

# **CORPORATE SOCIAL RESPONSIBILITY 2021**



# INTRODUCTION

Taking all stakeholders into consideration, RESPONSUM takes its social, environmental, and financial responsibilities, avoids risks, and works towards a sustainable position as a young and growing company. The topics which have the largest positive or negative impact on RESPONSUM's stakeholders are reported here to increase transparency and accountability.

Every topic is linked to the UN Sustainable Development Goals: an agenda for sustainable development to create a better world by 2030, by ending poverty, fighting inequality, and addressing the urgency of climate change.



# LEADERSHIP PERSPECTIVE

With RESPONSUM we want to make sure that customers, employees, partners, friends... people like you, can confidently assume that their data is processed in a correct, transparent, and ethical way. In our solutions to make data privacy and security easier and more accessible, we focus on the data and data flows of the individual, which makes our approach very people focused. Within RESPONSUM we continuously look for innovative solutions to keep up and respond to data privacy and security market trends.

Values such as open communication, integrity, and expertise are central in creating value in our sector for as many stakeholders as possible. With our open organizational culture where everyone is listened to and respected, the growth and self-actualization of every employee are important to us. This open culture is extended further towards all stakeholders to be fully transparent as a company and to take responsibility towards all parties that RESPONSUM is involved with. My vision for the future is that privacy is increasingly becoming an essential right of people all over the world and companies that can handle it correctly will be able to maintain good relationships with their clients and establish a competitive advantage.

Alex Van Cauwenbergh - CEO



# THE CORE BUSINESS:

## DATA PRIVACY AND SECURITY



The purpose of RESPONSUM is to empower organizations to create robust privacy and security programs and build up trust with their customers, employees, and other stakeholders across the world through bright, powerful, and intuitive solutions

The authenticity of these solutions is that it allows companies to protect their consumers' and their own data and prepare for organized cybercrime and other data privacy and security violations in an automated way. In this way, RESPONSUM as a SaaS company has a material impact on the 16th SDG topic: Peace, Justice, and Strong Institutions. This goal exists to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.



## THE PEOPLE

Although a start-up atmosphere can increase pressure on the employees and might go hand in hand with a fast-changing environment, the organizational culture at RESPONSUM creates an agreeable working environment. The employees have a dynamic and personalized weekly routine because of the choice of working in the offices in Zaventem or work from home. Additionally, the flexible working hours and the open family culture within the company allow workers to adapt their working hours to their own private life, which is beneficial for the mental well-being of the employees and their work-life balance.

The offices in Zaventem are well-equipped, including a gym called SmartFit ([www.smartfitzaventem.be](http://www.smartfitzaventem.be)), which can be used by the employees during the lunch break or before and after work. On Fridays, an after-work drink is organized. The employees can, therefore, collaborate and connect during working hours, but they can also unwind together during other activities and take care of their physical and mental health.

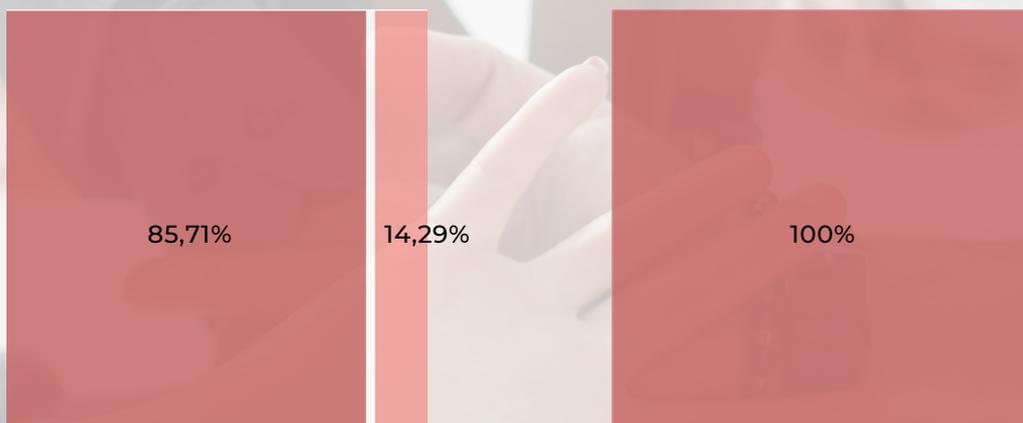
The clients of RESPONSUM are all kinds of organizations. Because of the solutions provided by RESPONSUM, the data privacy and security professionals within these organizations can work more productively and the administrative pressure is largely eliminated from their jobs. This outcome increases employee well-being not only in RESPONSUM but also in other organizations.



