

jp.ik

COMMUNICATION ON PROGRESS

2021



1 OUR STATEMENT OF CONTINUED SUPPORT BY OUR CEO

From October 2020 to October 2021

October 8th, 2021

To our stakeholders,

I am pleased to confirm that **jp.ik** reaffirms its support of the seventeen Principles of the United Nations Global Compact in the fields of **Human Rights, Labour, Environment** and **Anti-Corruption**.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Jorge Sá Couto | Chairman

OUR COMMITMENT

We are dedicated to contributing for a more sustainable world for everyone, no exception.

We believe education is transforming our World and technology is powerful. Our goal is making information accessible to everyone and everywhere.

Through education and technology, together, we can build authentic Knowledge Societies and, consequently, a more sustainable world for everyone!

We believe great companies are inspired by purpose and can change lives!



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2 DESCRIPTION OF ACTIONS

HUMAN RIGHTS

It is already common-sense Human Rights advocates claim every child has a right to education and this claim is rooted in two fundamental premises. Firstly, if children receive basic primary education, they will likely be literate and numerate and will have the basic social and life skills necessary to secure a job and to be an active and engaged member of a peaceful community.

The past year and a half have brought a new, unprecedented worldwide challenge to numerous areas of our society – and Education was one of the most affected. With lockdowns and school closers mandated in virtually every country in the world, billions of children found themselves deprived of this basic right. While the most developed countries managed to find solutions in remote learning, the task was simply too much for a vast majority of economically challenged nations, leaving children to face learning losses that may never be recovered.



The COVID-19 pandemic urged everyone to stay home and practice social distancing, which naturally put a stop to social gatherings of any kind, particularly big events that brought together a large number of people from different places. However, in an effort to adapt to this new reality, many referral events in which **jp.ik** participates annually took place virtually, allowing us to continue engaging with our close partners who share our vision.

RELEVANT ICT-EVENTS

Bett Show

January 20 – January 22, 2021

BETT Show is the first education technology event of the year, and probably the loudest, gathering companies, edtech start-ups, government agents linked to education and ICT and thousands of attendees from over 130 countries.

The 2021 edition ended up being cancelled and replaced by a virtual show. Organizers said the cancellation was a consequence of changing government restrictions following a significant escalation of COVID-19 cases in the UK.

The next in-person Bett show will take place on 19-21 January 2022 at ExCeL London.



GEPS - Global Education Partner Summit *February 8-10, 2021*

The Global Education Partner Summit (**GEPS**) is where Microsoft education partners connect, empower, and gain insights into what's coming in the year ahead. Microsoft shares their vision and roadmap for Education, and partners can network and showcase their solutions for K-12 & Higher Education and deepen their knowledge with engineering and product experts on the latest technology.



World Congress Virtual Educa *March 3 – 5, 2021*

Virtual Educa was established in 2001 under the auspices of the Organization of the American States (OAS), with the goal of boosting innovation in education to favor social transformation and sustainable development, especially in Latin America and the Caribbean.

Virtual Educa operates through an alliance of institutional organizations, cooperation agencies and public and private institutions, gathering the public, corporate, academic and civil society sectors.

This edition's virtual model was dedicated to **'Educational ecosystems for the digital era'**.



Innovation Africa *May 24 – 27, 2021*

Innovation Africa is firmly established as the continent's number one high level ministerial forum where industry partners enjoy pre-scheduled meetings and committed engagement with ministers and senior government officials from over 40 countries.

Alongside with one-to-one meetings, **jp.ik** also had a virtual booth.



MEANINGFUL ICT-BASED EDUCATION PROJECTS

*UNOPS project in Buenos Aires
May 2021*

As an integral member of the United Nations, UNOPS is committed to UN values – with a focus on implementation.



In May, UNOPS chose **jp.ik**, among other suppliers, to deliver nearly 50k devices to schools in Buenos Aires. This investment is included in its Assistance to the Digital School's Comprehensive Plan project and in its mission to support the implementation of humanitarian aid, development and peace-building projects in the most complex contexts in the world. The commitment to quality education is one of the Sustainable Development Goals of the United Nations, where the digital transition of schools can play an essential role in democratizing access to equipment and equitable education.

Throughout the world, the COVID-19 pandemic had a negative impact on the economy and highlighted the inequalities in access to technology in education in Argentina. With many young people without access to equipment that enable distance learning and budget cuts that penalize this social support, **jp.ik**'s devices and UNOPS' investment will allow for a fairer digital transition for these thousands of students.



Escola em Casa, Mozambique's educational project July 2021

jp.ik, together with MTC and MOVITEL, have teamed up to create the Escola em Casa ("School at Home") project, with the aim of providing access to education to all Mozambican school-age children. The program, which includes Hardware, Software, Connectivity, and Distance Learning Platform, will allow the Ministry of Education and Human Development in Mozambique to ensure global access to education.

This project is set to reach, in a space of 3 years, a universe of 280,000 Mozambican students, with the goal of reducing school dropout rates from primary education onwards.

ASA Program for Seniors *July 2021*

The Municipality of Valongo through the ASA Program - We believe in Active Seniors - implemented the ASA 4.0 digital literacy project, aimed at all seniors enrolled in the program. The municipality invested nearly 170K in the acquisition of 800 tablets, which began to be temporarily granted to students enrolled in senior academies.

