

Corporate Social Responsibility Policy of Techabit

At Techabit, we recognize our responsibility to society and the environment. Our Corporate Social Responsibility (CSR) Policy reflects our commitment to ethical and sustainable business practices that benefit our employees, customers, partners, and the community at large. Our approach to CSR is guided by the following fundamental principles:

1. Business Ethics and Integrity:

- **Transparency: We operate transparently in all our operations and interactions. We disclose information clearly and accurately, maintaining integrity in all our communications.**
- **Compliance: We comply with all applicable laws and regulations related to our activities. We promote a culture of compliance and encourage reporting any inappropriate or illegal behavior.**

2. Environmental Sustainability:

- **Resource Management: We use natural resources efficiently and responsibly, reducing energy and water consumption in our operations.**
- **Emissions Reduction: We implement practices to reduce greenhouse gas emissions and minimize the environmental impact of our activities.**
- **Recycling and Reuse: We promote the recycling and reuse of materials and products, encouraging a circular economy that reduces waste.**

3. Employee Well-Being:

- **Healthy Work Environment: We provide a safe, inclusive, and healthy work environment where all employees are treated with respect and dignity.**
- **Professional Development: We invest in the continuous development of our employees, offering opportunities for training and professional growth.**
- **Work-Life Balance: We encourage policies that promote a healthy balance between work and personal life, recognizing the importance of the overall well-being of our employees.**

4. Social and Community Responsibility:

- **Community Commitment: We actively engage with the communities**

where we operate, supporting local initiatives that promote social and economic well-being.

- **Philanthropy: We contribute to social causes through donations and volunteer work, encouraging our employees to participate in charitable activities.**
- **Partnerships: We collaborate with non-governmental organizations and other entities to support projects that promote social justice, education, and health.**

Sustainability Goals

Environmental Objectives:

- **Carbon Neutrality: Achieve carbon neutrality by 2030 through energy conservation, renewable energy adoption, and carbon offsetting.**
- **Energy Efficiency: Optimize energy use in data centers and offices by enhancing server utilization and upgrading HVAC systems.**
- **Renewable Energy: Transition to 100% renewable energy for all operational needs.**
- **Waste Management: Implement a zero-waste policy focusing on reduction, reuse, and recycling of electronic and other waste materials.**
- **Sustainable Supply Chain: Ensure suppliers follow sustainability standards to minimize environmental impact and promote ethical sourcing.**

Social Objectives:

- **Diversity and Inclusion: Enhance workforce diversity and create an inclusive environment through targeted hiring, retention, and promotion strategies.**
- **Employee Well-being: Promote health and well-being with wellness programs, flexible work arrangements, and mental health support.**
- **Community Engagement: Support local communities through volunteer programs, partnerships, and charitable contributions.**
- **Digital Accessibility: Ensure all digital products and services are accessible to individuals with disabilities.**

Governance Objectives:

- **Ethical Practices: Maintain high standards of ethical conduct, including anti-corruption measures and strong data privacy and security policies.**
- **Transparency: Increase transparency in sustainability efforts by publicly sharing progress on environmental, social, and governance (ESG) goals.**
- **Sustainable Innovation: Invest in the development of technologies that contribute to environmental sustainability, such as AI for climate change mitigation or sustainable blockchain solutions.**

Initiatives and Metrics:

- **Green Certifications:** Obtain certifications like LEED for office buildings and ENERGY STAR for data centers.
- **Remote Work Policies:** Implement permanent remote work options to reduce commuting-related carbon emissions.
- **Product Lifecycle Management:** Design products for longer life and offer take-back or refurbishment programs to minimize electronic waste.
- **Employee Training:** Provide regular training on sustainability practices for all employees.
- **Water Conservation:** Implement water-saving technologies and practices in office buildings and data centers.

Measurement and Reporting:

- **Annual Sustainability Reports:** Publish an annual report detailing progress, challenges, and future plans for sustainability goals.
- **Third-Party Audits:** Conduct regular third-party audits to ensure compliance and identify areas for improvement.
- **Key Performance Indicators (KPIs):** Track KPIs related to energy consumption, carbon footprint, waste reduction, diversity metrics, and other relevant areas.