

Corporate social responsibility policy

Bango recognizes that the delivery of its service has a direct impact on the environment and the local community. Bango has a responsibility to be a good neighbor, a good employer and a responsible consumer of resources. Bango is committed to the highest standards in the field of Corporate Social Responsibility and recognize that in doing so, we will create significant value for all stakeholders.

All Bango employees and contractors embed the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Bango leaders ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

Policy aims

Bango is committed to:

- Conducting business in a socially responsible and ethical manner
- Protecting the environment and the safety of people
- Supporting human rights
- Engaging with, learn from, respect and support the communities and cultures within which we work

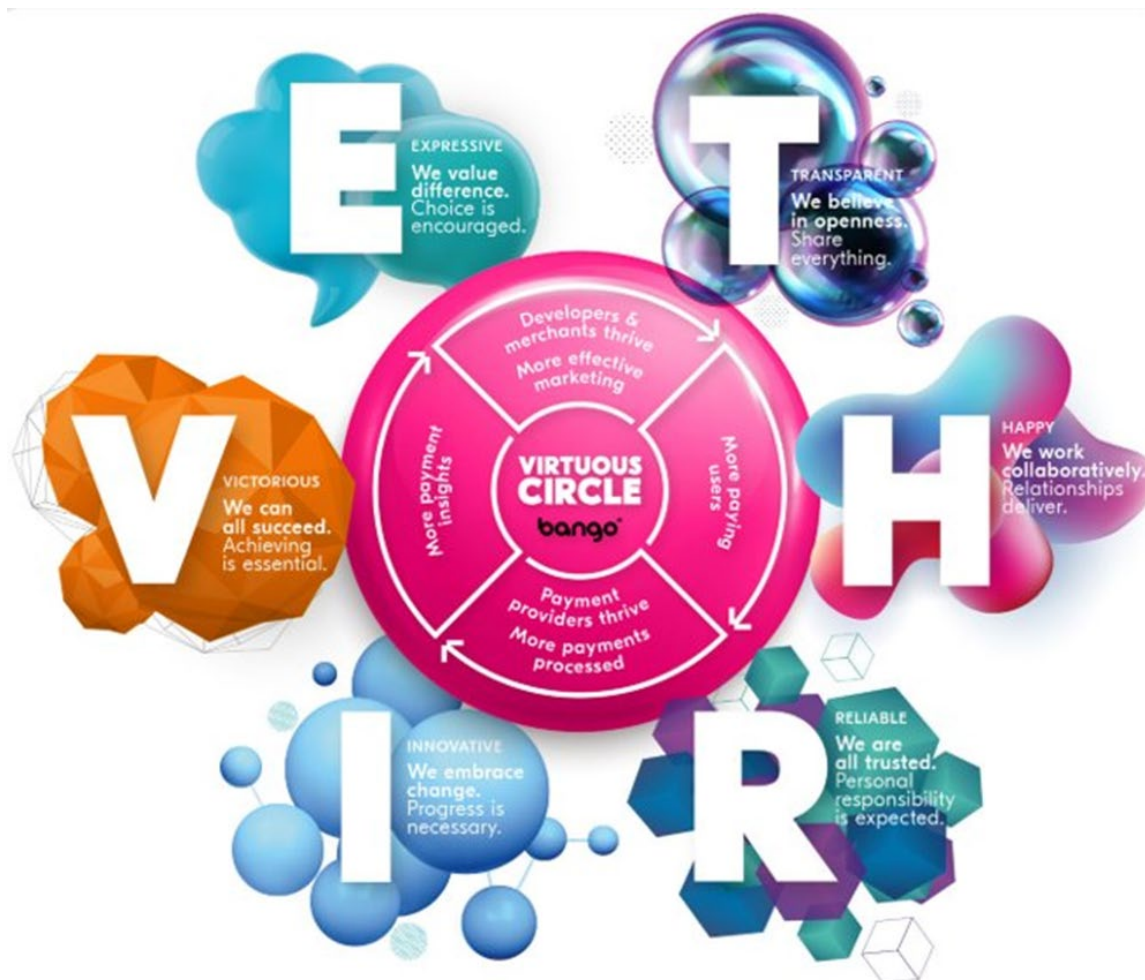
This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

Bango strives to maintain the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. Further information can be found in the Bango Ethics policy.

