



**CORPORATE SOCIAL
RESPONSIBILITY
REPORT**
2018 - 2019

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IN THIS REPORT

01 A STATEMENT OF OUR CHAIRMAN & CEO



At ITG, we believe that we have a responsibility to use our talents and resources to address societal challenges, and demonstrate how in critical times and rapid technology changes we should maintain hope and determination of building a better working environment for everyone.

I am pleased to reaffirm that ITG Holding supports the Ten Principles of the United Nations Global Compact.

2020 marks the fifth year of our journey towards embedding the values and goals at the core of our business and look forward to building on this network in hopes that others will follow this initiative.

Sincerely,

Claude J. Bahsali
Chairman & CEO

A handwritten signature in black ink, appearing to be "C. Bahsali".



02 OUR CSR JOURNEY & COMMITMENT

Businesses are amongst the key factors in solving some of society's challenges.

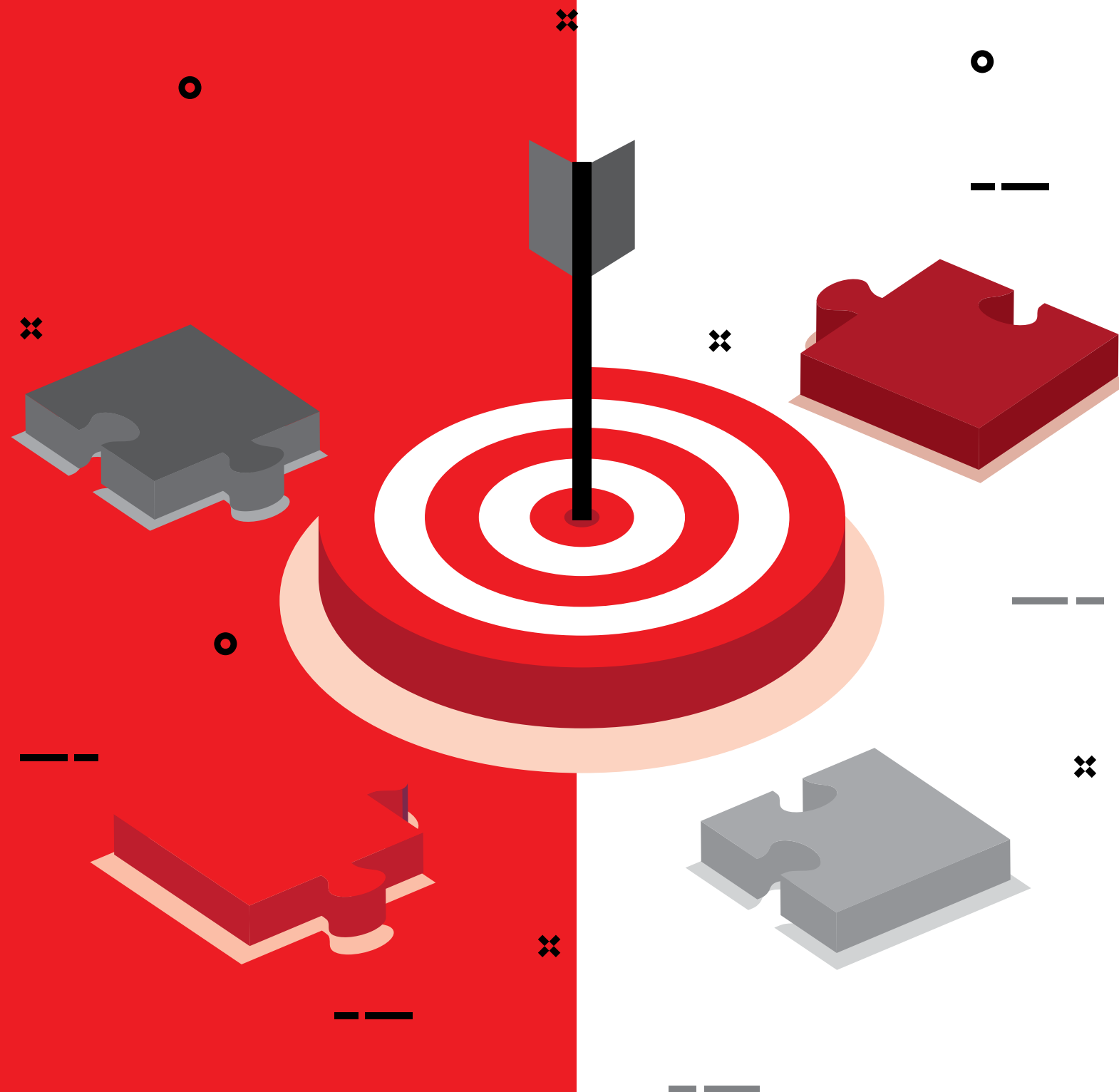
As a proud participant in the United Nations Global Compact (UNGC), ITG's efforts are guided by the Ten Principles and the UN Social Development Goals (SDG).

