

Corporate Social Responsibility Report

Initiatives and actions taken from 2019 to end of 2020

Our Commitment

Minimizing the environmental impact has always been a concern of UNIPARTNER, resulting in the incorporation of the best environmental practices into the management of its business. For UNIPARTNER, environmental issues mean not only the obvious fulfillment of legal obligations, but a long-term commitment and connection with the environment. In this sense, the company is committed to:

1. Adopt an environmentally friendly behavior, with a preventive approach to environmental challenges and integrating the principle of sustainable development.
2. Carry out initiatives to promote environmental responsibility among employees, suppliers and customers through awareness-raising, training, and the dissemination of good environmental practices.
3. Minimize the environmental impact resulting from the exercise of its activity, promoting the energy, water, and paper efficient practices, and minimizing waste production.
4. Seek continuous improvement of its process, incorporating Reduce, Reuse and Recycle policies.
5. Encourage the dissemination of environmentally friendly technologies.
6. Comply with current environmental legislation.

Unipartner's Board of Directors is committed to adopting a management model that guarantees these principles and policies, ensuring that its environmental and business objectives are aligned.

Lisbon, January 4th, 2021



Fernando Reino da Costa
President and CEO

Corporate Social Responsibility

United Nations has repeatedly called upon companies around the world to ensure that their strategies and operations are aligned with universal values, so that negative environmental and social impacts of business are minimized.

Unipartner makes all efforts to demonstrate its responsible corporate citizenship by looking at the social and environmental scene surrounding us in its whole spectrum.

Unipartner is focused on the triple bottom line: people, planet, and revenue. We believe in putting increased profit into programs that give back, ideally to reduce the gap between the social stratification in our community and programs that contribute to a better world environment for this and next generations.

Not only Unipartner engages in social character activities, but also integrates ethos into its culture. Besides helping meaningful causes, Unipartner also encourages its collaborators to do the same.

How we practice CSR

Recognizing the importance of social responsibility, Unipartner is focused on the following CSR categories:

1. Environmental efforts: One primary focus of corporate social responsibility is the environment. Businesses regardless of their size have a large carbon footprint. Any steps they can take to reduce those footprints are considered both good for the company and society.
2. Philanthropy: Unipartner also practices social responsibility by donating money, goods, or services to social causes.
3. Ethical labor practices: For Unipartner is very important to ensure that the relationship between its workers and of the company towards its employees is based on values of justice and ethics, promoting inclusion and diversity.
4. Volunteering: Participating in voluntary activities says a lot about a company's moral compass. By doing good deeds without expecting anything in return, Unipartner and its collaborators can express their concerns for specific issues and support for various organizations.

Our contribution to CSR

1. Environmental efforts

Unipartner's board members chose to drive electric/hybrid vehicles and, at the same time, installed electric charging points throughout the parking space of the company's headquarters, also seeking to set an example in the use of renewable energies to its employees and other partners.

Unipartner has also implemented paper-reducing measures in several points of its planning process/production. Some examples were the use of digital signatures, the reduction of the

number of printers available, printing paper use control and the elimination of bookshelves/lockers encouraging the reduction paper document's storage.

Within several initiatives carried out to combat the use of plastic, Unipartner has opted for the use of coffee machines that do not need capsules and water purification systems, distributing glass bottles for its employees eliminating the use of plastic bottles and cups.

Initiatives such as "Leading Sustainably Together" and "Sustainability is Today" allowed to eliminate 21,000 plastic cups per year and the reuse around 1200 lunch plastic containers by Refood.

By joining SILiAmb Unipartner monitors and assess the service of replacement and maintenance of hygiene containers through E-GAR (Electronic Guide for Monitoring of Waste).

These differences, while somewhat simple, make a huge difference in the ecological grand spectrum. It also contributes to the reduction of Unipartner's ecological footprint.

2. Philanthropy/Volunteering practices

Community Center Support

Unipartner has hosted an annual Christmas party at a Community Center in Estoril. This Christmas party not only straightened the bonds between employees/partners, but also supported the Community Center financially.

