

Δacupay

2023

# ESG TEAM REPORT



PREPARED BY:  
JEREMY WOODCOCK  
RISK AND COMPLIANCE OFFICER

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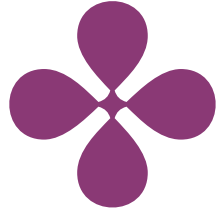
# EXECUTIVE SUMMARY

In its second year, Acupay's ESG team has continued to make progress on its initiatives, albeit more in some places than others. Support of charitable organizations has increased through fundraiser participation and donations, while volunteering efforts could have been better. We have also seen more engagement and learning from staff through the introduction of employee programs and ESG-related topics being promoted at industry events that we have attended.

As we said in last year's report, there is always room for improvement, and we have plans for 2024 that aim to address that.

## ABOUT THE TEAM

Our ESG Team was established in January 2022 and consists of volunteers from our company's various departments, including two members of our Executive Team. Led by our Risk and Compliance Officer, the team had agreed on our ESG initiatives and meets at least quarterly to discuss progress and share ideas. Between meetings, members are encouraged to share learnings, updates, feedback, and kudos in the team's dedicated Slack channel and Confluence space.



# ESG INITIATIVES



## We kept most of the same initiatives we set last year.

At the beginning of the year, the ESG Team agreed that it would maintain its focus on the initiatives set in its first year. While we did not make progress on drafting and publishing a sustainability policy again this year (see *New Initiative: GHG Emissions* for more details), we have been active in the remaining initiatives focused on promoting **active learning** about ESG topics, encouraging **volunteering** and **supporting charities**, and getting **staff engagement** for ESG-related activities. In the pages that follow, we will describe efforts made toward these initiatives in 2023.



# PROGRESS

## Charity Support

This year, we stepped up (*literally in one case*) our efforts to support charitable organizations.

In October, three members of the team walked in the **Susan G. Komen Race for the Cure** in Central Park, which raised funds for breast cancer research, care, and support. While the rain put a bit of a damper on things, **Team Acupay ended up raising \$400** for the cause. **In total, the event raised almost \$617,000.**

Near the end of 2023, members of our New York team joined in on donation events organized by our office building that benefited local families in need. In November, various Thanksgiving fixings were donated in benefit of the **Food Bank for New York City**. Then, in December, we supported the **Children's Aid Society** by donating toys for their holiday collection event.

