



Building **VALUE** in Insurance

ISG Corporate Social Responsibility

Fostering Inclusion and Diversity Company wide

At ISG, we strive to cultivate an environment where everyone feels respected, valued, and empowered to bring their authentic selves to work. We celebrate and embrace the unique identities, backgrounds, and perspectives of our employees, including, but not limited to, age, ethnicity, disability, gender identity, marital status, veteran status, socio-economic background, and more. By prioritizing inclusion and valuing diverse viewpoints, we enable our people to thrive, deliver exceptional value to our clients, and achieve business success.

Our Strategy for Inclusion and Diversity

ISG is committed to creating an inclusive workplace and increasing diversity at all levels through four key focus areas:

- **Cultivating an Inclusive Culture:** Ensuring every team member feels welcome, safe, and heard.
- **Expanding Workforce Diversity:** Actively seeking representation that reflects the communities we serve.
- **Encouraging Collaboration:** Leveraging unique skills and experiences to solve challenges together.
- **Fostering Accountability:** Holding ourselves to high standards of respect, fairness, and empathy.

Our Strategy for Inclusion and Diversity

- Treating everyone with fairness, respect, and empathy.
- Valuing diverse ideas and experiences to drive innovation and results.
- Building teams that reflect the communities we work in.
- Creating opportunities for growth and development across all levels.
- Promoting equitable practices in recruitment, development, and advancement.

Together, we recognize that inclusion is not just a value—it's a driving force behind our success, the well-being of our employees, and the positive impact we have on our clients and communities.

Our Community

At ISG, we believe in using our time, talent, and resources to create meaningful social value and strengthen the communities where we live and work. By partnering with local organizations and national networks, we strive to make a positive impact through volunteerism, financial contributions, and in-kind services.

We actively support non-profits and community initiatives that align with our values, including:

- American Red Cross
- The Aspire Program (MGH) - Supporting Autism Awareness
- Boy Scouts of America
- Breast Cancer Awareness
- Champions of the Community Drive Out Hunger
- Habitat for Humanity
- Kids Chance of America – State Level
- Nationwide Children's Hospital
- Polar Plunge
- Special Olympics U.S. Paralympics
- United Way
- Wide Horizons for Children

ISG is committed to strengthening our partnerships with business collaborators and contributing to the well-being of communities nationwide through ongoing philanthropy and support.



Our Planet

As a company, we recognize the responsibility and opportunity we have to reduce our environmental footprint and drive positive change. We are dedicated to sustainable practices that protect the planet and support our customers in achieving their own environmental goals.

Our Commitments to Sustainability

- **Innovative Operations:** Operating in a 95% paperless environment and maintaining robust recycling programs.
- **Remote Work:** Offering work-from-home opportunities for employees to reduce carbon emissions.
- **Sustainable Growth:** Embedding ecological responsibility into our core values to ensure long-term positive impact.

At ISG, corporate responsibility is about more than just business. It's about taking meaningful actions every day to empower our employees, serve our communities, and protect our planet. Together, we are building a foundation for sustainable success that benefits everyone.