

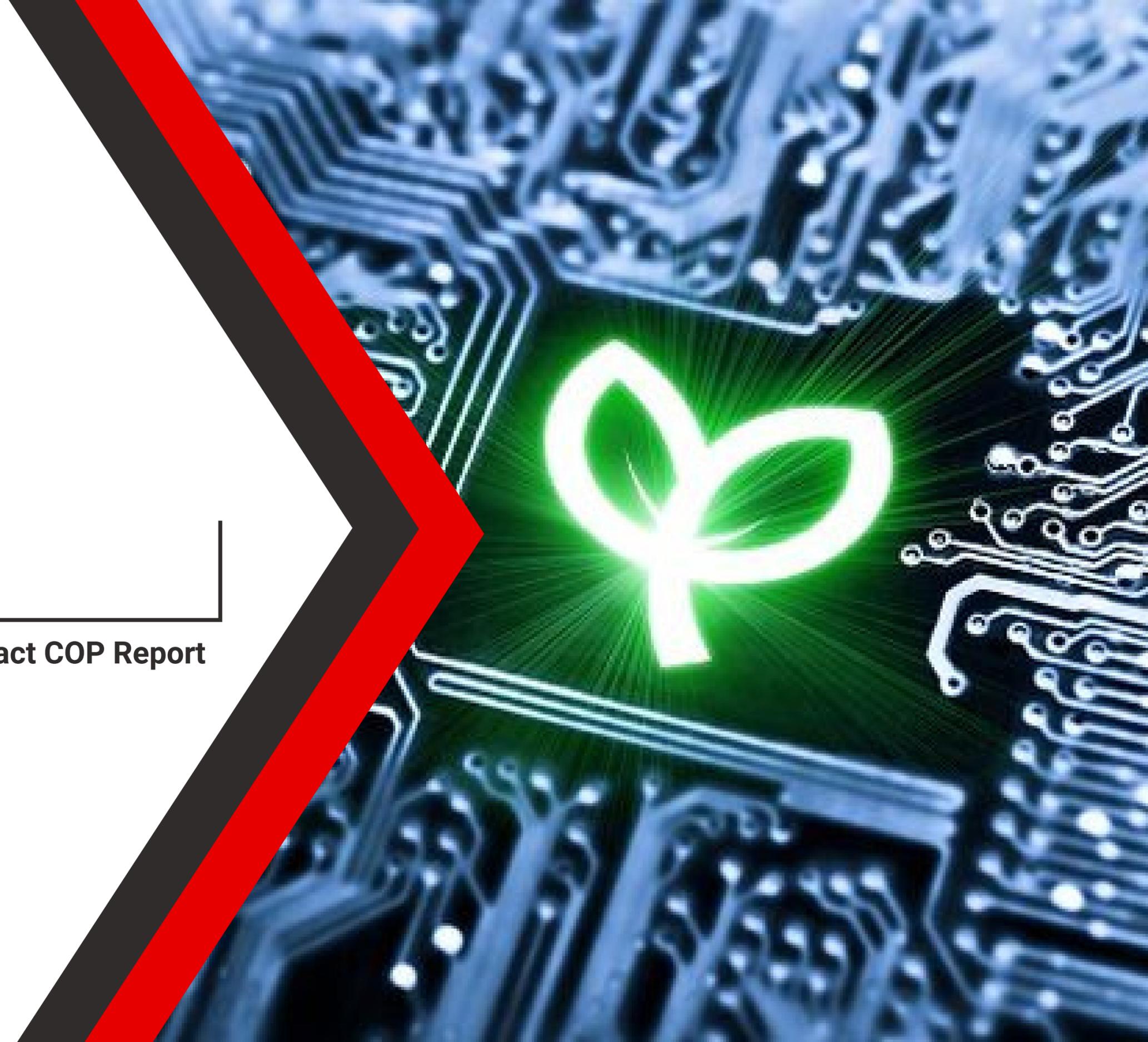
TGV

Excelencia en Soluciones Informáticas

Sustainability Report 2021

Global Compact COP Report

Developed by the TGV group



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Letter from the CEO



Ernesto Galíndez

President and Co-Founder of TGV

At TGV we continue to adhere to UN Global Compact. It is a commitment that we embody in each and every one of the activities related to its basic principles: Human Rights, Labor, Environment and the fight against Corruption.

We present our third report, in which we detail the actions we have taken in order to consolidate our adherence to the Sustainable Development Goals and their implementation, particularly those associated with the business. Even though the pandemic has faced us with challenging circumstances, we keep on working on initiatives inspired by the SDGs and related to our mission, our vision and the business itself.

We continue consolidating sustainable management within our company and with the community, and for this reason, on behalf of TGV – Excelencia en Soluciones Informáticas, we reaffirm our willingness to go on working on establishing clear objectives that contribute to the goals set out in the sustainable development agenda. And, we will continue to call on more company employees to contribute to a better and more sustainable world.

About us

We are technological partners of the digital transformation of our clients.

We are experts in the development and implementation of custom software, and the implementation and extension of world-class packages, such as SAP and JD Edwards.

TGV has more than 25 years of experience providing solution for the biggest IT projects deployed in Argentina, Latin America, the United States, Europe, Asia, and Africa.

We offer knowledge and mastery of technologies, as we accompany our clients in the adoption of timely and appropriate digital solutions for each business.

We have forged lasting relationships with our clients with the support of our multidisciplinary team of more than 300 trained professionals. From leading private companies to government entities, our clients have come to expect quality, innovation, and TGV's adaptability to their needs.

The background of the slide features a large, diagonal photograph. On the left side, there is a solid red triangle that points towards the center. The photograph shows a man with a beard and short dark hair, wearing a grey suit jacket over a blue checkered shirt, smiling broadly. He is shaking hands with another man whose back is partially to the camera; this second man is wearing a light blue button-down shirt. The background of the photo is a blurred office setting with computer monitors and shelves.

Our Values

+ Mission

To be our clients' main technological partner, offering knowledge and innovation in the digital transformation of their business processes.

+ Visión

To be recognized by global markets as a world-class IT consultancy.

+ Values

- Associative approach toward the client
- Creativity and innovation
- Teamwork

The passion for what we do, the absolute commitment to the success of our clients and the vocation to provide the best quality are the foundations on which TGV was founded.

The image shows a man in a grey suit and blue shirt smiling broadly while shaking hands with another man in a blue shirt. The background is a blurred office setting. The TGV logo is in the top right corner.

