



# CORPORATE SOCIAL RESPONSIBILITY

## GRI REPORT

*2019 – 2020*

World Wide Technology's CSR program strategy focuses on the issues that are most important to our business, our stakeholders, and areas where we can affect the greatest positive impact. This CSR Report summarizes our approach, objectives, progress and challenges around these issues.

With rapid growth and expanding markets, we have taken great measure to not only be on the leading edge of innovation, but to also be responsible and protective of our employees, our communities and our environment.





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## Message From Our Chairman and CEO

*Our policy includes our commitment to:*

**Values, Governance, Ethics and Code of Conduct** – WWT will conduct business with the highest degree of ethics and follow all applicable laws, regulations and company policies. We believe that the same core values that drive employee and company success – trust, humility, embracing change and diversity of people and thought, having passion and a strong work ethic, a positive and open-minded attitude, promoting teamwork and the proactive sharing of ideas, honesty and integrity -- also enable the company to sustain a robust and effective ethics and compliance program.

**Employees** – WWT's greatest asset is our employees. We are committed to enhancing the company's ability to compete in the global marketplace by building a diverse and inclusive workforce, recruiting employees with varying and diverse backgrounds, origins and thoughts and providing our employees with opportunities to learn, openly share and develop innovative ideas.

**Community** – At the core of our organization is a philanthropic heart. Since founded, one of the company's primary objectives has been to give back to and support the community around us. Giving back to the community is embedded daily in our business conduct and corporate philosophy and we will continue to actively seek out new opportunities to support the community around us.

**Environment** – Building a better, cleaner future is also a priority at WWT. We are committed to investing in resources to develop and innovate our business model to promote the reduction of any negative impacts our industry has on the environment and climate change, prevention of pollution, and continual improvement of our company's overall environmental performance.

**Sustainable Procurement** – We will continue to work with qualified diverse and small business partners to provide procurement opportunities and business development assistance and ensure that the partners and suppliers that WWT interacts with meet WWT's high standards regarding ethics, labor, health and safety, diversity and positive environmental impact.

In summary, we recognize that all elements of the company's Corporate Social Responsibility program are critical and integral components of the overall success and sustainability of our organization.



*David L. Steward*

David L. Steward  
Founder & Chairman



*James P. Kavanaugh*

James P. Kavanaugh  
Chief Executive Officer





## Who We Are

Founded in 1990, WWT has grown to become a global technology solution provider with \$12 billion in annual revenue. With thousands of IT engineers, hundreds of application developers and unmatched labs for testing and deploying technology at scale, WWT helps customers bridge the gap between IT and the business. By bringing leading technology companies together in a physical yet virtualized environment through its Advanced Technology Center, WWT integrates individually impressive technologies to produce game-changing solutions.

Based in St. Louis, WWT employs more than 6,000 employees and operates over 4 million square feet of warehousing, distribution and integration space in more than 20 facilities throughout the world. The company's global headquarters is located in St. Louis, Missouri.

1 World Wide Way  
St. Louis, Missouri, 63146  
800-432-7008 (phone)  
314-569-8300 (fax)  
[www.wwt.com](http://www.wwt.com)

*A complete current listing of the company's locations can be found by clicking the link below:*

<https://www.wwt.com/about/locations>



## Who We Serve



### Global Enterprise

We are a business partner for more than 70 Fortune 100 companies, with expertise in energy and utilities, financial services, healthcare, manufacturing, oil and gas, and retail.



### Global Service Provider

The world's largest telecommunications, cable and web services companies rely on our global supply chain and lab services to roll out technology at speed and scale.



### Public Sector

We leverage multiple contracts and our industry expertise to modernize federal, state and local agencies, K-12 education and institutions of higher learning.

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## OUR VISION

To be the best technology solution provider in the world

## OUR MISSION

To create a profitable growth company that is also a great place to work

## OUR CORE VALUES

Our Core Values are the foundation of who we are, how we act, how we treat each other and how we run our business:



### TRUST

in character and competency



### HUMILITY

stay grounded; never forget where you came from



### EMBRACE CHANGE

change and diversity of people and thought



### PASSION

maintain a strong work ethic



### ATTITUDE

be positive and open-minded



### TEAM PLAYER

proactively share ideas



### HONESTY

demonstrate honesty and integrity

[Go to High Internal and External Standards](#)

## *Additional Company Information*

### YEARS IN BUSINESS



Incorporated in MO, July 1990

### TOTAL REVENUE IN 2019



### BUSINESS CLASSIFICATION



### LEADERSHIP



David L. Steward | Chairman of the Board  
Jim P. Kavanaugh | CEO

### CORPORATE HEADQUARTERS



World Wide Technology  
1 World Wide Way  
St. Louis, Missouri, 63146  
800-432-7008 (phone)  
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[www.wwt.com](http://www.wwt.com)

### OWNERSHIP



Privately Held

# CSR Strategy & Materiality Assessment

Our Corporate Social Responsibility (CSR) program truly embraces the social issues that are important to our employees, our customers, our partners and to the communities where we live and work. We solicit feedback, listen carefully and respond to our key stakeholders' most pressing concerns. We conduct business with the highest degree of ethics and integrity while following all applicable laws, regulations and company policies.

This CSR report is intended to provide an overview of our company's CSR strategy, approach, objectives, and progress in the areas of concern that have been communicated to us by our stakeholders. The information included in this report covers our 2019 reporting year and additional information as available for each area addressed in the report and includes all of our operations in scope.

## High Internal and External Standards

WWT is fully committed to operating at the highest levels and standards of ethics and compliance. Standards we support include working standards and human rights concepts advanced by other groups, such as United Nations supported principles and the RBA Code of Conduct, as well as our own [Code of Conduct](#). We expect all our employees to observe these standards when conducting business, and to be fully committed to serving our customers with personal standards consistent with our [Core Values](#).

## Key Impacts, Risks and Opportunities

Our CSR initiatives and objectives have been established based on the key impacts, risks and opportunities identified through engagement with our key stakeholders (our Employees, Customers, Suppliers/Partners and our Communities) and address the issues that are most important to these groups.

We are committed to engaging in constructive and meaningful communication with our stakeholder groups to continue to build trust, leverage their expertise and perspectives, and gain insights into emerging issues important to these groups and to our business.

# Stakeholder Engagement

We use a variety of approaches to engage with, listen to, and learn from our stakeholders and incorporate their input into our thinking and planning. A summary of the topics determined to be of greatest importance to our stakeholders and variety of engagement methods and approaches used by WWT to identify, prioritize, and act surrounding these topics is provided in the table below.

Stakeholder Group	Material Topics	Approach to Engagement
Employees	Flexible working environment	Internal social media and communications platform
	Employee wellness	Annual leadership and employee conferences
	Cultural awareness	Interactive semi-annual Corporate Update sessions with CEO
	Workforce diversity and inclusion	Town Hall meetings
	Compensation and Benefits	Interactive Employee Development Tool
	Personal and career development	Ideation / Innovation Workshops
	Occupational health and safety	Great Place to Work (GPTW) employee survey
	Global community impact	Glassdoor input review
	Environmental sustainability	
Customers	Governance, Ethics and Compliance	Customer executive business review meetings
	Supply chain risk management	Ideation / Innovation workshops
	Supplier diversity	Adoption of customer requested sustainability principles and guidelines
	Global community impact	Participation in transparency reporting initiatives such as GRI and CDP
	Environmental sustainability	Supplier / industry questionnaires
Suppliers/ Partners	Governance, ethics and compliance	Partner Business Reviews
	Environmental sustainability	Ideation / Innovation workshops
	Global community impact	Peer discussions
		Sustainability project partnerships
Communities	Global community impact	Community outreach programs
	Charitable contributions	
	Local environmental initiative program participation	



# Global Community Impact And Employee Engagement

## *Global Community Impact*

World Wide Technology is dedicated to supporting the community and nonprofit organizations. Our goal is to facilitate positive change in our communities by supporting these efforts through scholarship awards, youth development, project support and other community activities. Providing leadership through employee involvement and developing long-term relationships in the community is our primary focus.

Every WWT employee is encouraged to become involved in their community through our Day of Caring initiative which offers employees one paid day each year to work with a charitable organization of his or her choice. WWT also encourages teams to participate in other community outreach programs by sponsoring team building activities with an emphasis on volunteering in our community.

WWT is excited about organizations that bring together diverse groups with common goals while building new approaches and focusing on key issues in the community.

## *In the news...*



### **WWT Launches \$1 Million Global Community Impact Program**

*WWT will match employee donations to accredited (501c3) organizations supporting families affected by COVID-19 or performing research to develop a vaccine.*

[See full article](#)



### **WWT Amsterdam Team Logs More Than 800 Volunteer Hours in Single Day**

*More than 100 WWT employees in Amsterdam participated in a Big Day of Caring that helped support a broad range of organizations serving vulnerable groups.*

[See full article](#)

## Community Outreach Partnerships

### BEYA Partnership Highlights



Chairman Dave Steward and the Corporate Development Program (CDP) team participated in the 33rd annual Black Engineer of the Year Awards (BEYA) in Washington, D.C. BEYA features the largest gathering

of Science, Technology, Engineering and Math (STEM) professionals, corporate sponsors, students, and top military and civilian federal government leaders—all committed to increasing the percentage of people from historically underrepresented communities in the STEM workforce. BEYA attendees enjoyed training, networking with industry role models and inspiring award events. WWT has participated in this event for many years; Dave Steward even received a distinguished award for career accomplishments in 2012.

