

Auxis 2023 Corporate Social Responsibility

Taking Responsibility Beyond Words:

Auxis' plan for economic, environmental, and social advancement for sustainable business



let's help!



auxis

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At Auxis, our commitment to Corporate Social Responsibility is fundamental to who we are as an organization. We take social, economic, and environmental challenges seriously – and we recognize the responsibility and opportunity we possess to have a positive impact. We also realize actions speak louder than words. Our commitment to the safety and well-being of our staff and community as we navigate the post-COVID world is a top priority for the organization. While our team acclimates to life back in the office, we've worked hard to make our employees feel safe and welcome. We've put in place protections for our community by implementing office safety guidelines, holding team-building activities for our staff to boost a sense of camaraderie, participating in community service opportunities, and much more. Read on to learn how we translate our commitment to better the communities we serve into practical solutions, programs, and progress.



Worked with over **30** non-profit organizations

Allocated **2** tons of food

Donated over **1,000** hours



Volunteering

Despite the challenges created by the pandemic, we continued serving our community. We partner with multiple non-profits to participate in local volunteer programs:

- Banco de Alimentos de Costa Rica
- Belen por Amor
- Fundacion Chumi
- Fundacion Yeyo Wonderful Years
- Women's Prison Initiative – Vilma Curling Rivera
- Social Initiatives in Barranquilla, Colombia

Banco de Alimentos de Costa Rica:

15 Auxis volunteers worked 120 hours to distribute 2 tons of food to families in need.

Belen por Amor:

15 volunteers spent 8 hours engaging and supporting children with Down Syndrome and other special needs through various activities.

Fundacion Chumi:

Five volunteers aided in kitchen tasks, raising 6.138 million colones for the Palliative Care Association and 4.092 million colones for the Cruz Roja in Belen.



Fundacion Yeyo Wonderful Years:

Auxis employees generously donated 150 gifts for children during the festive season.

Women's Prison Initiative – Vilma Curling Rivera:

Auxis supported 26 babies of imprisoned women at Vilma Curling Rivera prison, providing essential items like pampers and soap.

Social Initiatives in Barranquilla, Colombia:

Auxis participated in the “Pa’ Lante” program, promoting English proficiency for vulnerable communities, and collaborated with “Inglés para el Trabajo” to train 4,000 young individuals in the city’s BPO sector.



Our Communities

Philanthropy & Supporting the Global Community

As a proud member of the Costa Rican community, we partner with many local non-profit organizations that provide support, including:

- Hogar de Ancianos Santiago Crespo
- Territorio de Zaguates
- Auxilio Animal Cartago
- Fundación Yeyo Wonderful Years
- Escuela de Gaurari

Case Study: Club Morado Amputee Soccer Team

With the help of our client, Shoes for Crews, we were able to donate 100 pairs of shoes to the Club Morado Amputee Soccer Team.

Case Study: Territorio Zaguates

We promoted the responsible adoption of 24 dogs.

Case Study: Fundación Yeyo Wonderful Years

We donated toys to 150 kids in need.

Case Study: Escuela de Guarari

We donated school supplies and uniforms to Escuela de Guarari in Costa Rica.

Case Study: Perchero Solidario

We collected and donated clothes to immigrants in need.



Donations

Thanksgiving Grams

This is an annual event we hold where our employees buy a small gift of appreciation for a fellow coworker. The money raised from those purchases will be matched by Auxis and donated to a local charity in Costa Rica.

Hurricane Ian Relief Drive

Our team donated non-perishable items and canned goods to those affected by Hurricane Ian.

Club Rotaract (Rotary in Action)

We work with this organization by helping collect clothes and food for people without housing in the area. This year we focused on collecting sweaters, baby clothes, and food.



Our Environment

Green Spaces

At Auxis, we promote the inclusion of environmentally responsible practices led by our employee Wellness Committee that organizes campaigns, trainings, recycling spaces, volunteer programs for school and waterway clean-ups, and more. We also join efforts with the American Free Zone for its monthly Recycle Zone event, which grants exchangeable points to companies and employees for recycling material. The Auxis building is properly equipped with disposal areas assigned to collect specific recyclable materials. We also reduced our need to print and purchase plastic and other materials that do not decompose easily.

Healthier, happier employees

We offer multiple green spaces that promote the well-being of employees by creating green environments, such as:

- Parks
- Sports Zones
- Gyms
- Outdoor Picnic Areas
- Walking Trails

At Auxis, we take our responsibility to protect the environment seriously. Our office recycling program is a critical way we reduce our ecological footprint, recycling paper, aluminum, and plastics.



Auxis University Development Programs

At Auxis we are strong believers that social responsibility starts from within. During the COVID pandemic, we decided to look inward and focus on the development of our staff while we all work to navigate the new challenges that the pandemic caused for us all. With our employees in mind, we created a comprehensive employee development program, Auxis University, that is broken down into 2 separate sectors:



Auxis University



- Technical and soft skills training, stretch assignments.
- Job shadowing and other learning avenues specifically designed to help them develop into their next role.

Plans include:

Designed to help build our next generation of leaders

Responsible for creating employee-specific career paths for 5% of our future leaders.