Services



+ WEB/MOBILE DEVELOPMENT

We develop apps focused on their ease of use, transparently integrating multiple technical platforms and simplifying extreme technological complexity. We simplify the complex.

+ LEGACY SYSTEMS

We provide solutions adapted to the performance and reliability requirements of the financial industry.

+ JD EDWARDS CONSULTING

Our vast experience with JD Edwards allows us to make the necessary functional and technical adaptations to fit our clients' processes.

+ SAP CONSULTING

We help our clients to maximize their use of the full range of SAP products.



Alliances and Certifications

TGV



ORACLE®

Microsoft®



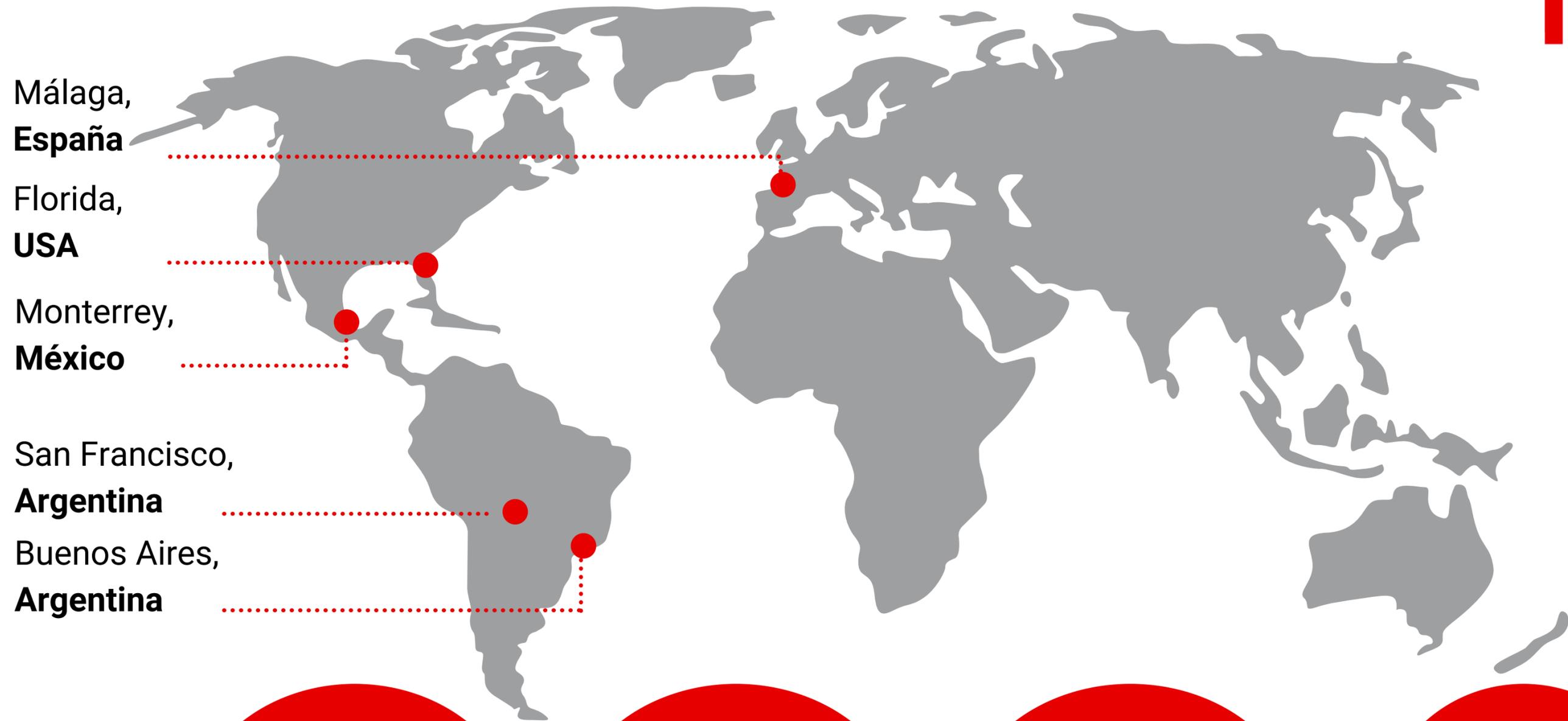
CMMIDEV / 2™

cessi
ArgenTina



polo it
buenos aires

Our offices



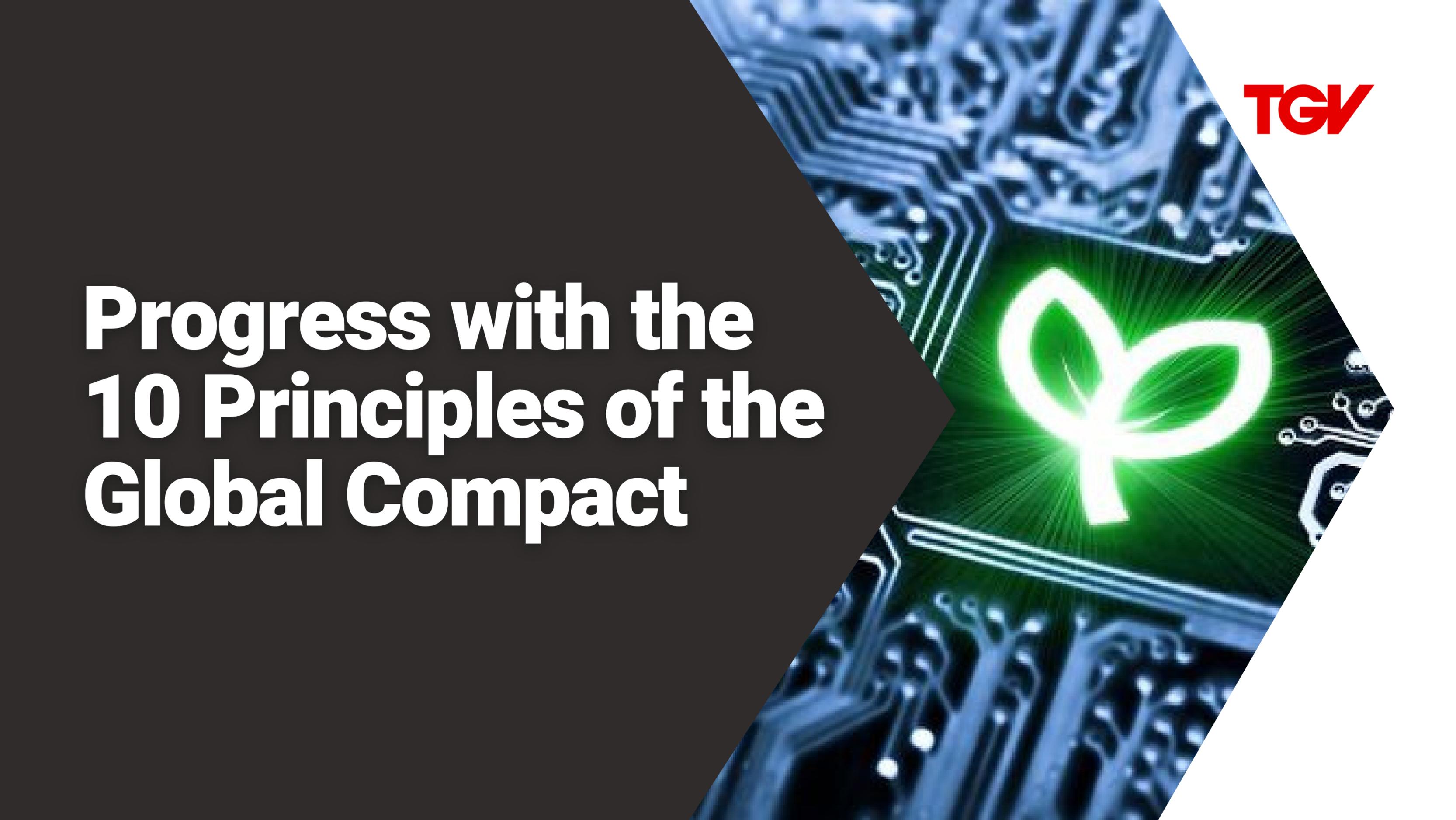
Our Clients

+80
companies in 16
countries

10
Fortune global
500
companies

6 on the 10
largest food
companies in the
world

3 of the world's
leading
financial
institutions

The background features a blue-toned circuit board pattern. In the center, there is a glowing green leaf icon with a white outline, set against a dark green background with radiating lines. A large, dark grey triangle is positioned on the left side of the image, containing the main text.

Progress with the 10 Principles of the Global Compact



The Ten Principles of the Global Compact are derived from United Nations declarations on human rights, labor, environment and anti-corruption and enjoy universal consensus.

The information provided relates to the company's progress on these principles.

Principles of the Global Compact

| Associated with the business

- Human rights
- Labor
- Environment
- Anti - corruption

Sustainable Development Goals

| Associated with the business



Global Compact

Management | Company

At TGV we work on the development of actions related to policies and plans pursuant the principles of Global Compact.

Through our monthly and annual indicators, we establish continuous improvement actions.

Likewise, we have management systems that certify our processes, validating the specific codes and standards of the sector.



Global Compact

Management | Development with the community

At TGV we are committed to supporting communities so that they can continue to grow and generate opportunities.