During the Modern Day Technology Luncheon, nine WWT technologists and engineers were recognized as Modern Day Technology Leaders. The group of leaders was made up of men and women from varying racial and ethnic backgrounds. WWT believes that it is a business imperative that we are intentional around recruiting developing our diverse workforce. This important objective aligns closely with a core value at WWT: embracing diversity of people and thought.

This year Dave hosted the annual WWT Stars & Stripes Reception prior to the Stars & Stripes Dinner, where CSR Executive Sponsor Ann Marr spoke in recognition of all of the evening's honorees. The perennial crowd favorite event was well attended and co-hosted by the BEYA Stars & Stripes Alumni Committee, EMC, US Black Engineer and Information Technology Magazine, and the HBCU Council of Engineering Deans.

### NPower Partnership Highlights



NPower creates pathways to economic prosperity by launching

digital careers for military veterans and young adults from under resourced communities. They accomplish this laudable goal by teaching students in-demand digital and professional skills and encouraging corporations, volunteers and nonprofits to invest in the long-term success of those students. The 22-week training program includes benefits like earning CompTIA A+ certification (a widely-recognized and well-respected IT industry certification), hands-on training from senior IT industry execs and valuable professional experience through internships at local corporations. WWT's 10 year+

partnership has resulted in the hiring of more than 50 graduates as interns, apprentices and full-time employees!

In 2019, WWT hosted an NPower 40 by 22 Convening Session at Global Headquarters. NPower's 40 by 22 program strives to advance women of color in technical careers, address gender and racial bias in the workplace, and ultimately foster a more diverse and inclusive workforce. WWT's Convening Session focused on Propelling Career Growth and Wage Equity.

NPower culminated a very exciting year with its annual Gala. The Gala featured an inspiring fireside chat with WWT's very own David Steward and John Thompson, Chairman of Microsoft, along with NPower alumni and WWT employee, Jeremy Addison, serving as the evening's student keynote speaker.

### NAF Partnership Highlights



Photo By Emmanuel Jenkins. Eric Photographic/STI

NAF is a national network of education, business and community leaders working together to ensure high school students are "Future Ready." They accomplish this by infusing learning environments with STEM and industry-specific curricula, all accompanied by work-based learning experiences like internships. WWT's partnership with NAF advances strategic initiatives to amplify this type of transformative work-based learning throughout the country.

In partnership with KPMG, Mastercard and the University of Missouri-St. Louis, WWT hosted the second NAF Future Ready Lab for 25 high school interns over four weeks. During their internships, students were paired with professional mentors, participated in various professional development seminars, and completed a research project centered on IT, cybersecurity and internet safety practices

## Stem Student Forum



WWT's flagship STEM Education and Community Outreach program is the STEM Student Forum and Hackathon. This program educates high school students on the importance technology and how it can play in improving academic proficiency and providing a competitive advantage for college enrollment. It also increases students' overall awareness of STEM disciplines and professions in the process.

High school teams from the region—mentored and coached by WWT technologists, engineers and developers—focus on creativity and innovation to develop technological solutions for problems that directly affect their community. The program's culminating event is a day-long student Hackathon, with final presentations judged by WWT executives. All program participants receive a grant to support their school's STEM programs.

## Hour of Code



In conjunction with Computer Science Week, WWT regional teams hosted Hour of Code sessions for more than 400 children.

The Hour of Code invites children, Kindergarten through 12th Grade, to participate in a one-hour introductory computer science courses. The program spearheaded by the talented WWT Application Services team. To increase interest and to "demystify coding," the team of WWT developers and technologists assist the child participants in learning the basics of computer science through fun and engaging online-based computer games.

## Covenant House Partnership Highlights



WWT teams across the nation partnered with Covenant House affiliates to raise awareness and funds for homeless youth. Covenant House provides housing and supportive services to youth facing homelessness.

Covenant House affiliates engaged WWT and other corporate partners in the annual Sleep Out. The Sleep Out challenges participants to raise funds for homeless youth in their respective cities, and ultimately spend a night, under the stars, only provided with two pieces of cardboard.

## World Wide Technology Raceway at Gateway

WWT assumed naming rights for the Gateway Motorsports Park in Madison, IL, resulting in the "World Wide Technology Raceway at Gateway." World Wide Technology Raceway is not only an economic investment for the greater St. Louis region and metro east, but the



partnership with the Raceway has allowed for WWT to leverage STEM learning activities in even more innovative ways.

WWT Raceway at Gateway hosted the first annual JR 500 and STEM Lane. During the first annual JR 500 event, students participated in training sessions highlighting the mechanical details of race cars before building their own Go Karts. Each student team had the opportunity to test out their engineering and mechanical skills by racing their Go Karts in a tournament styled competition.

In conjunction with the annual Indy Car Race, WWT Raceway hosted STEM Lane. This program featured STEM partners including First Robotics, Boy Scouts of America and local trade unions. STEM Lane welcomed thousands of children and adult visitors, where families engaged with interactive family-friendly, STEM activities, including building robots, driving remote cars and welding activities.

## Missouri Chamber of Commerce and Industry's Show-Me Careers Partnership



WWT has partnered with the Missouri Chamber of Commerce and Industry's Show-Me Careers to host a five-day professional development boot camp for educators and counselors.

Show-Me Careers exposes St. Louis-area high school educators and counselors to potential career opportunities for their students in industries with identified job shortages. The initiative assists educators in producing lesson plans, guide, and offer college or career advice to students during the subsequent school year. By providing this experience to educators and counselors each year, the Missouri Chamber Federation aims to reach more than 5,000 students annually with new career opportunities that will help narrow the skills gap.



## Employee Engagement

It is the policy of WWT to protect and enhance the human dignity of every person who works for our company. Our employees and non-employee workers around the world are treated with dignity and fairness. WWT is also committed to adhering to all labor standards, including, without limitation, nondiscrimination in hiring and the workplace, voluntary labor, no child labor, and compliance with fair working hours and applicable wage laws and regulations and to providing its employees with a safe and healthy work environment.

At WWT, we strive to provide the next generation of cutting edge technologies and we credit our success to our employees' dedication. Our employees are our greatest asset and through focus on the company's core values, employee empowerment, and innovative work / life balance programs we provide our employees with resources that facilitate success and strive to maintain our Great Place to Work® atmosphere.

WWT has established itself as one of the premier workplaces in the nation. It has been ranked in the top 100 of Fortune's Great Place to Work for nine consecutive years (including 2020), and has consistently also placed in their top rankings for millennials, diversity, recent college graduates, Gen X and Camaraderie. Glassdoor, one of the world's largest and fastest growing job sites, also listed WWT within the top 100 best places to work and recognized WWT CEO, Jim Kavanaugh, as one of the executives on its list of top US corporate leaders.

All employees are invited to join CEO Jim Kavanaugh and the executive team for a semi-annual interactive corporate update meeting conducted through teleconferencing. These sessions provide employees with information about the company's financial position, major accomplishments, as well as, short and long term organizational goals. Employees are encouraged to engage and communicate with executive management throughout these interactive meetings.



## WWT - A Great Place To Work

2020

[#19 in Fortune Best Workplaces in Technology™ 2020 \(Large\)](#)

[#96 in Fortune 100 Best Companies to Work For® 2020](#)

[Bay Area Best Places to Work - San Francisco Business Times and the Silicon Valley Business Journal](#)



2019

[#11 in Best Workplaces in Technology™ 2019 \(Large Companies\)](#)

[#56 in 2019 Fortune 100 Best Companies to Work For® 2019](#)

[#48 in Best Workplaces for Millennials™ 2019 \(Large Companies\)](#)

[#70 in Best Workplaces for Women™ 2019 \(Large Companies\)](#)

*In the news . . .*



### WWT Named a Best Place to Work for Millennials 2019

World Wide Technology named a Best Place to Work for Millennials in 2019 by Great Place to Work.

[See full article . . .](#)



# Employee Wellness

## WWT Wellness and WWT Family Health Centers

Keeping our most valuable asset (our employees) healthy, safe, productive, and creative is a priority. WWT continues to go above and beyond to recognize its employees' health and wellness.

WWT provides all employees with access to healthcare and health management programs to improve personal health and wellness. These programs provide participation and outcome-based health improvement solutions. Employees and physicians work together through these programs to develop personalized health improvement programs and serve as a resource for employees to use to better manage their own healthy lifestyles.

