



# Digital Islands Corporate social responsibility company policy

Updated: 6th January 2019

## Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not lonely. It's part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to ensure that our business activities do not take more from the world than we need to, and strive to be in a position where our working practices encourage sustainability.

## Scope

This policy applies to our company and all employees, directors and shareholder, and all contractors we work with. It may also refer to suppliers and partners.

## Policy elements

We want to be 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
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

### **Business ethics**

We'll always conduct business with integrity and respect to human rights. We'll promote:

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

### **Protecting the environment**

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of any waste, and will strive to be a more efficient user of resources of any kind.



## **Protecting people**

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of any living creature.
- Support diversity and inclusion.

## **Human rights**

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 are fully compliant with current legislation, including the Modern Day Slavery Act (2018).

# **Proactiveness**

## **Donations and aid**

Our company does not currently donate or make a financial contribution to any cause, charity or aid organisation, but may in the future, in which case will prioritise charitable organisations that:

- Advance the arts, education and communities where we operate.
- Alleviates suffering.
- Works to protect or enhance the environment.

## **Volunteering**

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



## **Preserving the environment**

Apart from legal obligations, our company will proactively protect the environment, including, but not limited to:

- Recycling
- Conserving energy
- Encouraging use of environmentally considerate forms of transport
- Using environmentally-friendly technologies

## **Supporting the community**

Our company may initiate and support community investment and educational programs, or provide support to nonprofit organisations or movements to promote cultural and economic development of global and local communities.

## **Learning**

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.

Our company is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.