



# 2024 Corporate Social Responsibility Report

[www.judge.com](http://www.judge.com)

# Table of Contents

A letter from our CEO ..... 3

Introduction ..... 4

A letter from our President ..... 5

Our Commitment to Corporate Social Responsibility..... 6

The Judge Group at a Glance ..... 8

Our Mission, Vision & Core Values ..... 8

Our Services..... 9

The Environment ..... 10

Social – A Culture that Drives Success ..... 10

Workforce Diversity & Engagement ..... 12

Diversity, Equity, & Inclusion (DEI) ..... 12

Diversity, Equity, & Inclusion Council..... 12

Employee Resource Groups ..... 13

Human Rights ..... 13

Our Culture..... 14

Our Culture of Safety ..... 14

Volunteering in Our Communities ..... 15

Governance & Professional Integrity ..... 15

Code of Business Conduct..... 15

Anti-bribery..... 16

Sustainable Procurement & Supplier Diversity..... 16

Supplier Code of Conduct..... 16

Data Security ..... 17

Enterprise Risk Management ..... 18



# A LETTER FROM OUR CEO

On behalf of The Judge Group's Board of Directors, senior leadership, and every team member, we are pleased to present our 2024 Corporate Social Responsibility Report (CSR). This report is a testament to our commitment and dedication to environmental stewardship, social justice, and corporate governance.

We are a people-based and people-focused business. Through our innovative solutions in talent and executive search, learning and training, technology consulting, and managed services, we are setting new standards in the Professional Services industry. These high standards are not just about performance but also fostering strong relationships with our clients, employees, and consultants, ensuring a sustainable future for all. Key to this is cultivating an environment based on teamwork and a strong sense of belonging.

This sense of belonging is demonstrated by our network of Employee Resource Groups (ERGs). Our ERGs are employee-led groups that share common interests and goals and advocate for causes they hold dear. They foster learning, teamwork, shared experiences, and community. Dedicated to creating safe spaces for dialogue and collaboration, our ERGs empower employees to bring their authentic selves to work.

Our collective success is achieved through hard work, trust, integrity, loyalty, respect, and accountability. We take a genuine and proactive approach through various stakeholder engagement tools that allow us to understand clients' expectations and employees' needs.

With this knowledge, we are committed and well-suited to provide solutions that position our clients and employees for success. As the marketplace transitions to a more diverse and skilled workforce, we at The Judge Group are committed to leading this charge.

Sincerely,

A handwritten signature in black ink that reads "Martin E. Judge, III". The signature is written in a cursive, flowing style.

Martin E. Judge, III, CEO



We are pleased to present The Judge Group, Inc.'s (hereinafter Judge) CSR report, which exemplifies our steadfast dedication to creating long-lasting value for our clients, employees, and communities. Our report showcases our practices in Environmental, Social, and Governance (ESG) policies and processes, reflecting our promise to shape a solid and sustainable organization.

With over 30 locations across the globe, Judge is proud to partner with the best and brightest companies in business today, including over 60 of the Fortune 100. We serve organizations in financial services, healthcare, life sciences, insurance, government (including aerospace and defense), manufacturing, technology, and telecommunications.

This report provides a comprehensive view of our sustainability and risk management processes, demonstrating our commitment to transparent communication. All key performance indicators and disclosures are aligned with Judge's existing operating model. Unless otherwise stated, the information in this report reflects the 2024 calendar year (January 1 - December 31)."







# A LETTER FROM OUR PRESIDENT

At Judge, our unwavering commitment is to provide exceptional staffing, business technology consulting, and learning solutions to companies worldwide. Our team of seasoned experts draws from decades of diverse industry experience to power some of the world's biggest businesses and brands. As our clients have embraced best practices in Sustainability and ESG reporting, so have we. Our Core Values of Caring, Collaboration, Dependability, Empowerment, and Perseverance, drive these efforts and guide our progress. We are proud to say that our commitment to sustainability has significantly improved our business.

We have worked hard internally to embrace sustainable business practices, including policies and programs to address issues such as supplier diversity, compensation equity, management effectiveness, and leadership development. We want Judge to be the service provider and employer of choice for future clients and job candidates.

Our comprehensive understanding of the trends and emerging technologies that shape each industry sector we serve is a cornerstone of our value. We leverage this knowledge to provide talent and managed services solutions to organizations across many industries.