As part of CEO Jim Kavanaugh's and Chairman Dave Steward's continued effort to make WWT a Great Place to Work, the company provides three on-site Family Health Centers; one is located in St. Louis, one in Edwardsville, IL to support employees and their families, and a smaller onsite medical clinic is available at our Downtown St. Louis location. The Family Health Centers operate on-site and offer primary care, urgent children's care, and disease management consulting at no cost to employees or their families.

## Employee Assistance Program

A healthy mind is as important as a healthy body. The company offers a free, confidential Employee Assistance Program that enables employees to work with trained counselors who can provide personalized support for emotional, family, financial, and legal issues. The counselors are available in our Family Health Centers on a regular basis to meet in-person with our employees. The company's programs also offer guidance on caring for elderly family members.



## Flexible Working Environment

When employees have a choice over how, where, and when they work, engagement, productivity and innovation rise. We provide our employees that choice and flexibility, depending on their job function and management approval.

Our employees can choose from many different spaces to work in: private workstations, open collaboration areas, quiet rooms, and tread desks.

In addition, we have technology that allows flexible working, including high-speed wireless access, a wide variety of TelePresence™ video devices, and social software platforms that promote community connections and collaboration.

## Remote Working

Organizations have relied on remote work to recruit and retain top talent, reduce real estate costs and further collaboration within teams and across departments. Today, remote work is an imperative during the COVID-19 crisis and is an absolute necessity for many organizations around the world. Whether in a time of crisis or not, organizations need the toolsets and implementation strategies that support their unique environments and give their employees the best possible experience.

[Read more about Remote Working at wwt.com](https://www.wwt.com)



## Work-Life Balance Programs

### Telecommuting

In 2007, feedback from our company-wide employee survey showed the desire to be able to work from home on a regular basis. The Executive Management Team listened, and shortly after WWT implemented a telecommuting policy that allows employees to work from home 1-3 days a week, depending on their job functions. Access to advanced technology and systems makes this a benefit that is easy for the company to support and has enabled the organization to facilitate global expansion while limiting the number of offices and facilities necessary to house employees. Eliminating a morning and evening commute from an employee's day also allows them to spend more time with their families, ultimately enhancing their work-life balance. This benefit has been very well received among employees since its inception and has made for an easier transition as remote work has become 'the norm' for many WWT employees globally as a way to maintain business continuity.

For more information on enabling a remote workforce, [click here](#).

### Compensation And Benefits Overview

WWT monitors compensation as normal business practice within business units and functions to ensure fair compensation throughout the entire organization. The well-being of WWT employees is essential, so when it comes to our benefits package, WWT has one of the best. We offer the following benefits to all full-time employees:

## Benefits Overview

The well-being of WWT employees is essential. So, when it comes to our benefits package, WWT has one of the best. We offer the following benefits to all full-time employees:

			
<b>HEALTH AND WELLBEING</b>	<b>FINANCIAL BENEFITS</b>	<b>PAID TIME OFF</b>	<b>ADDITIONAL PERKS</b>
Health, Dental, and Vision Care	Competitive Pay	PTO & Holidays	Nursing Mothers Benefits
Onsite Health Centers	Profit Sharing	Parental Leave	Voluntary Legal
Employee Assistance Program	401K Plan with Company Matching	Sick Leave	Pet Insurance
Comprehensive Wellness Program	Life & Disability Insurance	Military Leave	Employee Discount Program
	Tuition Reimbursement	Bereavement	

## Career Development

Given the highly technical nature of our business, our success depends on our ability to attract and retain talented and skilled employees. Our employees are our most valuable asset. We provide our employees with a wide range of internal training programs, learning workshops and collaborative / networking opportunities to facilitate personal growth and to support their ongoing career development. All full time WWT employees participate in annual performance and career development reviews

## Cultural Awareness Program

In an effort to educate our employees on how to embrace and manage diversity and inclusion in all countries where we operate, our Vice President of Global Supply Chain conducts workshops throughout the year on Cultural Awareness and how it impacts our business. The presentation covers a range of topics from recognizing and developing a variety of personal traits, tips for managing teams and programs across time zones, and considerations around trust building in different countries. During these sessions, employees learn about how cultural differences can affect building trust, employee coaching and for managing difficult conversations to improve the effectiveness of our communication across the globe.

## *In the news...*



✍ Human Resources Director

### Inside World Wide Technology's award-winning culture

While employee culture has long been a cornerstone of their success in the US, this is the first time that the company had received the certifications in Asia. Earlier this year, WWT US was named one of the 'FORTUNE 100 Best...

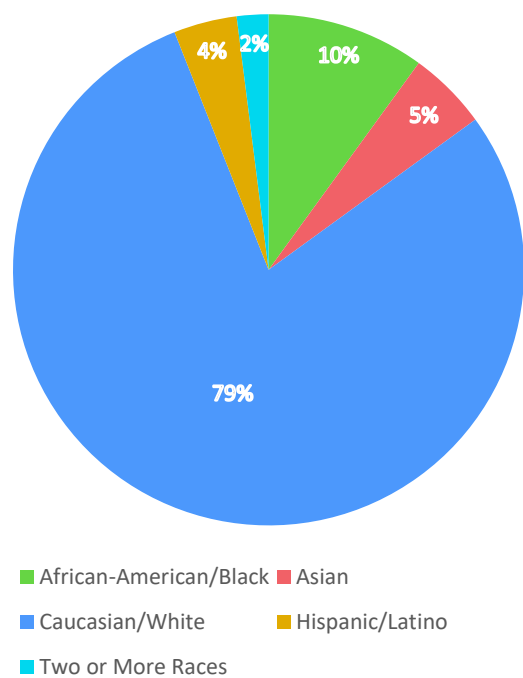
[See full article . . .](#)

# Workforce Diversity and Inclusion

WWT is committed to nondiscrimination and fair wages in the workplace and we do not discriminate or differentiate based on an employee’s race, color, religion, creed, sex, gender identity, sexual orientation, age, disability, pregnancy, national origin, genetic information or ancestry, as well as citizenship, marital, veteran and family and medical leave status or any other status protected by law.

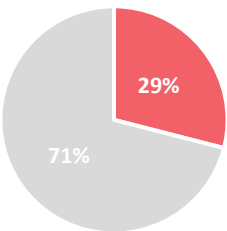
The breakdown of employees by categories:

## ETHNIC DIVERSITY

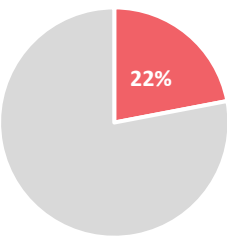


## WOMEN IN THE ORGANIZATION

Women make up 29% of WWT...

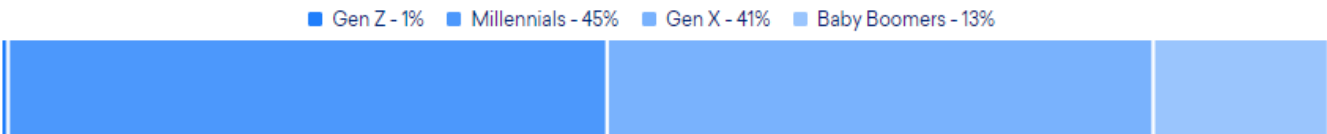


... and 22% of Executive Positions



## GENERATIONAL DIVERSITY

### Generation



### Tenure





*In the news...*

### **WWT's Statement on Recent Events and the Stand Against Racial Injustice**

As we reflect on the events of this past week, we stand in solidarity with those exercising their freedom of speech through nonviolent protests of these injustices. We stand with all of our black employees, friends, families, customers, partners and communities in stating that this senseless violence must end. Racism has no place in our world, and it must be stopped!

[See full article . . .](#)

### **Employees Celebrate the Best Workplaces for Diversity, Where Teams 'Look Like America'**

The companies on this year's 100 Best Workplaces for Diversity list welcome people who identify with different genders, races, sexualities, and backgrounds, as well as people from various age groups and those who live with disabilities. In ranking the list, research and analytics firm Great Place to Work weighed the effectiveness of companies and their leaders, based on employee surveys, and also took the diversity of the company's workforce and leadership into account.

[See full article . . .](#)

### **Reflecting on Pride Month 2020: WWT Is Keeping the Momentum**

As individual employees, we can all work together to ensure that our culture and values shine through every day. WWT employees should aspire to create and promote an environment where our LGBTQIA+ employees, colleagues and teammates feel comfortable and empowered. We must strive to steward a climate that invites employees to come to work as their authentic selves, bringing their unique experiences and talents to their teams. These actions are the only way to foster a culture of inclusion.

[See full article . . .](#)



## Women's Leadership Initiatives

WWT was named by Great Place to Work and FORTUNE as one of the Best Workplaces for Women in the US (2019). This recognition is the latest in a series of high-profile acknowledgements of WWT among the upper echelon of the nation's top workplaces.

WWT came in 67 on the list, evaluating more than 400,000 employee surveys from hundreds of businesses in all sectors of the economy. The ranking gauged women's assessment of their organizations' culture, leadership, fairness, and other elements essential for a great workplace.

