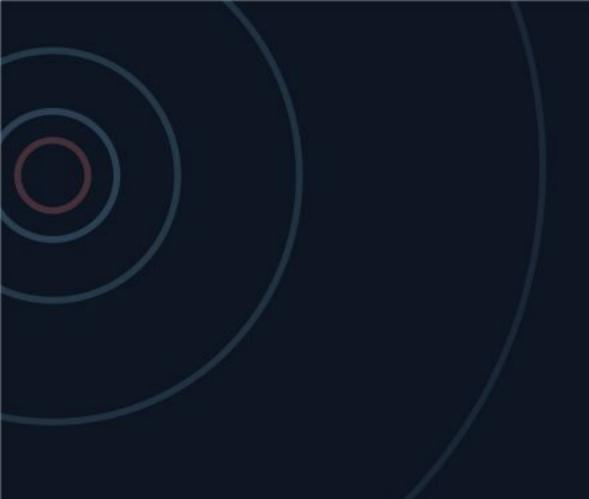# open
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United Nations Global Compact Adherence Report

2021

Introduction

United Nations Global Compact, is a United Nations initiative to encourage companies around the world to adopt sustainable and responsible policies.This year celebrates 20 years of encouraging companies from all sectors to join together to collaborate for a better future.

OpenSistemas and its new brand neuroons have became a Signatory member of this initiative in 2021, thus becoming part of the global network of over 10,000 companies and 3,000 companies and participants from all over the world who are committed to building a sustainable future.

Two decades ago, a group of business leaders from the United Nations proposed a visionary idea: to unite business and the United Nations in order to humanize the marketplace.

The project was launched in 2000 by former UN Secretary General Kofi Annan, to uphold the universal principles of human rights: labor, environment and anti-corruption.

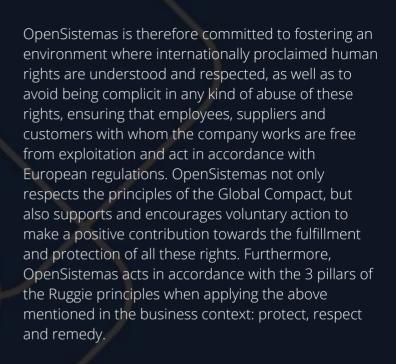## Why has OpenSistemas joined the United Nations Global Compact?

How to contribute to create a sustainable future and seek a balance between environment, society and economic growth are OpenSistemas' concerns and commitments. In order to create a sustainable society model, it is necessary to include companies, since they are the ones that respond to the needs of humanity and to the improvement of social projects.

OpenSistemas is aware of this, respects the principles of the Global Compact and supports and encourages to take action on a voluntary basis to make a positive contribution towards the fulfillment and protection of all these rights. By incorporating the 10 principles of the United Nations Global Compact into our company, in the form of strategies, policies and procedures, we not only abide by basic corporate responsibilities, but also embrace a project of progress in terms of human rights, labor rights, environment and corruption in the long term.

Human rights in the Global Compact

The first two principles of the Compact cover human rights. They state that the company must support and respect fundamental human rights, as well as avoid being a party to their violation.

OpenSistemas is therefore committed to fostering an environment where internationally proclaimed human rights are understood and respected, as well as to avoid being complicit in any kind of abuse of these rights, ensuring that employees, suppliers and customers with whom the company works are free from exploitation and act in accordance with European regulations. OpenSistemas not only respects the principles of the Global Compact, but also supports and encourages voluntary action to make a positive contribution towards the fulfillment and protection of all these rights. Furthermore, OpenSistemas acts in accordance with the 3 pillars of the Ruggie principles when applying the above mentioned in the business context: protect, respect and remedy.

Labor rights in the Global Compact

The Pact addresses labor rights in 4 of its points: the freedom of workers and employers to create unions and associations according to their needs; the eradication of any kind of forced and coerced labor; the elimination of child labor; and the abolition of discriminatory practices in employment.

The activity of OpenSistemas in labor terms is developed within the European and Spanish regulations, in order to ensure the eradication of discrimination in hiring for reasons of race, color, sex, religion, political opinions, nationality or social background. It also openly condemns any type of abusive practices and child exploitation, and encourages the hiring and integration of people with disabilities in the workplace.

Environmental responsibility in the Global Compact

The Pact also addresses the environmental responsibility of companies in 3 of its points: a preventive approach that favors the environment must be maintained; initiatives that favor a more responsible environmental management must be promoted; as well as new technologies that are respectful with the environment. In environmental matters, OpenSistemas is certified by the international standards or ISOs proposed by the European Union.

Thanks to this, there is continuous monitoring through internal and external audits that the practices carried out in the company comply with European legislation, and help to reduce the environmental impact through selective waste recycling. OpenSistemas also promotes teleworking to minimize pollution caused by transportation.

For this reason, the company works to ensure that anyone in the company has access to information in the areas of environmental awareness and resource optimization.

Corruption in the Global Compact

In its last point, the Pact points out the urgent need to fight against corruption in any of its forms.

OpenSistemas rejects any kind of corruption, for which different policies are followed, such as the prohibition of exchanging gifts with clients and thus avoiding any kind of proximity to what can be considered as bribery or potential extortion.

In addition, OpenSistemas follows the European and national regulations established in favor of transparency of data and operations with clients, collaborators, suppliers and public administration, establishing public accounts audited by certified external auditors that demonstrate the reliability and legality of transactions and fiscal movements of the company, thus collaborating with the Spanish Tax Agency in the fight against fraud.

OpenSistemas Sustainable Development Goals (SDGs)

For OpenSistemas, the commitment to the Sustainable Development Goals and the 2030 agenda is essential to contribute to the contribution of value to both society and the company.

It is considered essential to ensure a healthy life and promote universal well-being, so OpenSistemas offers annual medical check-ups, the possibility of distributing the schedule according to the needs of the employee to facilitate family reconciliation, as well as promoting teleworking.

OpenSistemas aims to ensure inclusive, equitable and quality education and promote learning opportunities for all. OpenSistemas facilitates the implementation of this objective through a scholarship program, training of young people, and continuous training for all employees of the company on demand.

OpenSistemas strongly rejects discrimination against women and supports the defense of gender equality. That is why the company ensures that there is equality in terms of opportunities and salaries that do not discriminate against women. With respect to the objective of the Pact, which seeks economic growth and claims the right to decent work, OpenSistemas contributes to this growth in the ICT sector and ensures decent wages for workers. In terms of sustainable communities and cities, as the Pact points out, the company contributes with the contribution of new technologies oriented to smart cities to collaborate with the sustainability of cities.

For the objectives of responsible consumption and climate action, we must reiterate the achievement of ISO 14001, with which we verify that our customers and suppliers are environmentally responsible and where information is continuously provided to raise awareness of the importance of taking action on these issues.

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www.opensistemas.com
hello@opensistemas.com
+34 91 746 04 23