “Awareness of the environment” discussion group
 - “The importance of sustainability” workshop
- **Internal communications on the subject**
 - Communications on Water, Energy, Environment Day and Sustainability Day
- **Creation of an open dialogue with stakeholders**
 - Response to customer surveys
- **Implementation of remote work and meetings**
 - 54,8% of employees in remote format and 39,4% in hybrid
- **Greater concern when choosing suppliers**
 - Making addendums to contracts with environmental obligations
 - Conducting surveys with suppliers to assess their environmental, social and ethical stance
- **Installation of solar panels to reduce the use of non-renewable energy**
- **Replacement of lighting with LED lights**
- **Implementation of electric vehicles, with the gradual replacement of the fleet translating into 44.6% electric/hybrid cars at present**
- **Implementation of charging stations in the garage at the Lisbon headquarters**
- **Offsetting carbon emissions on the company's website, with a total of 19,82tCO₂ captured**

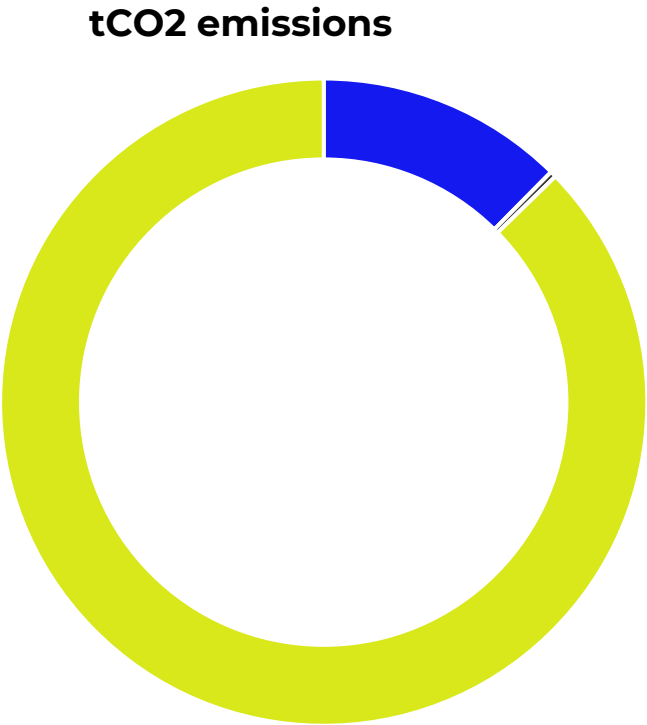
Environment

Climate change

POLICIES, ACTIONS AND TARGET

- Implementation of carbon footprint recording systems
 - Scope 1 – 28,4 tCO₂
 - Scope 2 – 0,7 tCO₂
 - Scope 3 – 199,9 tCO₂

- Scope 1
- Scope 2
- Scope 3



Environment

Circular economy

POLICIES, ACTIONS AND TARGET

- **Creation of a platform for exchanging and selling products**
- **Recycling in the office**
 - Implemented: paper, plastic and glass
 - 2025: extend to caps, batteries, light bulbs and cards
- **Recycling computers**
 - In 2024, 66.20% of computers were sent for recycling to the original brand.
The rest are still in use by employees.
- **Cell phone recycling**
 - In 2024, 59.60% of cell phones were sent for recycling to the original brand.
The rest are still in use by employees.
- **Awareness-raising activities for employees**
 - Exhibition on waste
 - Launch of a newsletter on waste