"Women play a pivotal role in driving the strategic direction of WWT," said Ann Marr, vice president of Global Human Resources for WWT. "We've fostered a culture where women can grow and succeed on par with their peers. Their unique contributions are why WWT is a company with 10-15% year-over-year growth. Being named a Great Place to Work for women is particularly notable in this case because it is coming straight from our female employees, validating all the work we've done to make their voices heard and felt."

### Women's Leadership Forum:

Among the successful women's initiatives WWT has launched is the Women's Leadership Forum, a company mentorship program with the aim of elevating all women in the company, regardless if they are in the board room or the factory floor. This program is led by the Women's Leadership Advisory Council. Dedicated subgroups for women in Sales, IT, Engineering, Supply Chain, and Professional Services have been established where WWT's female employees can come together to discuss the topics that matter to them and network with other women in their industry. The vision and mission for this program include:

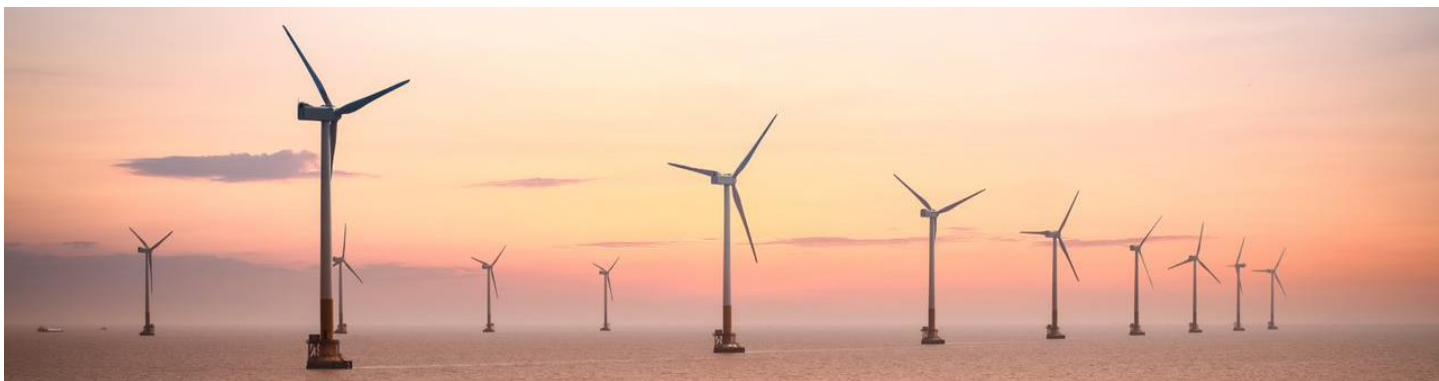
- Providing opportunities for relationship building and mentorship
- Creating an open forum for discussion, encouragement and learning
- Developing current and future leaders through networking and education

The WWT WLF provides resources and guidance for those who are interested in developing mentor relationships by hosting interactive sessions (breakouts, discussions on current topics, etc.) each quarter.

Alongside the Women's Leadership Forum, WWT is a key supporter of the Women of Color Conference and mentoring young women at the Hawthorn Leadership School for Girls, a first of its kind all-girls public charter school in St. Louis offering self-esteem and leadership skills in STEM.



WOMEN'S LEADERSHIP FORUM



## Preserving Our Environment

### Environmental Policy

Building a better, cleaner future is a priority for WWT. WWT is committed to sustainability initiatives and addressing the daily impact our business has on the environment. With a focus on energy and waste reduction, water conservation, and end-of-life product planning, WWT works to protect our planet while providing business value for our customers.

In addition to ensuring compliance with all applicable statutory and regulatory requirements, WWT is committed to investing in resources that promote the reduction of any negative impacts our industry has on the environment and climate change, prevention of pollution, and continual improvement of our company's overall environmental performance.

### Environmental Impact Assessment

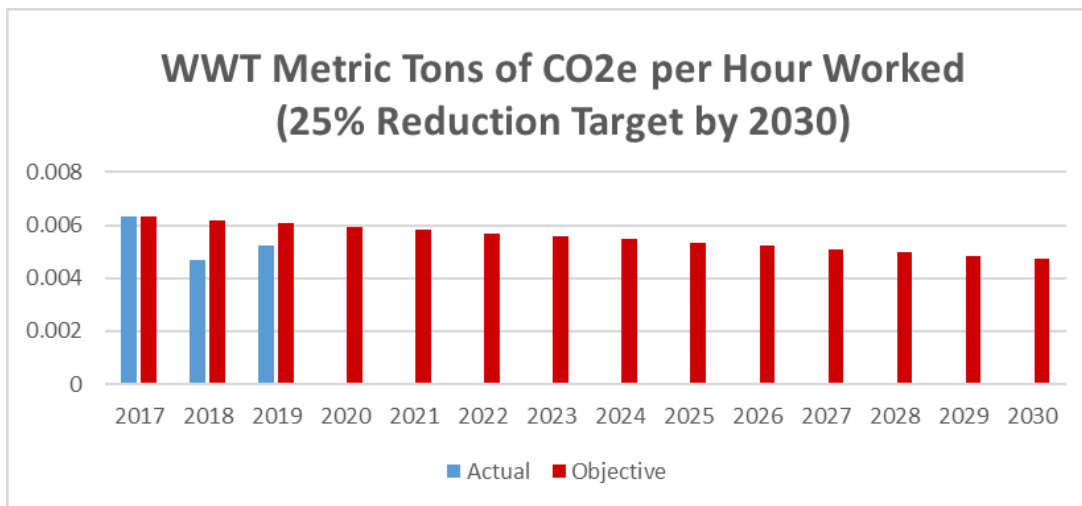
WWT continually assesses its operations to identify operational activities or services that can interact with or have an impact on the environment. Companies such as ours that use energy from fossil fuels to run their business have a responsibility and opportunity to help mitigate climate change. At the present time, electricity consumption and resulting CO<sub>2</sub> emissions at WWT have the greatest impact on the environment so we have focused our environmental efforts on working toward reduction of these GHG emissions as a priority.

The company has also identified reductions of landfill/solid waste and water conservation as areas of importance regarding mitigating a negative impact on the environment through its global operations.

### Energy Conservation

WWT measures, tracks, transparently reports and takes action to minimize the impact that the company's operations are having on climate change through energy conservation programs and by supporting the expansion of renewable energy sources. WWT has established an objective to reduce energy consumption and the resulting Greenhouse Gas (GHG) emissions (CO<sub>2</sub>) by 25% by the year 2030.

Energy conservation and climate change are issues that are included in the decision-making processes at WWT for new facility construction, existing facility remodels, and the company's investments in renewable energy sources.



Some additional decisions and investments made to meet our energy conservation and greenhouse gas emissions reduction objective include:

- Continued investment in LED and motion detected lighting in our facilities
- Improvements in the efficiency of ventilation and air conditioning equipment
- Utilization of ENERGY STAR® certified equipment in our facilities across the globe
- Increased employee participation in telecommuting, and increased investment in teleconferencing facilities and equipment
- Development of a program to work toward determination and reduction of the company's indirect / value chain GHG emissions (Scope 3 emissions) in 2020/2021

More information about WWT's efforts to reduce GHG emissions can be found in the company's report submitted annually to the Carbon Disclosure Project (CDP):

[CDP Report for World Wide Technology, Inc.](#)

## Renewable Energy Certificates

WWT invests in the continued development and expansion of renewable energy sources through purchases of Renewable Energy Certificates. In 2019, the company purchased over 9,000 MWh of renewable energy in support of this effort and is a recognized EPA Green Power Partner. In 2020, the company purchased over 10,000 MWh of renewable wind energy, accounting for 20% of WWT's electricity usage!

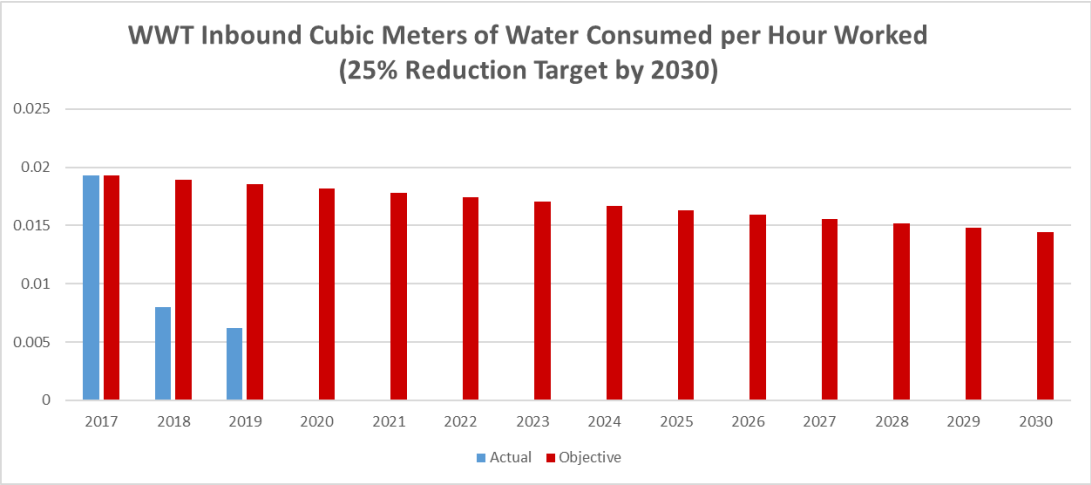
## Electric Vehicle (EV) Charging Stations

In 2019, WWT installed EV Charging Stations at our NAIC Building 2 location in Edwardsville, IL and our Global Headquarters in Maryland Heights, MO. WWT is pleased to offer EV Charging Stations to provide the availability and freedom for employees to charge their electric vehicles while they work. Electric vehicles are inspiring to drive, easy to charge, and cost less to fuel and maintain. By replacing gasoline with electricity, EVs cut fossil fuel use and emissions and cost less to operate per mile; which is a win-win for people and the environment!



