Corporate Social Responsibility (CSR) Policy Document

Introduction

At IBRS, we believe businesses are responsible for contributing positively to society and the environment. Our Corporate Social Responsibility (CSR) policy reflects our commitment to education, diversity, community engagement, and the ethical use of technology. This document outlines our CSR objectives, initiatives, and the framework through which we will achieve our goals.

Mission Statement

IBRS is dedicated to leveraging technology to improve society for all individuals while closing equity gaps related to digital inclusion and opportunities. We aim to empower communities through education, support diverse voices, and promote sustainable practices within our operations and partnerships.

Objectives

1. **Promote Education and Professional Development**
   - Support educational initiatives that enhance skills and knowledge in technology and business.
   - Invest in programs encouraging participation in the tech industry, particularly among underrepresented groups, including women and minorities.
   - Provide pro bono moderation and expert participation for various events, including technology leaders summits, cybersecurity forums, technology in education events, learning and development summits, and teacher training programs. This initiative aims to share knowledge and foster discussions that drive innovation and collaboration within the community.

2. **Champion Diversity and Inclusion**
   ○ Foster a workplace culture that values diversity, including gender, ethnicity, age, and background.
   ○ Implement training and awareness programs that promote inclusivity within our team and broader community.

3. **Community Engagement**
   ○ Participate in local community sports and educational networks to build relationships and support grassroots initiatives.
   ○ Provide pro bono consulting and discounted services to community-building non-profit organisations that align with our mission.

4. **Sustainable Practices**
   ○ Adopt environmentally sustainable practices within our operations and encourage our partners to do the same.
   ○ Monitor and reduce our carbon footprint, emphasising responsible resource usage.

5. **Digital Inclusion**
   ○ Work collaboratively with organisations to develop solutions that bridge the digital divide, ensuring equitable access to technology and information.
   ○ Advocate for policies and practices that enhance digital literacy and availability for underserved populations.

CSR Initiatives

1. **'Women in IT' Program**
   ○ Partner with educational institutions and organisations to create mentorship opportunities, scholarships, and workshops for women pursuing technology careers.

2. **Support for Local Sports Programs**
   ○ Sponsor and participate in local community sports initiatives to promote teamwork, health, and well-being among youth.

3. **Educational Network Collaborations**
   - Collaborate with schools and universities to provide resources, guest lectures, and workshops that enrich the learning experience in technology and business.
4. **Pro Bono and Discounted Services**
   - Allocate a percentage of our consulting hours to provide free or discounted services to non-profit organisations focusing on community building and social equity.

Implementation and Reporting

Responsibility: The CSR Committee, composed of IBRS employees from various departments, will oversee the implementation of this policy and initiatives.

Review: The policy will be reviewed annually to assess its effectiveness and make necessary adjustments based on feedback and outcomes.

Reporting: Progress on CSR initiatives will be reported quarterly to all employees and stakeholders, highlighting successes, challenges, and plans.

Conclusion

IBRS is committed to being a responsible corporate citizen. Through our CSR initiatives, we aim to make a tangible impact on our community and the broader society while fostering an inclusive and diverse workplace. Together, we can leverage technology to create a better future for all.