

## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **1. INTRODUCTION**

At Conversify, we are committed to conducting our business in a socially responsible manner that contributes positively to society and the environment. Our Corporate Social Responsibility (CSR) policy outlines our commitment to ethical practices, environmental sustainability, employee well-being, community engagement, and responsible business operations. We recognise the importance of balancing our economic goals with the well-being of all stakeholders and strive to make a meaningful impact in the communities we operate in.

### **2. ETHICAL BUSINESS PRACTICES**

a) Compliance and Legal Standards: Conversify will adhere to all applicable laws, regulations, and international standards related to our business operations. We will conduct our activities with integrity, honesty, and transparency.

b) Anti-corruption and Bribery: We prohibit any form of bribery or corruption and will not engage in practices that compromise the principles of fair competition and ethical conduct.

c) Fair Labor Practices: We uphold the rights of our employees and ensure fair wages, safe working conditions, and respect for human rights in all our facilities and supply chains.

### **3. ENVIRONMENTAL SUSTAINABILITY**

a) Resource Efficiency: Conversify is committed to minimizing waste, optimizing energy consumption, and conserving natural resources through sustainable practices.

b) Pollution Prevention: We will continuously strive to reduce our environmental impact by employing ecofriendly technologies and practices to prevent pollution in our operations.

c) Sustainable Products: We will work towards developing and promoting sustainable products that are environmentally friendly, energy-efficient, and recyclable.

### **4. EMPLOYEE WELL-BEING**

a) Diversity and Inclusion: Conversify fosters an inclusive work environment that values diversity and promotes equal opportunities for all employees.

b) Health and Safety: We prioritize the health and safety of our employees by providing a safe workplace and promoting a culture of health and well-being.

c) Employee Development: We encourage professional growth and skill development through training programs and career advancement opportunities for our employees.

### **5. COMMUNITY ENGAGEMENT**

a) Philanthropy: Conversify will actively support social and community development initiatives that align with our values and have a positive impact on society.

b) Volunteerism: We encourage our employees to participate in community volunteering activities and contribute their time and skills to support local communities.

c) Stakeholder Engagement: We will engage with our stakeholders, including customers, suppliers, local communities, and NGOs, to understand their needs and concerns and incorporate their feedback into our CSR efforts.

## 6. RESPONSIBLE BUSINESS OPERATIONS

a) Supply Chain Responsibility: We expect our suppliers to adhere to ethical and environmental standards, and we will work with them to promote responsible practices throughout the supply chain.

b) Transparency and Reporting: Conversify will maintain transparency in our CSR activities and report our progress regularly to stakeholders, showcasing our efforts, achievements, and areas for improvement. Implementation and Review: This CSR policy will be communicated to all employees and stakeholders, and we will ensure its effective implementation throughout our organization. We will periodically review and update the policy to align with changing circumstances, emerging best practices, and evolving societal needs. By adhering to this CSR policy, Conversify aims to be a responsible corporate citizen and contribute positively to the well-being of society and the planet.