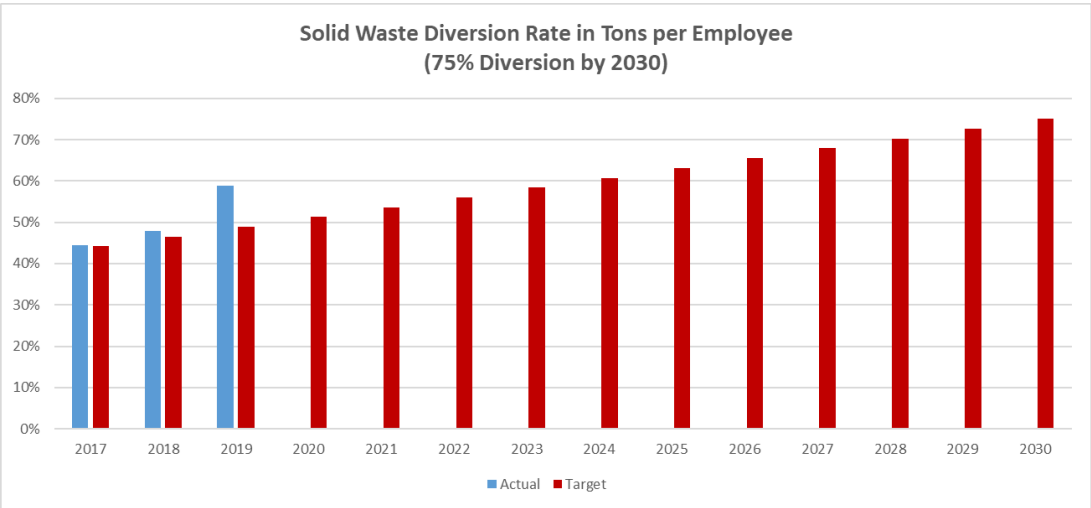
# Water Conservation

WWT’s business processes and operations do not require a significant volume of water consumption. Water use within the organization is limited to general employee use and consumption and landscaping. WWT does, however, measure water consumption annually and is continually investigating opportunities for reducing water usage such as weather-related landscaping controls (scheduling changes, rainfall/weather sensors, etc.) and the installation of water efficient plumbing fixtures in our facilities.



# Landfill and Solid Waste Reduction

WWT has implemented cardboard, wood, plastics and single-stream recycling in our facilities worldwide and is committed to reducing solid waste that cannot be disposed of in an environmentally responsible manner. The company experienced a slight increase in the amount of solid waste generation in 2018 and 2019 due to a series of operational expansions and moves but remains committed to reducing the overall amount of solid waste sent to landfill and strives for a 75% waste diversion goal by the year 2030.



## LEED Facility Certification

In 2019, WWT received LEED certification for our new company headquarters in St. Louis, Missouri (U.S. Green Building Council's 'Leadership in Energy and Environmental Design' program). Construction in accordance with these requirements means that our new building was designed, constructed and will be operated in a manner that ensures energy savings, emissions reductions, and improved environmental quality.



## EPA Green Power Partner

WWT is proud to be a Green Power Partner. The Green Power Partnership is a voluntary program that encourages organizations to use green power as a way to reduce the environmental impacts associated with conventional electricity use. The EPA reported at the end of calendar year 2019, more than 1,400 Partner organizations were voluntarily using billions of kilowatt-hours of green power annually. Partners include a wide variety of leading organizations such as Fortune 500® companies; small and medium sized businesses; local, state, and federal governments; and colleges and universities. Learn more at [www.epa.gov/greenpower](http://www.epa.gov/greenpower).



## Additional Environmental Programs:

WWT supports and participates in the following sustainability programs:

- Carbon Disclosure Project (CDP)
  - CDP is a not-for-profit charity running the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.
- Global Reporting Initiative (GRI)
  - The Global Reporting Initiative is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption.
- St. Louis Green Business Challenge
  - The St. Louis Green Business Challenge, a program of the Missouri Botanical Garden, delivers "Triple-Bottom" Line results (financial, social, and environmental) to businesses of all types and sizes across the St. Louis region.
- Ameren Missouri Demand Response Participant
  - The program helps Ameren Missouri maintain reliable and efficient power availability during periods of high demand, and compensates customers based on the amount of capacity they are able to remove from the grid when needed. These measures typically include shutting down non-essential lighting or re-scheduling equipment maintenance that requires downtime.



# Occupational Health and Safety

We maintain a comprehensive, corporate-wide occupational health and safety compliance assurance program based on global regulatory requirements, industry standards and best practices to provide a safe and injury-free workplace for our employees. Health and safety training helps employees understand their safety responsibilities and covers information needed for specific jobs (such as ergonomics and electrical safety).

Our Occupational Health and Safety Program includes:

- Continuous assessment of occupational health and safety risks
- Training and promotional activities to raise employee safety awareness
- Thorough investigation of incidents to determine root causes and take actions to prevent recurrence

The company continues to work toward a goal of a reduction in incidents year over year through focused analysis of incident history, work place safety inspection results and employee engagement to determine actions necessary to improve performance. This information is reviewed and actions determined during regularly scheduled safety steering committee meetings that include representation from executive management and all affected areas of the company.

## Injuries and Lost Time Reporting

WWT has maintained an injury and lost time rate at or below the average rate for organizations within the same NAIC code for the past three years:

Table 3. Health and Safety Data

Injuries and Lost Time			
	2017	2018	2019
TIR/TRCR	.67	.50	.84
LWCR	.39	.27	.52
DART	.54	.36	.54
EMR	.56	.51	.51

TIR/TRCR	Total Recordable Case Rate = (Total Recordable Cases X 200,000)/Hours
LWCR	Lost Workday Case Rate = (Number of Lost Workday Cases X 200,000)/Hours
DART	Days Away from work, job Restrictions, and/or job Transfers = Total # of Injuries & Illnesses w/Days Away + Total # of Injuries & Illnesses w/Restricted Work/Hours
EMR	Experience Modification Rate (adjustment of annual workers' compensation insurance premium based on previous loss experience)

# Supply Chain Risk Management (SCRM) Assurance

## A Global Partner

### STRATEGIC PARTNERSHIPS



### ADVANTAGE PARTNERSHIPS



WWT operates in the Americas, Europe, the Middle East, Africa, and Asia Pacific. We partner with the world's leading technology manufacturers and maintain the highest levels of certification to bring hardware and software solutions that drive business for our customers.

More detail about WWT's partners can be found on our website at: <https://www.wwt.com/atc/explore/partners>

WWT recognizes that Supply Chain Risk Management (SCRM) is a critical part of its customer's risk mitigation and management process. WWT's SCRM assurance plan takes a holistic comprehensive approach with efficient controls and processes to protect its supply chain and deliver solutions that our customers can trust. WWT also recognizes the importance of continually evaluating and monitoring its SCRM framework to keep up with evolutions in the technology industry, as well as continuing to closely work with our customers, suppliers and partners to continuously improve how we deliver supply chain assurance.

## WWT SCRM Mission

The mission of the WWT SCRM Program is to cultivate a world class supply chain risk management program by identifying, assessing, mitigating, communicating and monitoring supply chain risks and integrating them into WWT's business operations for the protection of our customers, suppliers, employees and shareholders.



## Supply Chain Due Diligence and Social Accountability Assessment

Supplier due diligence is a crucial step in preserving the security and integrity of WWT's supply chain. WWT's supplier onboarding process begins with an in-depth review into our key suppliers' political, economic, socio-cultural, technological, legal, and environmental status. The process also provides a risk-based, repeatable approach to evaluate performance, identify and track supplier risks and corrective actions, manage remediation including supporting evidence, and perform continuous re-assessments. In combination with the overall SCRM process, the supplier due diligence process works to prevent supply chain disruptions, secure supplier partnerships and ensure WWT is operating in an ethical manner.

