

CORPORATE RESPONSIBILITY PRINCIPLES



Sales Outcomes

Corporate Responsibility Principles

At Sales Outcomes, we believe in being a good global citizen to our employees, vendors, customers and neighbors. In that spirit, Sales Outcomes is committed to the development of the individual, the well being of the community, and respect for the environment.

Wages and Benefits

Sales Outcomes will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, and other elements of compensation, and provide legally mandated benefits.

Working Hours

Sales Outcomes will not exceed prevailing local work hours and will appropriately compensate overtime. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent.

Nondiscrimination

Sales Outcomes will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity

Sales Outcomes will treat all employees with respect and will not use threats of violence or other forms of coercion or harassment.

Health and Safety

Sales Outcomes will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

Protection of the Environment

Sales Outcomes will operate in a manner that is protective of the environment. At a minimum, Sales Outcomes will comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.

Laws, Including Regulations and Other Legal Requirements

Sales Outcomes will comply with all applicable laws and regulations in all locations where they conduct business.

Ethical Dealings

Sales Outcomes will conduct business in accordance with the highest ethical standards, and will strive to strictly comply with all laws and regulations on bribery, corruption and prohibited business practices.

Philanthropy

Sales Outcomes, a Salesforce Business Partner, is following the 1-1-1 philanthropy model developed and

promoted by Salesforce. This enables us to leverage our services, equity, and time to improve our communities. This model has been adopted by thousands of companies of all sizes. Some noteworthy large companies using this model are: Salesforce, Google, Workday, VMware, Cloud Sherpas, and Yelp.

The model is very simple: Sales Outcomes commits 1% of our Equity, Services, and Time to assist local Non-Profits in our communities.

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1% Equity

Sales Outcomes has publicly committed to sharing Company Equity via a 1% grant of membership interest.

1% Services

Sales Outcomes will provide 1% of total Services billed annually in pro bono services to Non-Profits. These pro bono services will be targeted to help Non-Profits fulfill their mission. Sales Outcomes priority for donation of these Services will be Non-Profits identified and supported directly by Partners, Employees, and affiliated Principals.

1% Time

Sales Outcomes Partners, Employees and affiliated Principals will provide at least three full days of time, in addition to the Services outlined above, to Volunteer efforts at local Non-Profits. Each Partner, Employee and affiliate Principal will identify the Non-Profit that is most meaningful to him or her. Team building and Company-wide volunteer efforts are also encouraged, if meaningful to Partners, Employees and affiliated Principals.