Promoted in partnership with the Virtual Educa Foundation, the ASA 4.0 project aims to digitally integrate the elderly population, improving their quality of life and integrating them into social networks that allow them to fight isolation. In addition to enabling interaction with digital devices, within the scope of this initiative, specific content was developed to meet their needs and interests. The technological solution was developed by Altice and jp.ik, who designed a product with the elderly in mind, ensuring the digital integration of the population, through equipment and guaranteed connectivity anywhere.



A vertical photograph on the left side of the page shows a woman's hands holding a large, glossy red heart. The woman's face is partially visible at the top, and her hands are positioned at the bottom, cradling the heart. The background is a soft, out-of-focus grey.

OUR CONTRIBUTION TO THE COMMUNITY

Monetary donation to Liga Portuguesa Contra o Cancro November 2020

The Liga Portuguesa Contra o Cancro is a national reference in supporting cancer patients and their families, promoting health, preventing cancer and encouraging training and research in oncology.

In November 2020, **jp.ik** called on its collaborators to get involved in a funding campaign for this cause, and a modest monetary amount was donated.



Donation of 1 computer to CoSN auction March 2021

CoSN works at the federal level for education technology policy formation and implementation. It addresses key education issues including: increasing funding and improved administration of the E-Rate program, making the case for investment in education technology, and monitoring privacy legislation.

Each year they host an online auction and the money raised supports CoSN's advocacy for the year.



Donation of 1 computer to Fernando Pessoa University

March 2021

The University Fernando Pessoa has developed a Mobile Outpatient Project with two goals: Pedagogical and Social Solidarity, integrated into Social Responsibility. The project allows students from the various courses of health, dentistry, nursing, physiotherapy, speech therapy, clinical analysis, learning in a real situation of contact with a diverse audience, in public spaces, in schools or in social solidarity institutions.

The computer donated will support the project, namely with admin tasks.



Donation of 1 computer to Associação Humanitária dos Bombeiros

Voluntários de Valadares

July 2021

This is a Firefighter Institution whose mission is to protect and save people and goods (public and private). Their work is vital for the community well-being.

The purpose of this donation was to be used on a tactical Command vehicle and support the operational management aspect in relief missions.



Monetary donation to Bagos d'Ouro

January 2021

Bagos d'Ouro is an association born in 2010 with the mission to promote the education of children and young people in the Douro region, who live in situations of economic need, as a form of social inclusion in the territory.

This donation was to help rebuild the home of João and his family. João is a dedicated student who shared his greatest dream with the association: to be successful in his studies and ensure a better future for his sister and parents... and that meant having a minimally welcoming and comfortable house.

Monetary donation to PmatE

April 2021

Working to improve education in Portugal, PmatE/UA assumes itself as an incubator of ideas, where challenges multiply and grow with each passing day, giving rise to new projects, in a cycle where the limit is imagination. In this way, it marked and continues to mark the paths of Education, with the National Science Competitions being the most emblematic face of its entire trajectory.

This donation's purpose was to support the National Science Competitions, an event annually held at University of Aveiro.



Monetary donation to Liga Portuguesa Contra o Cancro

May 2021

Liga Portuguesa Contra o Cancro launched the second edition of Corrida para a Vida (Run for Life), a charity event that aims to put everyone in motion in favor of Cancer Patients.

jp.ik called on its collaborators to join in and run for this cause, and for each participant a sum was donated to this institution.

“Our paper is worth food” Internal Campaign for additional support to Banco Alimentar contra a Fome

September 2020 - currently

September is the month of going back to school. Plus, it is also the time for cleaning up and organizing before the school routine kicks in.

This internal campaign fostered the recollection of paper, magazines, books, notebooks, and single sheets that are no longer useful. After the recollection we gave this paper to the Food Bank to be recycled. All the paper we collected represented putting food on the table of people in need.



MILLENNIUM@EDU Sustainable Education foundation
October 2020 - ongoing

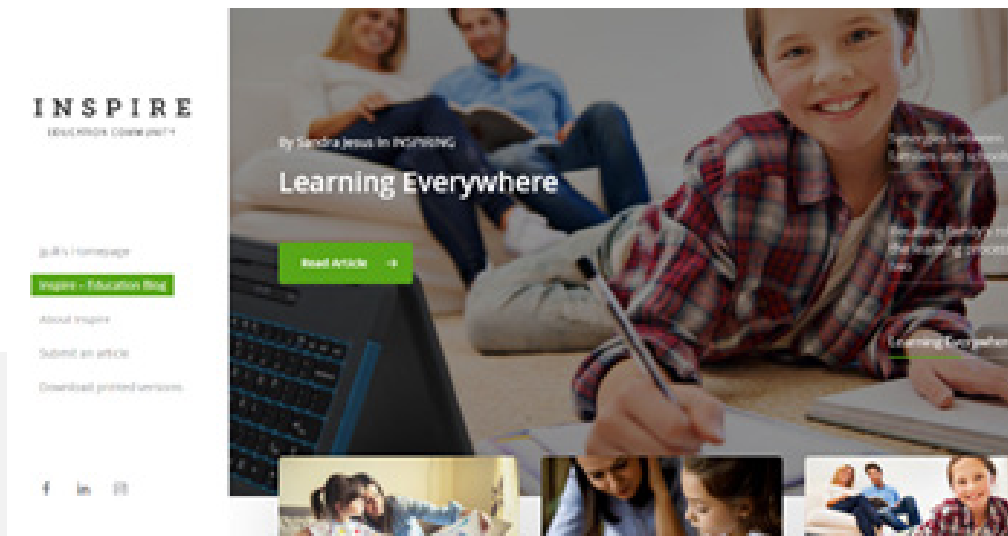
This initiative was born to provide relief from the impact of COVID-19 and enable remote learning capabilities for schools and students in need. This ongoing project has already delivered over 8K devices in Cape Verde, Mauritania, Comoros and the Autonomous Region of Príncipe.



