

Corporate Social Responsibility (CSR) Policy for Univesco Ltd.

Introduction

Univesco Ltd. is committed to operating responsibly and sustainably. Our CSR policy outlines our dedication to ethical practices, community engagement, environmental stewardship, and the well-being of our employees. This policy applies to all aspects of our business operations and aims to contribute positively to society while achieving our business objectives.

Objectives

1. Ethical Business Practices: Conduct our business with integrity, transparency, and accountability.
2. Community Engagement: Support and invest in the communities where we operate.
3. Environmental Responsibility: Minimize our environmental impact and promote sustainability.
4. Employee Well-being: Foster a supportive, inclusive, and safe workplace.

Ethical Business Practices

- Compliance: Adhere to all relevant laws, regulations, and standards.
- Transparency: Maintain honest and open communication with stakeholders.
- Fair Trade: Engage in fair trade practices and ensure that our supply chain upholds our ethical standards.
- Anti-Corruption: Implement measures to prevent corruption and promote ethical behaviour in all business dealings.

Community Engagement

- Charitable Giving: Allocate resources to support local charities and non-profit organizations.
- Volunteerism: Encourage employees to volunteer their time and skills for community projects.
- Local Sourcing: Support local businesses by prioritizing local suppliers and services.
- Education and Training: Partner with educational institutions to provide training and development opportunities.

Environmental Responsibility

- Sustainable Practices: Implement eco-friendly practices in our operations, such as reducing waste, recycling, and conserving energy.
- Carbon Footprint: Measure and actively work to reduce our carbon footprint.
- Green Products: Develop and promote products that are environmentally friendly.
- Compliance: Adhere to environmental regulations and standards.

Employee Well-being

- Health and Safety: Ensure a safe and healthy working environment for all employees.
- Diversity and Inclusion: Promote a diverse and inclusive workplace where everyone is treated with respect.
- Professional Development: Provide opportunities for continuous learning and career development.

- Work-Life Balance: Encourage a balance between work responsibilities and personal life.

Implementation and Monitoring

- CSR Committee: Establish a CSR committee responsible for overseeing the implementation and progress of our CSR initiatives.
- Goals and Targets: Set measurable goals and targets for each area of our CSR policy.
- Reporting: Regularly report on our CSR activities and progress to stakeholders.
- Feedback: Seek feedback from employees, customers, and other stakeholders to improve our CSR efforts.