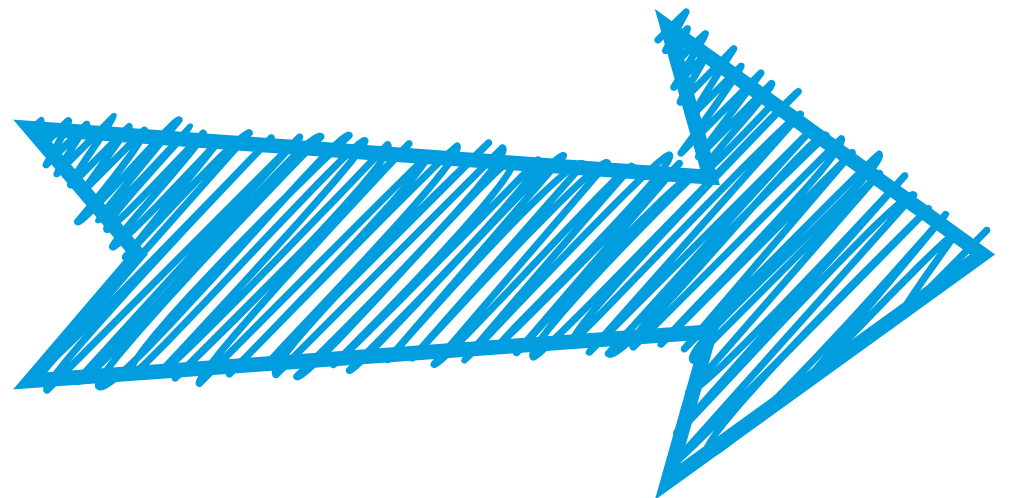
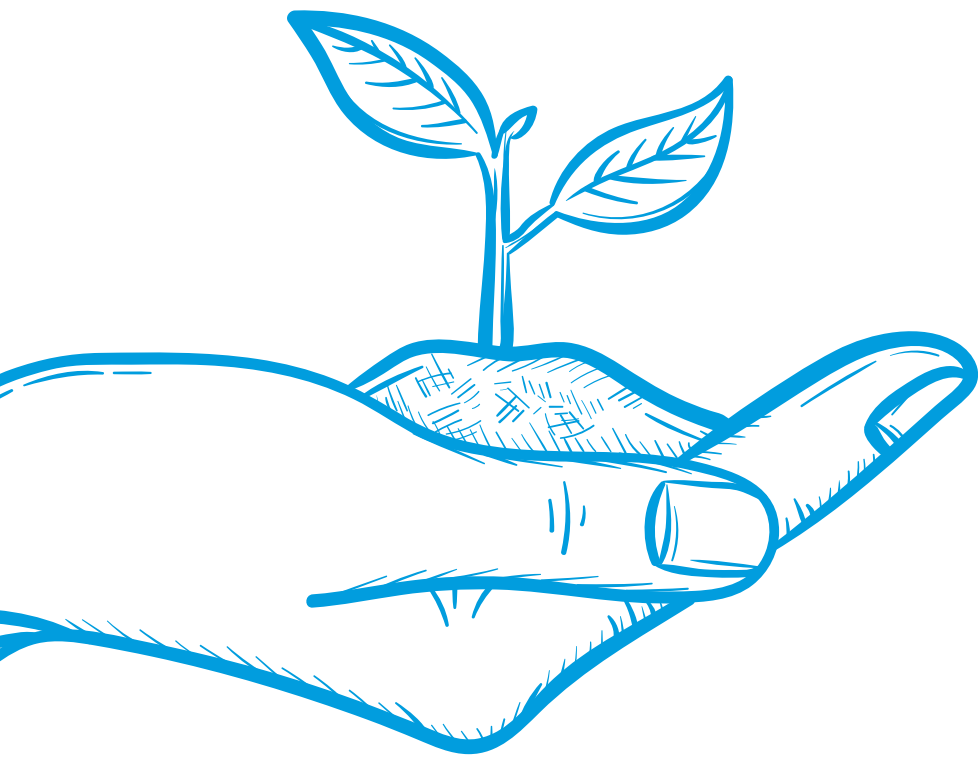


Corporate Social Responsibility

What is the story we're trying
to write? Who are we?



What is the future we're
trying to grow?