Bango aims to be the best place to work - a place where people make a difference and where they feel valued and supported. The Bango core values describe the attitude and approach everyone should use at work and provides a clear framework to celebrate the behavior which helps Bango achieve great things.

Bango Core Values – THRIVE



The Bango values support the vision of the company and help shape its culture. THRIVE tells the world what Bango believes in, inspires teams' behavior and supports the Bango vision and strategy. The core values are aligned with the Bango strategy through their placement around the Bango virtuous circle.

The THRIVE values are embedded in day to day life at Bango and are the true essence of what Bango believes in as a company. Each year Bango conducts an employee engagement survey to measure how the company lives up to these high standards. Feedback given is used to produce an engagement survey action list so that we can continue to improve. The success of this is shown with the current engagement score of 78% for 2020 which increased on an already high score in 2019.

Stakeholder Relations

Bango engages stakeholders clearly, honestly, and respectfully.

Bango is committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, employees, governments and, regulators.

Further detail on stakeholder relations may be found in the Corporate Governance policy located [here](#).

Employee Relations

Bango believes that equality, diversity and inclusion are three vital ingredients for a thriving, vibrant company. Bango aims to make the most of the collective talents of its staff, and ensures that value and diversity are celebrated; creating an environment where Bango benefits from everyone's different backgrounds, perspectives and talents.

Bango applies fair labor practices, while respecting the national and local laws of the countries and communities in which its staff live and work.

Bango is committed to providing equal opportunity in all aspects of employment and does not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. One of Bango's core values is "expressive".

"We value difference and we value choice as part of our day to day working. We embrace difference and focus on talent that everyone at Bango possesses."

Bango enables everyone to feel comfortable at work, from no dress code, a personalized workstation, to the hoodie and cozy slippers.

Everyone at Bango lives the THRIVE values by empowering staff to make decisions that put them out of their comfort zone in a way that they are not afraid to challenge.

Bango works collaboratively with talented inspiring people that have their own specialist skills to bring to the project they are working on.

Bango works in an agile environment, being open and transparent, striving to be victorious and celebrating success. Bango is not afraid to take risks and embraces what can be learnt from failure.

Full details of all employment policies and practices can be found within the Bango People book.

Human Rights

Bango conducts business with honesty, integrity and openness, and with respect for the human rights and interests of our employees and similarly respects the legitimate interests of those with whom it has relationships.

Bango ensures that all global standards are adhered to. Bango has a people book that outlines all policies and procedures that adhere to local employment law. Bango believes that people are its most valuable resource and takes pride in ensuring that people (globally) feel comfortable and happy in their working environment. To achieve this Bango offers benefits like flexible working, unlimited snacks, a variety of drinks, breakfast options, various social, fitness and exercise clubs, regular events, onsite massages, private health care and much more. Further information can be found in Bango's People book.

Bango will work with governments and agencies to support and respect human rights within our sphere of influence. Bango will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Bango always strives to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters, including respect for cultures, customs and values of individuals and groups.

Bango conducts its business in an open, honest, and ethical manner.

Bango will advise partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy. Further information can be found in Bango's Ethics policy.

Environment Health & Safety

Bango is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public.

Bango provides a safe and healthy working environment and will not compromise the health or safety of any individual. Bango's goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers, suppliers, partners and others to promote responsible environmental practices and continuous improvement. Further information can be found in Bango's Health & Safety policy.

Bango is committed to environmental protection. Bango recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will effectively integrate these concepts into our business decision-making. Further information can be found in Bango's Environmental policy.

Community Investment

Bango strives to provide employment and economic opportunities in the communities where we operate.

Bango has a community outreach policy, where employees are encouraged to bring their social interests to the company and undertake activities that support community projects. Bango co-funds these initiatives.

Bango matches money raised by employees for charities allowing employees to pick charities that matter to them in their location.

Culture

Bango will:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor CSR performance.
- Incorporate CSR factors into business decisions.
- Increase employee awareness of CSR through training.
- Review issues related to this policy at monthly management meetings.
- Review and update this policy at least once per year
- Involve individuals in the implementation of this policy, for greater commitment and improved performance.
- Provide employees with relevant CSR training.

Policies supporting the CSR Policy are:

- Ethics policy
- Health & Safety policy
- Environmental policy
- Bango People Book
- Privacy policy

August 2020

Next Review Date Aug 2021