




ESG Report

2023



- 
- A modern office interior is visible in the background, featuring a bar area with blue stools on the left and a lounge area with a grey armchair on the right. The ceiling has exposed ductwork and modern lighting fixtures.
- 2 Letter from the President
 - 3 About Us
 - 4 Our ESG Model
 - 5 People
 - 7 Environment & Society
 - 9 Risk and Governance

Letter from the President

In all of the steps we've taken, acting ethically and with integrity while respecting people and caring for the planet have been at the heart of our decisions. Because it is both the right thing to do and it is how we can make an impact that matters for our people, clients, and society.

Our formal ESG journey began in 2020, when we realized that there was a rigorous framework for us to describe what we have been doing for years. Starting with a digital-first mindset allows us to be always available for clients, reduce our transportation emissions, and make sure our employees get to spend as much time with their families as possible. Sustainability at Osprey Software is not one decision but part of every decision.

Osprey Software has also leveraged our core competencies in software development, project management, and technical consulting to build ESG specific tools that help Osprey and our customers build a better future for our people, planet, and the wider business community. We are proud of our investment in the Green Transition and this report reflects our core values of sustainability and quality work.

We are confident that being an ESG-integrated organization will help us continue as an ethical, reliable, and sustainable business for years to come.

By producing quality work and prioritizing sustainability, we will do our part to ensure a greener tomorrow for future generations to come.

Chris Cazer, President & CEO

Chris Cazer



About Us

Osprey Software is a privately held organization with deep technology and businesses expertise operating in two complementary domains.

Osprey Life Sciences provides Life Sciences organizations with Innovative software solutions, professional services and industry expertise..

Osprey Software Development is a technology driven consulting firm focused on delivering business solutions and integration software that solve complex business challenges for our customers.

Software created by Osprey processes millions of transactions each day, across the globe.

For additional information visit:
www.ospreyeifesciences.com
www.ospreysoftware.com

2023 ESG Summary

This disclosure contains relevant environmental, social and governance (ESG) metrics for Osprey Software.

Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) and United Nations Sustainable Development Goals (UN SDGs) were evaluated and appear within this disclosure.

The period covered is January 1, 2023 through December 31, 2023, unless otherwise noted.

Our ESG Model

The rigorous process of building our ESG model was led by Osprey's ESG Lead and supported by our Leadership Team. They assembled a cross-functional team and conducted a series of structured sessions in the baseline year, including:

- ESG education
- Review of leading standards and frameworks with a focus on our Software & IT Services and Professional Services business activities.
- Selection of the standards and framework to implement.
- Multiple goals and objectives sessions.
- Materiality evaluation and selection for our business.
- Stakeholder identification and assessment.
- Feedback sessions, including input from key stakeholders.
- Collection of data and resources to support our defined Materiality Index.

We selected SASB Standards, now part of IFRS's ISSB, as our core reporting standards, as their focus on enterprise value and specific Software & IT metrics best fit the needs of our most important stakeholders. Human Capital metrics from GRI were added to support material issues that were not fully covered by SASB.

In FY 2023, Our ESG team lead led similar but less comprehensive conversations to prepare for our report. Stakeholders, materiality, and goals were revisited, and no material change was made. Osprey Software is in the process of expanding into new businesses and will be proactive in keeping our ESG report current.

Leadership for Osprey Software's ESG Program is supported at the highest level in the organization. The CEO, and partners, each took an active role in participating in establishing the ESG Program.

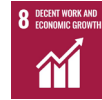
All employees in the organization were engaged and understand their accountability for understanding the ESG Program and for being available to participate in any tasks required to collect data and deliver the Annual ESG disclosure.



Recruiting & Managing a Global, Diverse, Skilled Workforce

Osprey Software proactivity recruits, trains, and develops skilled employees and managers. This intentional approach to human capital leads to low employee turnover rates and high employee engagement and productivity.