- A program designed to train and educate the Auxis employee population in a variety of soft skills and leadership skills, in addition to reinforcing policies and procedures.

Auxis My Compa Program

MyCompa is a program designed to provide a mentor to all new Auxis Employees. When developing the program, we identified over 50 'Compas' in different functions/departments within the organization that volunteered to serve as Auxis culture champions. Once the volunteers were chosen, we trained them to be mentors to new hires entering the organization.

It is common for Auxis to hire college or high school graduates with minimal professional experience. This program was created to provide new employees with the guidance they need to be successful when entering a new job. With this program, they will have the opportunity to learn from someone who has been with Auxis for some time, which can help them get comfortable in their new role during the first 90 days of employment. This allows them to be better prepared and helps build confidence for those new to a corporate environment.



Athena LMS

All-in-one system of learning Build a skills-powered learning experience that opens opportunities.

Auxis has introduced Athena, a cutting-edge learning platform, to empower its employees with personalized, AI-driven training experiences, ensuring they have the tools and insights needed for continuous growth and alignment with organizational objectives.



Benefits:



Automating self-directed growth

Self-driven learning and growth



Learning insights

Get better insights than just “course completed.” We show our people their skill gaps, skills that are in demand, and a path forward.



Multi-modality training

We train our people with different content formats such as podcasts, videos, books, articles, and more.



Scalable learning

We provide virtual and in-person instructor-led training sessions, eLearning, and playlists.



Personalized learning

Tailored content delivered based on career needs, powered by Skills AI, Content AI, curated libraries, and intelligent web-sourced content.

Auxis Automation Bootcamp

This new program is an exclusive 12-week paid training with the Auxis UiPath Technical Academy, plus 4-8 more paid weeks of a trial period with UiPath.

Since the inception of this new automation development program, we've focused on targeting local universities and different talent pools throughout the Latin American region to source candidates that are hoping to launch their careers in the automation space. With the help of Auxis' HR team, our outreach efforts have led to 30+ candidates qualifying for the first round of our ongoing Automation Bootcamp.

After participating in this 12-week intensive training program, the candidates become fully productive RPA developers with knowledge of how to use UiPath's main products, adhere to their best practices, and have experience developing various RPA processes.



“Joining the Bootcamp has been wonderful. In less than a week, I have learned a lot, which motivates me to know that I am just at the beginning. At all times, I have felt supported by Auxis and my classmates. Entering the Bootcamp has been the best decision I could have made.”

Johan Hernández
Auxis Automation
Bootcamp Trainee
Colombia

Language Assurance Program

This paid program was developed to improve and sharpen employees' English skills. Partaking in the Language Assurance Program equips employees with the skills to interact and communicate more confidently with US-based clients.

Our training focuses on improving their communication skills along various avenues. Employees will learn to build rapport over the phone and through e-mail with their developed written and verbal communication skills.



Employee Wellness

The Auxis Wellness Committee is responsible for assessing, planning, and implementing activities that give employees the awareness, motivation, and skills they need to make life decisions that can increase their own and others' well-being. The committee is also responsible for helping to build a workplace environment that supports employees' health and wellness.

- Zumba, Yoga & Gym Classes
- Gym Equipment & Running Track On-site
- Off-site Social Events & Activities
- Nutrition Counseling
- Sports Tournaments
- Healthy Work/Life Balance Programs (Work from home, flexible work hours, and more)

The Auxis Approach to Work-life Balance Post-COVID

To better support our employee's post-pandemic work-life balance, Auxis has transitioned its workforce into a Hybrid work model giving our employees the flexibility they need to take care of their families and well-being. Depending on the role, we allow our employees to work from different places throughout the country.

Having a healthy and happy workplace is a priority for us at Auxis. We promote the well-being of our employees by offering multiple activities and benefits that help them engage in healthier living.



Strategic Partnerships

Auxis partners with the office building management company of our South Florida Headquarters, Vanderbilt Properties, to participate in events that help our community. Events include holiday toy drives through Toys for Tots, hurricane relief drives, blood donation events, COVID vaccination awareness programs, and more.



Our Commitment to Equality



In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Auxis are based on merit, qualifications, and abilities. Auxis does not discriminate in employment opportunities or practices on the basis of race, color, creed, religion, age, sex, national origin, ancestry, disability, sexual orientation, or any other legally protected status in accordance with applicable local, state, and federal laws.

Auxis makes reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training. Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Human Resource Manager.

Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment. Within our hiring process we follow processes that focus on promoting inclusiveness. Our recruiting team is trained to follow and enforce our Equal Employment Opportunity policy. They enforce this policy with our hiring managers to ensure that they are making hiring decisions based on skill set, experience, and cultural fit.

Auxis has hosted programs to incorporate and promote the development of woman in technology and leadership roles. Auxis also participates in job fairs in universities targeted towards certain groups, such as woman and other minority organizations. We conduct an annual training to enforce our diversity and harassment policies. We also regularly send reading material related to these areas. Our values reflect an inclusive culture, and all employees are reminded of these values in all of our internal communication. All our employees must acknowledge our written harassment and diversity policies every year.