During this year 2021, we have made donations of items such as: desks, stationery, balls, food, cookware and party supplies to use in the daily work of the various programs sponsored by Fundación TEMAS in Villa 21/24, which is located in Barracas.

We will continue to contribute to the communities by supporting all collaborators to achieve better results.

Our employees are kept informed of these initiatives periodically through the Newsletter.

Responsabilidad social: Donaciones a fundaciones

TGV siempre ha tenido una gran responsabilidad con el medio ambiente en el que nos desenvolvemos y con la sociedad de la que formamos parte, contribuyendo activa y voluntariamente al mejoramiento social, económico y ambiental.

En los pasados meses, gracias a una gran iniciativa de Megui Aldatz,

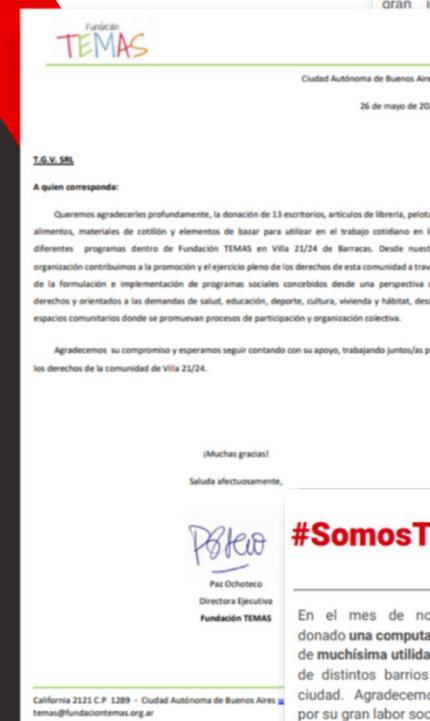
En este contexto de público conocimiento, se acentúan las condiciones de vulnerabilidad social y hemos donado 10 litros de alcohol en gel, que se hace fundamental para el cuidado y la higiene de las familias de Villa 21/24 de Barracas.

Así también, la Fundación Convivir en representación del equipo del Dispositivo Espacio Social - Mujeres en Movimiento, nos agradeció la donación de alcohol en gel que les hemos hecho llegar.

El objetivo de su programa busca fortalecer, contener y orientar a jóvenes mujeres en situación de consumo de sustancias psicoactivas y socialmente vulnerables con sufrimiento social, para el desarrollo subjetivo y la construcción de un proyecto de vida.

El objetivo de su programa busca fortalecer, contener y orientar a jóvenes mujeres en situación de consumo de sustancias psicoactivas y socialmente vulnerables con sufrimiento social, para el desarrollo subjetivo y la construcción de un proyecto de vida.

Queremos felicitar a nuestra compañera Megui por su compromiso y apoyo siempre a la comunidad.



#SomosTGV: Donaciones

En el mes de noviembre hemos donado una computadora, la cual será de muchísima utilidad para los chicos de distintos barrios humildes de la ciudad. Agradecemos al Ministerio por su gran labor social, y la carta que nos ha enviado que adjuntamos a continuación.

La tecnología es sinónimo de progreso e inclusión.



