



Atlas

Corporate Social Responsibility 2023 Annual Report



THE
IMPACT
MAKERS

Making an Impact on Sustainability
through Partnerships & Community

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Building a Sustainable Future, Together



Atlas is committed to social responsibility, recognizing its inherent value as a guiding principle and the contribution it delivers to our employees, clients, and community. We proudly highlighted our diversity as a woman-owned company fostering inclusive teams, a core element of our success.

The world continues to evolve, and the importance of social responsibility remains paramount. We are committed to harnessing the talent and passion of our team to contribute to all aspects of sustainability – from environmental stewardship to fostering strong communities. Together, we've proven our ability to make a positive difference.

Our corporate sustainability plan is integral to our company culture, through the well-being of our employees, clients, communities, and the environment – areas where we believe we can have a significant positive impact.

Developed in collaboration with sustainability leaders, this plan is designed to be adaptable and evolve alongside the changing world. We are committed to dedicating resources to implement meaningful change and achieve our goals.

Looking Ahead: Our Commitment to Continued Excellence

As we reflect on the accomplishments of 2023, we are energized by the path that lies ahead. We are focused on continuous improvement, knowing sustainability is a journey vs. the destination. We have established goals for 2024 and beyond, and are committed to pioneering sustainable solutions, fostering an inclusive and empowering workplace, and making a positive impact on society and the environment. Together, we will continue to drive forward, building a more sustainable future for all.

Priority Sustainable Development Goals (SDG's)

Atlas' Sustainability Plan incorporates key components of SDG's established by global governing organizations and the UN Global Compact. Our overarching framework focuses on workplace, society, and environment.



01. WORKPLACE Creating Shared Values



Gender
Equality



Quality
Education



Responsible
Procurement



02. SOCIETY Empowering People to Succeed



External
Collaborations



Inclusion &
Diversity



03. ENVIRONMENT Active and Responsible Citizenship



GHG
Emissions



Renewable
Energy



Waste
Reduction

Guiding Principles



Our Target SDG's

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



Atlas is on a journey to actively achieve our SDG Targets by 2030 in support of the UN Global Compact

We are committed to elevating Environmental, Social, and Governance (ESG) principles within our core business practices. We strive to operate sustainably, foster a diverse and inclusive workplace, and maintain the highest ethical standards. Through our CSR initiatives, we aim to create positive social impact and contribute to a healthier planet.

2023 Achievements & Progress



01. WORKPLACE Creating Shared Values

Atlas is committed to living and creating shared values. We start with demonstrating through leadership and encourage all employees to further our efforts to achieve our sustainability goals.



INTEGRITY
Sincere, Trustworthy,
Reliable, Ethical,
"Do the Right Thing"



AGILITY
Flexible, Nimble, Fast
Moving, Respond
Quickly, Change
Managers



ONE
Supportive, Collaborative,
Appreciative, Respectful,
An Extension of our
Clients



DEDICATED
To both client and
employee success



GROWTH MINDSET
Continuous Learning,
Knowledge, Evolution,
Forward Looking



IMPACTFUL
Focused on areas we
can make a real impact.
Our areas of expertise



GENUINE
Transparent,
Authentic, We are who
you see



STRONG
Experts, Top Talent, A-
Team, We Carry the
Burden for Clients

Governance Ethics

Corporate Governance

Reinforced our governance structure to uphold accountability and ethical business practices, reflecting our unwavering commitment to integrity and transparency.

Stakeholder Engagement & Leadership Team Engagement

Enhanced stakeholder collaboration by integrating their insights into our ESG strategies, ensuring our initiatives are aligned with broader societal goals.

2023 Achievements & Progress



02. SOCIETY

Empowering People to Succeed

Workforce Diversity and Inclusion

- Furthered our commitment to a diverse and inclusive workplace, achieving a leadership team composition of 70% women, and laying down actionable plans for DE&I training enhancements.
- Issued global human rights statement.
- Tracking metrics on diversity among our talent pool.

Community Engagement

Deepened societal impact through supporting initiatives aimed at education, training, and job creation, particularly within underserved communities.

Employee Well-being

Expanded our focus on employee health and professional growth, establishing a supportive and thriving work environment through wellness programs and professional development opportunities.

Initiatives for Gender Equality

- Atlas partners with organizations, actively advocating and establishing programs, participating in webinars and training, providing education, spreading awareness, and participating in mentor programs through both clients and partners.
- Amplification through social media and active participation of our employees to support diversity initiatives through education and mentorship.