“With Great Power comes Great Responsibility”



Every large company, by virtue of its size, generates social consequences from economic decisions.

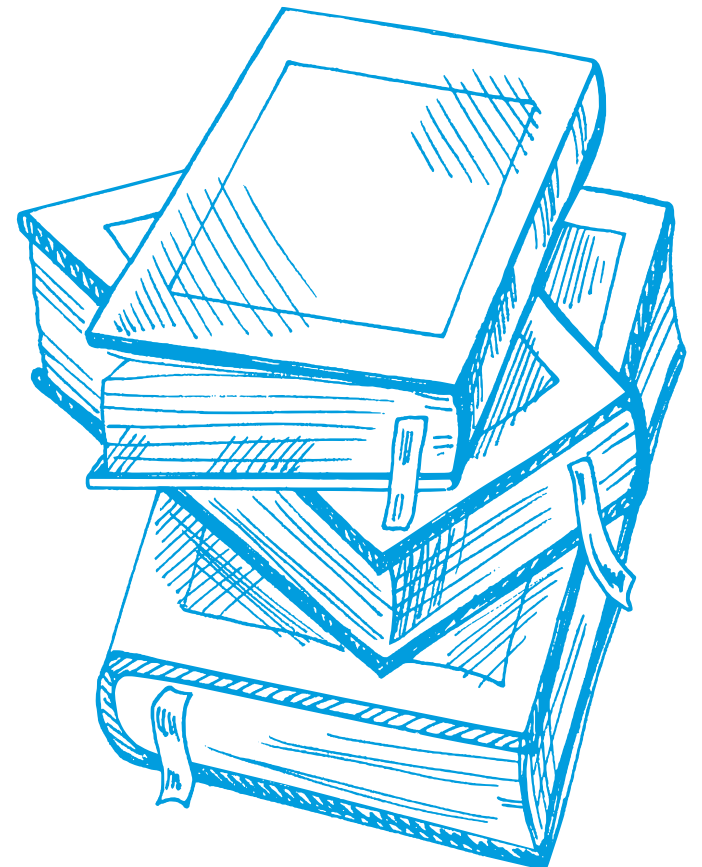
At Indotronix, we recognise our role and the responsibility that comes with it.



The Indotronix Avani Group (IAG) has committed \$100K as an annual pledge

We use these funds in a variety of ways:

- Education
- Environment
- Ethical Workplace Practices



Education

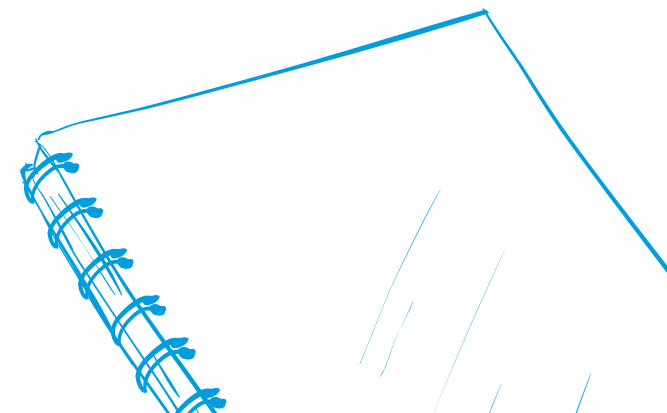


As advocates of equal opportunities, we strive to **empower underprivileged children** with access to **primary school education, STEM learning, and personality development programs**

