

Return on Impact:

How Diversity and Sustainability Can Accelerate Growth





What Is Impact Sourcing?

Enables global enterprises to improve business outcomes by hiring and providing career development opportunities to people who generally have limited employment prospects, or are from economically disadvantaged regions.

Impact sourcing strategy ensures that recruits gain professional skills and transferable credentials that are applicable in diverse areas such as business development, administration, management, human resources, operations, IT support, training, etc.

Why Is This Important?

As consumer voices have increased about improving global equity, businesses have begun to get more involved. Discussions about women in tech and communities impacted by the pandemic have increased. The conversations have been primarily about increasing diversity and inclusion in the workplace. Some examples of brands launching these initiatives include:



Intel, Dell, Nasdaq, NTT DATA and Snap Inc, the Alliance formed Global Inclusion (29th April) involving a public pledge to advance D&I in the workplace.

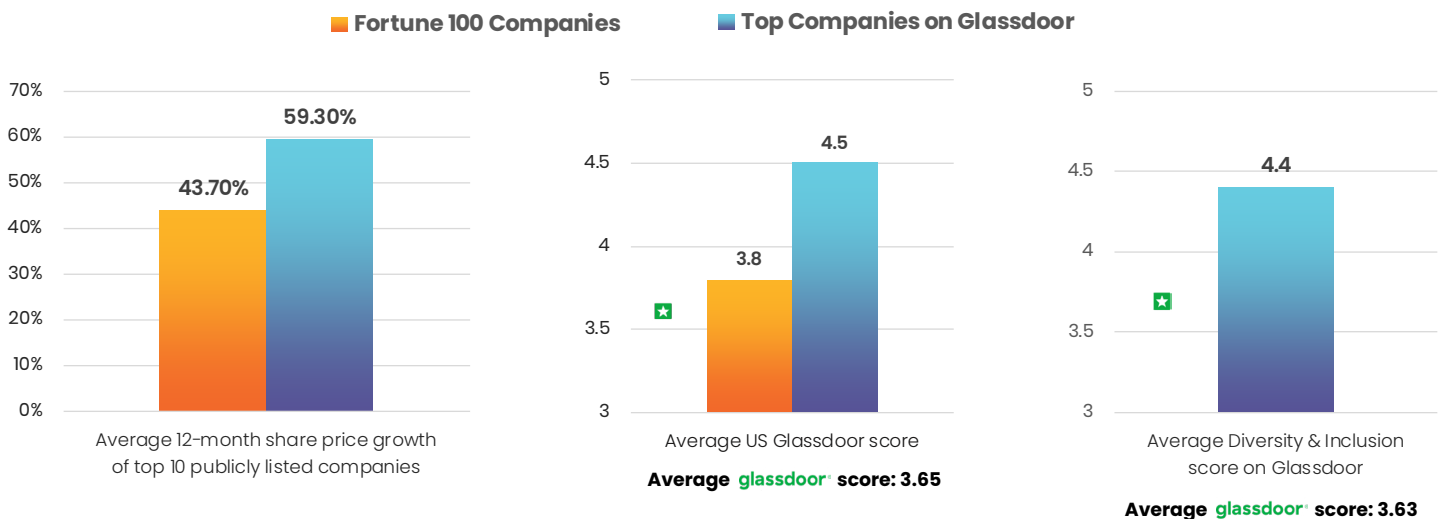
Among top 30 IT Service providers, as tracked by Everest Group since 2010, 51% of sustainability investments have been announced after April 2020.

Facebook will spend \$1 billion annually with "diverse suppliers." Including \$100 million with black-owned businesses. (Everest)

Creating Value Through Impact

Source: Glassdoor and desktop research, July 2021

Companies with a people-first mindset tend to grow more. The average Glassdoor score for Fortune 100 companies in the US is 3.9, compared to the total average of 3.5. Publicly traded Fortune 100 firms experienced 12-month growth of 43.7%, compared to 59.3% growth, experienced by the top 10 publicly listed companies on Glassdoor's top 100 Companies. When companies create value for their people, they create value for their shareholders.



Glassdoor average data was last updated June 2021.

The Benefits Of Impact Sourcing On The Customer Experience

The Impact Sourcing model translates purpose into action by fulfilling corporate social responsibility and diversity objectives, while evolving the traditional business process outsourcing framework.

Impact sourcing often creates opportunities for oppressed or excluded groups, which in turn result in a more stable global economy or provide some measure of relief to struggling communities. These communities may be in your domestic market or abroad –all will offer opportunities. In a global economy in which 59% of businesses use outsourcing to reduce their expenses, the impact sourcing model can maximize cost savings without sacrificing productivity and efficiency. Some of the main benefits are:



Attract a diverse pool of talent



Increase performance



Innovative problem solving



Grow into new markets



67%

People consider diversity an important factor when deciding where to work.

glassdoor®



24% more \$\$

Engaged employees are 24% more likely to help boost sales than their unengaged peers.

Gartner



19% more innovation

Companies with diverse management teams have higher innovation revenues than companies with below-average diversity scores.

BCG BOSTON CONSULTING GROUP



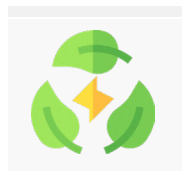
75 million

America's untapped workforce



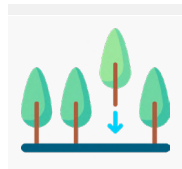
How Everise Is Committed To Impact

Everise is dedicated to delivering impact for our people and partners through sustainable business practices. Our goals are set around 4 main factors.



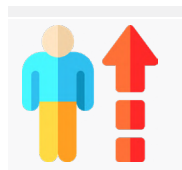
Environment

We have banned the use of single-use plastics in all our centers. All vendors use sustainable packaging in the cafeteria. We have invested in eco-busses and shuttle programs that reduce our carbon footprint in the Philippines and Guatemala.



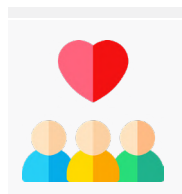
Community

Through our Everise Cares program, we engage with communities on a local level. Activities have included fundraising walks for Breast Cancer and Alzheimer's Research, Mental Health Awareness, tree planting, volunteering in centers supporting underserved communities, and more. We also commit to yearly tree planting activities in Philippines & Guatemala.



Personal Development & Wellness

Everise has developed multiple learning and development programs including the Accelerator, Mentorship, High-potential spotting for career pathing, continuing education, and Wellness programs, such as yoga and mindfulness activities.



Diversity & Inclusion

Since our founding, we have challenged the traditional workplace to enable a more inclusive work culture; we've challenged the gender pay gap by eradicating pay inequality; and we've challenged gender bias by ensuring women are represented at every level, promoting women to management roles and mentoring the next generation of female leaders. We have also launched a diversity council and adjusted talented acquisition strategies.

Our Accomplishments

Everise is proud to represent and employ 68 nationalities around the world and our strategic focus on diversity has led to award-winning results. Some of our accomplishments include:



45%

of our
leadership are
women in
the US



32%

are People of Color
in the US - exceeding
standards set
by Diversity Inc.



7%

of our
global employee
population is
mature age



1.5%

of our global
employee population
are people
with disabilities



4.6/5

rating on
the employee
review site,
Glassdoor

DiversityInc

glassdoor®
4.6 ★★★★★

Awards & Partners