Finally, I am immensely proud of our community outreach and philanthropic efforts, many of which we highlight in this report. These efforts are the heartbeat of our company culture and community. We play a pivotal role in fostering social cohesion, addressing inequalities, and promoting collective well-being. At their core, these endeavors embody the spirit of compassion, empathy, and solidarity that define us at Judge.

Sincerely,



# Our Commitment to Corporate Social Responsibility

CSR encourages businesses to take accountability for the impact of their actions on the environment, society, and our economy. It emphasizes the need for organizations to focus on their financial, social, and environmental performance.

As our strategy and commitment to CSR evolve, we have looked to globally accepted ESG reporting frameworks to guide our efforts. Judge has aligned our sustainability reporting to the Sustainability Accounting Standards Board (SASB): Professional & Commercial Services v. 2023-12 framework.

*“At Judge, we believe that CSR is a fundamental value that guides our decision-making and influences how we conduct our business. We strive to create a positive impact on the world around us. We are committed to making a difference in the communities we serve through our actions.”*



**Diane Russell, EVP Marketing, ESG Chair**

Though Judge is not a member of the UN Global Compact, Judge contributes to societal objectives while endorsing the 17 Sustainable Development Goals (SDGs). The UN Global Compact is a platform that guides and encourages companies to take decisive corporate actions that align with fundamental values in human rights, labor, the environment, and anti-corruption.

We assess the entire spectrum of relevant SDGs and focus on sustainability goals, which are integral to our ESG reporting. We also consider the practical aspects of our business operations and geographical reach. Judge is committed to promoting and advancing human rights and prosperity by implementing policies, standards, and practices that support this effort. Additionally, we strive to minimize any negative impact on the environment by aligning our business model and strategies with the sustainable development goals with a particular focus on the following:

## **Goal 8: Decent Work and Economic Growth**

As an organization, Judge provides talent and managed services globally. Internally, we host our mentorship program, which is designed to drive employee success, engagement, and retention by providing support, advice, and coaching in areas of professional and personal development.





### Goal 5 & 10: Reduced Inequalities

We help to reduce inequalities in the workplace through policy, training, education, and hiring. We are committed to diversifying our internal workforce as well as our recruiting pipeline by expanding our talent pool to include all ethnicities, genders, etc. so that we are providing our clients with a diverse group of candidates. Judge holds key partnerships with the following certifying agencies in an effort to reduce inequalities:

- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)
- National LGBT Chamber of Commerce (NGLCC)
- National Veteran Business Development Council (NVBDC)

Additionally, Judge participates in the Human Rights Campaign Foundation's Corporate Equality Index annually. In 2024, Judge scored 90 out of 100.

### Goal 16: Promote just, peaceful, and inclusive societies

We proudly champion five Employee Resource Groups (ERGs), designed to strengthen our workplace community and cultivate inclusivity at Judge regardless of ethnic

origin, religion, gender, sexual orientation, or different opinions. Launched in 2021, our ERGs engage in courageous conversations on important topics, raise awareness and funds for philanthropic organizations, and work together to find lasting solutions to major issues.

### Goal 17: Revitalize global partnership for sustainable development

Our organization is committed to supporting initiatives that allow us to give back to the community and, in doing so, provide new opportunities to those we partner with that they otherwise might not have. Judge partners annually with local food banks and Toys for Tots through employee-led fundraising. Additionally, we offer financial support and supplies to at-risk populations.

Partial list of non-profits we support:

- Leukemia & Lymphoma Society
- TechImpact
- Toys for Tots
- The Trevor Project
- Samaritan's Purse
- Baby2Baby
- Brighter Horizon Foundation



# The Judge Group at a Glance

## Our Mission

Working at the crossroads of people and transformative technologies, Judge delivers creative business solutions — powered by top talent — to match your strategic goals, helping you succeed now and in the future.

## Our Vision

At Judge, we are united by a collective vision: to provide the best business technology consulting, talent, and learning solutions to enterprises worldwide.

## Our Core Values

In support of our vision, we adhere to core values that help shape Judge's corporate culture, drive business decisions, and define how we partner with clients, employees, and contractors.

- **Caring:** We care about and do what is right for our customers, community, and colleagues.
- **Collaboration:** We work well with others toward a common goal.
- **Dependability:** We do what we say and finish what we start.
- **Empowerment:** We help others belong and become who they were meant to be.
- **Perseverance:** We're persistent in our pursuit of excellence.







