

# COMMUNITY INVOLVEMENT AND PHILANTHROPY POLICY

**Effective:** July 21, 2019



Zensark



# 1. PURPOSE

At Zensark, we are committed to making a positive impact on our communities and contributing to social good. This policy outlines our commitment to community involvement and philanthropy, providing guidelines for engaging with communities, supporting charitable initiatives, and fostering a culture of giving back within our organization.

## 2. POLICY STATEMENT


**2.1. Community Engagement:** We recognize the importance of actively engaging with the communities in which we operate. We will seek opportunities to understand community needs, collaborate with local organizations, and contribute to community development initiatives that align with our mission and values.

**2.2. Philanthropy:** We are dedicated to supporting charitable causes and organizations that address critical social, environmental, and humanitarian issues. We will allocate resources, both financial and non-financial, to philanthropic endeavors and encourage employee participation in volunteer activities.

**2.3. Corporate Social Responsibility:** We acknowledge our responsibility to operate ethically and sustainably, taking into account the impact of our actions on society and the environment. We will strive to integrate social and environmental considerations into our business practices and support initiatives that promote sustainability and responsible business conduct.

## 3. RESPONSIBILITIES

**3.1. Management:** Senior management is responsible for demonstrating leadership in community involvement and philanthropy. They will establish goals, strategies, and initiatives aligned with our organizational values and mission, and provide the necessary resources to support community engagement and philanthropic activities.



**3.2. Human Resources:** The Human Resources department will play a key role in implementing and coordinating community involvement and philanthropy programs. They will promote employee engagement, provide information and resources, facilitate volunteer opportunities, and oversee donation processes.

**3.3. Employees:** All employees are encouraged to actively participate in community involvement and philanthropic activities. They may contribute their time, skills, and resources to support charitable causes and community initiatives. Employees should adhere to applicable policies, guidelines, and legal requirements when engaging in community involvement activities.


## **4. IMPLEMENTATION**

**4.1. Partnerships and Collaboration:** We will seek meaningful partnerships and collaborations with local organizations, nonprofits, and community groups to maximize our impact. These partnerships may involve joint projects, sponsorships, volunteering, or other forms of support that align with our mission and objectives.

**4.2. Volunteer Programs:** We will establish volunteer programs that allow employees to contribute their time and skills to community service. These programs may include company-sponsored volunteer days, skill-based volunteering opportunities, or individual volunteer efforts supported by the organization.

**4.3. Charitable Contributions:** We will allocate resources to support charitable causes and organizations through monetary donations, in-kind contributions, or fundraising initiatives. The selection of charitable initiatives will be based on careful evaluation, considering alignment with our values, impact potential, and transparency of the organization or cause.

**4.4. Employee Engagement:** We will actively promote and communicate community involvement and philanthropy initiatives to employees, encouraging their participation and engagement. We will recognize and celebrate employee contributions to community service and philanthropy to inspire others to get involved.



**4.5. Measurement and Evaluation:** We will establish mechanisms to measure and evaluate the impact of our community involvement and philanthropy efforts. This may include tracking volunteer hours, assessing the outcomes of charitable contributions, and soliciting feedback from community partners to continuously improve our initiatives.

## **5. CONCLUSION**

At Zensark, we believe that our success is interconnected with the well-being of the communities we serve. Through active community involvement and philanthropy, we strive to make a positive difference in society, contribute to sustainable development, and inspire others to take part in social responsibility. By embracing these principles, we foster a culture of empathy, compassion, and collective action within our organization. Together, we can create lasting change and contribute to a better future.