Sustainable@EDU EMERGENCY RESPONSE PROJECT is a joint effort between **jp.ik**, Intel, the Millennium@EDU foundation and ALESCO, in cooperation with and under the direction of the education agencies of the respective countries.



OUR CONTRIBUTION INTO FOSTERING AN ONLINE COMMUNITY IN THE EDUCATION SPECTRUM



INSPIRE web edition *April 2019 – currently*

INSPIRE was born in the beginning of 2016 with the purpose of bringing to the spotlight themes, such as education, technology, and sustainable development, fostering critical thinking, productive debate and exchange of experiences.

At the beginning of 2019 we decided to print one edition of the Magazine per year instead of two editions; this means less paper and less ink, reinforcing our commitment to a more sustainable world.

Afterwards, INSPIRE landed at the digital sphere of life, aiming to be a digital global community where people around the world whose work, commitment and research in the fields of Education, Innovation, Technology for Education and Sustainability, can share their experiences, projects, approaches and best practices.

We believe together we learn more, we move faster, and we grow stronger.

LABOUR

Diversity and equality of opportunities are the central pillars of our own DNA. So, we continued to be strongly committed to building and sharing transparent and clear policies of non-discrimination for recruitment processes, training, and career progression, as well as fostering engagement, open horizontal and vertical communication, and collaboration.



JP.HUB - Digital Platform for collaboration and communication *June 2018 - currently*

JP.HUB is our internal collaborative digital platform, which is an open channel for all employees, whose purpose is to foster synergies between the diverse areas.

With this digital platform our purpose relies in foster an open communication and a collaborative environment.

This initiative holds a continuous purpose rooted in:

- Promoting a collaborative environment, a fluid communication among departments and enhancing a multidisciplinary landscape.
- Fostering an authentic cooperative environment where cooperation and competitiveness interlink and join efforts towards a more proactive attitude, engaging and reliable relations and a sustainable business for all parties.

TRAINING POLICY

Through training we aim contributing for the professional development and individual growth of our collaborators, while fostering professional, personal fulfilment, and the development of new skills.

The screenshot displays a SharePoint intranet page for 'jp.group'. The top navigation bar includes the 'jp.group' logo, 'SharePoint', and a search bar labeled 'Procurar neste site'. Below the navigation bar, the page title is 'jp.group'. A left-hand navigation menu lists: 'Resquisa Conteúdo jp.group', 'Início', 'O meu HUB', 'This is us', 'Comunicação', 'Recursos Humanos', and 'Editar'. The main content area features a weather widget for 'Perafita, Portugal' (18°C, Parcialmente Limpo) and 'Lisboa, Portugal' (20°C, Geralmente Limpo). A central image collage shows employees and a banner with the text 'O Equipamento de Proteção Individual (EPI)'. To the right, a 'STAYAWAY COVID' app advertisement is visible. Below the weather widget, a 'NOVIDADES' section includes an 'Adicionar' button and a large blue banner with a person icon. On the right side, there are two announcement cards: one for 'Comunicação' titled 'Mais agilidade, maior eficácia' and another for 'Recursos Humanos' titled 'O Intronou na B2Run - Em preparação!'.

COVID-19: Contingency Plan and its Operationalization

January 2020 – currently

Since the very beginning of COVID-19 worldwide spread, our commitment was contributing to the deceleration of the spread of the new coronavirus. In addition, our goals rooted in ensuring the health of employees, customers, partners and suppliers and their families; and in ensuring the operability of the business during the crisis for the purpose of ensuring the sustainability of the Group and the income of employees.

In the context of designing and implementing a Contingency Plan and its operationalization our employees, clients, partners, distributors, and their families are our main target groups.

Within our Contingency Plan we highlight some of the most relevant initiatives we implemented to mitigate the risk of spreading of the new coronavirus:

- Team of designated employees: this group is responsible for operationalizing the Crisis Management. This team includes a Security Officer, Security Delegates, a Communication team; the Intervention Team; and the Surveillance Team.

The purpose that supports the constitution of this team is interlinked with the need to having a group of trained and prepared employees ready to act appropriately and adequately in the face of the presence of an employee infected by the new coronavirus.

- News and warnings published on our collaborative portal: In this portal known to all, **JP.HUB**, are published all the news and essential information that must be accessible to all employees and, second, to be known to all. Among these news and information are, for example, the sharing of measures adopted and the publication of the Contingency.

Thinking about employees in the areas of Manufacturing and Logistics who do not often access the portal during their working hours, these data have been posted in strategic locations so that they can be easily accessed.