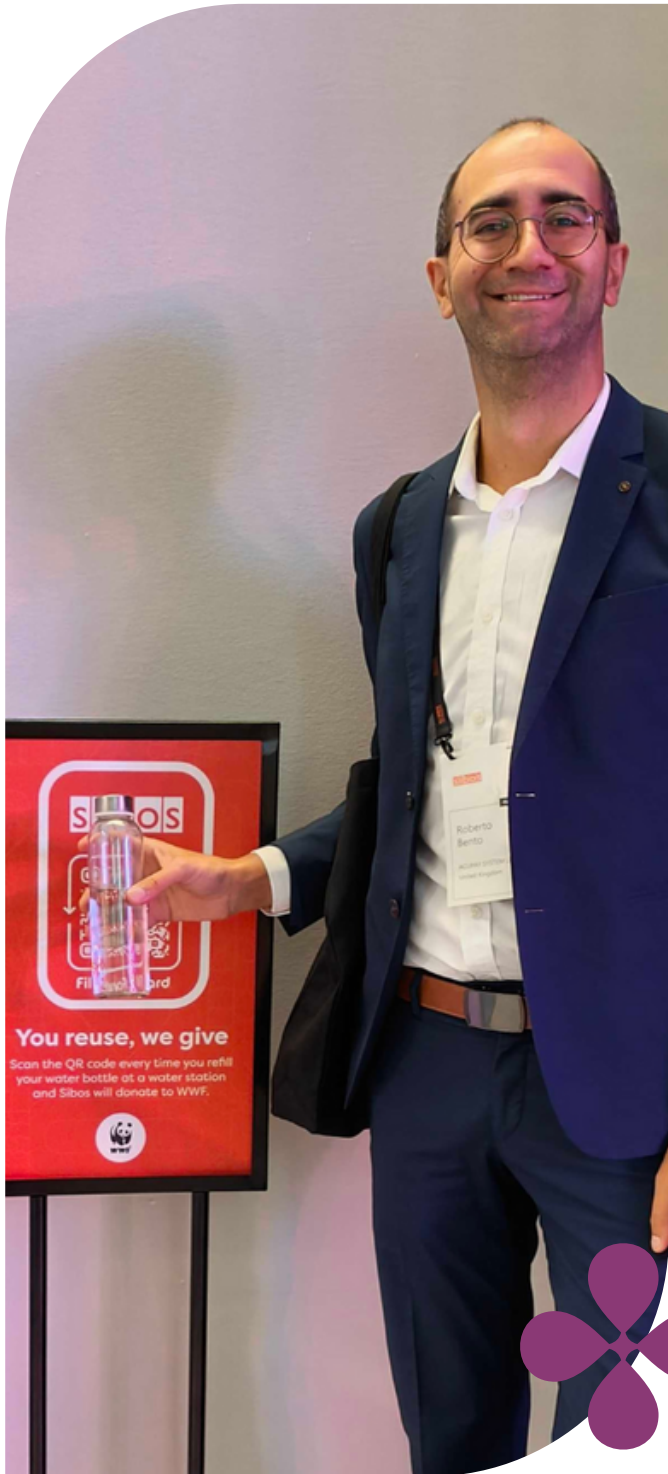
In addition, we helped promote and made a donation to **The Honey Pot Children's Charity's** Christmas Appeal, which raised funds to support young caregivers. Acupay helped raise about £1,600 for the appeal, and overall **over £402,000 was raised.** We also made a donation to the **Coalition for the Homeless** in New York to support their effort of giving care to homeless individuals and families in the city.



Nancy Donato and Nicolas Cevallos participating in 2023 Susan G.Komen Race for the Cure

Jeremy Woodcock with food donated to the Food Bank of NYC for Thanksgiving collection event





Roberto Bento refilling water bottle at Sibos 2023

## Volunteering

In January, a member of our team helped local organizers, the **Gotham Food Pantry**, and the Woodside Houses Tenants Association distribute fruit, vegetables, and water to members of the community near Woodside Houses in Queens, NY.

We have also been in discussions with an organization in the UK that we may be working with in the future to **help us organize company volunteering events** in 2024.

Lastly, starting in 2024, we plan to introduce an initiative **offering our employees two days per year to use when volunteering** at approved organizations.

## Learning

We continued improve our understanding of ESG-related topics throughout 2023. Overall, employees attended **at least 9 ESG-focused learning sessions** through webinars, articles, and attending events like the Sibos 2023 and Riskworld conferences. Similar to last year, learned information was **shared with others in the company through a variety of ways**, such as being described during company and ESG team meetings, conference highlight follow up discussions, or by sharing notes through one of our internal communication or documentation methods (e.g., *Confluence, Slack, etc.*).

As mentioned last year, we **continued our research into carbon footprint calculation** and have outlined a plan for this. More details are available in **New Initiative: GHG Emissions**.

## Staff Engagement

In addition to what has already been included in our updates on the other initiatives, in April, we had our **second ESG challenge**: the Wellness Bingo Challenge. Participants were given a bingo card that our ESG Team created that listed a variety of tasks meant to benefit their mental and physical health and their community. If participants completed a task, they could mark it off, with points being given if they were able to complete lines on the card, and the person with the most point at the end of the challenge received a prize.

Almost one quarter of our employees joined in the challenge, and participants said they enjoyed it, noting that it got them to try new things, and that they were looking forward to future challenges. We plan on organizing another ESG challenge for Spring 2024.

We also added a new benefit for our employees with PerkBox, a platform designed to support and motivate employees by offering perks, rewards, wellbeing support, and more. Throughout the year, we set up polls where employees could vote for and give kudos to others who showcased Acupay's values or who made their job easier. Along with celebrating accomplishments and collaboration, employees are able to receive points that can be used to get real-world rewards through the platform, such as gift cards, retail discounts, electronic equipment, and more. As with the ESG challenges, we intend to continue holding these kinds of polls in 2024 as well.