#SomosTGV: Donación de PC y monitores

El Equipo de Gestión y la Asociación Cooperadora de la Escuela Experimental con Énfasis en T.I.C. - ProA con Sede San Francisco y Asociación especializada en tecnología, nos agradeció la donación de los equipos de computación que entregamos a su institución:

Hemos recibido conforme tres PC y monitores por medio de la familia Pretti Lamberghini. Como es de público conocimiento, son muchas las carencias materiales de la escuela pero gestos como éste, más allá de permitirnos adquirir recursos tecnológicos, nos reconfortan. Son una muestra más del constante acompañamiento y apoyo a la Escuela que crece".



Principles of the Global Compact

Human Rights

Health and Safety | Work Hours, Wages and Leaves | Fair Treatment
Impact on the Community |

Our Team

Offices | Health and Safety

Our company makes sure that all our workers have suitable, safe and healthy work facilities, which are validated through inspections carried out periodically by the Occupational Risk Insurer (ART).

In addition, all company employees have the necessary equipment to perform their functions safely. This is also validated by the ART.

At TGV, we are actively involved in developing **activities related to Health and Safety through e-mail communications and face-to-face training.**



Our Team

Gesta | Work Hours, Wages and Leaves

At TGV we guarantee that all workers carry out their duties within the stipulated working day. For this, the company ensures that the work week is limited to 40 hours and that overtime is infrequent, thus respecting the periods of rest.

In this sense, the Personnel Administration area controls and monitors our internal system **Gesta**, which validates the uploading of hours and verifies that the legally established limits for overtime are not exceeded.



Our Team

TuRecibo | Work Hours, Wages and Leaves

Our company makes sure to pay wages that allow workers to meet their basic needs and those of their dependants. All our staff is legally registered and complies with what is established by Law.

In May 2021, we launched a web platform called "TuRecibo", which allows all employees to view the receipt whenever they want, and to know the items that were paid to them in the different periods.

In this way, the worker can ensure that the requested vacations, medical or parental leaves, or leaves of any other kind are paid in accordance with the established rules. This represents an important initiative that aims to simplify the process of accessing the salary receipt.



¡A partir de hoy podrás acceder a tus recibos a través de la plataforma **TuRecibo!**

En la misma vas a poder:

- Visualizar recibos de sueldo y detalle de Impuesto a las Ganancias de abril de 2020 en adelante.
- Firmar los recibos y descargarlos en PDF a un medio local.
- En caso de tener dudas con el recibo antes de firmar, tenés la opción de realizar la consulta a RR.HH desde la misma plataforma.

¡Más información en el cuerpo del mail!



Our Team

Searches and Selection

Fair Treatment

We encourage and promote the importance of trusting people for their knowledge and we make it known that our company fosters a fair and impartial work environment among employees, as stipulated in TGV's Code of Ethics and Conduct.

Respect for our Employees

"At TGV we guarantee equal opportunities for all employees, so the Recruiting and Hiring processes contemplate fair and impartial treatment to any candidate or new hire, without prejudice associated with nationality, race, ethnic origin, religion, gender, sexual orientation, marital status, age, or disability. We all have the right to work in an environment free from intimidation, harassment or abuse of any kind.

There will be no tolerance to annoying conduct by any employee that involves harassment towards another person, disrupts the work of others, or creates an offensive, abusive or hostile environment. "

Source: TGV Group's Code of Ethics and Conduct



Through our networks, we inform and encourage communities not to encourage discriminatory behavior of any kind.

Our Team

Employees | Fair Treatment

At TGV we guarantee the protection of workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats, and our Code of Ethics stipulates fair treatment without any prejudice.

Also, at the company we respect and guarantee the confidential use of personal data and the privacy of employees is respected. For that reason, when a person starts working at TGV, their signature is requested authorizing the use of personal photos in internal and external communications.

All company leaders are in close contact with their work teams, which allows them to identify conducts that are not aligned with our standards.



Our Team

Climate Survey | Fair Treatment



At TGV we are constantly monitoring the actions carried out in the company by means of Climate Surveys designed by HR to identify:

- Perception of the company
- Perception of the leader
- Level of motivation
- Evaluation of remote work
- Personal life – work balance
- Assessment of current benefits
- Work stress test
- Perception about remuneration

The results obtained from the Climate Survey are reported to all employees for their review and analysis. **The last report was presented in August 2021.**

Principales hallazgos



Percepción general de la compañía



Our Team

Communities | Impact on the Community

In accordance with the Labor Risks Law No. 24,557, our company takes the necessary actions to guarantee that the security measures adopted comply with the international principles for the application of the law and the use of force.

Also, we reject and avoid getting involved in human rights violations derived from social or governmental practices.



Principles of the Global Compact

Labor

Freedom of Association

Forced Labor

Child Labor

Discrimination

Our Team

Employees | Freedom of Association

TGV recognizes the right of workers to freedom of association and collective bargaining.

Also, the company allows workers to meet to discuss work-related problems.

We maintain permanent communication with employees so as to be able to support and help them when required.

The background of the slide features a photograph of two men in a professional setting. The man in the foreground is smiling broadly, wearing a grey suit jacket over a blue checkered shirt. He is shaking hands with another man whose back is partially to the camera, wearing a light blue shirt. The scene is set in an office with blurred background elements.

Our Team

Searches and Selection

Forced Labor and Child Labor

Our company takes all necessary measures to ensure that it does not engage in any form of forced or bonded labor.

We always verify that all company workers have a minimum age of 18 years to perform work functions.

By requesting the identity document, HR and the Personnel Administration area verify that the person meets the age and legal requirements to work in the country.



Our Team

Employees | Non Discrimination

Our company has developed a program called "**Selection WorkFlow**", in which a career plan is drawn up for all the employees. It includes indicators, progress, programs, etc.

Likewise, we offer job opportunities in a responsible and respectful way, oriented to our values.

We use communication channels such as our website www.tgv.com.ar and social media to inform the community about our vacancies and thus allow the largest number of candidates to participate.

At TGV we are committed to supporting people who want to grow professionally and our job offers do not refer to discriminatory criteria.



Job Opportunity Channels:

The collage illustrates various job opportunity channels:

- LinkedIn:** A screenshot of a LinkedIn job search page for 'Analista Ing. Unix / Web & Cloud Ssr' at TGV. The page shows search filters, job details, and application options.
- Social Media Post:** A Facebook post from TGV Americas announcing a search for a Fullstack .NET Developer. It includes contact information and a link to the company's website.
- Website Banner:** A red banner with the text '¡We are Hiring! Fullstack .NET Developer - Be part of TGVAmericas team'.
- Website Header:** A screenshot of the TGV website header with the text 'Sumate a nuestro equipo' and a button to view active searches.