The risks arising from these issues have a wide reach, ranging from product delivery and quality to corporate reputation and community well-being. In short, sustainability in the supply chain is important to our employees, our suppliers, our customers, our investors, our communities, and other stakeholders worldwide. WWT ensures that our business partners and suppliers are committed to conducting business with the highest standards in regard to ethics, labor, employee health and safety, diversity, and the preservation of our environment. Our objective is to create productive, long-term relationships with our suppliers that align with our vision, core values, and business objectives.

We continue to integrate sustainability more fully into our business, as an important part of overall supplier management program, and are working to extend our impact deeper into the supply chain. Moving forward, we will focus on measuring impact, expanding existing initiatives, and continuing to enhance program integration to deepen supply chain resiliency.

In 2019 WWT performed a social accountability assessment of our key suppliers for issues including fair labor practices, ethics, human rights, and environmental impact. Participating suppliers represented approximately 30% of WWT's supply chain spending. We are working to continue to increase the level of participation within our supplier base year over year and to expand requirements to encompass a broader set of focus areas.

## Responsible Business Alliance (RBA)

Throughout our supply chain assessment efforts, we continually work to align with reputable industry associations, including the Responsible Business Alliance (RBA), and to develop and improve these processes to scale our impact. WWT has adopted the RBA's Supplier Code of Conduct, which sets standards for labor, ethics, environment, health and safety, and management systems and are asking our key suppliers to also acknowledge and align with this code. Sharing the foundation of this common code permits WWT to focus our efforts on making progress in those areas identified as the most critical in our industry and where we can have the most influence.

A copy of [WWT's Supplier Code of Conduct](#) can be found on the company's website.



## Supplier Diversity

Our Supplier Diversity program is a critical component of our company's success. WWT has developed this program from the same foundation as the rest of our business – our clearly defined core values, corporate vision, and mission. This program has helped improve the sustainability of our organization through developing partnerships with minority-owned, women-owned, disabled veteran-owned, and small business enterprises.

This program is designed to help train and integrate qualified minority, women, and disabled veteran-owned suppliers into the provisioning of products and services for our commercial and telecommunications customers.

Our goals are simple:

- Provide diverse suppliers with direct access to procurement opportunities
- Provide mentoring and counsel regarding subcontracting opportunities and procurement procedures
- Advocate for diverse suppliers internally
- Participate in business opportunity workshops, minority, women, and veteran business enterprise seminars, events, and trade fairs

*More information about WWT's Supplier Diversity program is available at:*

<https://www.wwt.com/about/supplier-diversity>

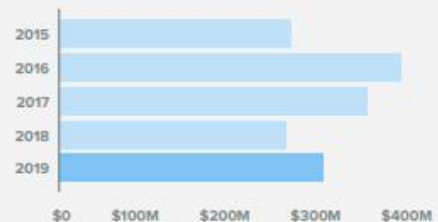
# Diversity Spend

JAN	FEB	MAR	APR	MAY	JUN	JULY	AUG	SEP	OCT	NOV	DEC	TOTAL
Commercial Small Business Partners												
\$3,775,664.84	\$3,492,276.55	\$3,693,371.36	\$3,147,330.55	\$4,962,506.55	\$8,499,573.88	\$2,225,729.29	\$2,814,258.55	\$3,123,445.59	\$4,299,708.74	\$4,000,353.69	\$8,337,949.87	\$52,372,169.46
Disabled Veteran Partners (Large and Small)												
	\$11,217.38			\$4,290.00	\$301,750.00			\$122,413.77		\$2,666,357.00	\$2,881,675.61	\$5,987,703.76
Federal Small Business												
\$9,595,998.96	\$11,436,837.28	\$11,679,087.27	\$5,818,503.10	\$6,921,093.09	\$10,294,361.09	\$13,973,872.12	\$16,631,333.30	\$21,294,564.39	\$21,304,626.77	\$39,919,804.89	\$17,888,910.36	\$186,758,992.62
Minority-owned (MBE) Partners												
\$5,714,565.72	\$2,948,555.37	\$4,617,095.89	\$3,561,693.01	\$3,254,426.30	\$4,588,255.72	\$3,237,050.00	\$5,291,966.67	\$4,063,170.16	\$4,744,201.08	\$3,946,683.54	\$3,976,612.81	\$49,944,276.27
Veteran Owned (Non Federal)												
\$43,071.19	\$168,163.63	\$75,297.46	\$20,919.33	\$63,874.84	\$218,561.51	\$72,562.09	\$643,173.73	\$241,743.84	\$32,840.49	\$261,591.36	\$31,548.28	\$1,873,347.75
Woman-owned (WBE) Partner												
\$562,581.77	\$762,114.59	\$606,413.33	\$599,505.03	\$528,841.05	\$631,653.40	\$1,651,347.00	\$731,701.23	\$317,897.96	\$482,303.50	\$697,038.23	\$920,612.04	\$8,492,009.13
Grand Total												
\$19,691,882.48	\$18,819,164.80	\$20,671,265.31	\$13,147,951.02	\$15,735,031.83	\$24,534,155.60	\$21,160,560.50	\$26,112,433.48	\$29,163,235.71	\$30,863,680.58	\$51,491,828.71	\$34,037,308.97	\$305,428,498.99

## DIVERSITY SPEND

CATEGORY	SPEND AMOUNT	# OF SUPPLIERS
Minority Owned	\$ 49,944,276.00	41
Women Owned	\$ 8,492,009.00	40
Veteran Owned	\$ 1,873,348.00	8
Disabled Veteran Owned	\$ 5,782,793.00	3
Small Business	\$ 220,251,210.00	168
Small Disadvantaged Business	\$ 19,084,862.00	34
<b>Grand Total</b>	<b>\$ 305,428,498.00</b>	<b>294</b>

## YOY DIVERSITY SPEND



## SUPPLIER LOCATIONS



## In the news . . .



Q&A: How Supplier Diversity program led to wins for WWT

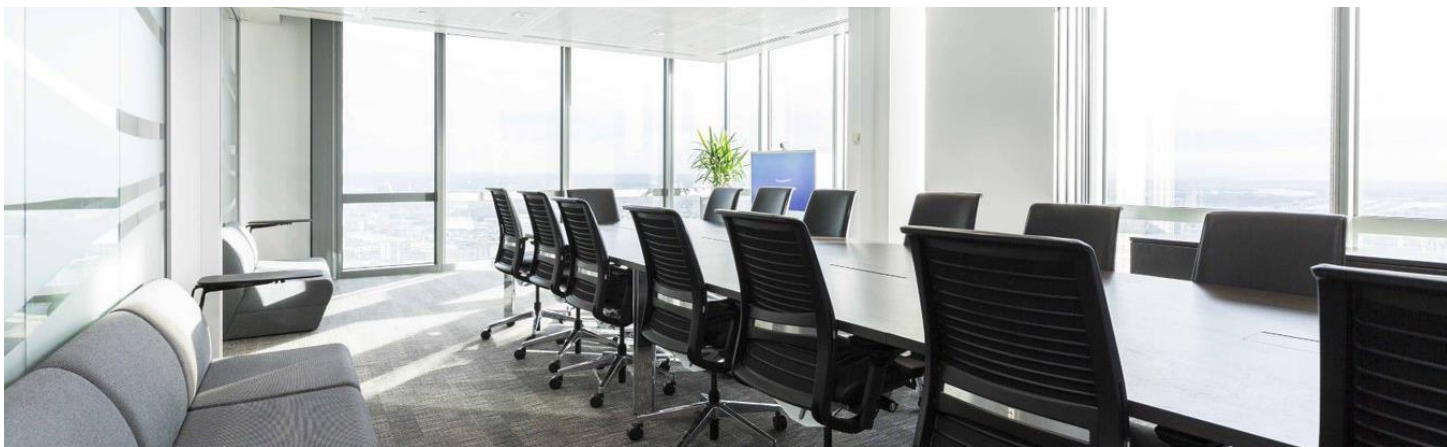
[See full article . . .](#)



WRMSDC 2020 Excellence in Supplier Diversity Award Winners

[See full article . . .](#)





## Governance, Ethics and Compliance

Honesty, integrity, and trust are key elements of WWT's Core Values and its culture. WWT executive management ensures these Core Values are continuously communicated and understood and that they remain the foundation of our work and the daily commitment made by each employee.

WWT advances its unified approach to governance and compliance through individual accountability as well as a structured leadership program. To improve awareness and reinforce this commitment, WWT employees reaffirm their individual accountability for upholding our Code of Conduct and following all applicable laws, regulations, and company policies every year. In addition, WWT employees participate in group leadership meetings, which include dialogue and activities around our Core Values, corporate vision, and mission.

WWT has also established an Ethics and Compliance Council and Charter. The Board of Directors exercises leadership over the Program's content and operation and general oversight over its implementation and effectiveness.

The Chief Compliance Officer serves as the Chair of the Ethics and Compliance Council and is responsible for the overall executive management of the Program and its implementation. The Chair is also responsible for providing the Board of Directors and senior management with timely and accurate information to support informed judgments about the Program and about WWT's compliance with law.

