

STATEMENT

BlueAlly Corporate Social Responsibility Statement

BlueAlly represents conscientious participation in key social responsibilities in our society including human rights, non-discrimination, compliance, and environmental sustainability.

The BlueAlly values are at the center of our work and living these out daily helps us continue to find success within our shared company. Our logo, the BlueAlly Flywheel, is comprised of 3 individual parts – or “blades” – each corresponding to one of our three core values:



Vision

Reflecting a forward-looking perspective that embraces innovation and progress.



Harmony

Representing teamwork and balance, highlighting the synergy among our team and our clients.



Dedication

Encompassing commitment and integrity, showcasing our dependable and trusted approach.

To ensure that we remain a company that stands at the top of our industry, we place value on the importance of compliance across many practice areas of the company.



About BlueAlly

We are a leading IT services and solutions provider that helps clients reduce complexity and harness the power of technology to improve organizational outcomes.

A trusted partner, BlueAlly is known for turning complex technical challenges into strategic business opportunities. We deliver cutting-edge solutions for security, compliance, data center, cloud, application development and modernization, workforce collaboration, DevOps, automation and advanced networking to a variety of industries, including government, education, healthcare, finance and others.

Below are excerpts from the BlueAlly Employee Handbook addressing Core Values, Non-discrimination, Anti-Harassment, and Compliance.

1.1 EQUAL EMPLOYMENT OPPORTUNITY AND COMMITMENT TO DIVERSITY BLUEALLY'S COMMITMENT TO DIVERSITY EQUITY & BELONGING STATEMENT:

Here at BlueAlly, we want our team to be able to show up as their authentic selves and we are united by our unique histories – both as a company and as individuals. We are committed to diversity, equity, inclusion and belonging in our workforce. We believe that bringing our varied perspectives, backgrounds, skills and experiences results in high-performing teams and stronger innovation for us to bring daily to one another, our clients, partners and stakeholders. We take pride in fostering an environment where our employees feel included, valued and able to do the best work in their career journey. We're committed to equal employment, and we encourage candidates from all backgrounds to apply to join our winning team.

1.1 POLICY

BlueAlly is committed to providing equal employment opportunity (EEO) to all qualified persons. The Company complies with all federal state and local laws that protect individuals from discrimination on the basis of race, color, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, age, ancestry, marital status, gender, gender identity (a person's identification as male, female, a gender different from the person's sex at birth, or transgender), gender expression (a person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex at birth), national origin (including language use restrictions), citizenship, ethnicity, mental or physical disability, genetic information, religious beliefs (including religious dress and grooming), veteran and military status, or any other category protected by applicable federal, state or local law. Equal employment opportunity will be extended to persons in all aspects of the employment relationship, including recruitment, testing/selection/evaluation, hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training. BlueAlly expressly prohibits any form of employee harassment or discrimination based on any of the characteristics mentioned above. Improper interference with the ability of employees to perform their expected job duties will not be tolerated.

1.2 NONDISCRIMINATION POLICY

1.2.1 POLICY

BlueAlly is proud of its tradition of a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal opportunities and prohibits discriminatory practices based on age, race, color, religion, sex, marital status, national origin, disability, veteran status, or sexual orientation, or any other characteristic protected by applicable law. Consistent with this philosophy and policy, acts of discrimination or harassment based on any of these characteristics will not be tolerated by BlueAlly. BlueAlly encourages reporting of all incidents of discrimination or harassment, regardless of who the offender may be. Individuals who believe that they have been subjected to discrimination or harassment should report the matter to BlueAlly Management or to the HR/People Success Team. BlueAlly Management will take prompt and appropriate action to investigate (if needed) and address any reports of discrimination or harassment. BlueAlly will keep the matter as confidential as possible. However, BlueAlly is unable to guarantee complete confidentiality related to the report and investigation of allegations of harassment/discrimination. No retaliation will be taken by BlueAlly or permitted against anyone making a report of discrimination/harassment or cooperating in the investigation of any such report.

1.3 ANTI-HARASSMENT POLICY

1.3.1 POLICY

BlueAlly is committed to providing a work environment that is free of discrimination and harassment and expects all employees to engage in maintaining such an environment. Harassment of any kind is prohibited. This policy covers vendors, clients, subcontractors, independent contractors, or others who enter our workplace as well as employees. This document is COMPANY CONFIDENTIAL and may not be duplicated, redistributed, or displayed to any third party without the expressed written permission of BlueAlly. 12 Harassment based on a characteristic protected by law, such as race, color, ancestry, national origin, gender, sex, sexual orientation, gender identity, marital status, religion, age, disability, veteran status, or other characteristics protected by state or federal law is prohibited. Definition of Unlawful Harassment. "Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive work environment; has the purpose or effect of substantially and unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities because of the individual's membership in a protected class. Unlawful harassment includes, but is not limited to, epithets; slurs; jokes; pranks; innuendo; comments; written or graphic material; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law. Definition of Sexual Harassment. "Sexual harassment" is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where:

- Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of any individual's employment or as a basis for employment decisions; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.
- Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating a work environment that is hostile, offensive, intimidating, or humiliating to workers may also constitute sexual harassment.

While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwanted sexual advances, whether they involve physical touching or not.
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, comments about an individual's sexual activity, deficiencies, or prowess.
- Displaying sexually suggestive objects, pictures, or cartoons.
- Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments.
- Inquiries into one's sexual experiences or discussion of one's sexual activities

2.2 BLUEALLY ANTI-CORRUPTION POLICY

BlueAlly is committed to conducting all aspects of our business with the highest ethical standards and integrity. As part of this commitment, BlueAlly adheres to the provisions outlined in the Foreign Corrupt Practices Act (FCPA) and prohibits any form of corruption, bribery, or unethical behavior in its business operations, whether domestic or international. This policy applies to all employees, contractors, consultants, and representatives of BlueAlly, regardless of their position or location. It encompasses all activities undertaken on behalf of the company, including interactions with government officials, business partners, customers, and suppliers.

Prohibited Conduct

- **Bribery and Corruption:** Employees of BlueAlly are strictly prohibited from offering, promising, giving, or accepting bribes or kickbacks, whether directly or indirectly, to or from any individual or entity, including government officials, in order to obtain or retain business or gain any improper advantage.
- **Facilitation Payments:** Facilitation payments, also known as “grease payments,” are strictly prohibited. No employee shall offer or make any payment to expedite or secure routine governmental actions.
- **Gifts, Entertainment, and Hospitality:** While occasional business gifts, entertainment, or hospitality may be exchanged as part of building professional relationships, they must be reasonable, modest, and in compliance with applicable laws and regulations. Employees must not offer or accept gifts, entertainment, or hospitality if it could influence, or be perceived to influence, business decisions.

Compliance Procedures

- **Training:** KnowBe4, a contracted training partner with BlueAlly, will provide annual training to all new hires and existing employees to ensure understanding of anticorruption laws, regulations, and company policies.
- **Due Diligence:** Prior to engaging with third parties, including agents, consultants, distributors, and business partners.

In addition to the Corporate Social Responsibility policies represented in the BlueAlly Employee Handbook, BlueAlly will add the following Environmental Responsibility Statement to our public-facing website and internal policies:

BlueAlly stands for corporate social responsibility. Our corporate culture promotes participation in charitable activities, corporate policies that support empowerment of our team to better our world and provides structured programs and activities to achieve measurable impact. A key initiative for BlueAlly is Environmental Sustainability. BlueAlly promotes resource conservation, recycling, and clean-up projects within our company and our wider client and vendor communities.