

“As we strive for a safer, more equitable and sustainable world, ESG is at the core of who we are at GeoComply. We are dedicated to supporting historically disadvantaged groups, giving back to our local communities, and strengthening diversity and inclusion, both inside and outside of our workplace.”

Anna Sainsbury, President & CEO of GeoComply Solutions Inc.



ADVANCING SUSTAINABILITY

GeoComply is continuously developing its strategy to advance sustainability, lower its carbon footprint and create a chain of responsible operations.

GeoComply's CSR Division – IMPACT – has implemented various initiatives to drive purposeful changes while engaging employees and contributing to a more resilient future.

The team develops and implements policies with an aim to promoting the highest standards of economic, social, ethical and environmental practices, monitor the company's environmental performance, and take action on areas for improvement.



STRENGTHENING DIVERSITY, EQUITY & INCLUSION

SUPPORTING AN INCLUSIVE WORKPLACE

Diversity, equity and inclusion are at the core of GeoComply's identity. Our People Team works cross-functionally to co-create, collaborate and drive DEI. This team strives to ensure and promote equal opportunity and fair treatment in the workplace.

International Women's Day

International Women's Day is always a big celebration at GeoComply. GeoComply uses this event to collaborate with local nonprofits, uplift female-identifying persons in the company's communities and celebrate diversity. GeoComply's flagship event, Enable & Empower, is run in collaboration with local nonprofits to help women reach their professional development goals. GeoComply takes a localized approach to observing International Women's Day, listening closely to employees, community and nonprofit needs and creating bespoke initiatives.



INVESTING IN COMMUNITIES

ADDRESSING CRITICAL COMMUNITY NEEDS

GeoComply partners with several institutions that work with underrepresented or marginalized groups, creating educational opportunities, access to healthcare, basic needs support and much more. We provide academic scholarships and work with nonprofits such as Pathways to Education, American Heart Association and the YWCA. GeoComply also advocates for greater representation in the technology industry by partnering with organizations such as the American Indian Science and Engineering Society to support Indigenous students pursuing education and careers in Science, Technology, Engineering and Maths (STEM).

Supporting local communities is central to GeoComply's CSR program, with a particular focus on helping children and underrepresented groups. GeoComply donates to both global and local accredited organizations, global and local, that actively contribute to four main areas: Advancing Equity, Community & Environment Support, Child Protection and Responsible Gaming. Visit the GeoComply [website](#) to learn more about how our philanthropic donations and sponsorship initiatives work.

Throughout the year, GeoComply is committed to being a force #ForTheGreaterGood by partnering with organizations in our local communities and inviting our employees to donate their time, talent and effort to the community.

Across our company, we come together for a special event each December, hosting our annual Global Day of Giving, whereby teams from each of our global offices volunteer to support their local communities.

DELIVERING IN TIMES OF CRISIS

With a significant operating history in Ukraine, GeoComply continues to assist its team members in need who have been personally affected by the ongoing war. So far, more than 70 GeoComply personnel and their families have been safely relocated from Ukraine to Canada, Poland and elsewhere.

Code Like A Girl

GeoComply's Code Like A Girl Vietnam initiative supports and empowers local female Vietnamese software developers. The program is focused on the career development of high-potential female talent in the IT industry through scholarships, job fairs, networking events and more.

Happy Nguyen, General Director of GeoComply's Vietnamese subsidiary, shares the story of how Code Like A Girl came to be:

"We started Code Like A Girl Vietnam because we saw that women and girls in our local communities didn't see technology as an industry where they could thrive."

Like many countries, female-identifying employees are underrepresented in Vietnam's tech industry.

"Through Code Like A Girl, we aim to change such perceptions by creating an environment where female technologists could network and develop their skills."



RESPONSIBLE LEADERSHIP

PROTECTING & EMPOWERING PLAYERS

We are committed to fighting fraudulent activity in the gaming industry by leveraging our data intelligence, technology and collaborating with law enforcement, operators and regulators to halt criminal activity and enhance responsible gaming initiatives, raise awareness and promote higher safety standards for regulators, operators, suppliers, researchers and players.

In 2022, GeoComply published the [Guide to Responsible Gambling, Non-Profits, and Initiatives](#), a valuable guideline that shines a light on the resources available for consumers to play and gamble online and support those who may require guidance or assistance.

RESPONSIBLE GAMING

On top of being an NCPG member, GeoComply also designed the [BettorSafe](#) campaign to raise awareness on differentiating legal from illegal betting sites and helping players make safer online gambling choices.

TRAINING EMPLOYEES

With a 360° view, GeoComply shares its knowledge and resources with employees. The company has partnered with CCDI, Udemy and Oxford University to implement an exclusive corporate learning channel to provide top-quality employee training. From business needs to personal interests, the company offers multiple opportunities all year-round to improve knowledge and skills in any area of interest, including responsible gaming, diversity, fraud and child protection.

Child Protection

GeoComply's responsible leadership is exemplified by its support to law enforcement as they work together to combat child trafficking and exploitation. GeoComply also works tirelessly to highlight the critical threats children face on the internet and advance solutions to combat online child sexual exploitation.

GeoComply actively supports local and international organizations that provide victim support, education and criminal justice, such as Child Rescue Coalition, National Center for Missing and Exploited Children, and international law enforcement agencies.