We are proud of our achievements over the past year and know we have more work to do for a sustainable, socially responsible and inclusive future!

Read on to learn and discover how we uphold UNGC Ten Principles & the SDGs.



03 SUPPORTING THE TEN PRINCIPLES AND THE SUSTAINABLE DEVELOPMENT GOALS



Through this fourth Communication on Progress report, our aim is to demonstrate parts of our strategies, day-to-day operations, culture, and the efforts made to engage in the UNGC ten principles.

You will be discovering the roadmap of our intentions and the beginning of an exploration of how they are being measured in a commitment of sharing this information with our stakeholders using our primary channels of communication.

A- SUPPORTING OUR PEOPLE

• EVOLVING OUR WORKFORCE!

WE UNDERSTAND THAT GOOD PRIVATE INITIATIVES CAN CONTRIBUTE TO A BETTER TOMORROW.

At ITG we believe in motivating and developing our workforce by giving them the chance to grow and enhance their skills.

ITG's Learning & Development section handles the internal/external training programs, career path planning / counselling, performance management and the identification of key resources across the group and its affiliates.

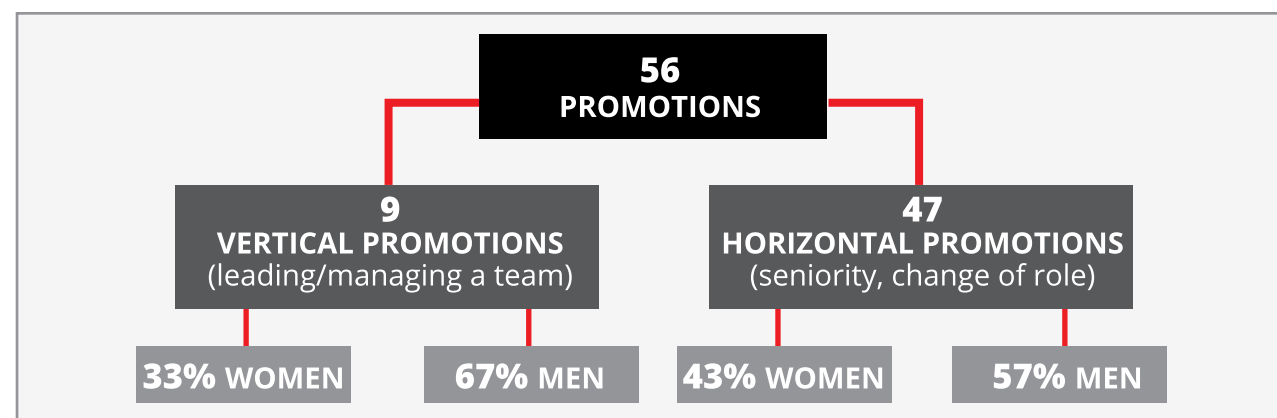
2019 was considered a fruitful year for the Learning & Development Division, we were able to engage 160 members in a variety of 15 workshops, work on development plans for specific departments and follow up on the results.



We have initiated as well promotion recognition of our employees on our social media platforms.



CAREER PATH STATISTICS FOR 2019:



Aiming towards facilitating the exchange of expertise among professors and students, we have several Memorandums of Understanding with local universities and institutions to promote academic cooperation, allowing undergraduates to explore the professional world and gain practical experience in their field of study prior to their graduation through internship programs.



**WE HAVE HOSTED 51 INTERNS
DURING OUR SUMMER PROGRAM
IN 12 OF OUR AFFILIATES UNDER
OUR GROUP!**



• ITG SPORTS

WE ENCOURAGE OUR EMPLOYEES TO FORM TEAMS & PARTICIPATE IN YEARLY TOURNAMENTS.



Our basketball team participated in the Telecom Basketball Championship & Basketball Co-League.



We have reached the quarter finals with our football team in the Ban-Co Football League.



