COMMUNITY DEVELOPMENT POLICY

Rev. No. 00
Date: 01.12.2023

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1. INTRODUCTION:

At Apexon, we are committed to making a positive impact on the communities where we operate. As a leading IT company, we recognize the importance of community development in fostering sustainable growth and social well-being. This policy outlines our approach to community development and our dedication to creating lasting value for the communities we serve.

2. SCOPE:

This policy is applicable to all operational sites that Apexon operates, located in India, the United Kingdom, the United States of America, and Mexico.

3. OBJECTIVE:

- Forge strong partnerships with local communities and stakeholders.

- Support education and skill development initiatives in the IT sector.

- Champion environmental sustainability and conservation efforts.

- Promote diversity, inclusion, and social equity within our communities.

4. KEY PRINCIPLE:

- Collaboration: We believe in working closely with community organizations, government entities, and non-profits to achieve shared goals and maximize impact.

- Empowerment: Apexon dedicated to empowering individuals and communities by providing them with the resources, tools, and opportunities they need to thrive.

- Inclusivity: We strive to promote diversity and inclusivity in all aspects of our community development work, ensuring equitable access and opportunity for all.

5. GOALS:

- Apexon aims to support programs that enhance access to quality education and training in IT-related fields, including scholarships, mentorship programs, and educational workshops.
- Apexon aims to actively engage with local communities through volunteering, employee-led initiatives, and participation in community events.
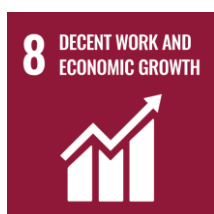
6. TARGETS:

- Educational Workshop: Apexon aim to achieve a 20% increase in attendance at community educational workshops compared to FY 2023.

- Increase Local Business Support: Raise local business support initiatives by 10% from the FY 2023 baseline by the end of FY 24-25.

7. IMPLEMENTATION:

- Resource Allocation: Apexon allocate financial resources, employee volunteer hours, and in-kind donations to support community development initiatives.

- Employee Involvement: Apexon will encourage our employees to actively participate in community service activities and provide opportunities for skills-based volunteering.

8. SUSTAINABLE DEVELOPMENT GOALS.:

This Policy contributes to the following Sustainable Development Goals:

9. REVIEW MECHANISM:

This policy will be reviewed annually to ensure its continued alignment with our values and objectives.

LAST REVIEW DATE: 01.12.2023   NEXT REVIEW DATE: 01.12.2024

APPROVED BY:

10. INDEX OF ACRONYMS

Series Number	Acronym	Explanation
1	Rev	Revision
2	No	Number
3	Doc	Document
4	APX	Apexon
5	POL	Policy
6	IT	Information Technology
7	FY	Fiscal Year
8	SDGs	Sustainable Development Goals