

Corporate Social Responsibility Policy

Updated: November 2022

Introduction to Corporate Social Responsibility

Corporate Social Responsibility (CSR) is a self-regulatory model practiced by businesses which is defined by the UK Government as “*the responsibility of an organisation for the impacts of its decisions on society and the environment above and beyond its legal obligations, through transparent and ethical behaviour.*”

Policy Brief & Purpose

The purpose of this policy is to promote ethical and sustainable activity, as well as generate goodwill and a positive company reputation. Marjolo is committed to delivering positive impact to its stakeholders including employees, communities, clients, and the planet through this policy.

Our company recognises that its existence is not lonely, it is part of a bigger system of people, values, other organisations, and nature. The social responsibility of the business is to give back to the world just as it gives to us.

Marjolo’s Commitments under this Policy

Corporate Social Responsibility of our company falls under two categories, compliance and proactiveness. By compliance, we refer to the company’s commitment to legality, willingness to observe community values, protect people and promote human rights. Proactive is every initiative to help communities and preserve our natural habitat.

Compliance

1. Legality

Our company will:

- a. Respect the law
- b. Honour its internal policies
- c. Ensure that all its business operations are legitimate
- d. Keep every partnership and collaboration open and transparent

2. Business Ethics

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

- a. Safety and fair dealing
- b. Respect toward the consumer
- c. Anti-bribery and anti-corruption practices



3. Protecting people

We will ensure that we:

- a. Do not risk the health and safety of our employees and community
- b. Avoid harming the lives of local and Indigenous people
- c. Support diversity and inclusion

4. 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 will ensure that our activities do not directly or indirectly violate human rights in any country (e.g., forced labour).

Proactiveness

1. Donations and Aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- a. Advance the arts, education, and community events
- b. Alleviate those in need

2. Volunteering & Charity Activities

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 and participate in fund-raising charity activities.

3. Preserving the Environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- a. Recycling
- b. Conserving energy
- c. Organising reforestation excursions
- d. Using environmentally friendly technologies

4. Supporting the Community

Our company may initiate and support community investment and educational programs. It can provide support to non-for-profit organisations or movements to promote cultural and economic development of global and local communities.

5. Learning & Development

We will actively invest in Research and Development as well as we will be open to suggestions and listen carefully to ideas and suggestion about learning and development. Our company will aim to continuously improve the way it operates.

