

ESG PRACTICES:

Environment:

The global environmental effects has an increased focus on sustainability and participation. At SmartCard Marketing Systems Inc. (OTC: SMKG) we focus on the digital transformation for organizations which enables towards both sustainability and participation in bringing a positive change for us and for the partners and clients we work with.

We comply with the environmental regulation standards applicable to the Fintech and Paytech industry and contribute to its protection. We are proud to state that we have zero carbon footprint owing to the digitalization of all of our processes and documentation.

All of our platforms are white-labeled SaaS enabled. With our focus on Cloud, Mobility and E-Commerce infrastructure and digitization, we contribute towards a virtual economy which contributes towards the environmental sustainability.

The company is creating paperless economies enabling communities, organizations and enterprises a structured use of traditional tools in a digital environment.

We use biodegradable and recyclable material at our offices.

Wellness:

Our wellness policy includes overall wellness of our team members. Few of the things which we follow as a part of our wellness includes:

- Open Door policy: We have an open door policy where all the team members can approach and have an open communication with everyone in the organization.
- Weekly meetings: We conduct weekly meetings to check on the gaps faced by the team. This allows us to understand their approach and comfort level at work and when executing projects. We match these gaps and ensure the teams success.
- Annual Leaves: We provide two weeks of annual leave every year.
- Weekly off: We have one weekly off on Saturday and Sunday for all the team members working in the organization. If any of the team member is needed to work on the weekend, the company provides time to recuperate a business week day.
- Statutory Holidays: The team members are eligible for national holidays and religious holidays of their region or country.
- Sick leave: Sick leaves are provided to our team every month.
- Annual Health Check up: We conduct annual health checkup drives for the team

Social Responsibility:

Our corporate social responsibility is devised to have a positive influence towards the society that we work and live in. At SmartCard Marketing Systems Inc. we provide tools which helps in uplifting and supporting the community cause at large.

We device policies and offer our tools to support schools and organizations to be able to sustain economically during enduring times. During the covid 19 pandemic, our efforts was to reach out to maximum number of schools to offer our online education platform for free to enable them to conduct online classes and connect with the students.

We devise multiple strategies and tools that support start-ups community at large. This helps not only the start-ups but also brings in socio-economic changes in the region that they operate in.