Code of Ethics and Conduct

Non Discrimination



TGV has a Code of Ethics and Conduct with principles, rules and procedures that must be followed to carry out the activities. It includes aspects such as:

- Compliance with Laws and Standards
- Confidentiality
- Respect for our employees
- Digital communications
- Non-digital communications
- Working hours
- Dress codes

We guarantee an environment free of intimidation, discrimination, harassment or abuse of any kind.

We contemplate fair and impartial treatment, without prejudice associated with nationality, religion, gender, sexual orientation, or any other.

Our code is periodically reviewed by the corresponding areas. The last update was in 2019.

Code of Ethics and Conduct

| Non Discrimination

With their signature, all employees of TGV Group agree to comply with the Code of Ethics and Conduct the moment they start working in the company.

We constantly work to create a culture in which we all take responsibility for our actions.

Our code is intended to provide relevant information on how to carry out work ethically, under the standards of the company, and in compliance with laws and regulations.



Our Team

Employees | Non Discrimination

At TGV we develop comprehensive actions to provide all possible opportunities for professional growth and development.

- We develop search and selection processes in a fair and consistent manner.
- We respect equal opportunities for all employees.
- We offer salaries in line with the market, with benefits for the employees and their families.
- We facilitate a balance between work and personal life.
- We promote training and professional development.
- We provide a friendly work space, based on mutual respect.
- We are approachable and maintain open communication with employees and collaborators.



#TeamTGV: ¿Conocés todos los beneficios?

- Capacitación y desarrollo**
Te ofrecemos herramientas, prácticas y clases de inglés in company para que puedas mejorar tus aptitudes.
- Participación**
Realizamos concursos de fotografía y contamos con un programa de referidos con diferentes premios.
- Descuentos**
Te brindamos descuentos en diferentes centros educativos, gimnasios y telefonía, prepaga Galeno 220 bonificada (Grupo familiar), y un voucher escolar.
- Flexibilidad**
Te ofrecemos horario flexible, home office y el día de tu cumpleaños trabajás solo media jornada. Además, tenés una licencia extendida por paternidad.
- Integración**
Organizamos diferentes celebraciones, after offices y un gran evento de fin de año.
- Bienestar**
Ofrecemos meriendas, frutas y sopas en invierno. También, hacemos campañas de donación de sangre y vacunación gratuita.

Cualquier duda o consulta: beneficios@tgv.com.ar

Our Team

Employees | Complaint Mechanism

At TGV we have a reliable procedure to listen, process and resolve internal and external problems/complaints, where employees can communicate via email to:

compliance@tgv.com.ar

Then, based on what was stated by the person filing the claim and/or suggestion, it is determined whether the situation is contemplated in the Code of Ethics.

Finally, the Ethics Committee (formed by the HR Management, the HRBP and the corresponding Unit Leader) is called to evaluate the situation and define the actions to solve the issue.



Our Team

Employees | Training and Development

We aim to promote contextualized learning, which is flexible and can be attended when the employee so requires.

The contents are designed to make the information easy to remember and relate specifically to skill development and professional growth. The materials are available in individual accesses to our YouTube channel.

Besides, workshops on interesting topics are held where employees participate and interact with related activities.



Our Team

Employees | Training and Development

Interesting information about our Trainings:



TGV

Our Team

Employees | Training and Development

Topics addressed during 2021:

- Leadership meeting: Knowing my Talent
- On boarding (Corporate)
- Remote leadership
- Talk: Anxiety Management
- Round table: Remote work in quarantine
- Leadership Club "Being a leader in quarantine"
- Workshop: Creative Thinking (Corporate)
- Mentoring talk for new mentors
- Workshop: Basic and Intermediate Excel
- Communication workshop Jr (Corporate)
- Creativity techniques
- Fundamentals of the Economic Management of the Company: The Financial Cycle of a Project
- TTT |Train The Trainers
- Update Avature Hiring Managers
- Psychological First Aid: Resilience - Ability to overcome adversity
- Adding Value to customer solutions



Our Team

TGV Plus | Benefits

In June 2021, we launched an exclusive "TGV Plus" platform that offers more than 1,500 benefits.

In addition to the discounts, there is a section with wellness classes (yoga, meditation, etc.), workshops (weekly talks and trainings) and special actions on important dates.

¡All these activities are live and by zoom!

These initiatives are for both employees and their families.



**Bienestar
Programa Wellness**
TGV



Our Team

Employees | Benefits

During 2021, we have expanded our offer of benefits, which includes:

- Private health insurance
- English courses
- Extended parental leave
- Discounts on university tuition fees
- School support, and much more.

We have managed to adapt to current needs and provide various options for our people in areas such as health, education, services, culture, etc.



Beneficios TGV



Cobertura Galeno 220

Cobertura de salud para los colaboradores de TGV y su grupo familiar (pareja e hijos)*



Clases virtuales de Inglés

Clases de inglés en grupos reducidos con profesores certificados.



Medio día Cumpleaños

TGV te regala mediodía en el mes de tu cumpleaños para que disfrutes con tus familiares y...



Licencia Extendida por Nacimiento

Esperamos que los papás puedan disfrutar más de la llegada de sus hijos por eso extendimos su...



Descuentos en Universidades

TGV te acerca descuentos en Universidades e Instituciones Educativas de alto nivel para...



Descuento en Educación IT Educación BIZ

A través del convenio con Educación IT | BIZ obtén 25% de descuento en cursos para ti y tu...



Descuentos en electrodomésticos

Obtené descuentos en Longvie, Compra cierta y BGH y para equipar o renovar los...



Seguro de Vida Adicional

TGV brinda a todos sus colaboradores un seguro de vida adicional.



Programa de Contención Emocional

Podrás recibir contención por psicólogas del equipo de HR, siendo los primeros auxilios...



Ayuda Escolar

Cada año otorgamos una ayuda escolar para el inicio de clases de los hijos de nuestros...



Programa de Referidos

Invitá a tus amigos y conocidos a sumarse a TGV y disfrutá un bono...



Precios preferenciales en Claro

Podés sumarte al programa corporativo de Claro colaborador de...

Our Team

Employees | Benefits

Having employees who are motivated to do their work is part of the company's guiding premise.

At TGV we recognize the time that each employee devotes to the company and applaud the sense of belonging to this great family that continues to grow.