ATLAS' PARTNERSHIPS



2023 Achievements & Progress



03. ENVIRONMENT

Active and Responsible Citizenship

Renewable Energy Transition: Surpassed our sustainability goals by transitioning to **100% renewable energy sources** for all our operations, significantly reducing our carbon footprint.

Reduction in Single-Use Plastics and Paper: Exemplifying our commitment to operational efficiency and environmental stewardship, we **achieved a significant reduction contributing to our 2023 target** and implemented tracking of expenses and usage to verify percent reduction going forward.

GHG Emissions Management:

- **Education and training** to learn how to best address, plan for and track GHG Emissions focusing on the sources in our value chain.
- **Reducing reliance on physical office space**, we continue to work remotely 3 days per week and have virtual meetings when possible to minimize travel.

Eco-friendly supplies and waste reduction: Recyclable, reusable office supplies. Provided employee training and awareness through Earth Day events and Recycling Day events. A unique partnership with Dress for Success Organization, recycled women's work wear for local NJ women in need.

Sustainable Procurement: Issued our Supplier Code of Conduct and are committed to partnering with companies who are environmentally and socially responsible.

WE TAKE **SUSTAINABILITY** *seriously*

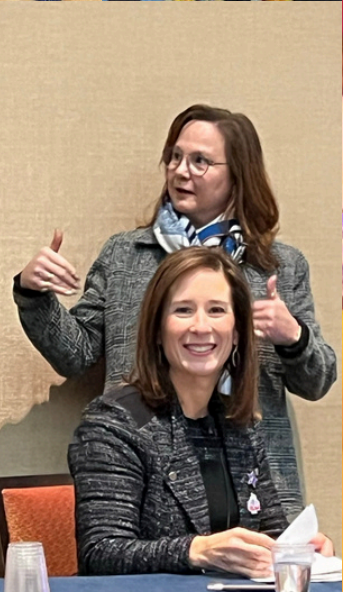


Our comprehensive social responsibility plan has been recognized and rated by EcoVadis.



Atlas enjoys celebrating birthdays by planting a tree in the person's honor through One Tree Planted.







THE
IMPACT
MAKERS

In 2023 Atlas recognized DE&I Leaders for the impact made in driving diversity initiatives in their companies and for the industry.

Recipients of the IMPACT MAKERS RECOGNITION for their dedication and advocacy.

We are thrilled to recognize Nedra Dickson as an Atlas #ImpactMaker! Her strategic brilliance meets creative spark in a way that fuels positive impact. Open-minded, forward-thinking, and collaborative, Nedra understands the power of diverse partnerships. She leverages them to strengthen organizations, accelerate achievements, and create lasting impact. Congratulations, Nedra! Your contributions to the industry are truly inspiring!

Nedra Dickson, Managing Director
Global Supplier Inclusion & Sustainability Lead, Accenture



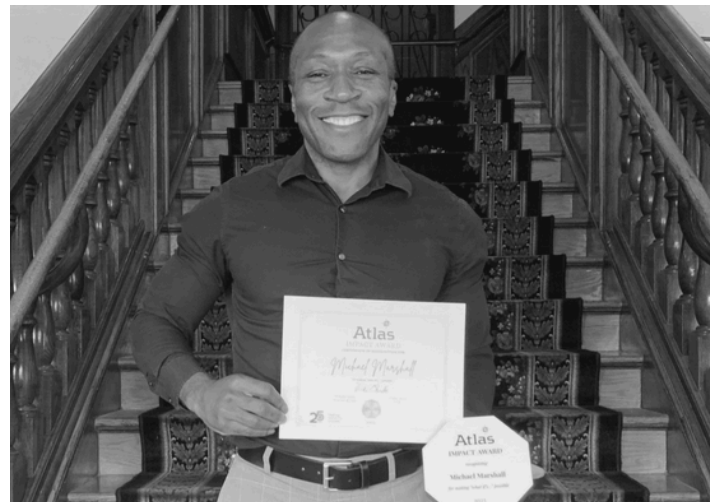
We are ecstatic to recognize Darrien Pinkman, an #ImpactMaker who takes an immense amount of pride in his work and constantly pushes the envelope to break new ground within his organization. He is a diversity champion who sees the best in people and enjoys empowering and mentoring others to help them reach their full potential. Darrien embodies team spirit, always building up others and bringing a refreshing positivity to the table. His influence is ever-impactful and we are grateful for his continued partnership. Congratulations Darrien on this incredible recognition and thank you for your contributions to the industry!