Nigama Foundation

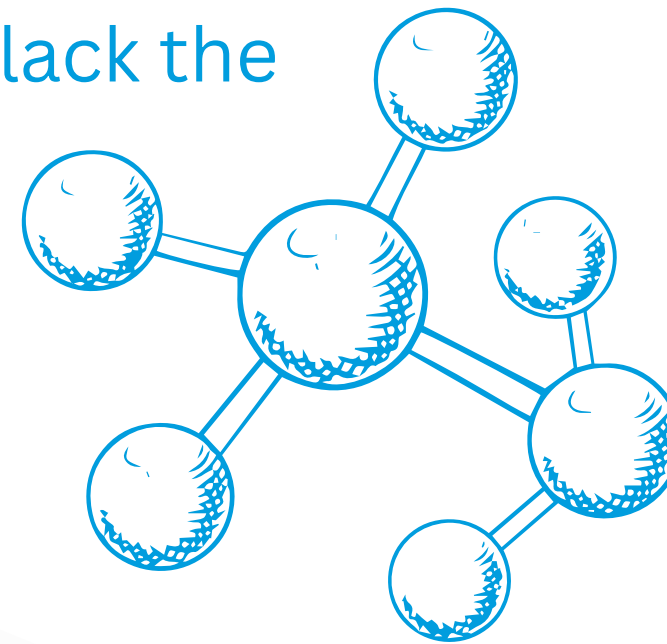


A school funded and operated under the leadership of CEO Sameer Penakalapati for children who are orphans or whose parents cannot afford to care for them.



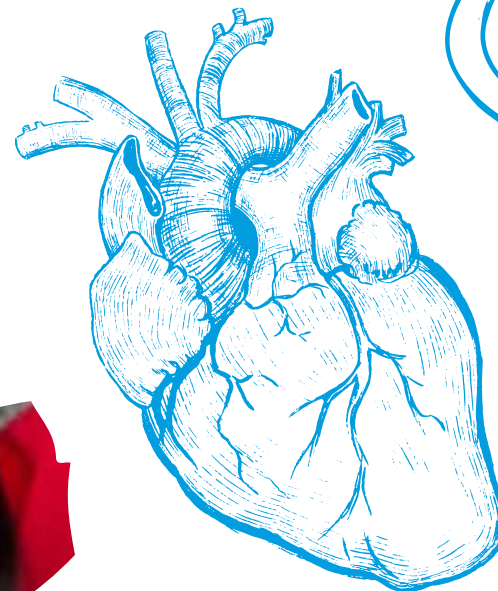
Edison Career & Technology High School

Indotronix has been actively involved with a program dedicated to providing access to STEM education for inner-city youth who lack the means but have the aptitude.



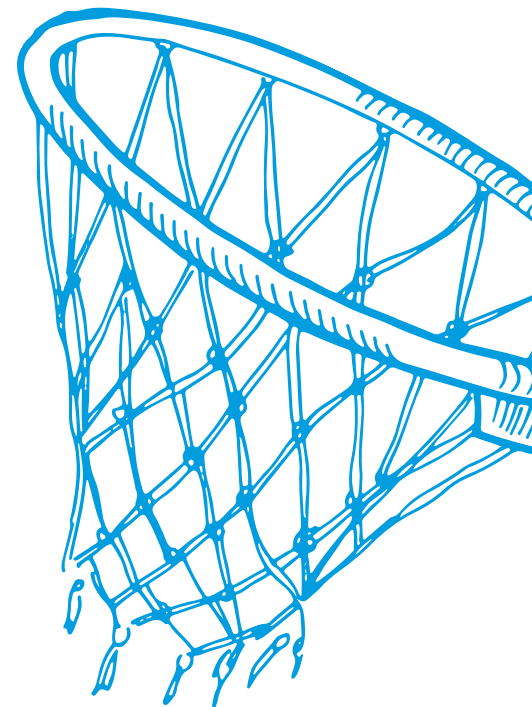
Red Cross Youth Club

Indotronix is an enthusiastic sponsor of the Red Cross Youth Club since they provide the tools and experience needed for attaining strong leadership, communication, and community service skills.



YMCA Youth Programs

Indotronix is proud to provide ongoing funding of various youth programs for children in need through the YMCA and their affiliated programs.

