



Government Affairs & Collective Action

GACA1.1 iScaleHR does not engage in lobbying activities of any kind. We do not directly or indirectly attempt to influence legislation, regulation, or government policy on behalf of ourselves, our clients, or through any intermediary organization.

Commitment

iScaleHR's business activities are fully aligned with our purpose of contributing to a positive impact on society. This is fulfilled through people strategy, workforce equity, and the championship of equal access within professional settings. Any future engagement in advocacy or policy related activities will remain consistent with this purpose and will not contradict or undermine it.

Governance

This declaration is made at the highest governing level of iScaleHR and applies to all business operations and client engagements.

This policy will be reviewed and updated as iScaleHR grows and its activities evolve.

A handwritten signature in black ink, reading "K. Hart". The signature is fluid and cursive, with the first letter of each name being capitalized.

KenNesha D. Hart

Aug 20, 2026