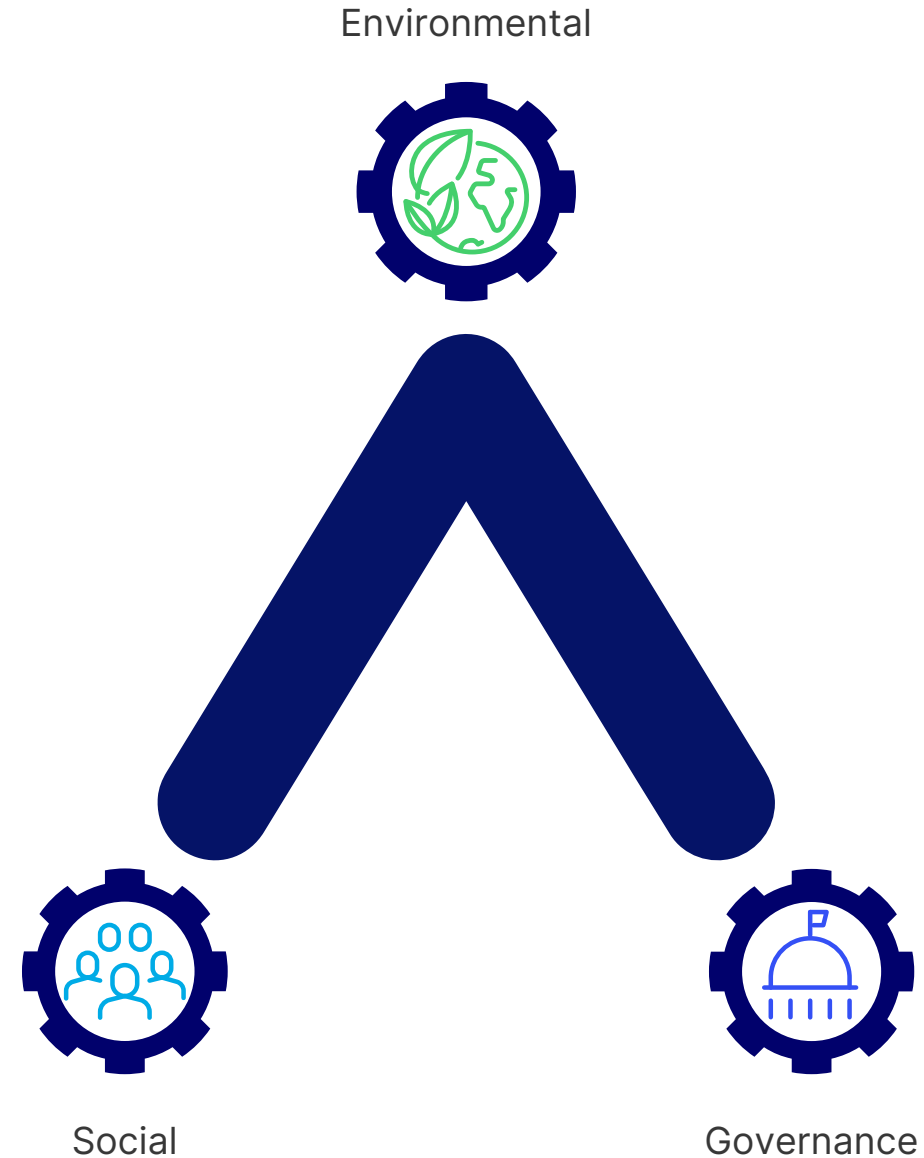ARIA

The Workplace Reimagined

Aria Systems ESG Policy

Our mission

As a fast-growing company, Aria strives to use its technology and energy to support and drive its Environmental, Social and Governance goals, and in doing so, contribute to a society with environmental sustainability, social responsibility, and good governance. We continue to pursue new opportunities to contribute to these goals and implement concrete targets and measurements of attainment and progress.

Environmental

Social

Governance

Environmental

Aria's technology solutions help our customers generate low-carbon economic growth while at the same time evolving Aria's people and systems operations to reduce their use of natural resources and thus contribute to a more sustainable environment.

Minimize our own environmental impact

We operate our technology in shared services environments rather than our own which minimizes the use of resources. Further, we deploy efficient low energy personal computing devices and encourage remote work and meetings to reduce pollution resulting from commute and travel.