# EMPLOYEE SURVEY

A short survey shows that all employees find that, despite their differences, everyone in the company is treated equally. They also all agree with the statement that they are treated with respect. In the future, employee engagement and satisfaction can be tested more comprehensively, for example, by adding survey questions on the job- and salary satisfaction, internal relationships, and perceived growth opportunities.

**STRONGLY DISAGREE**  
**DISAGREE**  
**NEUTRAL**  
**AGREE**  
**STRONGLY AGREE**



*"Responsum has created an environment where people of diverse backgrounds can succeed"*

*"I am treated with respect at Responsum"*

# EMPLOYEE TESTIMONIALS

"RESPNSUM does not focus on your diploma or work experience, but rather on motivation and individual growth. It is a warm company and there is a family culture where everyone welcomes you in right away to make you feel comfortable in the organization."

Luna - Jr. Sales Representative

"RESPNSUM's working environment is the ideal combination of a start-up and a scale-up: there is a start-up drive, but with the structure of a scale-up."

Robin - Quality Assurance Lead

"If I must describe RESPNSUM in a few words, I would say eagerness, stimulation and self-development. In the company, everyone encourages each other to be the best version of themselves and to move forward. We root for each other."

Yannick - Marketing Manager

"At RESPNSUM you work in a dynamic environment within a strong and rapidly growing team. Every day new challenges await you in different domains in which you are interested and which you are happy to help expand."

Yoni - Technical Lead & Product Support

# ENVIRONMENTAL SUSTAINABILITY



The impact on the environment by RESPONSUM comes mainly from the use of energy in the data storage, the offices, and the transport of employees. The data storage is outsourced and consumes a large part of the total use of energy. RESPONSUM ensures that the outsourcing partners are doing their best to act green: the current outsourcing partner, UpCloud ( <https://upcloud.com/data-centres/> ), uses renewable energy as much as possible. In the future, the environmental considerations also serve as requirements that must be fulfilled before RESPONSUM cooperates with new companies.

The offices that RESPONSUM resides in make use of solar energy and the company cars given to employees are steadily turning hybrid or fully electric. In this way, the company tries to rely on renewable energy sources whenever feasible.

As a new initiative, RESPONSUM plants trees for every new client that signs a deal. Planting the trees happens through the Belgian organization Go Forest, partner of CO2logic, that plants trees in developing countries and Belgium and engages in (re)forestation projects. The goal is to restore nature by planting the right kind of trees in environments where they have the most positive effects on biodiversity, carbon storage, employment, livelihood, and local economy. In 2021, the trees are planted in the Amazon rainforest in Peru. The monthly donations result in a tangible and sustainable contribution to a greener environment as the business grows and as the RESPONSUM clientele expands (more info on [www.goforest.be/en/bedrijven](http://www.goforest.be/en/bedrijven)).



# 2021



## Peru

### Reforestation & Agroforestry in Madre de Dios

Together with our reforestation partner Camino Verde, it is our mission to restore the forest landscapes of the Amazon by strengthening forest communities. Our approach centres around linking restoration activities to the production of non-timber forest products that offer improved life.

60 hectares restored

400 different species

2 nurseries

Protect, regenerate and understand the biodiversity in the Peruvian Amazon. The Amazon Regeneration program is about making reforestation tangible. Every year farmers, institutions, visitors, and students are invited to see restoration agroforestry live and in person at the reforestation center. We want to share what we do, so others find their own inspiration. Spread sustainable ways of life and catalyze fair, regenerative development. Our partner farmers are part of a growing supply chain enterprise implementing the strategies

that work to restore the Amazon while improving livelihoods for families and communities. This program proliferates seedlings and training and connects farmers to markets throughout the Peruvian Amazon, helping establish robust regenerative supply chains. Agroforestry and Reforestation during the whole year. We can plant all the below tree species during the whole year except for dry season in September – October.