- Training session for the team of designated collaborators: this training workshop aimed to provide this group of employees who are part of the team with the information and techniques necessary to respond adequately and promptly to the deployment, routing and isolation of a suspicious case.
- Contingency Plan: the evolution of the spread of the new coronavirus requires jp.group daily attention and continuous surveillance, for which contributed daily assessments and reports of the evolution of the virus and its impact on the operationalization of the group's various companies and business units.

The Contingency Plan is a regulatory document that has always been amended necessary and the purpose of which is to contribute to the reduction of spread of this virus.

In this way, some of the topics covered in this document are, for example, the definition of suspicious case; transmission of the infection; preventive measures in the following scenarios: travel, visits, hygiene in the workplace, holidays of the collaborators and study visits; identification of the essential activities of the jp.group; or the procedure to be adopted in the face of a possible case of SARS-CoV-2.

- Remote work: Since march 2020, around 70% of **jp.ik's** employees have been working from home. The areas that couldn't perform their tasks from home, like the logistics team and the production team, had different schedules to limit the amount of people onsite.

Starting October 1st, following the lift of most of the COVID-19 restrictions in Portugal, all employees will be gradually returning to the company's headquarters.

- COVID-19 tests: every Wednesday, a team of medical professionals is present all day at the company's headquarters in order to test every employee who is working onsite. This practice allowed, so far, to identify four positive cases and isolate them, preventing the spread to the community.
- 10 single-use masks kit: delivered to all employees whenever necessary.
- Questionnaire aiming assessing the level of job satisfaction in times of pandemic: this access link was published in our collaborative portal and it was also sent via e-mail to all employees. The purpose of this questionnaire was to comprehend how the members of the diverse teams dealt with and overcome the challenges brought about by COVID-19 pandemic.

COVID SAFE brand: APCER offers the **COVID SAFE** service that aims supporting Organizations in restoring trust and security among employees, clients and partners.

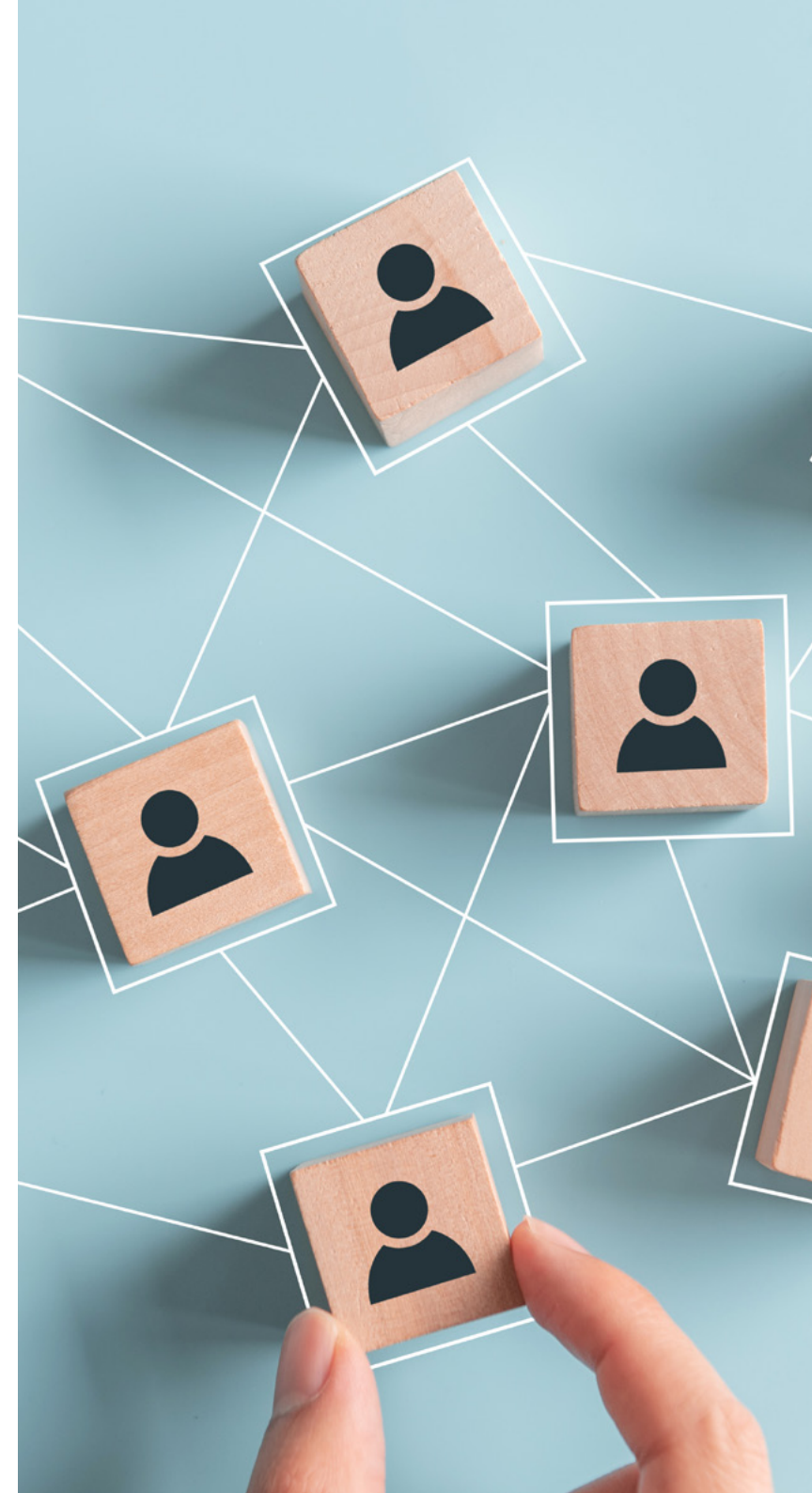
This service is based on the guidelines of the Portuguese Directorate General for Health (DGS), the Portuguese Authority for Laboral Conditions (ACT) and the International Labour Organisation (ILO) in the framework of the pandemic COVID-19 worldwide.