Children Association (Aldeias SOS) and Igreja São João de Brito

During Christmas time, Unipartner usually takes the opportunity to help less fortunate people in different charities. It purchases token gifts from the institutions (donated by several of the Institution's contributors) and later gives them as a Christmas presents for younger children of its collaborators.

Aid to the affected by the Pedrogão's wildfires

After the major wildfires in summer of 2017, that devastated almost 50 million hectares of land taking 64 lives in total, Unipartner has directly offered financial aid to Pedrogão's fire victims and promoted the same message to its employees, providing a solitary bank account. At the time it also gave its deepest condolences to any employee who was directly or indirectly affected by the tragedy.

Centro Social e Paroquial Nossa Senhora de Porto Salvo

Knowing of the difficulties faced by this local charity, Unipartner set a challenge to its employees to try to help overcome some of these difficulties and raised school material and educational games to promote playful and dynamic activities. The donations contributed to an effective improvement of children's learning conditions at the same time supporting the most deprived families of this community.

On regular basis, Unipartner seeks to aid causes located close to its headquarters such as local charities and public schools.

Associação Princesa Leonor Aceita e sorri (APPLAS) - Missão Côderosa

In addition to supporting APPLAS, a Social Solidarity Institution, Unipartner became a partner of an ambitious project this institution has embraced: the challenge of tackling school absenteeism in the Island of Sal in Cape Verde. Unipartner joined this cause through the on-site support of a company's employee supervising the implementation of IT systems for António Manuel Martins school complex. Additionally, it strengthened its support by offering 12 tablets to award merit students.

3. Ethical labor practices

Equality, Diversity, and Inclusion

Unipartner believes in a more inclusive world and works toward promoting equality between gender and minorities. We are certain that real diversity creates a better World and an open mind environment delivers richer business results. For that reason, Unipartner plays an active role in the WIT (Women in IT initiative from the International Microsoft Partner Association - IAMCP).

Employment

Unipartner was born during another IT company reorganization. A group of ex-managers took what mattered the most (their peers) and made all the effort necessary to maintain the business running while keeping most workers.

Unipartner was set up with a sole purpose: to thrive as a team. This unique situation has ensured since day one an employee engagement like no other and ethical labor practices from all its collaborators.

4. Digital with Purpose

Unipartner strongly supports a global transformative agenda that leverages the full power of digital technologies to reform today's economic model of growth and production, so that it purposefully contributes to society and the health of the planet. At Unipartner, we are committed to Digital Innovation and have an ambition to create business value through accelerating the enabling power of digital technologies to help achieve the 2030 UN Sustainable Development Goals (SDGs) and the Paris Climate Agreement, whilst minimizing any negative externalities that may arise. To meet these ambitions and to help deliver purpose-driven economies of tomorrow, we hold internal on-going initiatives that promote a greener world and a sustainable workplace. Apart from exclusively consuming renewable energy in our headquarters, we have also increased our number of electric vehicles. Moreover, we invest in water-saving and plastic reduction activities, and technologies such as the cloud, which help reduce our reliance on physical datacenters and, consequently, our carbon emissions. When it comes to our business, we support clients with digital solutions mostly based on the cloud that help them on their own journeys to reducing their ecological footprint, and projects that help their organizations create a more positive impact for the products/services they sell.

5. Circularity goals, strategy, and key activities

The Unipartner team engages in circular economy initiatives that allow our community to give products a new life by extending their lifecycle, whether it is by giving them to others or repurposing them. We hope to respond to circular economy challenges and reduce waste by lowering the need to acquire new products. We promote processes that encourage usage of work/office equipment to obsolescence and extend their lifecycles by repairing and reusing pieces of older machines. Additionally, when it comes to the equipment used by our organization, we follow a procedure that consists of handing devices and, for example, printer toners, at end of life to a certified third party that handles destruction when they are obsolete.