#### Reforestation

- Chihuahuaco (*Dipteryx micrantha*)
- Moena Alcanfór (*Endlicheria krukovii*)
- Inga (*Inga edulis*)
- Bobinsana (*Calliandra angustifolia*)

#### Agroforestry

- Rosewood (*Aniba rosaeodora*)
- Cacao (*Theobroma cacao*)
- Açai (*Euterpe precatoria*)
- Aguaje (*Mauritia flexuosa*)
- Bamboo



## AT THE SIDE

One part of RESPONSUM's product serves to create awareness about data privacy and security through e-learnings and phishing simulations. In this way, people in various sectors learn how to protect themselves, their business, and their customers. Data privacy and security is a relevant topic in the world of data, which is becoming more important every day, and people in all kinds of sectors need to be aware of this. Further, the founders of RESPONSUM actively engage in educating this topic to young adults through courses or traineeships. Thus, although creating awareness is not one of the core activities of RESPONSUM, these side aspects contribute to the 4th SDG of Quality Education.



## FOR THE FUTURE...

### DIVERSITY, EQUITY, AND INCLUSION

The hiring practice at RESPONSUM already incorporates progressive thinking. People from various nationalities speaking different languages are welcome to apply, and all educational backgrounds are appreciated within the business. In judging potential new employees, their motivation and eagerness to learn are much more prioritized. Despite that RESPONSUM is still a small and young company, and the diversity among employees is not yet optimal, RESPONSUM holds on to this perspective as much as possible because of diversity in employees' gender, age, ethnicity, or religion can also benefit the development of the company. As the organization is growing and moving abroad, RESPONSUM hopes to increase the diversity within the company and make sure to establish a welcoming culture for all. When the hiring processes are being formalized, RESPONSUM will set achievable targets and, therefore, tries its best to contribute to a more diverse and equitable world.



# WOMEN IN STEM

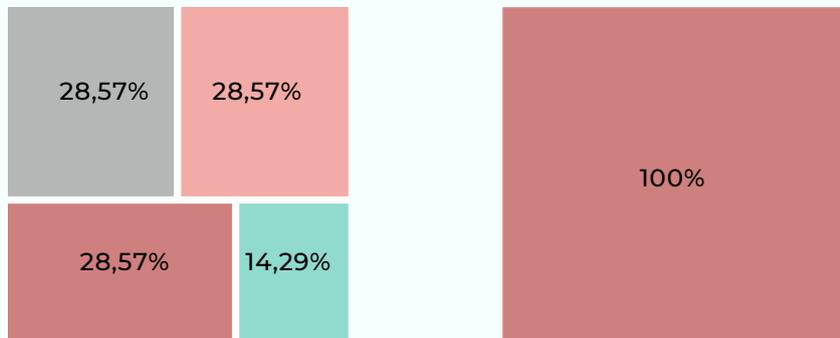
Because RESPONSUM is a SaaS company, it can contribute to the international movement named Women in STEM. Since there is a shortage of women in the sectors of science, technology, engineering, and mathematics, companies with a core business related to these topics are in a good place to pull their weight. RESPONSUM hopes to engage more women in these sectors and allow them to climb their way to high-level positions. Specifically, the company hopes to add female product developers to the team.



## RESPONSUM ASKS...

An employee survey about diversity within RESPONSUM shows interesting views on the current practices. The employees experience a relatively low level of diversity, but they are convinced that a variety of people can fit the company. These kinds of topics will be carefully reported on in the future using specific targets and the right KPIs.

**STRONGLY DISAGREE**  
**DISAGREE**  
**NEUTRAL**  
**AGREE**  
**STRONGLY AGREE**



*"The team of employees at Responsum is diverse regarding gender, age, race, disability, religion, or sexual orientation"*

*"All employees are treated equally and fairly, regardless of gender, age, race, disability, religion, or sexual orientation"*