Darrien Pinkman, Sr. Director
Global Head of Property Operations & Corporate Procurement
Supplier Diversity Lead



Michael Marshall is an Atlas #ImpactMaker who commits Herculean efforts to everything he's a part of. He is a devoted supporter of diverse suppliers and encourages everyone around him to echo his devotion. Michael is a hands-on advocate who proactively mentors, trains, and educates diverse suppliers to foster growth and increase opportunities. He works tirelessly to ensure that championing diversity remains a top priority across his organization. Congratulations Michael on this befitting recognition! We immensely appreciate your contributions to the industry.

Michael Marshall
Global Operations Inclusion and Diversity, AstraZeneca



We are proud to recognize Anna Hakobyan as an Atlas #ImpactMaker for her powerful impacts as a committed supporter of diverse suppliers. She passionately advocates for the growth of small and diverse suppliers through mentorship, training sessions, and continued education – working tirelessly to ensure mutual success for all. The topics of her enriching training sessions have included sustainability, procurement, and more. Our appreciation simply feels immeasurable. Congratulations Anna on this befitting recognition and thank you for your contributions to the industry!

Anna Hakobyan, Global Sustainability,
Supplier Diversity and Governance Compliance Lead, AstraZeneca



Jacquie Cleary



"WHEN YOU TURN AROUND AND CREATE OPPORTUNITIES FOR WOMEN, YOU WILL FEEL THEIR SAME ENRICHMENT, AS THE OUTCOMES WILL PLACE MORE WOMEN BESIDE YOU INSTEAD OF BEHIND YOU"

JACQUIE CLEARY - CEO, ATLAS

Vicki Guida



ALWAYS REMEMBER, YOU HAVE WITHIN YOU THE STRENGTH, THE PATIENCE, AND THE PASSION TO REACH FOR THE STARS AND CHANGE THE WORLD

HARRIET TUBMAN

Atlas IMPACT MAKERS

Betsy Callas



WE NEED WOMEN WHO ARE SO STRONG THEY CAN BE GENTLE, SO EDUCATED THEY CAN BE HUMBLE, SO FIERCE THEY CAN BE COMPASSIONATE, SO PASSIONATE THEY CAN BE RATIONAL, AND SO DISCIPLINED THEY CAN BE FREE

KAVITA N. RAMDAS

Lisa Roshdy



THERE IS NO FORCE MORE POWERFUL THAN A WOMAN DETERMINED TO RISE

W.E.B. DU BOIS

Atlas' leadership is committed to making SDGs attainable by 2030. As part of our plan we intend to address key factors that will contribute to achieving all goals, and establishing new goals as the journey continues.

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Formalize and implement tracking tool and metrics KPI dashboard

- Identify Best Practices
- Quantify New Goals
- Design & Develop Tool

Identify additional strategies and tactics to achieve SDG 2030 Goals

- Through Partnerships
- Education & Upskilling
- SME's & Advocacy Organizations

Partner with client stakeholders, industry and community organizations to help them achieve goals

- Identify and Meet Key Stakeholders
- Seek Mentorship
- Co-create plans and partnerships

Acknowledgements

Atlas would like to acknowledge the contributions of the people and organizations who worked tirelessly on the projects mentioned within. Following is a non-exhaustive list of those contributors:

- Those responsible for concept, coordination, and research
- Partners: Accenture, Client Organizations, NPower, HBA, WBENC, Diversity Alliance for Science, Boy Scouts, Women's Presidents Organization
- The writers and designers behind the Impact report.
- Local and partner organizations: Odyssey Teams, Community Food Bank of NJ, Dress for Success, Town of Summit, Child Protection and Permanency of NJ, One Tree Planted.

We thank you for your continued support in our efforts to contribute to the SDGs

ABOUT ATLAS



For over 25 years, Atlas has been a strategic consulting partner to life sciences companies, helping them advance their patient-centric missions. We empower our clients with the capabilities they need to solve business problems and execute their vision.

Atlas continues to grow and innovate. We are headquartered in Berkeley Heights, NJ, with service hubs in Czech Republic and Colombia.



Contact

Atlas
400 Connell Drive #6000,
Berkeley Heights, NJ 07922

908-233-3443

www.chooseatlas.com