



# Be kind.

by **Globant**

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# Be kind.

by **Globant**



## About **Globant**

We are working to make the world a better place, one step at a time. We thrive by reinventing businesses and transforming organizations to be ready for a digital and cognitive future, providing world-class opportunities for talent to make a positive impact around the globe.

## About **Be kind**

**If you have five minutes:** Be Kind is the pathway where Globant's DNA stands out: making reinvention a force for positive change. We want to share our global ESG strategy, nurtured by the culture of DEI, work for a sustainable future, and propel individual growth and well-being to empower our evolution through technology. →



To do so, Be Kind flows with four pillars:

## Be kind.

to yourself

We embrace our responsibility to be a force for positive change by unleashing our full potential through our well-being.



## Be kind.

to your peers

We foster and build a diverse and inclusive culture, transforming our reality with solutions that reach all of us



## Be kind.

to the planet

"There is no Planet B" is not a slogan for us; it's a call to action. We are determined to transform the present toward a better future



## Be kind.

to humanity

We see technology as an enabler to create new solutions for the more significant problems of humanity, fostering innovation and delivering inclusive opportunities to historically relegated communities



**If you have more than five minutes:**

### **BE KIND UN SDG GUIDELINE**



Globant seeks a culture of integrity guided by the commitment to build together a sustainable future. We care about our people, our communities, and our environment.

With the United Nations Sustainable Development Goals as a guiding framework and the ambition to expand our ESG commitments to positively impacting communities, Globant launched 2020 its Be Kind initiative that unites positive impact programs for all of its main stakeholders and consolidates initiatives to tackle critical issues, such as DEI, climate change, wellness in the workplace, education, misuses of technology and ethics in AI, among others.

**Be kind.**  
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# Pillars



# Be kind.

to your peers

Be Kind to your Peers (BKYP) is where Globant's Diversity, Equity & Inclusion commitments take place and structure our quest to generate a positive impact on society. We drive a DEI culture with four props: **Gender & Sexuality; Accessibility & Neurodiversity; Multiculturalism & Ethnicity, and Generational Diversity.**

## Impact

Globant  
Awards

**.Women**  
that Build Edition

200K+ votes, 6K+ Candidates, across 47 countries



400+ women in leadership participate.

### Globant IT Voices

Launched a survey of 4K+ people globally to learn how the pandemic has impacted professional development and personal lives.

## Goal



50% of women and people of non-binary gender in management positions.





**Be kind.**  
to your peers

## Initiatives

- **Gender & Sexuality:**

**Women that Build Awards:** recognize and support those women who can inspire others to join the STEM industry.

**She Leads:** program designed for women and non-binary people in Globant who want to keep acquiring skills for their career development.

- **Accessibility & Neurodiversity:**

**UnlimITed:** Creating workspaces that enhance the experience of people with disabilities.

**Learning preferences & Diversity behind the screens Report:** Boosted to understand of how to design more inclusive learning programs and working methods, we conducted a unique survey.

- **Multiculturalism & Ethnicity:**

**Black in Tech:** Black In Tech is a program we have built and developed for the black community. The main reason for this is to provide equal opportunities.

- **Generational Diversity:**

**Council of Igniters:** the First-Generation Z Corporate Advisory Board that will provide Globant executives with their perspectives on diverse Company initiatives and top global issues.

**Back in the Game (B.I.G):** a program that promotes the reinsertion of women who seek to relaunch their careers in IT.



## Women Journey + Initiatives

We have implemented concrete measures to reduce the gender gap and initiatives to break down barriers and accompany women and non-binary people in their progress toward leadership in each stage of their journeys. To make this possible, we have developed a number of powerful partnerships that guide this path:





# WOMEN THAT BUILD AWARDS

4TH EDITION

[womenawards.globant.com](https://womenawards.globant.com)

## Awards Impact

4 Editions

17 Global Winners

+ 200K Votes

+ 8K Nominees

+ 50 Countries

## Award Definition

The Women that Build Awards offer a [platform](#) for global visibility, education and networking, inspiring women-identified people to excel, proving that when technology meets passion, the unthinkable happens.

Building on a path begun four years ago, the fourth edition of the Women that Build Awards seeks to address persistent challenges that women face in the workplace, such as non-inclusive environments, lower pay for equal work, and gender bias in hiring and promotions.

Despite these obstacles, we are determined to find new ways to overcome them. We aim to recognize those pioneering women breaking down barriers and making their way in their fields. We can create a supportive community that provides real opportunities and training in prestigious spaces by bringing their stories together.

**Our commitment:** We have a goal of having 50% of our management positions occupied by women and non-binary people.



# Be kind.

to the planet

We believe a thriving company is a sustainable one. We are committed to applying intuitive and agile technologies to achieve sustainable development and help organizations transform into a low-carbon economy. That's why, while we reduce our impact through Science-Based Targets, we keep supporting projects that restore our Earth and lead our clients to achieve their environmental commitments.

