

# Embedding Sustainability

## Ex Nihilo Management, LLC



### About Our Company

Ex Nihilo is a management and technology consultancy based in Washington, DC. We serve as trusted advisors in the public and private sector, providing objective Information Technology governance, risk management, and compliance (GRC) services based on a thorough understanding of customer requirements and deep systems integration experience. Our services include cybersecurity, systems engineering, operational assessments, strategic planning, performance measurement, management consulting, program management, leadership development, and training.

Since 2002, we have helped our customers increase productivity, streamline workloads, manage risks, reduce costs and realize millions of dollars in savings. We are a WBENC certified WBE.

### Sustainability Mission Statement

Sustainability at Ex Nihilo is about **giving back in ways that improves the lives of others around us**. We are committed to contributing to the success of those in and around our community through volunteer work, corporate giving and by leveraging our collective leadership, influence, finances, and expertise (L.I.F.E.) to understand our impact on the environment and build a better future.

We believe that trust is paramount to building and sustaining strategies that work. We know that open and transparent communication are key to building high trust. Our corporate values, Code of Ethics, and service delivery capabilities enable us to serve as trusted advisors to our customers. These same values serve as the building blocks for achieving our sustainability priorities of Gender Equality, Decent Work and Economic Growth, and Sustainable Consumption.

For nearly two decades, Ex Nihilo has been doing its part to conduct business in an ethical manner. Today, we are focused on actions that are environmentally and socially responsible. As a company that is led by a woman of color, we strive to create a culture of continuous improvement; where our employees and partners can earn a living wage; where women lead, and we practice sustainable consumption. Our CEOs ambition is to leave a legacy of wisdom, wellness and wealth.

### Sustainability Impact Areas and Opportunities

- As a provider of enterprise IT GRC, Ex Nihilo has policies and procedures in place that address business ethics, data security, customer privacy, employee engagement, diversity and inclusion, energy management and an informal waste reduction program. However, we are committed to continuous improvement.
- Our sustainability strategy is based on the SASB, SDG Action Manager, and UN SDG materiality assessments. We have identified 12 focus areas that are grouped under Environmental, Social and Governance impacts. We believe that we can easily impact the following issues defined in the UN Sustainable Development Goals (SDG):
  - #5 Gender Equality
  - #8 Decent Work and Economic Growth
  - #12 Ensure Sustainable Consumption and Production
- Our ambitions are to:
  - Use technology to promote the empowerment of deaf women in cybersecurity
  - Increase the proportion of youth that are educated, working or in training; and
  - Reduce waste generation by inspiring our employees and partners to live lifestyles that are in harmony with nature.