*Photo of sunrise taken by Nancy Donato as part of Acupay's 2023 Wellness Bingo Challenge*

# NEW INITIATIVE: GHG EMISSIONS

**While we have not developed a sustainability policy yet, we have started taking steps to calculate and work to reduce our greenhouse gas (GHG) emissions.**

Last year, we mentioned that we intended to begin researching methods to determine our carbon footprint. Since then, we have received inquiries about our plans for reducing our footprint in the coming years. We recently started reviewing guidance for this and have agreed to take the following steps in 2024.



## **Review guidance**

We will continue review guidance from the U.S. Environmental Protection Agency and the Science-Based Targets Initiative to help develop our procedures.



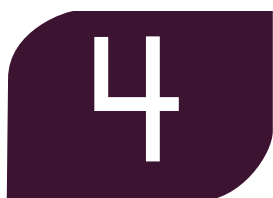
## **Determine inventory and baseline**

We will create an inventory of and calculate our GHG emissions to establish our starting point for tracking.



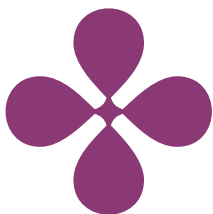
## **Set targets**

We will determine where our focus will be applied for the reduction of our GHG emissions and set targets to work toward.



## **Track progress and report**

We will develop a sustainable process to track and report on our progress on at least an annual basis. We will also determine where reporting will be made available.





# THANK YOU

**We appreciate that you took the time to review this report. We hope you found it informative.**

If you have any questions or if you would like to discuss potentially partnering with Acupay's ESG Team on any volunteering or fundraising opportunities, feel free to reach out to us using the contact details provided below.

## Contact

**Acupay System LLC**

**Jeremy Woodcock**

Risk and Compliance

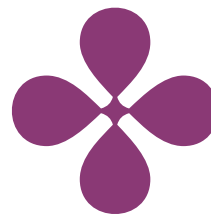
Officer

[jwoodcock@acupay.com](mailto:jwoodcock@acupay.com)



**Thank you for reading our  
ESG Team Report!**

# SUPPORTED ORGANIZATIONS



## The Honeypot Children's Charity

**The Honeypot Children's Charity** has been providing outreach support in the UK for young caregivers between the ages of 5 - 12 to enhance their lives and help them with their demanding and stressful responsibilities at home since 1996.



## Susan G. Komen

**Susan G. Komen** is the world's leading breast cancer organization, having invested nearly \$1.1 billion in research across more than 2,700 research studies and more than 500 clinical trials. They have also invested more than \$2.3 billion in patient support services, serving millions of patients in more than 60 countries.



## Coalition for the Homeless

For over 40 years, **Coalition for the Homeless** supported homeless individuals and families in NYC through advocacy and their life-saving programs, such as job training, eviction prevention, and providing emergency food and blankets.

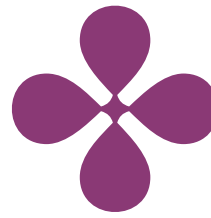


## Gotham Food Pantry

**Gotham Food Pantry's** goal is to reduce food insecurity within New York City by setting up community fridges and putting together food rescue operations in areas of need by partnering with public housing leaders, mutual aid organizations, and food retailers throughout the city. In particular, they focus on supporting those in need residing in New York City public housing.



# SUPPORTED ORGANIZATIONS



## Children's Aid NYC

**Children's Aid** gives extensive support to children and their families in high-need New York City communities. They do so by providing a wealth of services meant to help young people succeed and realize their potential, including offering educational solutions, after school programs, access to social worker staff, and more.



## Food Bank for NYC

**Food Bank for New York City's** mission is to end food poverty throughout New York City by organizing food collection and distribution, as well as nutrition education. They also offer Supplemental Nutrition Assistance Program (SNAP) benefits assistance and tax preparation services to low-income New Yorkers.