Topic														
<p>Percentage of employees that are (1) foreign nationals and (2) located off shore</p> <p>SASB: TC-SI-330a.1</p>	<p>Osprey employed foreign nationals represent <10% of our team. All employees are US-based and Osprey did not employ any off-shore employees. Legal services, customer requirements, U.S. immigration policy, immigration related processes, and overall employee talent requirements are some of the factors considered when building our team.</p>													
<p>Employee engagement as a percentage</p> <p>SASB: TC-SI-330a.2</p>	<p>Osprey is proud to report 100% employee engagement. This metric supports our focus on employee development. By ensuring equal access and opportunities Osprey supports UN SDG Goal 10, Reduced Inequalities.</p> <p>Employee engagement activities include career path surveys, innovation participation, monthly development sessions, training opportunities, 5 on 1 CEO meetings, monthly all-hands, and quarterly company meetings.</p>													
<p>Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees</p> <p>SASB: TC-SI-330a.3</p>	<table border="1" data-bbox="542 1294 1113 1449"> <thead> <tr> <th></th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>Management</td> <td>36%</td> <td>64%</td> </tr> <tr> <td>Technical Staff</td> <td>48%</td> <td>52%</td> </tr> <tr> <td>Other employees</td> <td>100%</td> <td>--</td> </tr> </tbody> </table> <p>Osprey recognizes the benefits of diversity in both technical and management positions. We are committed to creating an inclusive environment where all team members feel welcomed, seen, and heard.</p> <p>A particular focus is to ensure women are able to have full and effective participation and an equal opportunity for leadership at all levels of decision-making - a target covered under UN SDG Goal 5, Gender Equality.</p>			Female	Male	Management	36%	64%	Technical Staff	48%	52%	Other employees	100%	--
	Female	Male												
Management	36%	64%												
Technical Staff	48%	52%												
Other employees	100%	--												



Occupational Employee Health and Safety

Providing a safe and healthy work environment has been a priority of Osprey Software from day one. As a professional service organization, the opportunities for work-place injury are low but Osprey still promotes employee well-being, job satisfaction, and healthy productivity.

Topic

Occupational health and safety management system

GRI Disclosure 403-1

Providing a healthy and safe work environment is a key commitment of Osprey, OSHA regulations and local standards are followed to ensure occupational health and safety. Regulations are available to all employees in our online corporate library and all injuries or workplace issues are reported through our administrative chain of command.

Worker training on occupational health and safety work-related hazard source or situation with the potential to cause injury or ill health

GRI Disclosure 403-5

Osprey provides and ensures that all employees complete monthly training courses. Occupational Health and Safety is addressed as part of the annual curriculum.

Promotion of worker health

GRI Disclosure 403-6

Osprey delivers non-occupational medical and healthcare services to employees. This is accomplished through healthcare coverage options, including medical A+ options from Blue Cross Blue Shield. with, dental, and eye care. In addition, tele-health and employee assistance programs are available.

Environmental Footprint of Hardware Infrastructure

Osprey Software has made strategic decisions to reduce our exposure to IT infrastructure, excessive consulting travel, and other sources of emissions that are typical in our industry. By using cloud-based data management, consulting remotely, and being proactive about our hardware management we can minimize service disruptions and emissions, while maximizing our impact for our clients.

Topic	
<p>(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable</p> <p>SASB: TC-SI-130a.1</p>	<p>Specific energy consumption was not available for the reporting period. Our strategic planning has prioritized reducing our environmental footprint and reducing our exposure to the risks of excessive emissions. Nearly all employees work from home and we do as much of our consulting remotely.</p> <p>Climate impact is considered whenever we are evaluating plans to increase our compute resources or return to office-based work. This discipline contributes to UN SDG Goal 13, Climate Action, in addition to other environmental and climate related goals</p>
<p>(1) Total water withdrawn, (2) Total water consumed, (3) Percentage of each in regions with High or Extremely High Baseline Water Stress</p> <p>SASB: TC-SI-130a.2</p>	<p>Osprey does not operate in high water stress regions, nor does it deploy large scale hardware infrastructure that requires water consumption. This metric is not material in FY2023.</p>
<p>Discussion of the integration of environmental considerations into strategic planning for data center needs</p> <p>SASB: TC-SI-130a.3</p>	<p>While data centers have considerable environmental impact, Osprey does not plan on building or maintaining our own data centers in the foreseeable future. Our operations principally occur in the cloud and are managed by Microsoft Azure.</p>

ENVIRONMENT & SOCIETY

Data and Customer Privacy

Osprey Software is acutely aware of the responsibility our clients entrust in us when designing or managing software to be used internally or on the Internet. Osprey prioritizes data and customer privacy because of the regulatory and reputational risks as well as our own business ethics.