## Our Services

### Talent Staffing & Executive Search

With deep roots in talent recruitment, contingent staffing, and direct placement, providing organizations with the right people to power their business has always been at the heart of what we do. Our staffing services include contract/temporary staffing, direct hire, contract-to-hire or temp-to-perm, and executive search.

### IT Consulting

Providing the tools, technologies, and IT consultancy, you need to construct the right digital landscape for your organization. We take an end-to-end approach to technology, working alongside your teams to design, build, implement, and manage all of your organization's IT resources. Our enterprise IT consulting services and solutions encompass the full technology spectrum, from IT and business transformation and cloud migration to digital strategies and execution, strategic roadmaps and delivery, process and governance optimization, and IT infrastructure and wireless solutions. At Judge, we dig deep to understand your technology problem and desired outcome, and then find the right tools, technologies, and talent to custom-build your solution. As a trusted IT consulting firm, our technology-agnostic methodology enables us to lead with strategy — not tactics — to drive lasting business value and results.

### Learning Solutions

As a leading provider of corporate learning solutions for companies of all sizes and industries, Judge employs a strategic approach to corporate learning that meets organizational training goals while strengthening business outcomes. Regardless of when, where, or how you want to train your team, our solutions are engineered to engage and support employees throughout their learning journey. Judge offers best-in-class learning solutions to support your organization's mission, vision, and values. Whether you need a short-term instructional designer, a change management consultant, or an enterprise-wide training rollout, Judge is here to partner with you to deliver the right solution at the right time and within budget. Our employees are experts in the learning and development industry and are passionate about developing tailored solutions for our clients.

## The Environment

Judge understands the significance of our environment for our business's sustained success and our stakeholders' well-being. To address and manage any adverse environmental impacts of our business, we have established an Environmental Management Policy. This policy ensures compliance with all relevant rules and regulations governing our industry. We are committed to integrating environmental awareness and preservation into our daily operations and complying with industry-specific laws, rules, and regulations.

We are committed to being responsible stewards of the environment and reflect that commitment in our concrete actions. Our collective endeavors are aimed at creating a positive and lasting impact on the planet, which include:

- Diminishing landfill waste and responsibly handling products containing hazardous materials, such as electronics and batteries.
- Actively encouraging our staff to practice resource conservation by reducing, reusing, repurposing, and recycling whenever feasible.

As a provider of professional services, we do not own industrial assets that generate energy or consume substantial amounts of energy. However, we measure our greenhouse gas emissions annually using tools the Greenhouse Gas Protocol provides.



In addition, we have committed to establishing GHG reduction actions based on the guidance from the Science-based Target Initiative (SBTi).



We monitor these risks on an ongoing basis and have integrated these risks into our formal business planning process.



## Social – A Culture that Drives Success

Setting and executing strategy is imperative to achieving our vision. Our company's culture is the core of who we are at Judge, and we never want to lose the caring and entrepreneurial spirit and our "get it done" mentality. We must cherish these parts and continue to cultivate them in the organization. To make our vision a reality, we must:

**Be service-oriented.** We must put our clients first. Every department, both front-office and back-office teams, provide excellent customer service to their internal or external clients. Every department must continuously

explore ways to improve the service and value provided. To do this, we must gather regular feedback throughout the year, conduct planning sessions to identify improvements and have goals dedicated to providing an



outstanding experience. Every department must ask “what is the right thing to do for my client?” Making a profit is important, but NOT more important than doing what is right for our clients.

**Be collaborative & responsible in our decision-making.**

We must appreciate the value each department plays in Judge’s success. Recognizing, appreciating, and considering the interdependencies between teams is critical to delivering value to clients and Judge. To do this, every team that plays a part in the success of an initiative must be part of the decision-making process. We must take the time needed to bring the right people together to thoroughly evaluate opportunities — the risks, rewards, and resources. We must engage in more cross-functional meetings to evaluate opportunities thoroughly. We must ask the questions — does this align to our vision, how and when will the work be done, who is needed to do the work, what is the level of effort, and is this the right work for Judge given where we are going?

**Be balanced, considering the present & the future.**

A vision without a plan is simply a wish. To achieve our vision, we must be proactive in planning for our future. We need to think long-term and short-term and balance our decisions. Leaders must set annual and long-term goals and use these goals, along with our vision, mission, and values, to serve as a compass as we navigate uncharted territory in our transformation as a service provider. This will help guide decision-making. Our leaders must be committed to driving the achievement of both short-term AND long-term goals. We must be willing to say “no” to

opportunities that do not fit our long-term goals or vision, regardless of how much money we can make.