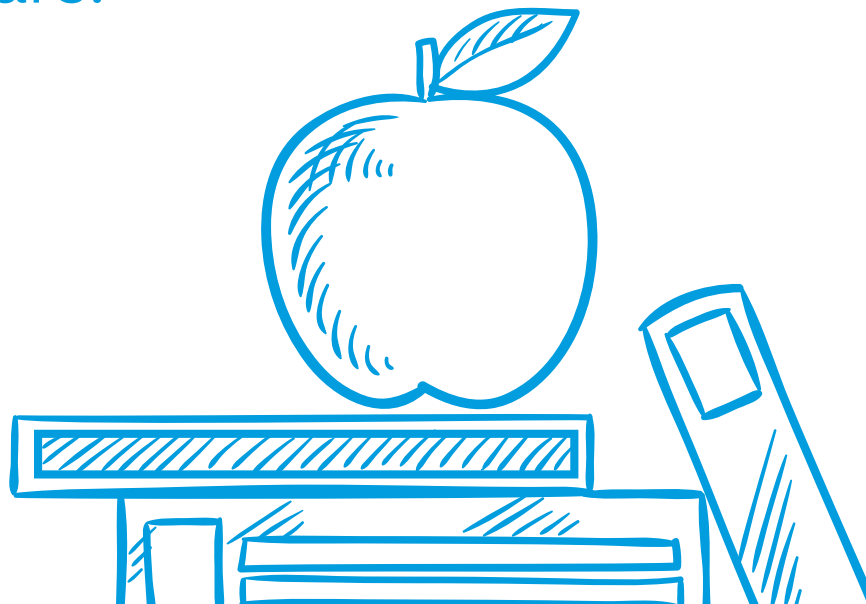


Other Projects:

Saraswathi Vidya Mandir: We have sponsored the education and related costs for 50 kids over the past six years.

Covent House (Homeless Children in NYC): We have engaged in an annual donation scheme to help homeless kids obtain access to housing and education.

Khan Academy: We are dedicated supporters of free education and thus we have been contributing to Khan Academy, a celebrated open, online school, for the past 3 years.





The future of society is inextricably linked to the **health of our environment** so, we assume responsibility for our carbon footprint and take active measures to reduce emissions wherever possible

Environmental Efforts

LED Certified Office Facilities: Our large internal teams in India work from entirely LED certified facilities.

Remote and Virtual: Wherever possible we encourage web conferencing and virtual interaction to mitigate the emissions and costs associated with travel and in-person workspaces.



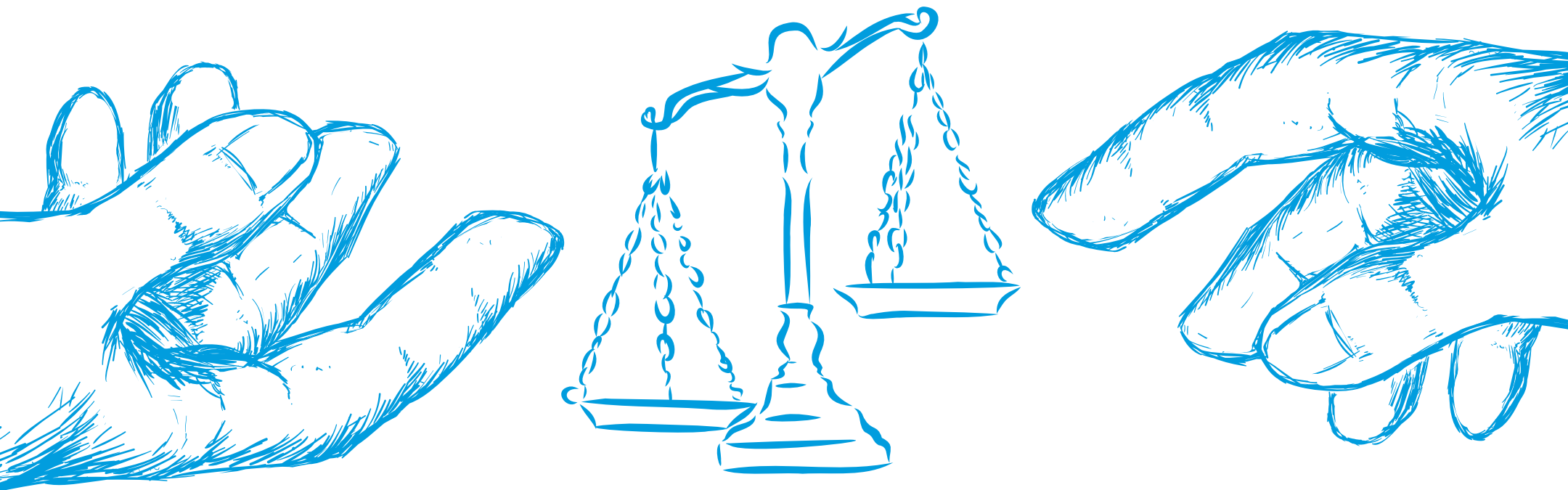
Environmental Efforts

Going Paperless: Over the past decade we have transitioned key parts of our operation online. Our entire onboarding process now happens electronically, and our paper trail has reduced by >80%.