In addition, this service intends to carefully verify the implementation of safety and health procedures and practices.



PAC – COLLABORATOR ASSISTANCE PROGRAM

This free and confidential program is intended to support collaborators through psychosocial aid and counselling services, in order to promote the well-being and health of employees and support the balance between personal and professional life. All collaborators and their household members can access counselling services and information in areas such as psychological, legal, financial, nutritional and psychosocial. They also have access to monthly webinars about different themes such as mindfulness, anxiety, conflict resolution and emotional intelligence.





ENVIRONMENT

Earth is the only home we have, so our mission must be protecting and nurturing it. Plus, we must remember we are all accountable for the destiny of our home!

jp.ik believes we have our own share when it comes to contributing for the sustainability of our Planet.



Lights Off, Nature On
2017 - currently

We invest in implementing initiatives of awareness, which targets **jp.ik**'s employees about the importance of energy saving towards a more sustainable Planet.

Since 2017 we continue with this internal initiative of awareness 'Lights off, Nature on'.

Paper and Plastic Recycling
since 2017 - currently

Within the environmental perspective our purpose is to contribute for a more sustainable Planet, while raising awareness about environment issues within our own internal community. We do recycle the waste (paper and plastic) we produce at the office.

Nevertheless, one of our environmental goals is contributing to reduce plastic, so within the new employee welcoming initiative our welcome kit includes an aluminium bottle for water and a plastic reusable cup for coffee. Through this initiative we pledge to reduce plastic use in our facilities.

“Our paper is worth food” Internal Campaign
September 2020 - currently

September is the month of going back to school. Plus, it is also the time for cleaning up and organizing before the school routine kicks in.

This internal campaign fostered the recollection of paper, magazines, books, notebooks, and single sheets that are no longer useful. After the recollection we gave this paper to Food Bank to be recycled. All the paper we collected represented putting food on the table of people in need. Last year, over 500 kg of paper were collected.

Replacement of jp.ik's Fleet with Hybrid Models
2021 - ongoing

Currently, eight vehicles from the company's fleet have been replaced with hybrid models, a more sustainable option to reduce harmful emissions and noise pollution. Also, to support employees who wish to make the switch to hybrid or electric cars, more charging stations have been installed at **jp.ik's** car park.

Installation of Solar Panels
June 2021

Solar panels were installed on the roof of **jp.ik's** headquarters, allowing not only to cut back on energy costs but also reducing pollution and greenhouse gas emissions. This is part of **jp.ik's** ongoing efforts to fight climate change.

Achievement of Environmental Certification - ISO 14001:2015

June 2021

jp.ik's years of effort to improve the company's environmental performance paid off and, in June, it achieved the Environmental Certification.

To recall some important milestones on this path: improvement in waste management, replacement of all lamps for LED lamps, reduction of plastic resources, purchase of recyclable and biodegradable raw materials, replacement for a cleaner fleet, etc.

Obtaining the Environmental Certification attests that **jp.ik** is on the right path, and that this is the path it will continue to follow.

ISO 14001:2015 Environmental Certification was developed with the aim of enabling organizations that adopt it to respond to the increasingly demanding needs of environmental protection, updating the practices of their environmental management systems.

ANTI-CORRUPTION

Corruption is an undeniable obstacle to economic, social development, and ultimately, environmental sustainability, corruption represents an enormous cost for the sustainable development, and it particularly affects the most vulnerable communities.

Code of Ethics *since April 2017*

Our Code of Ethics reflects our ethical values and principles of conduct. Plus, this document aims sharing how these values and principles should be reflected in our relationships with our stakeholders (individuals and entities, individual or collective, which may affect or be affected by our activities, products, or services). The category of stakeholders also includes, but not exclusively: employees, shareholders, customers, suppliers, service providers, counterparties, business partners, competitors, government authorities and regulators, financial institutions, and local communities.