05

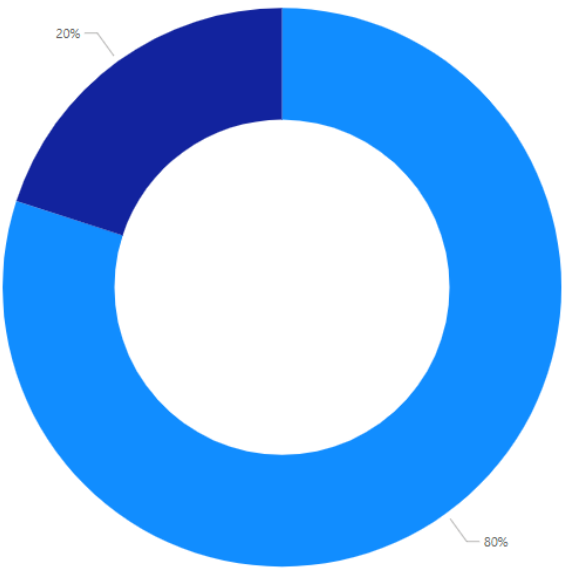
Social ESRS S

Social

Our employees

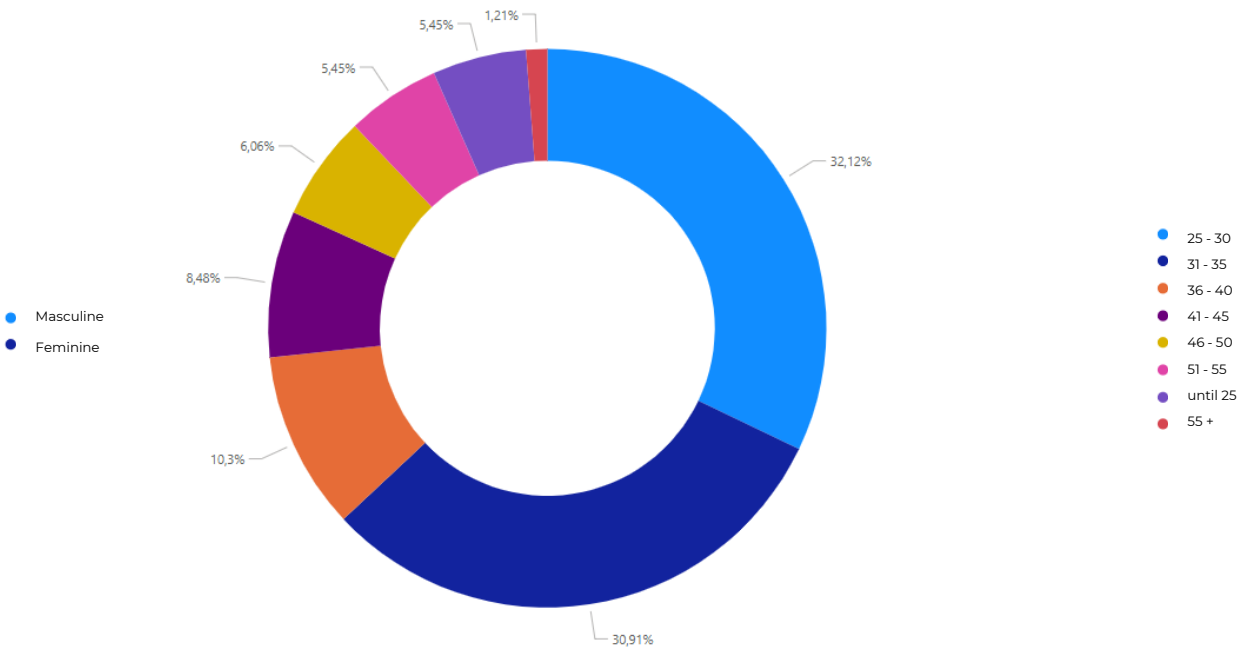
EMPLOYEE CHARACTERIZATION

Employees by gender



Graphic 1: Employees by gender

Employees by age group



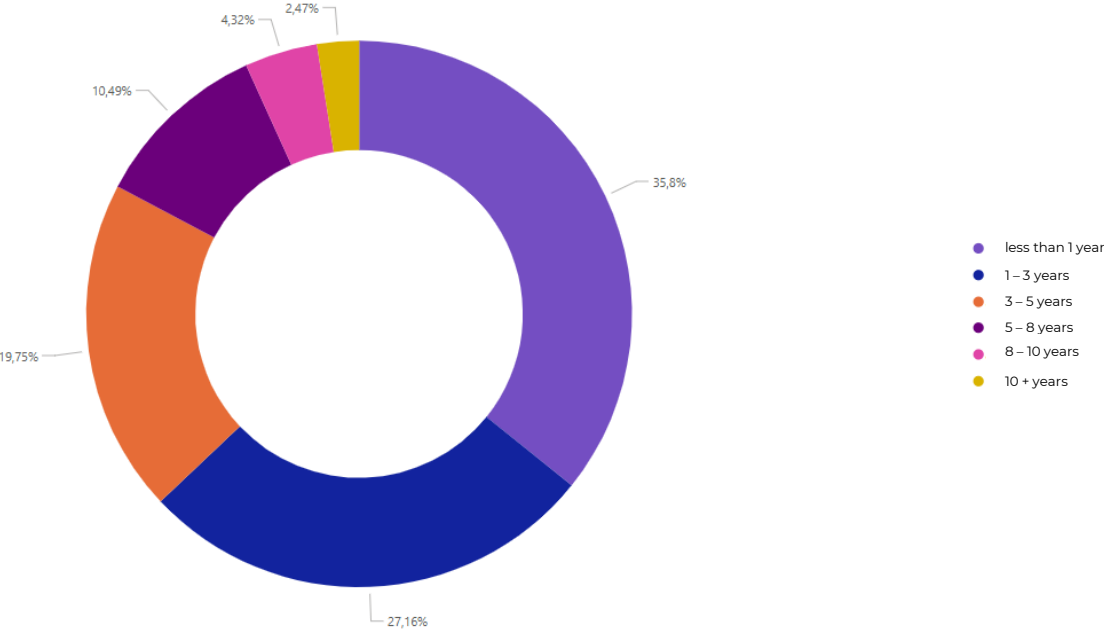
Graphic 2: Employees by age group

Social

Our employees

EMPLOYEE CHARACTERIZATION

Employees by length of service



Graphic 3: Employees by length of service

Social

Our employees

WORKING CONDITIONS

Related policies and certifications

- **Wellbeing & Best Practices Certification Seal**

Processes

- **Definition of a clear and transparent career plan**

Medidas e ações

- **Sending newsletters and announcements on health and well-being**
 - Importance of empathy in the workplace and mental health
 - Discussion groups on mental health and well-being
- **Health insurance for employees** | 81% of employees have insurance
- **Free psychologist consultations for Employees** | 246 appointments
- **Events open to family members**

- **Workshops and events on healthy living**

- Five were held: Impostor Syndrome; Techniques for Developing Emotional Intelligence; Stress Management Strategies and Burnout Prevention; Positive and Assertive Parenting; Healthy and Sustainable Eating; Healthy Snacks, Happy Kids Workshop

- **Awareness-raising actions on health and well-being**

- One publication on social media
- A talk on the importance of empathy in mental health
- Two exhibitions | What is empathy? ; Empathy in mental health

- **Free training and certification actions**

- Total training hours | 3788
- Total certifications given | 23

- **Organizing sporting events**

- Lisbon paddle tennis tournament
- Football tournament in partnership with Social Innovation Sports

Social

Our employees

OPPORTUNITIES AND TREATMENT EQUALITY

Related policies and certifications

- Equality policy
- Declaration of respect for human rights
- Adherence to the Diversity Charter
- Signing of the Charter of the Alliance for ICT Equality
- Signing of the BCSD Portugal Charter of Principles

Processes

- **Evaluation of contracts and working conditions**
 - The following criteria were considered: number of female and male employees, salary by gender, increase rate by gender, progression rate by gender and cases of discrimination.
 - The index gives a score from 0 to 100, with 100 being the ideal value.
 - At Bee Engineering, the index resulted in a score of 91,3.
- **Review of questionnaires regarding gender identification**
