Orbic North America LLC Corporate Social Responsibility

Corporate Governance

Governance at Orbic.

At Orbic we are committed to excellence in corporate governance, transparency and accountability. This is essential for the long-term performance and sustainability of our company, and to protect and enhance the interests of our customers, partners and other stakeholders.

Our governance arrangements and practices play an integral role in supporting our business and helping us deliver on our strategy.

They provide the structure through which our strategy and business objectives are set, our metric performance's are monitored, and the risks we face are managed.

They include a clear framework for decision making and accountability across our business and provide guidance on the standards of behaviour we expect of each other.

Environmental Responsibility

Environmental responsibility is key pillar of Orbic's plan in helping preserve mother nature and the environment, through trying to optimise our global operations in support of minimising our impact. Our commitment to sustainability is key in our decision-making processes of our products and services utilising the below best practices where applicable.

- Recycling goods and materials throughout the lifecycle processes, including promoting re-use practices with our suppliers, partners and customers.
- Offsetting negative impacts by replenishing natural resources or supporting causes that can help neutralize the company's impact. For example, shipping by sea vs air to reduce CO_2 emissions, build to order to reduce scrapping, sourcing recycled materials.
- Distributing goods consciously by choosing methods that have the least impact on emissions and pollution.
- Creating and designing product lines that enhance these values.

Ethical Responsibility

Ethical responsibility is important to orbic in ensuring we continuously strive to act in a fair, ethical manner. We do this by,

- Building a workforce that reflects all aspects of diversity and intersectionality bringing a range of perspectives, ideas, and insights to help deliver innovative solutions, Orbic's current workforce is nearly a 50/50 balance of Male and Female employees, equally balanced through all the levels of management or the workforce.
- Listen, understand and act to remove barriers and value differences allowing more people to participate.
- Acknowledge inequity and ensure fair and accessible design of structures, systems, and processes and promote fairness of outcomes.
- Build a safe culture of inclusion and belonging where our people are celebrated, feel respected for
- their uniqueness, valued for their contribution, and empowered to reach their full potential.
- Inclusion is reflected in our culture and practices, programs and policies.
- Provide choice in how our people work, and flexibility through new ways of working.
- Positive treatment of all employees including favourable pay and benefits in excess of mandated minimums. This includes fair employment consideration for all individuals regardless of personal differences.
- Ensuring our vendors use to utilize different suppliers of different races, genders, veteran statuses, or economic statuses.

Philanthropic Responsibility

Orbic takes a very active approach to Philanthropy and how it contributes to society. We ensure that we invest and donate to charities and causes we feel strongly about and is aligned with our strategy to help make the world a better place. This includes:

- Donating profit to charities or causes it believes in.
- Supporting employee philanthropic endeavours through time off or matching contributions.
- Sponsoring fundraising events or has a presence in the community.

In 2023 Thanks to a generous donation from Orbics founders the Narula Family.

The University of Chicago which is at the forefront of the rapidly developing field of quantum science, with the goal of which is to build a quantum supercomputer powered by 100,000 qubits, which will be exponentially more powerful than any classical computer.

To continue breaking barriers, the scaling investment in quantum engineering must be matched by an effort to train the future quantum workforce. UChicago has begun to address this gap with the in-person iteration of Quantum Quickstart. The Quantum Quickstart summer enrichment program aims to create a pipeline of young, local talent to experience quantum engineering on UChicago's campus.

Pictured: 2023 Quantum Quickstart Cohort and Program Director, Faithe Beadle, visiting the Bean