

EMPLOYEE RECOGNITION, DEVELOPMENT AND WELL-BEING POLICY

Xurpas' comprehensive employee recognition, development, and well-being policy underscores the company's commitment to fostering a work environment that values performance beyond short-term financial measures. Through initiatives such as the Monthly High Five Wall and annual employee awards, Xurpas recognizes employees for their exceptional contributions, encompassing leadership, teamwork, mentorship, and community involvement. Moreover, the policy emphasizes career development opportunities, including training programs and leadership initiatives, aimed at enhancing employees' skills and long-term success within the organization. Encouraging work-life balance and well-being, Xurpas offers remote work arrangements and facilitates open communication between managers and employees. In partnership with its HMO, it also offers wellness programs.