**Have ONE team mindset.** We must approach this transformation as ONE team with ONE agenda to help Judge achieve its vision. We must transcend division and team lines and P&Ls and come to the table as one team committed to doing what is right for our clients and Judge. We must think about the company first, then the team, and then the individual. Personal agendas must be put to the side. Every leader and employee must understand and embrace Judge’s vision, mission, and values. These three fundamental principles must be embedded in our everyday processes and interactions.

**Be performance-driven.** We must be a high-performing organization comprised of high-performing teams. Our performance is measured by the value we create for both our clients and Judge. Performance is measured with short and long-term objectives that align to Judge’s vision and clear success metrics. All employees, regardless of role and level, must be incentivized to drive the achievement of these objectives through our pay-for-performance compensation philosophy. This philosophy will inspire employees to go above and beyond, continuously improve how we deliver value, and help us attract and retain talent who aspire to be the best. We must embody the principles of high-performing teams. High-performing teams trust one another. They respectfully challenge and engage in healthy conflict. They commit to doing what is right and hold one another accountable. Every one of our teams must operate this way.



## Workforce Diversity & Engagement

Judge provides equal employment and advancement opportunities to all applicants, regardless of race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, or any other legally protected characteristic. This commitment applies to all aspects of employment, including hiring, placement, promotion, transfer, demotion, workforce reduction, termination, pay rates, compensation, training selection, facility use, and participation in company-sponsored events. The company complies with applicable laws while considering legitimate occupational requirements, business needs, or age restrictions where appropriate.

## Diversity, Equity, & Inclusion (DEI)

In 2020, Judge CEO Martin Judge, III, took the CEO Act!on for Diversity and Inclusion pledge to support more inclusive workplaces. By fostering a culture of belonging and respect, we create a space where our employees and contractors can thrive and do their best work.

### Our Goals

Through our internal efforts, we strive to:

- Build a workforce that reflects a wide range of backgrounds and experiences
- Foster a culture of inclusivity
- Guarantee equal opportunities for all employees
- Promote supplier diversity

## Diversity, Equity, & Inclusion Council

Judge's DEI Council aims to promote our inclusive culture. The Council works closely with senior leadership to ensure our business strategy aligns with DEI goals.

## Gender Diversity

 **58%**  
**Female**

 **41%**  
**Male**

 **1%**  
**Non-binary**

## Racial Diversity

 **50%**  
**Minority**

## 2024 Partners





## Employee Resource Groups

Judge's ERGs offer safe spaces to address diversity and inclusion issues and build connections. In addition to regular meetings and events, our ERG leaders host courageous conversations that play a crucial role in fostering an inclusive and supportive environment at Judge. Learning from each other helps create an atmosphere where all employees are respected and positioned for success. We have established five (5) ERGs:



**Empowering People of Color (EPOC):** Judge employees with racially and/or ethnically diverse backgrounds who are committed to making a positive impact in the workplace. The EPOC ERG is comprised of both members and allies. Members are those who identify as persons of color, and allies are those who support the members and mission of this ERG.

---



**PRIDE:** To enhance and sustain an inclusive, safe, and thriving environment where people in the LGBTQIA+ community feel free to be their authentic selves in the workplace.

---



**Young Professionals (YP):** YP's mission is to foster community, growth, and well-being among young professionals through networking, mental health advocacy, career development, and philanthropic initiatives.

---

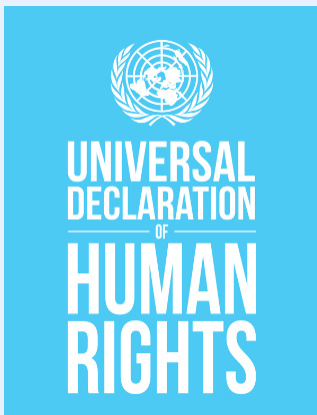


**Woman's Empowerment (WE):** WE cultivates a collaborative community where women and allies work side-by-side to unlock potential, break barriers, and build a more inclusive future for Judge.

---



**Veterans & Employees Together in Service (VETS):** We are dedicated to fostering and maintaining a supportive and understanding community and environment that assists our active-duty members and veterans in succeeding in their careers. We do this by helping them thrive in their personal lives, promoting their unique perspectives, and highlighting the valuable contributions of veteran and active-duty employees, spouses, and families connected to the Judge organization.