An important number of employees and collaborators have been incorporated into the different business units and areas this year, which is a sign that TGV continues growing and investing in professional development.

Through the newsletter, all employees are informed of the colleagues who are celebrating their anniversary in the company.



#AniversariosTGV Julio



25 años
Lucero, Diego - WBS

18 años
Romay Álvarez, María del Carmen - SAP

17 años
Salinas, Alicia Noemí - SAP

13 años
Bessone, Jorge - FIN
Alí, Federico - WBS

11 años
Vegas, Julieta - ORA
Gómez, Luciano - SAP

9 años
Maschio, Sandra - FIN

8 años
Rionegro, Martín - ORA

7 años
López Briega, Raúl - ORA

6 años
Todisco, Ignacio - WBS

5 años
Biancolín, Matías - BI

4 años
Álvarez García, Reyes - MX
Cadengo Mares, Elizabeth - MX
Mora Muñoz, John - FIN
Martínez Binelli, Nicolás - SAP
Morales, Bernardo - FIN
Massara, Vanesa - ADM

2 años
Bossi, Rodrigo - SAP
Álvarez Barone, Tobías - MKT
Hernández, Esteban - ORA
Castellanos, María Teresita - WBS
Costilla, Gabriela - ORA

1 año
Mansilla, Hugo - WBS
Penayo, Nicolás - WBS



Principles of the Global Compact

Environment

Caution | Responsibility and Performance | Technology

Our Team

Energy Consumption

Caution, Responsibility and Performance; Technology

Our company takes the necessary measures to reduce energy consumption and greenhouse gas emissions.

In addition, there has been a progressive reduction in the use of paper in processes carried out by the Personnel Administration area.

An example of this is the implementation of the web platform "TuRecibo" that allows employees to view their salary receipt and express their agreement online.

Principles of the Global Compact

Anti-corruption

Company Culture and Procedures

Joint Actions

Our Team

Training and Development

Corporate Culture and Procedures

Our company ensures that employees with high potential and/or performance are duly trained. For that purpose, information is obtained from the Performance Evaluation about the recommended training and development actions that will add to the professional evolution of the talent.

Also, within the company's Code of Ethics it is stipulated:

Compliance with Laws and Standards:

"It is policy of the Company to comply with all laws, rules and regulations in force. It is the personal responsibility of each Director, Manager or Employee to comply with the standards and restrictions imposed by laws, rules and regulations. Employee actions inside and outside of the institution must be respectful of the law".

Source: TGV Group's Code of Ethics and Conduct



Sustainable Development Goals



On September 25, 2015, the U.N. approved the 2030 Agenda on Sustainable Development to eradicate poverty, protect the planet and ensure prosperity for all. This agenda brings together 17 Sustainable Development Goals (SDGs), including the elimination of poverty, the fight against climate change, education, women's equality, the defense of the environment, and the design of our cities.



SDGS Aligned With Our Business



Partnership for the Goals

This goal is aimed at revitalizing the Global Alliance for Sustainable Development. A successful sustainable development program requires alliances between governments, the private sector and civil society. These alliances, which must be constructed based on principles and values, a shared vision, and shared goals, that prioritize people and the planet, are necessary at global, regional, national and local levels..

Climate Action

This goal encourages urgent action to combat climate change and its impacts. Climate change affects all countries on all continents, producing a negative impact on their economies, people's lives and communities.

Reduce Inequalities

This goal seeks to reduce inequality in and between countries. The international community has made great strides to pull people from poverty. The most vulnerable nations, least developed countries, landlocked developing countries and small developing island states continue to make progress in the area of poverty reduction. However, there are still inequalities and large disparities regarding the access to health and education services and other productive assets.



Good Health And Well-being

This goal seeks to ensure a healthy life and promote well-being for all at all ages, through initiatives that help eradicate a wide range of diseases and address numerous and varied persistent and emerging health issues.

Quality Education

This goal seeks to ensure inclusive and equitable quality education and promote life-long learning opportunities for all. Education is the basis for improving our lives and sustainable development. In addition to improving people's quality of life, access to inclusive and equitable education can help provide the local population with the tools necessary to develop innovative solutions to the world's greatest problems.

Decent Work and Economic Growth

This goal promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. In order to achieve sustainable economic development, societies must create the conditions necessary for people to have access to quality jobs, stimulating the economy without harming the environment. There will also have to be job opportunities for the entire population of working age, with decent working conditions.

SDG

Lines Of Action | Health And Well-being

In the face of the pandemic, caring for people's mood and health has become an essential issue.

During 2021, an Emotional Containment program has been established dealing with issues such as "**Psychological First Aid**" with trained specialists who are part of our company.

This program is available to all employees who require it. Also, motivational talks and training sessions are offered to provide the necessary tools to cope with various challenges, both in the personal and work areas.

Besides, in the context of this pandemic, our company invites our employees to get vaccinated against Covid-19 and influenza.

TGV

PSICOEDUCACIÓN TGV

Accedé a las guía y audios de Psicoeducación que TGV pone a tu disposición.

Encontraras información específica, basada en la evidencia científica, sobre determinadas problemáticas de salud mental como ansiedad, duelo, técnicas para dormir mejor, relajarse, ser más productivo, entre otras.

Ansiedad

Charla psicoeducativa

Dirigido a quienes quieran conocer más sobre qué es la ansiedad y como manejarla

Miércoles 25/08

15:00 hs (ARG)
13:00 hs (MEX)

Vacunación COVID-19

Si te vacunaste contra el COVID-19:

- Carga a **TGVLICLEG** el tiempo utilizado para ir a vacunarte (si lo hiciste en horario laboral).

Colocando en los comentarios:
"Tiempo utilizado para la vacuna".

- Envíanos una foto del Comprobante a rrhh@tgv.com.ar

#NosCuidamosTodos

SDG

Lines Of Action | Education of Quality

We are committed to the training and development of new talents.

For some years now, we have been implementing an educational program called "Escuelita", the purpose of which is to provide educational practices to students in the last year of high school or recent graduates.

Also, we believe in the professional development of our team and we continue with the mentoring program "Tutorazgo", where junior profiles receive support to create a climate of trust and identify career advancement opportunities.

Likewise, training for middle managers continued so as to deepen the knowledge of the area where they specialize.

All our practices are focused on the different technological platforms offered by our business.