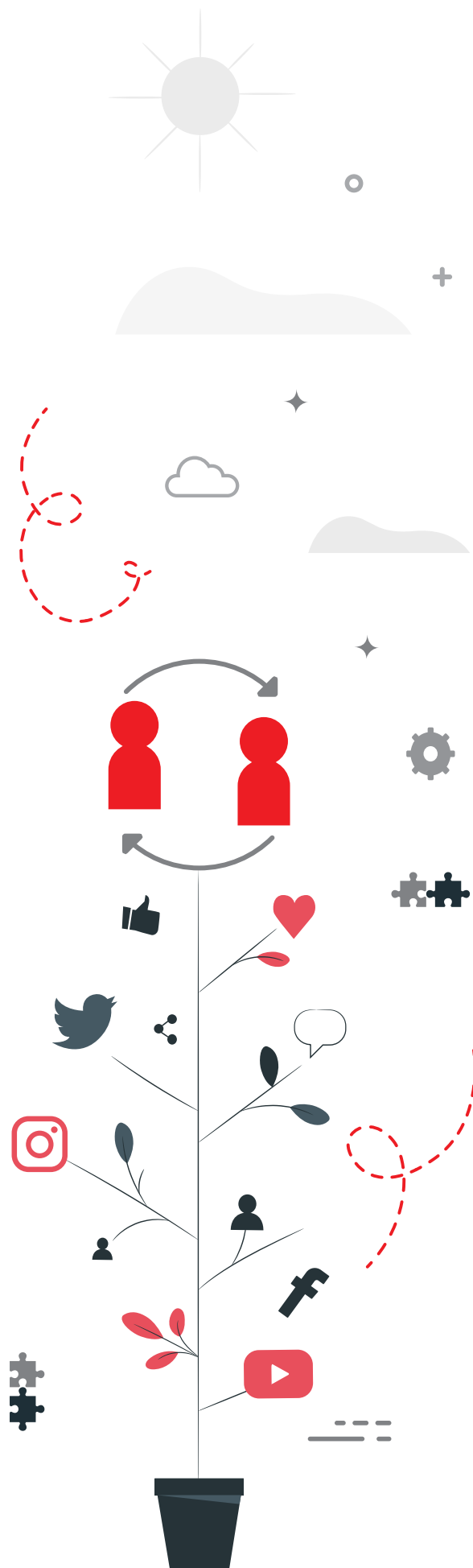
WE LOOK FORWARD TO CONTINUING OUR PROGRESS FOR THE YEAR 2020 AND CONTINUE WORKING ON INTERNAL DEVELOPMENT AND CAREER PATH PLANS TO CONTRIBUTE TO THE GROWTH OF OUR WORKFORCE.

B- SUPPORTING OUR COMMUNITY

Technology is rapidly advancing and is shifting society's behaviours bringing many benefits.

But they also intensify societal challenges such as climate change and inequality which demands innovative solutions. Reducing social inequality is at the heart of driving sustainable inclusive growth.

This captures the essence of our pledge to human rights and labor and to building a culture of respect and inclusion inside our group and our communities.



• SOCIAL AWARENESS

Our social media accounts inspire our community with fun & motivational posts as we believe that communication and recognizing certain issues will allow our community to progress in taking effective actions.

RAISING AWARENESS FOR HUMAN RIGHTS & ANTI-CORRUPTION:

Compliance and transparency are key elements when dealing with public institutions. ITG complies with applicable laws and regulations and expects all its workforce to conduct business in accordance with the letter, spirit, and intent of all relevant laws, and to refrain from any illegal, dishonest, or unethical conduct.

Corruption could be one of the biggest tragedies of mankind. We work on maintaining a high level of transparency and ITG takes disciplinary action if misconduct takes place. Values such as integrity, respect and trust, as well as adherence to high moral standards and business ethics, far from any discrimination, are part of our culture.



MOTIVATIONAL POSTS



• GENDER EQUALITY

We are living in a society where the gender gap is significant. Women consistently trail men in labor force participation, income levels, entrepreneurship rates etc...
As previously stated in our last COP, we have focused and will keep our promise in supporting SDG #5 Gender Equality.

THROUGHOUT THE YEAR, WE HAVE SHOWCASED WOMEN EMPOWERMENT ON MULTIPLE OCCASIONS:

We celebrated the moms to be.



We celebrated Women's Day because better the balance, better the world.



ITG encourages gender equality, noting that our current workforce consists of 625 employees of which:
- 186 are women
- 67 are working moms
- 10 leadership positions are held by women

We celebrated Women's Equality Day because equal opportunity to education and employment is universal.



