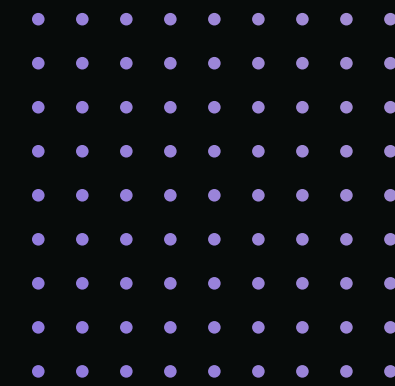


sama

CSR RESULTS

Sama's CSR Audit Sets the Benchmark

A global technology and
engineering company
now uses Sama's
performance as the bar.





Sama Offices in Nairobi, Kenya

Overview

There is an increasing focus on ethics and responsibility in AI. Sama is proud to be a leader in this important area, and is now recognized by a third party to be an exemplary partner.

Wanting to ensure that its own supply chain providers were upholding CSR standards, a major automotive and engineering supplier conducted a CSR audit of Sama using the **EU's Corporate Sustainability Due Diligence Directive (CSDDD)**.

Sama scored 98.6%—such an outstanding score that we're now the auditor's industry benchmark. This reflects both companies' ongoing commitments to aligning with best practices in corporate due diligence and responsible AI.



SAMA + RESPONSIBLE AI

Responsible AI is core to Sama's philosophy and founding values—having championed supply chains that comply with ethical AI guidelines from our inception.

We've made it our work to help companies build enterprise AI—responsibly.

Why CSR Audits Matter in AI

Regulations continue to be enacted to ensure the integrity of supply chains and adherence with ESG standards. These standards encompass Corporate Social Responsibility (CSR), a collection of business practices that include labor standards, the environment, human rights, ethics, and health and safety.

The Corporate Sustainability Reporting Directive (CSRD), as one example, is an EU-wide law that requires companies to include supply chains as part of their environmental sustainability reports.

Audit Components

The audit encompassed the five main components as outlined in the **EU Corporate Sustainability Due Diligence Directive (CSDDD)**:

1. Fair labor and standards
2. Health and safety
3. Environmental protection
4. Human rights
5. Legal compliance and anti-corruption

Audit Process

The auditor reviewed documents and presentations around fair work and labor policies and sustainability goals.

The individual also walked the floor of our Nairobi office and conducted random employee interviews to get accurate information on working conditions, wellness, compensation, and more.

They physically inspected the emergency, first aid, and fire preparedness to ensure that emergency exits were accessible and properly marked.



**Overall,
Sama
scored
98.6% on
the audit.**

Audit Results

Sama's score of 98.6% is so good that the auditing company has decided to use our results as its new benchmark when performing CSR assessments for other data labeling businesses this year.

"The knowledge and processes, and employee equity, support, and wellness programs we see at Sama have set the bar for all of our other vendors."

– AUDITOR, GLOBAL TECH & ENGINEERING COMPANY

CSR Element Assessments

CSR Management

Sama's CSR management won high marks for in-depth knowledge of CSR topics and commitment to global standards, including the UN's Ten Principles and the Sustainable Development Goals, the company's Code of Conduct detailing core CSR topics and business ethics, and commitment to human rights, diversity, equity, inclusion and wellness through policies and practices.

Labor Standards & Human Rights

Our labor standards, which are based on a foundation of equity and transparency, were also highly rated. Our living wage standard, maternity leave policy, and transparency around contracts and working hours, overtime guardrails show Sama's commitment to high labor standards. The company's strict age verification practices and clear policies and communications on at-will employment demonstrate our adherence to fundamental human rights.

Health & Safety

The audit substantiated Sama's commitment to the physical and mental wellbeing of its team members. To ensure workplace safety, Sama has a well-trained Health and Safety committee, maintains a large roster of first aiders and fire marshals, and communicates safety protocols through training, drills, and written communication. The company also offers and tracks the use of mental health services.

Sustainability

Sama has set science-aligned targets to reduce Scope 1, 2, and 3 carbon emissions, and annually measures its carbon footprint using Greenhouse Gas Protocol standards. Upcycling, refurbishing, and investing in renewable energy are some of the initiatives where Sama is doing well.

Compliance

Our dedication to compliance is reflected in our well-supported and expert compliance staff, including our CFO, plus a detailed code of conduct.

Our staff is regularly trained on our code of conduct, and our policies regularly audited.

Next Steps

Still, there were a few areas where we could improve, and we took steps post-audit to do so.

Those include the installation of additional and updated first aid kits and improving the signage and placement of fire extinguishers.

Our Continued Commitment to Corporate Social Responsibility

Earning a high score on a CSR audit is the result of years of commitment, preparation, and a supportive organizational culture. We are constantly reviewing and refining our practices, ensuring that they align with our commitment to Responsible AI and remain in compliance regulations.

We also recognize that fulfilling CSR values doesn't happen in a bubble.

High CSR audit scores require commitment and co-operation across an organization which must be reflected in policies, communications, and actions that put ideas into practice.

Regular trainings are crucial not only so that employees understand the rules but also the rationale behind them. In that way, they are more likely to take CSR to heart and make it part of their own employee engagement.

**CSR is our
obligation to our
clients and our
people.**

sama

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