## Human Rights

We are committed to being a responsible corporate citizen by upholding international norms and adhering to ethical business practices. Our dedication extends to ensuring equal opportunity, eradicating exploitative labor practices, and providing meaningful career prospects. We actively champion human rights by establishing standards, policies, and practices that set a positive example for others. We conduct our business in a manner that respects, protects, and promotes the complete spectrum of human rights outlined in the United Nations Declaration. We take pride in our heightened awareness and sensitivity, enabling us to understand and appreciate diverse cultures.



## Our Culture

We believe that our employees are key to building a vibrant culture and sustainable future. Through our employee engagement surveys, we have seen a positive correlation between our cultural initiatives and overall job satisfaction, affirming that our efforts in creating a supportive and dynamic work environment are resonating with our team.

We are committed to our employee's career development and support these endeavors through leadership development and our mentorship program. To foster the next generation of leaders at Judge, we offer a comprehensive internship program that integrates college students into our culture of innovation and responsibility through a structured program.

Our benefits package is designed with the well-being of our employees in mind, offering a range of options that support both their professional growth and personal needs. By investing in our people, we are nurturing a workforce that is not only skilled and motivated but also deeply aligned with our values of stewardship and accountability.



## Our Culture of Safety

To promote a culture of safety, we maintain policies that actively encourage employees to adopt safe working practices. We provide accessible channels for reporting potential unsafe practices or hazards in the workplace, fostering an environment where all team members can contribute to maintaining a secure and healthy working atmosphere. Judge diligently adheres to all pertinent health and safety regulations.



## Volunteering in Our Communities

Our team is deeply committed to social and philanthropic causes, reflected in our unwavering dedication to giving back to the communities we serve. We take great pride in our responsibility to contribute to the betterment of society, and this commitment is embedded in every aspect of our business. Our core values guide every action we take, and we are committed to positively impacting the world around us. We believe that giving back is both a privilege and a responsibility, and we are honored to play a part in creating a better future for all. Some of our major efforts include:



Proud supporter of the Leukemia & Lymphoma Society's annual Light the Night campaign since 2016 through fundraising and participating in walks across the United States.



Proposed land greening and maintenance in Noida, India, for cleaning, plantation, and beautification.



Hosted students bi-annually from the TechImpact ITworks program for a day-long session that provides access to a real-world IT environment through interactive presentations and discussions.



Adopted a class to provide educational support, upgrade infrastructure, and offer biannual teacher training for upskilling. Over 40 teachers have been trained to date.

## Governance & Professional Integrity

Strong corporate governance is crucial to our company's success and is the foundation of our responsible and sustainable business practices. Our governance practices determine how we operate, expand, and support diverse stakeholders. It all starts with our values, which are evident in our philosophy, code of conduct, policies, and the behavior of our company's leaders. The outcome is accountability, transparency, and the utmost level of integrity and ethical conduct.



## Code of Business Conduct

Our Code of Business Conduct is based on the principles of integrity, accountability, and doing the right thing. We value open communication, transparency, and early resolution of issues. Our "open door" policy reflects our

commitment to upholding our code. Reporting violations is essential for preserving our culture and core values, and our code outlines expectations for upholding these principles including whistleblower protection.



## Anti-bribery

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly, and with integrity in all our relationships and business dealings wherever we operate and to implementing and enforcing effective systems to counter bribery. Acts of bribery or corruption are designed to influence an individual in the performance of their duty and incline them to act in a way that a reasonable person would consider to be dishonest in the circumstances.

## Sustainable Procurement & Supplier Diversity

Judge has a Sustainable Procurement policy in place. This policy includes standards, criteria, and other elements that aim to support the well-being of society and the environment. We strive to procure locally produced, recyclable, and ethically sourced products when feasible. This approach supports the communities we serve and reduces the carbon footprint required to transport the goods.

Judge is committed to expanding partnerships with diverse suppliers. Our Diversity Supplier program allows us to partner with over 350 vendors and small businesses to support historically underrepresented organizations. In addition, we actively support and partner with the National Minority Supplier Development Council (NMSDC).



Judge's Diversity Supplier Program has been designed to ensure that small business enterprises are provided with procurement opportunities and commensurate economic growth that result from engaging in business with Judge and, in turn, our clients. Our best-in-class program supports a commitment to diversity and disadvantaged business partners, including minority-



owned, woman-owned, veteran-owned, disabled veteran-owned, LGBTQIA+-owned, and Disadvantaged Business Enterprises (DBEs).