Contribute to our customers' efficiency scale

We help companies globally to transform and reinvent their businesses by harnessing the power of technology and reducing paper, wasted time and inordinate use of resources by simplifying and automating processes.

Climate change

We are aware of the need to contribute to the reduction of energy and wasted resources and are continuously implementing ways to run our business in more environmentally responsible ways.

Environmental air pollution

We run our business uniquely aware of the threats to the environment. We avoid and continue to phase out business practices that add to pollution and unnecessarily use natural resources.

Hazardous & toxic material management

We avoid and do not directly use hazardous or toxic materials in the operation of our business.

Natural resource management & use

We avoid the use of natural resources that cannot easily be recycled or repurposed, such as plastic bottles and printer ink.

ARIA

Social

Aria strives to develop and nurture its talent with high standards of ethical conduct and compliance with external requirements and with full regard for individuality, freedom to evolve and grow with challenge and without burden or restraint.

Ethical use of technologies
We have very firm rules in our contractual agreements regarding the fair and legal use of our technology to ensure proper deployment in full compliance with all legal and social covenants.

Driving a diverse and inclusive workforce
Our hiring policy is designed to seek out qualified candidates without discrimination to ensure a balanced and inclusive workforce that is provided with the opportunity to grow with accountability and excel in jobs in diverse functions and geographical settings.

Worker health & safety
We have a number of policies and benefits in place that ensure the health of our employees and provide a safe workplace.

Human rights & labor practices
We have policies in place that ensure the fair and equitable treatment of our employees and the employees of our customers and suppliers.

Regulatory compliance
We are highly regulated and design our systems and employee access policies with that in mind. Further, we have policies in place to ensure compliance with laws dealing with bribery, discrimination, and export controls.

Community involvement
We encourage employees to ensure life work balance and time for family, recreation, social causes by offering flexible work schedules and time off schedules.

ARIA

Social

Aria strives to develop and nurture its talent with high standards of ethical conduct and compliance with external requirements and with full regard for individuality, freedom to evolve and grow with challenge and without burden or restraint.

Consumer & product safety

We strive to put the customer data and its security before all else and invest in user-friendly data access under strict user access controls.

Employee protective policies

We have several policies in place that ensure a healthy workplace, both physically and one free from harassment and bullying. Comprehensive health insurance coverage provides employees the ability to take care of themselves and their loved ones.
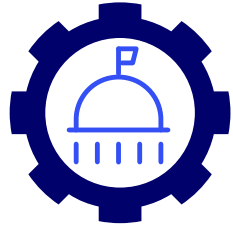
Work environment

We encourage employees to balance work and life through a sensible office and work remote policy that preserves efficiency and accountability but serves the Company's needs.

Accountability

Using open communication, broad employee communication, written updates, and All-Hands meetings, we foster a culture of self-empowerment tied to accountability so we can offer a highly rated work environment in parallel to driving commercial success.

ARIA

Governance

Aria strives to provide its customers with technology solutions governed by high standards of ethics, accountability and security.

Efficiency, costs, supply chain and environmental risks
We strive to run our business with an increasingly high level of efficiency, scalability, creating a long term foundation to serve our customers.

Protect and secure private data, infrastructure, and identity
We operate highly reliable systems and technology infrastructures to secure personal and business data. We obtain periodic certifications such as PCI and SOC through rigorous audits and testing of our systems.

Audits and accounting systems
We use commercially recognized, true and tested systems to run our business, assuring sustained security and reliability and providing confidence to our customers and investors.

Board structure
Our Board is made up of executives, founders, investors, and independents which make for a balanced and independent forum of company oversight.

Independence & accountability
We use independent auditors, valuation firms and market analysts to validate our financial performance, strategy and position in the industry relative to our peers, and to affirm the contribution we make to our customers' businesses.

Ethics & codes of conduct
We have developed a code of ethics for our employees and management to adhere to in the interest of fair and equitable business practices.

ESG management practices & processes
Two senior executives on the management team are assigned to further the Company's ESG policies and objectives.

ARIA

About Aria

Aria enables enterprises and communication service providers to automate complex usage and subscription billing in an agile market environment. Aria Billing Cloud is top-rated by leading research firms. Innovative enterprises including Adobe, Comcast, Experian, Subaru, and Telstra depend on Aria to accelerate ideation, become customer centric, and grow recurring revenues.

For more information contact:

Legal@ariaystems.com