We have also participated in the Girls Day initiative organized by the Lebanese League for Women in Business in collaboration with Girls Got IT Exploring Engineering & Technology.



We also wanted to raise awareness during the Breast Cancer Month because everything can wait but not health.

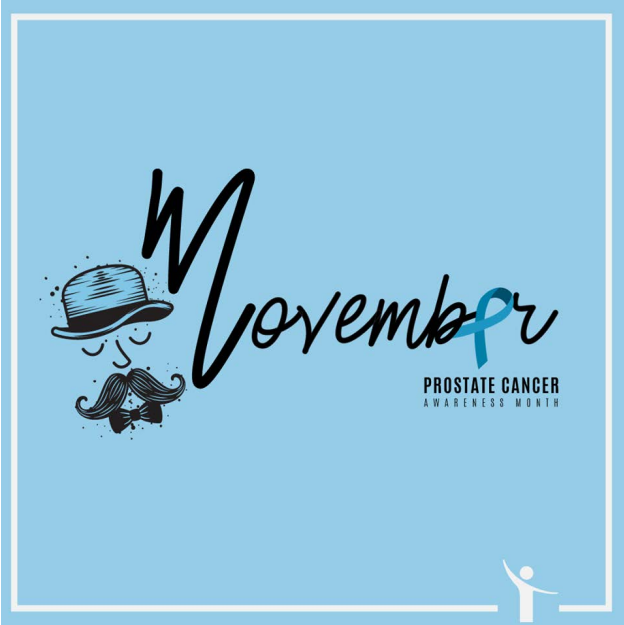


NOT TO DISREGARD MEN, HERE ARE FEW OF THE ACTION WE TOOK IN 2019:

Recognizing International Men's Day, for teaching the boys in their lives the values, character and responsibilities of being a man.



Movember movement month that focuses on men's health awareness.



WITH POSITIVE STEPS TAKEN, WE EXPRESS OUR INTENT TO ADVANCE AND INFLUENCE OUR COMMUNITY, AND ENCOURAGE OTHERS TO JOIN THESE INITIATIVES.

C- SUPPORTING ENVIRONMENTAL SUSTAINABILITY

Climate change is impacting our environment, and we are recognizing its effects in our surroundings.

ITG is determined to promote a greener environment and maximize our impact through our recycling programs, awareness campaigns and integration of green technologies in our operations.



• GREEN INITIATIVES

I Think Green is our DNA!

We aim to protect our environment by saving our resources the best we can, and try to identify responsible ways to act in our offices to fight against waste and massive consumption.

• RECYCLING PROGRAMS:

• Paper collection: In collaboration with Terre Liban, we have collected 61,653 Kgs of PAPER in 8 years, equivalent to:



1,048 TREES SAVED



108,078 LITRES OF OIL



246,612 kWh



1,633,681 LITRES OF WATER

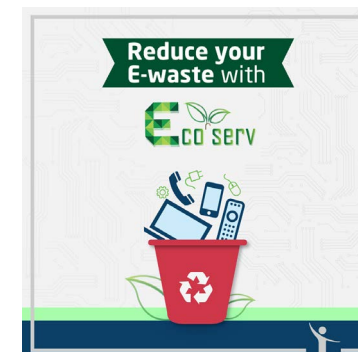


142 M3 OF LANDFILL SPACE

• **Electronic waste collection:** Embarking with ECOSERV E-waste initiative will relate to our 'Go Green' strategic plan in supporting #SDG13 regarding Climate Action & help us reach our objective.

• ECOsys, an ITG company, sponsored Earth Hour Lebanon 2019.

• We have shared on our social media platforms multiple environmental posts to incentivise our followers in adopting small changes in their daily lives by making simple changes and switching to reusable bags.



We aim to amplify our involvement in 2020 through a new corporate responsibility platform.

Our objective in 2020 is to create a board of interested employees to join hands and aspire change. This platform will be designed to engage all ITG people in focused projects to drive progress towards the SDGs.

**WE BELIEVE
WE CAN MAKE A
BIG DIFFERENCE!**



FOR MORE INFO ABOUT ITG

Information Technology Group (ITG) is a Lebanese holding company. We combine an array of autonomous affiliates dedicated to providing a large portfolio of solutions and services in the MENA region, in the area of hardware, system software, and application software, in addition to building automation and office solutions.

TO LEARN MORE, VISIT:

www.itgholding.com