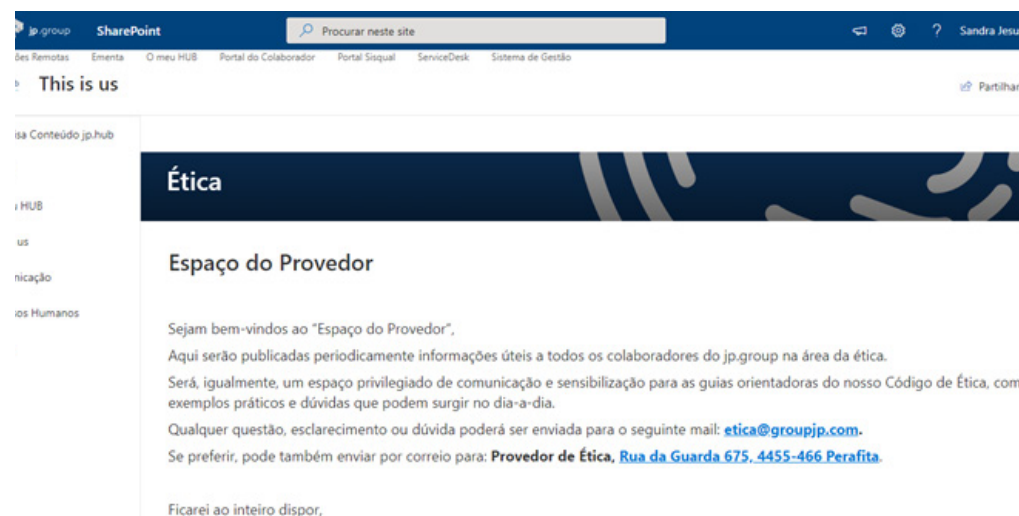
Therefore, our Code of Ethics expresses the respect for our corporate values, as well as the rejection of all types of practices related to bribery or favouring other entities.

Annual Account Report *April 2019 - currently*

The publication of our annual Account Report guarantees the communication to all stakeholders of the relevant information concerning our activity, namely financial situation, investments, and performance indicators.

JP.HUB - Digital Platform for collaboration and communication *June 2018 - currently*

Our internal digital platform, (referred earlier in this document), is a collaborative channel open to all employees, which has a multiplier effect concerning the Code of Ethic themes through the dissemination of articles by the Ombudsman.



The screenshot displays the JP.HUB SharePoint interface. The top navigation bar includes the JP.GROUP logo, the SharePoint logo, a search bar with the text 'Procurar neste site', and user information for Sandra Jesus. Below the navigation bar, the page title is 'This is us'. The main content area features a dark blue header with the word 'Ética' in white. Below this header, the section is titled 'Espaço do Provedor'. The text in this section reads: 'Sejam bem-vindos ao "Espaço do Provedor". Aqui serão publicadas periodicamente informações úteis a todos os colaboradores do jp.group na área da ética. Será, igualmente, um espaço privilegiado de comunicação e sensibilização para as guias orientadoras do nosso Código de Ética, com exemplos práticos e dúvidas que podem surgir no dia-a-dia. Qualquer questão, esclarecimento ou dúvida poderá ser enviada para o seguinte mail: etica@groupjp.com. Se preferir, pode também enviar por correio para: **Provedor de Ética, Rua da Guarda 675. 4455-466 Perafita**. Ficarei ao inteiro dispor.'

3 MEASUREMENT OF OUTCOMES

Measuring the outcomes means evaluating the impact of our initiatives and actions in our own communities and in the social and professional groups we engage with.

Investing in the measurement of outcomes also means acknowledging the importance of our actions and interrelating them with a sphere of significance.

In this context, most of our outcomes are intrinsically qualitative, which allows us to create the best conditions and situations towards a continuous development and the transformation of our community and the surrounding communities.





HUMAN RIGHTS

"All human beings are born free and equal in dignity and rights"

Eleanor Roosevelt, US First lady (1933-1945)

RELEVANT ICT-EVENTS

Bett Show

January 20 – January 22, 2021

- Fostering the engagement with local and global stakeholders, such as governmental agents, NGOs representatives, private sector partners in the field.
- Establishing strong partnerships and collaborations with these stakeholders to join efforts towards a quality education and a sustainable development for all.

GEPS - Global Education Partner Summit

February 8-10, 2021

- Fostering the engagement with local and global stakeholders, such as governmental agents, NGOs representatives, private sector partners in the field.
- Establishing strong partnerships and collaborations with these stakeholders to join efforts towards a quality education and a sustainable development for all.

World Congress Virtual Educa

March 3 – 5, 2021

- Fostering the engagement with local and global stakeholders, such as governmental agents, NGOs representatives, private sector partners in the field.
- Establishing strong partnerships and collaborations with these stakeholders to join efforts towards a quality education and a sustainable development for all.

Innovation Africa

May 24 – 27, 2021

- Fostering the engagement with local and global stakeholders, such as governmental agents, NGOs representatives, private sector partners in the field.
- Establishing strong partnerships and collaborations with these stakeholders to join efforts towards a quality education and a sustainable development for all.

MEANINGFUL ICT-BASED EDUCATION PROJECTS

UNOPS project in Buenos Aires

May 2021

- Provide access to education technology to nearly 50K students in Buenos Aires, democratizing access to equipment and equitable education.
- Allow for a fairer digital transition for these students following the impacts of the COVID-19 pandemic.

Escola em Casa, Mozambique's educational project

July 2021

- Provide access to education technology to all Mozambican school-age children to ensure a global access to education and reduce school dropout rates.
- Promoting a learning environment and experiences that empowers students to develop the 21st century skills, such as problem solving, critical thinking, media literacy, creativity, as well as allow them to learn at their own pace and build their own knowledge.
- Empowering teachers to guide their students in achieving their best academic performance.

ASA Program for Seniors

July 2021

- Promote digital inclusion of senior citizens through tablets and guaranteed connectivity anywhere.
- Interaction with digital devices developed with specific content to meet their needs and interests, improving their quality of life and integrating them into social networks that allow them to fight isolation.