## Impact

- **100% renewable electricity in all of our operations**
- **Carbon neutrality**
- **Carbon offset projects**

## Goal



Carbon neutrality and reduction trajectories align with the Science-Based Targets Initiative's standards aligned with Race to Zero Initiative



## Initiatives

- **Climate Strategy:** Our strategy joins the global movement of leading companies to tackle climate change by promoting, both internally and externally, four simultaneous efforts.
- **Green Software Foundation Partnership:** We join GSF, an institution of global organizations committed to creating best practices for building sustainable software to reduce carbon footprints. We understand technology's impact on the environment and share the responsibility to invest in making our products and software greener.
- **My Footprint:** With the Globant Labs team, we designed a web app that calculates the carbon footprint generated by more than 25,000 Globers in actions like commuting and working from home.
- **Green IT Training:** so that every Globler around the world forms around green coding and developing.

- **Be kind to the Planet learning map:** we have a four-module course Sustain-abilities explores topics such as Carbon Management and Technology, Sustainable Reporting, Business Legitimacy, and How to learn and transform the way we go about our business and lives on Earth.
- **Clean-up:** Intending to raise environmental awareness and help to restore our planet Earth, we promote in 2022 volunteering actions such as Clean Up worldwide with all the Globers as Globanteers, having more than 400 volunteers and collecting +1 ton of waste for recycling, avoiding being sent to landfill, or incineration into the environment.
- **Rethinking4Good:** 4R plan that looks forward to Reviewing and being conscious of our behavior, Reducing our environmental impact, Reusing by giving materials a second chance, and Recycling by managing our waste responsibly.





# Be kind.

to humanity

Be kind to Humanity (BKTH) is to Be kind through technology, taking action to impact the lives of millions of people tackling global concerns, promoting innovation, and providing inclusive opportunities.

We have three powerful assets from which we drive our goals and commitments: **Globant Labs**, building tech for good; **Code your Future**, providing opportunities through tech, and **Be Kind Tech Fund**, promoting the good use of technology.

## Impact

**Scholarships:** More than **8k people impacted** with scholarships, bootcamps and other IT training. **3K+ scholarships** over the past year were focused on women and youth in developing countries

**Emocionalmente:** App that has been downloaded +1,760 times and received a 4.86/5 rating from users in Argentina, Spain, Mexico, and Chile.

**My Footprint:** +14k completed forms.

**Cybersecurity Tech Accord:** We have signed the Cybersecurity Tech Accord.

**Inspire Garage:** This platform seeks talent by encouraging the development of human potential, generating spaces to inspire young people towards STEAM Education. In 2022 we had more than 1.5K participants, with an average of 16 years of age and more than 50% being women.



## Goals



**Tackle the misuse of technology through our BeKind.Tech Fund, an initiative that aims to Invest \$10 million USD in startups that help to address these issues.**



**Grant coding scholarships and several trainings to 15,000 people by 2025**



## Initiatives

### Code your Future:

Through partnerships, scholarships, mentorships and professional development opportunities, we are committed to providing talent with real and inclusive opportunities. We take into special consideration historically relegated communities, such as migrants, victims of armed conflict, veterans and their spouses, refugees, senior adults, the prison population, people of color, and people in socioeconomically vulnerable situations.

### Globant Labs:

Is the place where innovation flows through pro bono projects handled by Globers, promoting solutions to humanitarian issues such as autism, childhood malnutrition, climate change, and illiteracy.

### Be Kind Tech Fund:

An initiative managed by Globant Ventures, is publicly committed to investing USD 10 million in start-ups developing apps, products, and platforms to tackle the misuse of technology and its negative impact on society. Online harassment, information bubbles & polarization, Data Privacy & Security, screen time abuse & IA bias are some of our main focuses in this work area. Our first two investment are **Ping** and **Polemix**



# Be kind.

to yourself

Be Kind To Yourself (BKTY) stands for comprehending the pathway we need to take to unleash our full potential. Understanding people's well-being depends on a good work-life balance and taking care of their physical and emotional health. Be Kind to Yourself proposes a holistic approach based on the three pillars of our nature: Physical, Mental and Social Well-being.

## Impact

- **+27k globers aided with self-care tools**
- **+40 yearly webinars available for every glober**

## Goals



**100% of our globers worldwide impacted with a comprehensive wellness plan.**





# Be kind.

to yourself

## Initiatives

### Physical well-being:

- Weekly webinars to promote good practices of health self-care
- Special Discounts in gyms
- Stop Smoking Program
- Fruit and healthy snacks in the sites
- Massages in the sites.

### Mental well-being:

- **Insight Timer member plus:** the #1 wellness app with a daily mood check-in tool that helps to calm the mind, reduce anxiety, manage stress, sleep deeply, and improve happiness.
- **Weekly Webinars to promote mental health:** stress management, emotional intelligence, smart working, financial well-being, etc.
- **Alibrate:** an app that helps acquire and maintain the habit of reading, with classic books available, personalized recommendations and libraries, challenges, book clubs with Globers and much more.

### Wellness at work :

- **Be Kind to Yourself day:** Whenever you need it, you can take a day to enjoy and connect with yourself.
- **Employee Assistance Program (EAP):** This platform allows a unique and confidential space that offers well-being benefits, ways to manage health risks, and inspire positive changes on topics such as Health and Safety Concerns; Financial and Legal Topics; Relationship and Family Matters; and Work-related Issues.
- **Quiet Rooms:** a place to stop the fast pace and take time for yourself, distancing from excessive communication and technological stimulation.



# Thank **you**

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