Our successful program helps Judge and our clients meet diversity participation goals and ensure contract compliance. Judge regularly performs outreach activities to attract new suppliers, such as contacting minority and small business trade associations and requesting sources through our memberships with national credentialed diversity certifying organizations. In addition, Judge has developed a best-in-class process to validate our diverse suppliers.

## Supplier Code of Conduct

Our Supplier Code of Conduct outlines our strict supplier criteria, emphasizing honesty, mutual respect, and consistent commitment. We require all vendors to uphold these values and conduct business transparently and ethically. We follow guidelines promoting ethical business practices and require an approved agreement before commencing any activities.

## Data Security

Judge employs a comprehensive Information Security Management System (ISMS), along with its related policies, which defines the standards by which the company operates to achieve its core mission and maintain the confidentiality, integrity, and availability of data and systems. The ISMS also details risk reduction, access, role enumeration, system and application standards, and response to threats or disasters to provide a workable framework of enforceable actions and consequences to ensure continued success.



Our program is certified and in full compliance with the ISO 27001:2022 Standard.

The ISMS is audited both externally and internally on an annual basis to provide assurance to the Security Audit & Risk Assurance Committee that risks material to the objectives of the areas of coverage are appropriately managed.

In addition, Judge has an information security team (Infosec) responsible for responding to system-related incidents. The Infosec team follows the NIST SP800- 61r2 protocols for addressing incidents throughout their life cycle, which consist of preparation, detection & analysis, containment, eradication & recovery, and finally post-incident activity. Judge utilized a Security Information and Event Management (SIEM) system to manage and mitigate these types of risks.

In addition, we utilize an “ATT&CK Matrix” which stands for “Adversarial Tactics, Techniques, and Common Knowledge Matrix,” a framework to help understand the tactics and techniques used by cyber adversaries during various stages of a cyber-attack. It provides a structured and comprehensive way to categorize and analyze these behaviors.

Judge experienced no data breaches or incidents that compromised data security.

## Sustainability Accounting Standard - Professional & Commercial Services

**Table 1. Sustainability Disclosure Topics & Metrics**

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	Page 17
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	Page 17
	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Percentage (%)	SV-PS-230a.3	Zero "0"
Workforce Diversity & Engagement	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Number, Percentage (%)	SV-PS-330a.1	Page 12
	(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Number, Percentage (%)	SV-PS-330a.2	
	Employee engagement as a percentage	Quantitative	Number, Percentage (%)	SV-PS-330a.3	100%
Professional Integrity	Description of approach to ensuring professional integrity	Discussion and Analysis	n/a	SV-PS-510a.1	Page 15
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Presentation currency	SV-PS-510a.2	Zero "0"

**Table 2. Activity Metrics**

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Number of employees by: (1) full-time and part-time	Quantitative	Number	SV-PS-000.A	(1) full-time - 3893, part-time - 240
Employee hours worked, percentage billable	Quantitative	Hours	SV-PS-000.B	1,591,885

# Enterprise Risk Management

We have a proactive approach to enterprise risk management, identifying and managing potential risks to our business operations. We collaborate with stakeholders to evaluate ESG topics important to our business through ongoing materiality assessments. The findings of our most recent assessment are displayed in the accompanying matrix.

The material risks relevant to Judge’s business have been determined by thoroughly analyzing information gathered from various stakeholder groups and supplemental sources.

We identified four (4) ESG-related risks deemed material to Judge’s operations:

- Data Security
- Management of Legal and Regulatory Environment
- Professional Integrity
- Workforce Health and Safety

These ESG-related risks have been integrated into our CSR program and risk management process.

The Judge Group Materiality Matrix

OPERATIONAL PERFORMANCE	HIGH	<ul style="list-style-type: none"><li>• Management of Legal and Regulatory Environment</li></ul>	<ul style="list-style-type: none"><li>• Workforce Health and Safety</li></ul>	<ul style="list-style-type: none"><li>• Data Security</li><li>• Professional Integrity</li></ul>
	MEDIUM	<ul style="list-style-type: none"><li>• Energy Management</li></ul>	<ul style="list-style-type: none"><li>• Materials Sourcing</li><li>• Workforce Diversity and Engagement</li></ul>	
	LOW	<ul style="list-style-type: none"><li>• Waste Management</li></ul>	<ul style="list-style-type: none"><li>• Climate Change</li><li>• Greenhouse Gas Emissions</li></ul>	
		LOW	MEDIUM	HIGH
EXTERNAL STAKEHOLDERS				