

Corporate social responsibility (CSR) company policy

Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is part of a bigger system of people, values, other organizations and nature. The social responsibility of our business is to give back to the world just as it gives to us.

Policy elements

We are committed to operating as a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law and the rules and regulations set out by the NCFHE as the licencing authority for the organisation
- Honour its internal policies and practices in an equitable and consistent manner
- Ensure that all its business operations are legitimate and involve best practices
- Keep every partnership and collaboration open and transparent ensuring that long term win-win business relationships are development and sustained as the basis for the company's international growth and operations.

Business ethics

We are committed to conduct our business with integrity and respect to human rights and are focus on:

- Safety and fair dealing
- Respect toward the consumer – our students
- Anti-bribery and anti-corruption practices

Protecting the environment We recognize the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices.

Protecting our people. We believe in the importance of mutual respect throughout our organisation, It ensures that we:

- Don't risk the health and safety of our employees and community.
- Support diversity and inclusion.

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country and serve as examples of best practice.

Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations, primarily to support students who may not afford the fees for the company's programmes. These donations will aim to advance the arts, education and community events with particular emphasis on the development of entrepreneurs and entrepreneurship.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment by investing in:

- Recycling
- Conservation of energy
- Use of environmentally-friendly technologies

Supporting the community

Our company may initiate and support community investment and educational programs. It can provide support to non-profit organizations or movements to promote cultural and economic development of global and local communities.

Learning

Lifelong Learning is a core values of our organisation. We believe in investing in people to assist them to grow and develop their competencies and skills. We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Management is committed to communicate this policy on all levels and for resolving any CSR issues.

Link: <https://aea.academy/about-advenio-eacademy/>

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