Topic	
<p>(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure</p> <p>SASB: TC-SI-220a.4</p>	<p>There were no law enforcement requests during this period.</p>
<p>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring</p> <p>SASB: TC-SI-220a.5</p>	<p>There were no countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring during this period.</p>
<p>Substantiated complaints concerning breaches of customer privacy and losses of customer data</p> <p>GRI Disclosure 418-1</p>	<p>During this disclosure period there have been no reported privacy breaches or complaints.</p> <p>The areas considered include:</p> <ul style="list-style-type: none">• Total number of substantiated complaints received concerning breaches of customer privacy• Total number received from outside parties• Total number received from regulatory bodies• Total Number of identified leaks, thefts, or losses of customer data

TRUST & GOVERNANCE

Data Security

Osprey understands that Software & IT services companies are facing increased data security threats from cyber attacks, social engineering, and evolving bad actors that could put both Osprey's and our clients data at risk. Prevention, detection, and training keeps up prepared so we can avoid expenses and reputational damage.

Topic	
<p>(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of users affected</p> <p>SASB: TC-SI-230a.1</p>	<p>The were no data breaches during the disclosure period.</p>
<p>Description of approach to identifying and addressing data security risks, including use of third-party cyber security standards</p> <p>SASB: TC-SI-230a.2</p>	<p>We create and operate software for some the world's largest organizations. We share our security practices and policies with those organizations as part of normal business operation, providing assurance that our environments conform with their standards.</p> <p>We use 3rd party technology, expertise, frameworks and guidance to provide both real-time security and to inform how our policies and practices evolve.</p>

TRUST & GOVERNANCE

IP Protection and Competitive Behavior

Osprey Software invests heavily in proprietary software and services that are vital for our business model. Osprey respects competition and vigorously defends fairly created intellectual property in the course of our work.

Topic

Total amount of monetary losses as a result of legal proceedings associated with anti- competitive behavior regulations

SASB: TC-SI-520a.1

As a software development and consulting services organization IP protection is material. Osprey is not involved in litigation or subject to regulatory scrutiny either due to allegations of patent violations or anti-competitive behavior.

There we no (\$0) monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in FY 2023

TRUST & GOVERNANCE

Managing Systemic Risks from Technology Disruptions

As a software and IT service provider with SaaS offerings, it is important for Osprey Software to have robust infrastructure and policies in place to minimize disruptions to our services. Because disruptions such as programming errors or server downtime have the potential to generate systemic risks, Osprey has invested in the reliability and quality of our IT infrastructure and services.

Topic	
<p>(1) Number of performance issues (2) Service disruptions; (3) Total customer downtime</p> <p>SASB: TC-SI-550a.1</p>	<p>In FY23, Osprey did not experience a performance incident or downtime issue that had a material impact on the business that required regulatory reporting to authorities or incurred financial penalties.</p>
<p>Description of business continuity risks related to disruptions of operations</p> <p>SASB: TC-SI-550a.2</p>	<p>Osprey relies heavily on technology and cloud providers. We architect resilient solutions for ourselves and our customers that can withstand device and location failures. Additionally, we utilize leading tools and services to minimize technology disruptions and ensure we are notified as they happen. If a service disruption occurs, our customer success team(s) works to restore service, either directly or through collaboration with customers and providers. Defined processes, based on severity and criticality determine response activities with both our customers and providers.</p>



867 Boylston Street,
5th Floor PMB #220
Boston, MA 02116

www.ospreysoftware.com

info@ospreysoftware.com