- **Review of recruitment: inclusive and non-discriminatory process**
- **Carrying out an internal survey to understand employee needs**

Social

Our employees

OPPORTUNITIES AND TREATMENT EQUALITY

Measures and actions

- **Three lectures on diversity, equity and inclusion**
 - Integration of people with disabilities
 - Women between generations
 - Minorities and personal experiences
- **Support for the education of employees' children**
 - Delivery of 9 childcare vouchers
- **Awareness-raising activities on diversity and inclusion**
 - Publication of 8 pieces of content on social networks
 - Discussion group | Diversity: recruitment and culture
 - Exhibition on minorities and equal skills
- **Onboarding for new employees and for people who have been absent for more than six months**
- **Possibility of internal mobility within the group in order to respond to employees' goals and wishes**
- **Publication of opinion articles written by women to highlight the female presence in the IT area**
- **Sending newsletters/communications on diversity, equity and inclusion**
 - May | diversity month

Social

Affected communities

Related policies and certifications

- Code of conduct
- Declaration of respect for human rights

Processes

- Creation of a survey for suppliers
- Preparation of an addendum to contracts with obligations on the subject

Measures and actions

- Blood donations
 - 1 action | 28 participants
- Solidarity events where all participants bring goods for the association to be supported
 - Paddle tennis tournament Lisbon | SOS Children's Villages
- Promoting our skills to support associations
 - APPDI podcast
 - Pro bono project for the firefighters of Figueira da Foz

- Collection of goods for associations
 - Comunidade vida e paz | over 150 goods
 - Hospital Santa Maria | over 100 toys collected
 - CPR | 50kg of food; more than 100 school supplies
 - Bombeiros Voluntários | more than 100kgs of goods
- Creation of the inclusive employability program in which partnerships were made with associations that support the hiring of people with disabilities to help recruit them
 - Partnerships: IEFP, OED, Associação Salvador, Valor T and Just Work



06

Governance

ESRS G

Governance

Corporate Culture and Whistleblowing and Irregularities

Related policies and certifications

- Code of conduct
- Internal policy
- Declaration of respect for human rights
- Regulation on reporting irregularities
- Information security and data protection policy