OUR CONTRIBUTION FOR THE COMMUNITY

Monetary donation to Liga Portuguesa Contra o Cancro *November 2020*

- Support one of the most important organizations in our country regarding cancer awareness and contribute to their work.

Donation of 1 computer to CoSN auction *March 2021*

- Within our mission of promoting sustainable development, we aim to contribute to important education initiatives alongside our partners.

Donation of 1 computer to Fernando Pessoa University *March 2021*

- Support a local college with their social responsibility initiative and, in turn, support the community which will benefit from this project.

Donation of 1 computer to Associação Humanitária dos Bombeiros Voluntários de Valadares

July 2021

- Support a local Firefighter Institution with their mission to assist, protect and save the community.

Monetary donation to Bagos d'Ouro *January 2021*

- Support this local association with their mission to promote education of children and young people in economic need.
- Help rebuild the home of João and his family.

Monetary donation to PmatE *April 2021*

- Support this institution with their education initiatives like the National Science Competitions.

Monetary donation to Liga Portuguesa Contra o Cancro *May 2021*

- Support one of the most important organizations in our country regarding cancer awareness and contribute to their work.



***“Our paper is worth food”
Internal Campaign for ad-
ditional support to Banco
Alimentar contra a Fome
September 2020 – currently***

- Support this important institution of social solidarity and promote the recycling of paper items while providing food for families in need.
- Provide relief from the impacts of COVID-19 on education, especially in low-income countries.
- Within our mission of promoting sustainable development, we aim to contribute to important education initiatives alongside our partners.

***MILLENNIUM@EDU
Sustainable Education
foundation October 2021 -
ongoing***

- Provide relief from the impacts of COVID-19 on education, especially in low-income countries.
- Within our mission of promoting sustainable development, we aim to contribute to important education initiatives alongside our partners.

***Our Contribution into
fostering an online
community in the Education
spectrum INSPIRE web
edition***

April 2019 – currently

- Engaging the multiple communities of thinkers, academics, pedagogical practitioners, experts, and teachers into one global digital community where they can share priorities, challenges, experiences, and best practices; and where they can reflect on a certain perspective; and where they can experiment and wonder.
- INSPIRE Web Edition represents an amazing opportunity for all of us, because we really do believe together, we learn more, we move faster, and we grow stronger.



LABOUR

"Without trust, we cannot face the difficult challenges in our world today."

António Guterres, UN Secretary-general

JP.HUB

Digital Platform for collaboration and communication

June 2018 – currently

- Fostering a collaborative environment, a fluid communication and catalysing a multidisciplinary landscape.
- Implementing an authentic cooperative environment to catalyse an environment where cooperation and competitiveness interlink and join efforts towards a more proactive attitude, engaging and reliable relations and a sustainable business for all parties.

Training Policy

- Fostering the professional development and individual growth to our employees towards professional and personal fulfilment.

***COVID-19: Contingency Plan and its
Operationalization***
February 2020 – currently

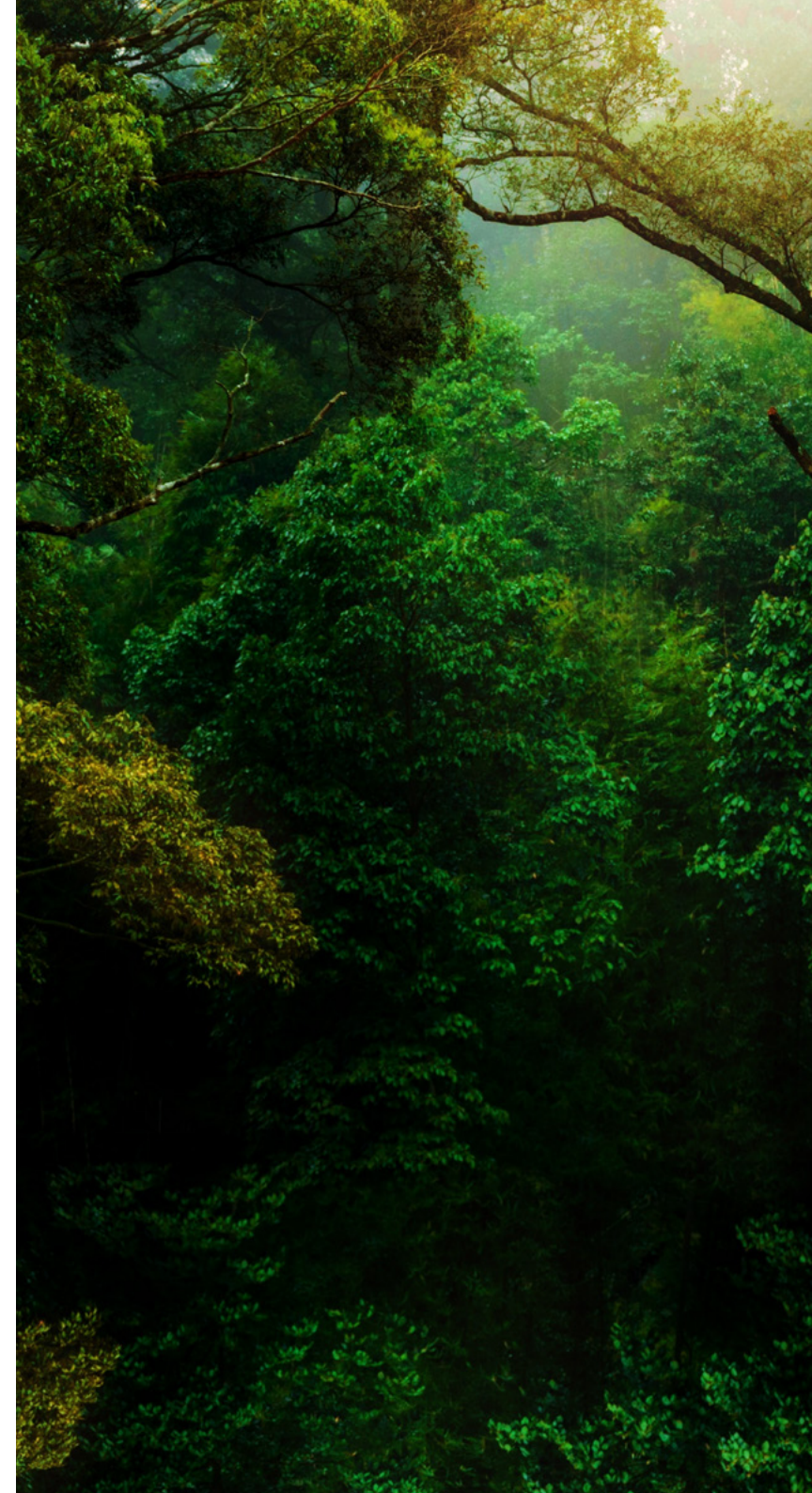
- Contributing to mitigate the risk of COVID-19 spread in our community.
- Contributing to the health and well-being of our employees, clients, partners, distributors, and their families.
- Ensuring our business' sustainability through this uncertain time due to COVID-19 pandemic.

