

Corporate Social Responsibility Policy

Team 29B believes in the importance of social responsibility and the positive impact that businesses can have on their communities and the environment. We are committed to conducting our business in a socially responsible and ethical manner that contributes to the well-being of society. This Corporate Social Responsibility (CSR) policy outlines our commitment to social responsibility and the actions we will take to fulfill our CSR objectives. Team 29B's CSR objectives are as follows:

1. **Environmental Sustainability:** Team 29B is committed to minimizing our environmental impact by adopting sustainable practices throughout our operations. This includes reducing our carbon footprint, conserving resources such as water and energy, and promoting waste reduction and recycling.
2. **Ethical Business Practices:** Team 29B conducts our business in an honest, transparent, and ethical manner, adhering to all applicable laws, regulations, and industry standards. We do not engage in any form of corruption, bribery, or unethical practices.
3. **Employee Well-being:** Team 29B strives to create a safe, inclusive, and supportive work environment that promotes the well-being, health, and safety of our employees. We provide opportunities for skill development, career growth, and work-life balance.
4. **Community Engagement:** Team 29B actively contributes to the communities in which we operate by supporting local initiatives, charitable causes, and community development projects. We also promote diversity, equality, and inclusion in our community engagement efforts.
5. **Supply Chain Responsibility:** Team 29B works with our suppliers to ensure that they meet our social responsibility standards, including compliance with labor laws, environmental regulations, and ethical practices. We also promote fair trade, diversity, and inclusion in our supply chain.

To fulfill our CSR objectives, we take the following actions:

1. **Environmental Sustainability:**
 - a. Implementing environmentally friendly practices such as reducing paper usage, conserving energy, and promoting recycling.
 - b. Incorporating sustainable procurement practices, such as sourcing from environmentally responsible suppliers.
 - c. Educating our employees about environmental sustainability and providing resources for them to contribute to our efforts.
2. **Ethical Business Practices:**
 - a. Ensuring compliance with all applicable laws, regulations, and industry standards.

- b. Providing ethics training for our employees to promote ethical decision-making and behavior.
- c. Establishing clear channels for reporting any ethical concerns or violations and taking appropriate action to address them.

3. Employee Well-being:

- a. Providing a safe and inclusive work environment that promotes diversity, equality, and inclusion.
- b. Offering employee wellness programs, such as health insurance, mental health support, and flexible work arrangements.
- c. Providing opportunities for skill development, career growth, and recognition for our employees.

4. Community Engagement:

- a. Supporting local community initiatives through donations, sponsorships, and volunteer programs.
- b. Partnering with non-profit organizations and community groups to address social and environmental issues.
- c. Encouraging employee volunteering and community engagement activities.

2. Supply Chain Responsibility:

- a. Communicating our expectations for responsible and ethical business practices from our suppliers.
- b. Evaluating our suppliers to ensure compliance with our social responsibility standards.
- c. Engaging in dialogue with our suppliers to understand their social and environmental performance.

3. Communication and Reporting

- a. We are committed to transparency and will communicate our CSR efforts and progress both internally and externally. This includes:
 - i. Regularly sharing updates on our CSR initiatives and achievements with our employees through internal communications.
 - ii. Publishing our CSR policy and related information on our external website to provide customers, partners, and the public, with information about our CSR commitments and progress.
 - iii. Reporting on our CSR performance through annual CSR reports or other appropriate means, disclosing our progress, challenges, and plans.

Team 29B is committed to being a socially responsible corporate citizen and making a positive impact on society and the environment. Our CSR policy outlines our commitment to environmental sustainability, ethical business practices, employee well-being, community engagement, and supply chain responsibility. We take actions to fulfill our CSR objectives, communicate our progress, and continuously strive to improve our CSR performance. By incorporating CSR into our business operations, we aim to contribute to the betterment of our communities and the world we live in.

Team 29B's company-level environmental sustainability goals:

1. Sustainable Supply Chain: Our company is committed to ensuring that our supply chain is environmentally sustainable. We evaluate partners who are working to reduce their carbon footprint, promote sustainable sourcing practices, and minimize waste and pollution. We work to understand the environmental impact of our supply chain, and report on our progress publicly. We also partner with suppliers who promote sustainable practices and raise awareness about the importance of environmental sustainability.

2. Minimize Waste to Landfill: Our company aims to minimize waste to landfill by evaluating waste reduction and recycling programs across our operations. We set targets to minimize waste generation and maximize diversion from landfill. We also engage with our employees, customers, and suppliers to promote sustainable waste management practices. Our progress towards this goal will be reported publicly to hold ourselves accountable and inspire others to take similar actions.

By setting these ambitious environmental sustainability goals and reporting on our progress, we aim to demonstrate our commitment to protecting the environment, reducing our ecological footprint, and contributing to a more sustainable future for all. We believe that by promoting sustainable practices throughout our supply chain and reducing waste, we can make a significant positive impact on the environment.