Processes

- Onboarding for new employees
 - 65 actions carried out
- Onboarding for people who have been absent for more than six months
 - 1 action carried out
- Follow-up meetings held
 - 381 moments included

Medidas e ações

- Carry out regular communications about company news
 - 3 Newsletters sent

- Publish sections on career paths and careers within the company
 - Social media | Sharing of 12 moments
- Producing two internal announcements about the company
- Holding events that promote interaction between employees
 - 6 events | Kick off, Anniversary, Dare2Live Lisbon (2), Dare2Live Oporto, Christmas party
- Possibility of internal mobility within the group, with four occurring in 2024
- Development of an internal information document to provide useful and practical information to employees
- Creation of a channel for reporting irregularities
- Conducting internal surveys
 - 3 surveys | Health and well-being; Diversity, Equity and Inclusion; Social and Corporate Responsibility suggestions

Governance

Supplier management, Corruption and bribery

Related policies and certifications

- Code of conduct
- Declaration of respect for human rights
- Publication of sustainable purchasing policy

Processes

- Creating a survey for suppliers
- Preparing an addendum to contracts with obligations on the subject

Measures and actions

- Application of a supplier survey
 - The suppliers to be assessed were defined on the basis of a risk analysis carried out by the moOngy group in 2025. Environmental, social and ethical risks were considered. Those who scored highest and were considered to represent a moderate risk, a high risk or a very high risk are the ones to be assessed.

- A scale of 0 to 20 was defined, where we considered the following:
 - 0 to 10 points: Supplier not very sustainable, should be reassessed
 - 11 to 15 points: Supplier committed to sustainability, but still needs to improve
 - More than 15 points: Sustainable supplier
- The moOngy group's suppliers were assessed and **84% are suppliers committed to sustainability** and in line with the values and principles defended by Adentis. Only 16% are failing in some areas and, in this respect, an improvement plan has been identified which will be reassessed next year.

06

Governance
Supplier management
corruption and bribery



07

Goals

Goals

Environment



ENVIRONMENT

- **Reducing CO2 emissions**
 - Implementing carbon footprint recording systems
 - Increasing the electrification of the company's vehicle fleet
 - Optimizing processes to reduce energy consumption
 - Installing solar panels to reduce the use of non-renewable energy

- **Establishing partnerships in the area of sustainability**
 - Involving different stakeholders in the issue
 - Creating an open dialogue with stakeholders through transparent communication and internal communications on the subject
 - Defining sustainability criteria in contracts with suppliers
 - Promoting low-carbon supply chains

- **Efficient waste and materials management**
 - Replacing critical materials with sustainable alternatives
 - Separating and recovering waste
 - Internal awareness programs
 - Zero waste campaigns in offices

Goals

Social



SOCIAL

- **Promoting Diversity and Inclusion**
 - Sending out newsletters/announcements on DEI
 - Holding lectures and exhibitions on DEI
 - Holding discussion groups on equality, equity and inclusion
 - Launching a support grant for employees - awarded to 5 employees
- **Guarantee of Equal Pay**
 - Creation of a gender equality index
 - Annual salary audit by gender and function
 - Salary transparency
- **Improving Well-being and Mental Health**
 - Creating mental health programs
 - Organizing at least four sports activities/events
 - Holding workshops/events on healthy living
 - Sending newsletters/communications on well-being
 - Holding at least three talks and exhibitions on health and well-being



SOCIAL

- **Assessment of Labor Conditions in the Supply Chain**
 - Creation of a survey for suppliers
 - Preparation of an addendum to contracts with obligations on the subject
 - moOngy solidarity Christmas market
 - Preparation of criteria for suppliers without a contract

- **Involvement with local communities and investment in local development**
 - Projects in education, professional training, health and the environment
 - Corporate volunteering program with a local impact
 - Holding solidarity events
 - Collecting goods for associations
 - Promoting our skills to support associations

Goals

Governance



GOVERNANCE

- **Promoting an organizational culture based on integrity, through codes of conduct, training and ethical leadership**
 - Holding a workshop on empathy in leadership
 - Creating a leadership academy
- **Ensuring that all employees understand the company's values**
 - Holding onboarding sessions for new employees
 - Holding onboarding sessions for people who have been absent for more than six months
 - Holding internal announcements about the company
 - Implementing the Share IT action
- **Develop internal surveys to gauge employee perceptions of the organizational culture, health and well-being practices and diversity, equity and inclusion actions**
 - Launch an annual organizational climate survey
 - Conduct an internal survey on health and well-being and one on diversity, equity and inclusion in the company
- **Creating formal and informal spaces for employees to express concerns and participate in improving the culture**
 - Holding follow-up meetings



➤ **Obrigado**