Environmental Programming: We have plans to move towards a model where we associate the margins, we make on placements towards planting trees.



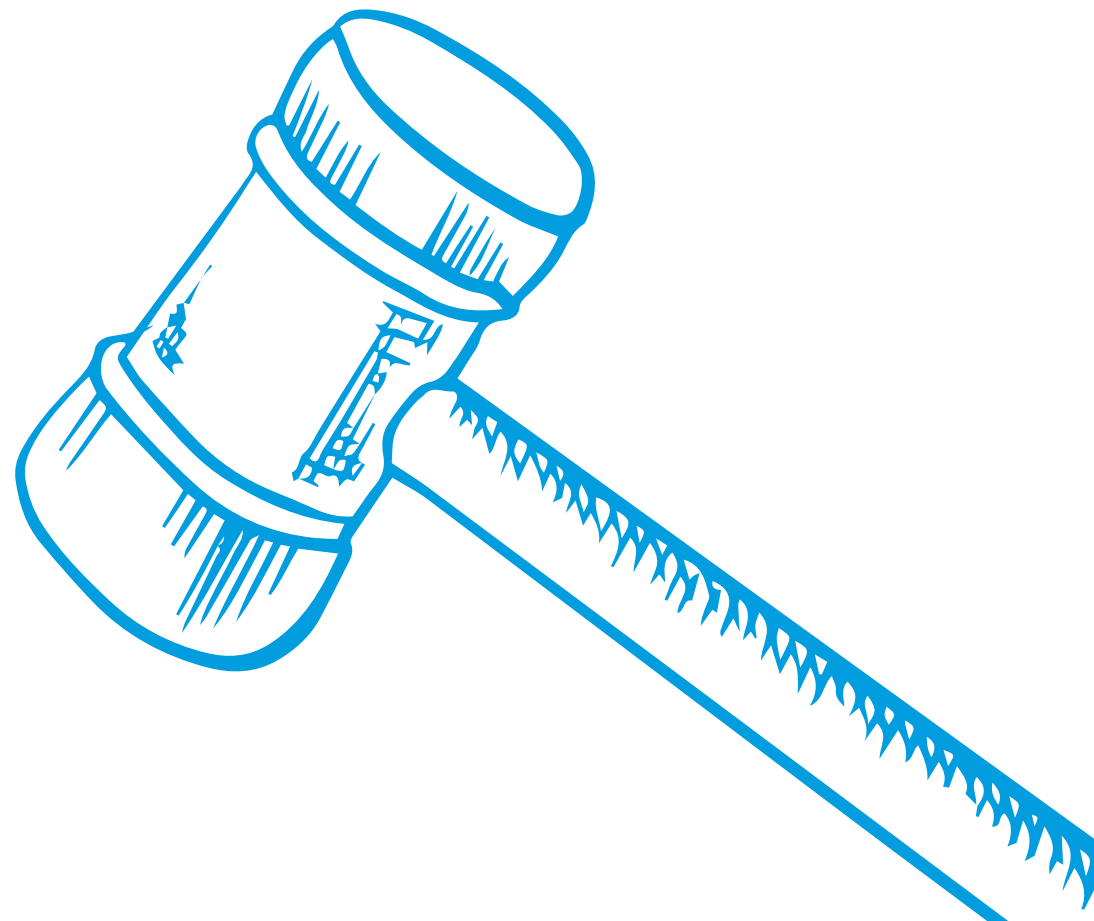
Ethics in Business



Everyone at the company is offered the **same opportunities to succeed and are compensated fairly with benefits**, accommodating for one's **work-life balance**. We have a **zero-tolerance policy** for cases of **workplace and sexual harassment, data theft or favoritism and bribing in our processes**.

Ethics in Business

Everyone is held accountable for their conduct and actions. We take pride in being amongst the few companies of our size and calibre that are privately owned and perform **audited financial reporting**, with the same benefits package for all including C-suite.



Diversity

We have a strong commitment to diversity & inclusion, focusing on **veterans**.

In the US and UK, we are making concerted efforts towards having veterans in the workforce. In the US, our head of veteran affairs is a veteran spouse, and, in the UK, it is a marine commando.

13% of our consultants are veterans themselves.