The mission of the WWT Ethics and Compliance Program is to:

- Promote and foster an organizational culture of continuous compliance with WWT's values as reflected in its Code of Conduct and related policies, and with the laws governing WWT's operations;
- Assist and support all levels of management in communicating, promoting, and encouraging adherence to, Company values and standards.
- Assure that WWT's employees, officers, directors and agents conduct WWT's business in accordance with the highest standards of ethics and integrity and in compliance with all applicable legal requirements, and that they have the appropriate guidance, training, and incentives to do so.
- Foster an atmosphere of open communication that encourages speaking up about ethics and compliance concerns and reporting of misconduct, without fear of retaliation or retribution;
- Promote appropriate due diligence to prevent, detect, and remediate unlawful and unethical conduct.

## Compliance Concern Reporting

As part of the company's annual Code of Conduct and Ethics training program, employees are encouraged to initially raise issues with their direct line manager or to use the company's Ethics & Compliance Helpline to report any concerns or grievances. This comprehensive compliance concern / grievance reporting tool is available to all employees in all countries where WWT operates, 24 hours a day, seven days a week. The Ethics & Compliance Helpline also provides multilingual reporting options (reporting options available in 15 languages).

Reports can be made anonymously and are kept confidential to the extent practicable and allowed by law. Further, our non-retaliation policy specifically prohibits adverse action against employees who report suspected violations of law or company policy.

Reports received through the helpline are initially reviewed to determine the authority or team best suited to investigate (i.e., Legal Counsel, Human Resources, etc.) and then all reports are routed to this team as well as to the company's General Counsel. The team follows an established process for resolving compliance concerns that require corrective actions such as disciplinary action, training and internal control improvements. All reported incidents are documented and tracked in a secure, limited-access central database compliant with local laws.

[WWT Code of Conduct](#)

## Additional WWT Resources

[CSR Year in Review](#)

[Corporate Social Responsibility Policy Statement](#)

[Community Outreach Summary](#)

[Position on Human Rights](#)

[Anti-Corruption Policy](#)

# GRI Index

GRI Standard	Disclosure	Report Section Reference or URL	Omission Reason / Explanation
<b>General Disclosures</b>			
<b>GRI 102: General Disclosures</b>	<b>Organizational Profile</b>		
	102-1	Name of the organization	<a href="#">Who We Are</a>
	102-2	Activities, brands, products and services	<a href="#">Who We Are</a>
	102-3	Location of headquarters	<a href="#">Who We Are</a>
	102-4	Location of operations	<a href="#">Who We Are</a>
	102-5	Ownership and legal form	<a href="#">Who We Are</a>
	102-6	Markets served	<a href="#">Who We Are</a>
	102-7	Scale of the organization	<a href="#">Who We Are</a>
	102-8	Information on employees and other workers	<a href="#">Who We Are</a>
	102-9	Supply chain	<a href="#">Supply Chain Risk Management</a>
	102-10	Significant changes to the organization and its supply chain	<a href="#">Who We Are</a>
	102-11	Precautionary Principle or approach	<a href="#">Preserving the Environment</a>
	102-12	External initiatives	<a href="#">WWT Code of Conduct</a> <a href="#">WWT Supplier Code of Conduct</a>
	102-13	Membership of associations	Membership association references contained throughout this report (i.e., RBA, CDP, EPA Green Power Partnership, etc.)
	<b>Strategy</b>		
	102-14	Statement from senior decision maker	<a href="#">Message From Our Chairman and CEO</a>
	102-15	Key impacts, risks, and opportunities	<a href="#">Supply Chain Risk Management</a>
	<b>Ethics and Integrity</b>		
	102-16	Values, principles, standards and norms of behavior	<a href="#">WWT Code of Conduct</a>
	102-17	Mechanisms for advice and concerns about ethics	<a href="#">WWT Code of Conduct</a>

Governance		
102-18	Governance structure	<a href="#">Governance, Ethics and Compliance</a>
102-19	Delegating authority	<a href="#">Governance, Ethics and Compliance</a>
102-20	Executive level responsibility for economic, environmental and social topics	<a href="#">WWT Code of Conduct</a>
102-21	Consulting stakeholders on economic, environmental and social topics	<a href="#">Stakeholder Engagement</a> <a href="#">Governance, Ethics and Compliance</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Governance, Ethics and Compliance</a>
102-23	Chair of the highest governance body	<a href="#">Governance, Ethics and Compliance</a>
102-24	Nominating and selecting the highest governance body	<a href="#">Governance, Ethics and Compliance</a>
102-25	Conflicts of interest	<a href="#">WWT Code of Conduct</a>
102-26	Role of highest governance body in setting purpose, values and strategy	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-27	Collective knowledge of highest governance body	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-28	Evaluating the highest governance body's performance	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-29	Identifying and managing economic, environmental and social impacts	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-30	Effectiveness of risk management processes	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-31	Review of economic, environmental and social topics	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-32	Highest governance body's role in sustainability reporting	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-33	Communicating critical concerns	<a href="#">WWT Governance / Ethics and Compliance Program</a>
102-34	Nature and total number of critical concerns	Omission Reason: Confidentiality constraints. Explanation: We do not publicly disclose all of the issues due to their proprietary nature.
102-35	Remuneration policies	<a href="#">Compensation and Benefits</a>
102-36	Process for determining remuneration	<a href="#">Compensation and Benefits</a>

102-37	Stakeholders involvement in remuneration	<a href="#">Compensation and Benefits</a>	
102-38	Annual total compensation ratio		Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation -- this information is considered confidential and is not publicly disclosed.
102-39	Percentage increase in annual total compensation ratio		Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation -- this information is considered confidential and is not publicly disclosed.
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	<a href="#">Stakeholder Engagement</a>	
102-41	Collective bargaining agreements		See <a href="#">WWT's Position on Human Rights</a> statement for our policy on Freedom of Association. However, at the present time there are no employees covered by a union, Works Council or collective agreement.
102-42	Identifying and selecting stakeholders	<a href="#">Stakeholder Engagement</a>	
102-43	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement</a>	
102-44	Key topics and concerns raised	<a href="#">Stakeholder Engagement</a>	
102-45	Entities included in the consolidated financial statements		Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation and this information is not available or publicly disclosed.
102-46	Defining report content and topic Boundaries	<a href="#">CSR Strategy and Materiality Assessment</a>	



102-47	List of material topics	<a href="#">Stakeholder Engagement</a>
102-48	Restatements of information	No significant changes from previously issued report
102-49	Changes in reporting	No significant changes from previously issued report
102-50	Reporting period	January – December 2019
102-51	Date of most recent report	2017
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Sydney.White@wwt.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	<a href="#">GRI Index</a>
102-56	External assurance	The company does not currently have a policy or practice for external assurance of this CSR report.

## GRI 200 Economic Standard Series

GRI 103: Management Approach (Economic Performance, Indirect Economic Impacts, Procurement Practices, Anti-Corruption and Anti-Competitive Behavior)	103-1	Explanation of the material topic and its Boundary	<a href="#">WWT Code of Conduct</a> <a href="#">WWT Anti-Corruption Policy</a> <a href="#">Governance, Ethics and Compliance</a>
	103-2	The management approach and its components	<a href="#">WWT Code of Conduct</a> <a href="#">Governance, Ethics and Compliance</a>
	103-3	Evaluation of the management approach	<a href="#">Governance, Ethics and Compliance</a>

## Economic Performance

GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	<a href="#">Who We Are</a> <a href="#">Global Community Impact and Employee Engagement</a>	Note that WWT is a privately held corporation and that financial operating data is not publicly reported.
	201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">CDP Report for World Wide Technology</a>	

	201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Compensation and Benefits</a>	Note that WWT is a privately held corporation and that financial compensation and benefits data is not publicly reported.
	201-4	Financial assistance received from government		Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation and this information is not available or publicly disclosed.
<b>Indirect Economic Impacts</b>				
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	<a href="#">Global Community Impact and Employee Engagement</a>	
	203-2	Significant indirect economic impacts	<a href="#">Global Community Impact and Employee Engagement</a>	
<b>Procurement Practices</b>				
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	<a href="#">Supplier Diversity</a>	
<b>Anti-Corruption</b>				
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	<a href="#">WWT Code of Conduct</a> <a href="#">WWT Anti-Corruption Policy</a>	
	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">WWT Code of Conduct</a>	
	205-3	Confirmed incidents of corruption and actions taken		Omission Reason: Specific legal prohibition. Explanation: Attorney client privileged information. We do not publicly disclose this information.
<b>Anti-Competitive Behavior</b>				
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<a href="#">WWT Code of Conduct</a> <a href="#">WWT Anti-Corruption Policy</a>	
<b>GRI 300 Environmental Standards Series</b>				
GRI 103: Management Approach (Materials, Energy, Water, Emissions, Effluents and	103-1	Explanation of the material topic and its Boundary	<a href="#">Preserving the Environment</a> <a href="#">CDP Report for World Wide Technology</a>	
	103-2	The management approach and its components	<a href="#">Preserving the Environment</a> <a href="#">CDP Report for World Wide Technology</a>	