COVID SAFE BRAND

- Implement the best practices of safety and health related to the COVID-19 to ensure all employees are safe and protected while performing their tasks.

PAC – Collaborator Assistance Program

- Provide and equip employees with resources and services to aid them in their well-being and health and support the balance between personal and professional life.





ENVIRONMENT

"It is both ethical and good business sense to invest in sustainable development for all people on a healthy planet"

António Guterres, UN Secretary-general



Lights Off, Nature On

2017 – currently

- Promoting awareness about environmental issues by promoting the shift of behaviour within our work community.

Paper and Plastic Recycling

2017 – currently

- Fostering the transformation and reuse (if possible) of the paper and plastic we still use.
- Fostering environmental awareness and simultaneously promote a community sense of mission. We do have a business, but we also should give back to our community.

“Our paper is worth food” Internal Campaign

September 2020 – currently

- Fostering the transformation and reuse (if possible) of paper while contributing to feed families in need.

Replacement of jp.ik’s Fleet with Hybrid Models

2021 – ongoing

- Contribute to the reduction of harmful emissions and noise pollution.
- Facilitate the transition to hybrid or electric models for employees who wish

to do so.

Installation of Solar Panels

June 2021

- Contribute to the reduction of pollution and greenhouse gas emissions.

Achievement of Environmental Certification - ISO 14001:2015

June 2021

- Within our line of business, and to comply with ISO 14001:2015, our organization is now identifying the risks in the areas of:
 - Threat and opportunity Management
 - Answer significant aspects for the environment
 - Fulfillment of compliance obligations



VISÃO



UMA VIDA PARA SER
O ÁRBITRO DO MUNDO

GUTERRES

Como o melhor aluno do Técnico, ativista católico, negociador hábil e primeiro-ministro do "pântano" preparou o caminho até ao topo das Nações Unidas

TEXTO EXCLUSIVO DE MARCELO REBELO DE SOUSA: "O MELHOR DE TODOS NÓS"

ANTI-CORRUPTION

"Corruption harms all, but the poor and vulnerable suffer most. We need to unite against it; tackling corruption is tackling poverty itself."

António Guterres, UN Secretary-general



Code of Ethics
since April 2017

- The purpose of this document roots in fostering a collaborative environment of transparency, accountability, and integrity, both vertically and horizontally.

Annual Account Report
since April 2018

- This annual document aims cultivating a cooperative environment of transparency, accountability, and integrity.

JP.HUB - Digital Platform for collaboration and communication
June 2018 - currently

- Our collaborative platform embodies a multiplier effect regarding the dissemination of the Code of Ethics' themes, empowering the reach of the corporate responsibility messages.

we were born out of the **DREAM** of sharing with the world a pioneer project to transform **EDUCATION!**

Let us lead the way of a
WHOLE GENERATION
of true citizens

In front of
us we now have the
leaders of TOMORROW!

EVERY SINGLE CHILD *has the right of having a good Education* which opens the way for a more **sustainable future & a happier world**



WE BELIEVE

GREAT COMPANIES *are inspired by* **purpose** *& change lives!* They do not limit themselves TO ENSURE **transactions**
not just profit

our destiny as global community *is in our own hands*



we all have a role in it!
are accountable!

so

BREATHE IN *Foooooool* **SMILE**
LAUGH SCREAM DANCE
EXPLORE *TRY* LEARN
GROW **Share** WISH
Dream Jump Go further!

HOW TO REACH US

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Check out our growing online community for education:

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