TGV
CURSO PRÁCTICO
DESIGN THINKING

Inicio: Jueves 2/09
Hora: 16:00 a 17:00 hs
Plataforma: Teams

Con este programa aprenderás a:

- Empatizar mejor con tus compañeros y clientes.
- Ser más efectivo a la hora de elaborar propuestas innovadoras.
- Incorporar técnicas y herramientas para tu día a día.

Facilitador: Nestor Castago (I+D)

TGV News · Julio 2021

Escuelita ABAP | Primer Assessment

A mediados de junio tuvimos la gran oportunidad de hacer el primer **Assessment Virtual** para el **Programa Escuelita ABAP** de la unidad de negocio **SAP**. Se llevó a cabo en 2 encuentros junto a 14 participantes.

Son momentos como este los que nos enorgullecen como equipo y en el cual trabajamos para generar oportunidades, crear experiencias y transformar vidas.

Gracias a las catorce personas que participaron con tanto entusiasmo y nos dedicaron su valioso tiempo y al equipo que participó como organizadoras **Ariana Rondón y Melani del Valle**, por la colaboración de **Verónica Colina y Andrea Lema** y **Adriana Barbera** | PM de SAP responsable del programa.

¡En **TGV** apostamos por la capacitación y el desarrollo de nuevos talentos!

¡Cierre del Programa: Potenciando Líderes WBS!

Este mes completamos el **Programa Potenciando Líderes WBS**, diseñado especialmente para fomentar la **Sinergia y Colaboración** entre los miembros del equipo de líderes de la unidad. Una experiencia de aprendizaje individual y rediseño de la dinámica relacional del equipo.

Un programa diseñado por **Verónica Colina** y **Andrea Lema**, con sesiones de coaching individual y actividades grupales orientados a potenciar las fortalezas del equipo, permitiendo el reconocimiento de las capacidades propias y del otro.

SDG

Lines Of Action | Education of Quality

Training plays an essential role in the achievement of tasks and projects. That is why our company continues to provide all staff with fully subsidized virtual English classes and discounts at major educational centers.

In this way, we promote the development and updating of the knowledge of tools and skills that are required to interact in the work environment and meet objectives.

These benefits are very positively received by the employees of the TGV group, who say that they feel accompanied by processes, acquired experiences and continuous support.

Nuevos beneficios Universidad de Palermo

Gracias al acuerdo entre la Facultad de Ingeniería de la Universidad de Palermo y el CESSI, los empleados de empresas socias de CESSI pueden acceder a los siguientes beneficios:

- 15% de descuento sobre la cuota mensual en las carreras de grado de la Facultad de Ingeniería.
- 10% de descuento sobre la cuota mensual en las carreras de posgrado, ciclos de complementación, programas ejecutivos de la Facultad de Ingeniería.

Para dudas o consultas:

- beneficios@tgv.com.ar
- ingenieria@palermo.edu



Más capacitaciones: Convenio con Educación IT & BIZ

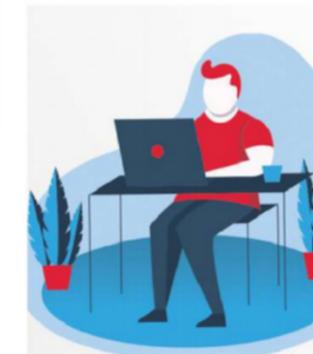
Les recordamos a todos que gracias al convenio con Educación IT y Educación BIZ pueden disfrutar de un 15% de descuento a partir de marzo en los diferentes cursos disponibles.

En el caso de haberte anotado en alguno queremos saber tu experiencia. No dudes en contactarnos y contarnos sobre el mismo.

La capacitación juega un papel primordial para el logro de tareas y proyectos, dado que es el proceso mediante el cual adquirimos los conocimientos, herramientas, habilidades y actitudes para interactuar en el entorno laboral y cumplir nuestros objetivos.

Cualquier duda o consulta no duden en enviar un mail a

- capacitacion@tgv.com.ar



TGV News · Julio 2021

#ClasesDeInglés



En TGV continuamos apostando a tu desarrollo

Clases de inglés: Segundo cuatrimestre 2021

Para inscribirte o informarnos sobre tu continuidad, envíanos un mail a capacitacion@tgv.com.ar hasta el 08/07 inclusive

Si ya estabas tomando clases el cuatrimestre pasado, te pedimos que nos avises si vas a continuar o no

Fecha de inicio 26/07

Desde TGV te brindamos este beneficio porque sabemos que el inglés te va a permitir:

- Participar en importantes proyectos.
- Trabajar con clientes internacionales.
- Acceder a nuevas herramientas.
- Desarrollar tu carrera profesional.