Waste, Environmental Compliance and Supplier Environmental Compliance)	103-3	Evaluation of the management approach	<a href="#">Preserving the Environment</a> <a href="#">CDP Report for World Wide Technology</a>	
Materials				
GRI 301: Materials	301-1	Materials used by weight or volume		Omission reason: Not applicable Explanation: WWT does not manufacture product
	301-2	Recycled input materials used		Omission reason: Not applicable Explanation: WWT does not manufacture product
	301-3	Reclaimed products and their packaging materials		Omission reason: Not applicable Explanation: WWT does not manufacture product
Energy				
GRI 302: Energy	302-1	Energy consumption within the organization	<a href="#">Preserving the Environment</a> <a href="#">CDP Report for Climate Change for World Wide Technology</a>	
	302-2	Energy consumption outside the organization		
	302-3	Energy intensity		
	302-4	Reduction of energy consumption		
	302-5	Reductions in energy requirements of products and services		
Water				
GRI 303: Water	303-1	Water withdrawal by source	<a href="#">CDP Report for Water Security for World Wide Technology</a>	
	303-2	Water sources significantly affected by withdrawal of water	<a href="#">CDP Report for Water Security for World Wide Technology</a>	
	303-3	Water recycled and reused	<a href="#">CDP Report for Water Security for World Wide Technology</a>	
Biodiversity				
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	We complete Environmental Impact Assessments and regularly assess the ongoing impacts of our operations on biodiversity. Based on analysis and mapping, we do not believe that any of our operations have direct impact on the protected areas on	

		the United Nations List of Protected Areas.	
	304-2	Significant impacts of activities and services on biodiversity	A few of our operations are located in areas that may be considered to be rich in biodiversity, but we are not aware of any direct or indirect impacts from our operations on biodiversity.
	304-3	Habitats protected or restored	We are not aware of any direct or indirect impacts from our operations on protected or restored habitat areas.
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We are not aware of any direct or indirect impacts from our operations on threatened species or habitat areas.
<b>Emissions</b>			
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	See our CDP response on the CDP website. <a href="#">CDP Report for Climate Change for World Wide Technology</a>
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	
	305-6	Emissions of ozone depleting substances (ODS)	Omission reason: Not applicable Explanation: WWT does not produce, import or export ODS.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Omission reason: Not applicable Explanation: WWT's operations do not generate significant NOx, Sox, POP, VOC, HAP, PM or other air emissions.
<b>Effluents and Waste</b>			
GRI 306: Effluents and Waste	306-1	Water discharge by quality and destination	Water discharges from our operations are limited to standard office waste water discharges. <a href="#">CDP Report for Water Security for World Wide Technology</a>

	306-2	Waste by type and disposal method	Water discharges from our operations are limited to standard office waste water discharges. <a href="#">CDP Report for Water Security for World Wide Technology</a>	
	306-3	Significant spills	No significant or reportable spills have occurred in any of our facilities	
	306-4	Transport of hazardous waste		Omission Reason: Not applicable. Explanation: Our company does not transport, import, export or treat hazardous waste.
	306-5	Water bodies affected by water discharges and/or runoff		Omission Reason: Not applicable. Explanation: We discharge water in compliance with local permits back to municipal water treatment operations.

## Environmental Compliance

GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	The company has not identified any failures to comply with environmental laws and/or regulations.	
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## Supplier Environmental Compliance

GRI 308: Supplier Environmental Compliance	308-1	New suppliers that were screened using environmental criteria	The company screens its suppliers included in approximately 80% of the company's total spend on an annual basis.	
	308-2	Negative environmental impacts in the supply chain and actions taken	There were no negative environmental impacts identified through the company's screening process.	

## GRI 400 Social Standards Series

GRI 103: Management Approach (Employment, Labor/ Management Relations, Occupational	103-1	Explanation of the material topic and its Boundary	<a href="#">WWT Code of Conduct</a> <a href="#">WWT's Position on Human Rights</a> <a href="#">Stakeholder Engagement</a> <a href="#">Occupational Health and Safety</a>	
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Health and Safety, Training and Education, Diversity and Equal Opportunity / Non-Discrimination, Freedom of Association and Collective Bargaining, Child Labor, Forced or Compulsory Labor, Security Practices, Rights of Indigenous People, Human Rights Assessment, Local Communities, Supplier Social Assessment,, Public Policy, Customer Health and Safety, Marketing and Labeling, Customer Privacy and Socioeconomic Compliance )	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		

## Employment

GRI 401: Employment	401-1	New employee hires and employee turnover		Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation and this information is not available or publicly disclosed.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Compensation and Benefits</a>	
	401-3	Parental leave	<a href="#">Compensation and Benefits</a>	

## Labor/Management Relations

GRI 402: Labor / Management Relations	402-1	Minimum notice periods regarding operational changes	<a href="#">Employee Engagement</a>	
<b>Occupational Health and Safety</b>				
GRI 403: Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	<a href="#">Occupational Health and Safety</a>	
	403-2	Types of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities	<a href="#">Occupational Health and Safety</a>	
	403-3	Workers with high incidence or high risk of diseases related to their occupation		Omission Reason: Not applicable. Explanation: No incidence or risk of diseases related to the nature of work performed by our company.
	403-4	Health and safety topics covered in formal agreements with trade unions		Omission Reason: Not applicable. Explanation: No formal agreements with trade unions in place.
<b>Training and Education</b>				
GRI 404: Training and Education	404-1	Average hours of training per year per employee	<a href="#">Career Development</a>	
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Career Development</a>	
	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Career Development</a>	
<b>Diversity and Equal Opportunity</b>				
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	<a href="#">Workforce Diversity and Inclusion</a>	
	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Workforce Diversity and Inclusion</a>	
<b>Non-discrimination</b>				
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken		Omission Reason: Specific legal prohibition. Explanation: Attorney client privileged information.
<b>Freedom of Association and Collective Bargaining</b>				

GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Refer to WWT's Position on Human Rights Statement. We expect our suppliers to meet expectations provided in our <a href="#">Supplier Code of Conduct</a> .
<b>Child Labor</b>			
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Our policies prohibit the employment of anyone under the age of 18. We expect our suppliers to meet expectations provided in our <a href="#">Supplier Code of Conduct</a> .
<b>Forced or Compulsory Labor</b>			
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our policies prohibit the use of forced or compulsory labor. We expect our suppliers to meet expectations provided in our <a href="#">Supplier Code of Conduct</a> .
<b>Security Practices</b>			
GRI 410: Forced or Compulsory Labor	410-1	Security personnel trained in human rights policies and procedures	All WWT personnel receive training in on our Code of Conduct, including security personnel. We expect our security service providers to meet expectations provided in our <a href="#">Supplier Code of Conduct</a> .
<b>Rights of Indigenous Peoples</b>			
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	The company is not aware of any incidents of violations involving rights of indigenous peoples.
<b>Human Rights Assessment</b>			
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	The company's operations have not been subject to human rights reviews or impact assessments during this reporting period.
	412-2	Employee training on human rights policies and procedures	Employees receive training on the company's Code of

		Conduct on an annual basis. <a href="#">WWT Code of Conduct</a>	
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation and investment agreement information is not publicly disclosed
<b>Local Communities</b>			
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments and development programs	<a href="#">Global Community Impact Employee Engagement Preserving the Environment</a>
	413-2	Operations with significant actual and potential negative impacts on local communities	Omission Reason: Not applicable. Explanation: No operations with significant actual or potential negative impacts on local communities.
<b>Supplier Social Assessment</b>			
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	The company screened key suppliers (suppliers providing products and services for 80% of the company's total spend for the reporting period).
	414-2	Negative social impacts in the supply chain and actions taken	There were no negative social impacts identified in the supply chain during the reporting period.
<b>Public Policy</b>			
GRI 415: Public Policy	415-1	Political contributions	Omission Reason: Confidentiality constraints. Explanation: WWT is a privately held corporation – this information is not publicly disclosed.
<b>Customer Health and Safety</b>			
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Occupational Health and Safety</a>

	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There have been no incidents of non-compliance concerning the health and safety impacts of products and services reported to the company.
<b>Marketing and Labeling</b>			
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	Omission Reason: Not applicable. Explanation: World Wide Technology does not manufacture products or perform services requiring
	417-2	Incidents of non-compliance concerning product and service information and labeling	Omission Reason: Not applicable. Explanation: World Wide Technology does not manufacture products.
	417-3	Incidents of non-compliance concerning marketing communications	Omission Reason: Not applicable. Explanation: World Wide Technology does not manufacture products.
<b>Customer Privacy</b>			
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The company is not aware of any non-compliance with existing laws, regulations regarding the protection of customer privacy
<b>Socioeconomic Compliance</b>			
GRI 419: Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	The company is not aware of any non-compliance with laws and regulations in the social and economic area.