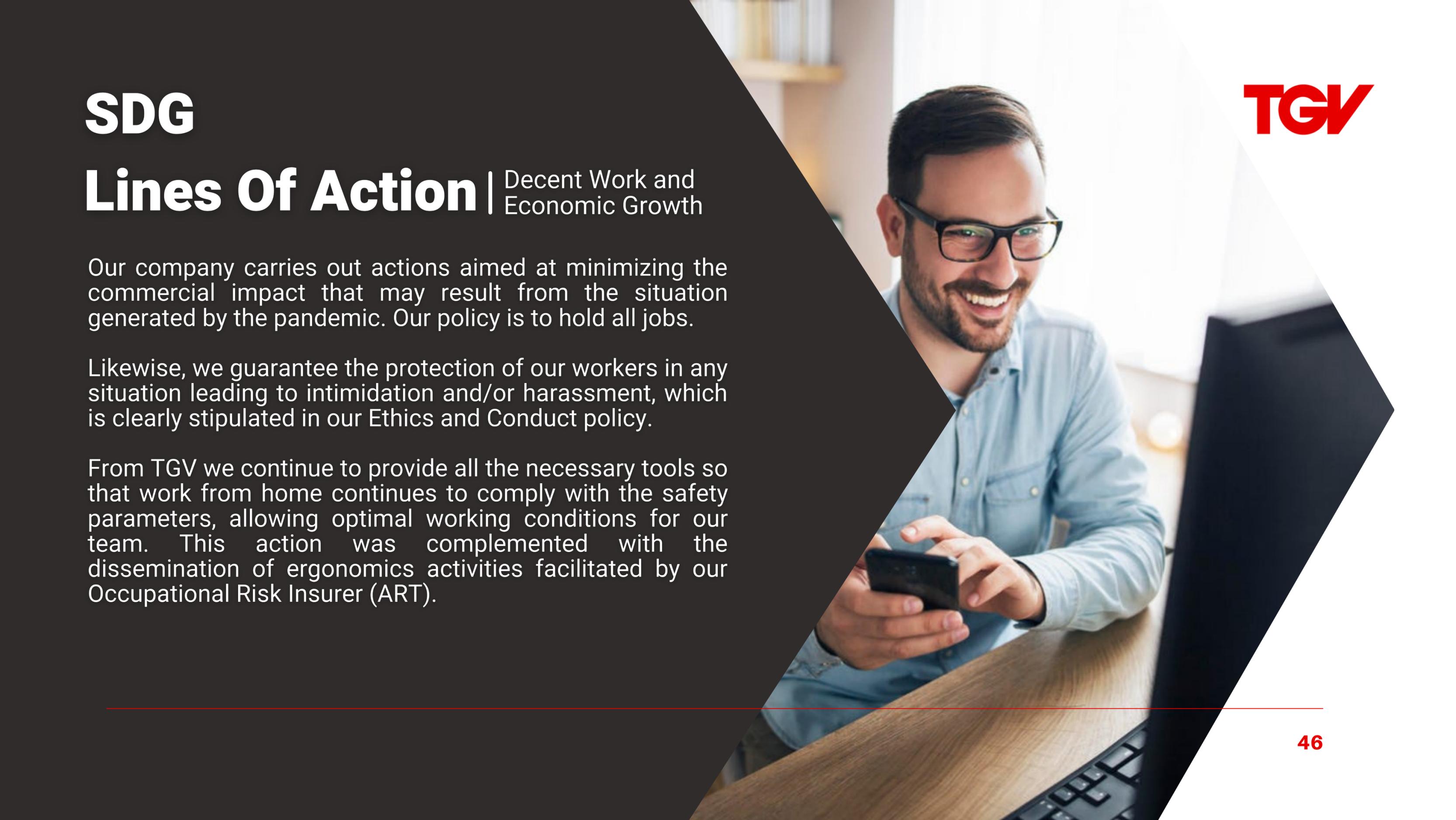
SDG

Lines Of Action | Decent Work and Economic Growth

Our company carries out actions aimed at minimizing the commercial impact that may result from the situation generated by the pandemic. Our policy is to hold all jobs.

Likewise, we guarantee the protection of our workers in any situation leading to intimidation and/or harassment, which is clearly stipulated in our Ethics and Conduct policy.

From TGV we continue to provide all the necessary tools so that work from home continues to comply with the safety parameters, allowing optimal working conditions for our team. This action was complemented with the dissemination of ergonomics activities facilitated by our Occupational Risk Insurer (ART).



SDG

Lines Of Action | Decent Work and Economic Growth

Despite the global context, our company maintains its efforts to:

- Respect the payment of wages in a timely manner.
- Guarantee holiday periods and/or leaves.
- Provide access to the salary receipt under the corresponding parameters.
- Encourage professional growth through training, education and talent development programs.
- Increase benefits for employees and their dependants.
- Permanently communicate the actions carried out to all employees.
- Accompany all personnel in the psychological containment processes, if required.

A smiling man with glasses and a beard, wearing a light blue button-down shirt, is sitting at a wooden desk. He is looking down at a black smartphone in his hands. In the background, there is a window with light coming through, and a bookshelf with books. The overall scene is bright and professional.

SDG

Lines Of Action | Reduction of Inequalities

Aligned with our corporate values, we ensure that decisions regarding:

- Hiring
- Salaries
- Promotions
- Training
- Discipline
- Retirement
- Job termination

Are based exclusively on impartial criteria and not on discriminatory characteristics of any kind (race, gender, age, religion, culture, etc.). Thus, all of the more than 300 highly trained professionals in our team have the same opportunities for development and career advancement.

The background of the slide features a photograph of two men in a professional setting. The man in the foreground is smiling broadly, wearing a grey suit jacket over a blue checkered shirt. He is shaking hands with another man whose back is partially to the camera, wearing a blue shirt. The scene is set in what appears to be an office or meeting room with blurred background elements.

SDG

Lines Of Action | Climate Action

During 2021, we have continued to develop awareness campaigns for recycling paper and plastic at home.

We have implemented this action as a program that we carry out in the company premises in support of Fundación Garrahan.

We provide relevant information for the protection of the environment and hygiene guidelines to prevent the spread of Covid-19.

Once the return to the offices is possible, we will continue to have boxes and collection points for paper and plastic bottle caps in the premises, so as to send the recyclable materials to the foundation.

The background of the slide features a photograph of two men in an office setting. The man in the foreground is smiling broadly, wearing a grey suit jacket over a blue checkered shirt. He is shaking hands with another man whose back is partially to the camera, wearing a blue shirt. The scene is brightly lit, suggesting a professional and positive atmosphere.

SDG

Lines Of Action | Alliances to achieve objectives

We maintain strategic alliances with the Buenos Aires Information Technology Pole (PoloIT) and the Argentine Software Industry Chamber (CESSI) to promote the growth of information technology companies in the region.

In the current context of social vulnerability as a consequence of the COVID-19 pandemic, we continue our alliances with foundations such as Fundación TEMAS and Fundación Convivir to make important donations such as desks, stationery, balls, food, cookware, and party supplies to use in the daily work of the various programs.

TGV maintains its support and commitment to accompany the communities in order to promote progress and the generation of opportunities.

The background of the slide features a photograph of two men in a professional setting. The man in the foreground is smiling broadly, wearing a grey suit jacket over a blue checkered shirt. He is shaking hands with another man whose back is partially to the camera, wearing a light blue shirt. The scene is set in what appears to be an office or meeting room with blurred background elements.

Summary | Report Progress



From TGV we present the Communication of Progress (COP) aligned with our commitment to the 10 principles of the United Nations Global Compact, of which we have participated since mid-2019.

The document covers initiatives that the company maintains in development from previous years and also new objectives carried out during the period from September 2020 to September 2021.

We involve different employees of the company, establishing clear objectives that help contribute to the goals set out in the sustainable development agenda, seeking to generate a positive impact, both internally and externally.

We will continue with our commitment, convening and involving more members of the company to carry out and continue to strengthen the general objectives of the company that contribute to a more sustainable development.



Publish date: September 2021

Our online report:
www.tgv.com.ar/responsabilidad-social/

Contact about this Report:
marketing@tgv.com.ar

Our Social Networks:



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