

<b>Document title:</b>		Corporate Social Responsibility (CSR) Policy
<b>Approving authority:</b>		Board of Directors
<b>Related policies:</b>		Board Governance and Oversight Policy Partnership and Third-Party Arrangements Policy Public Relations and Reputation Management Policy Total Quality Management Policy Environmental, Social, and Governance (ESG) Policy Ethical Marketing and Advertising Policy Industry Engagement Policy Sustainability and Environmental Responsibility Policy Media Relations and Communications Policy
<b>Next review:</b>		01/06/2026
<b>Version</b>	<b>Release date</b>	<b>Comment</b>
V1.0	01/06/2023	Initial release

## 1. Introduction

The Corporate Social Responsibility (CSR) Policy outlines ITAC's commitment to conducting business ethically and responsibly, considering the social, environmental, and economic impacts of our actions. As a leading educational institution that works closely with schools and trains students to work with thousands of children, ITAC recognizes that its decisions and operations have a significant impact on the lives of a vast number of people. ITAC is dedicated to fostering a culture of social responsibility and accountability, both within the organization and the communities it serves.

## 2. Scope

This policy applies to all ITAC staff, students, contractors, and stakeholders involved in ITAC's operations.

## 3. Purpose

The purpose of this policy is to:

- a. Guide ITAC's approach to corporate social responsibility and ensure alignment with its mission and values.
- b. Promote ethical and responsible business practices.

- c. Encourage community engagement and partnerships that support social development and environmental sustainability.
- d. Foster a positive impact on the lives of students, staff, and the wider community.

#### **4. Guiding Principles**

ITAC is committed to the following guiding principles:

- a. **Ethical Conduct:** Operate with integrity, honesty, and respect for all individuals and entities, complying with applicable laws and regulations.
- b. **Quality Education:** Provide high-quality education and training, ensuring that students are well-prepared to contribute positively to society.
- c. **Inclusive Learning Environment:** Create a diverse and inclusive learning environment that promotes equal opportunities for all students, regardless of their background or circumstances.
- d. **Employee Well-being:** Value and support employee well-being, providing a safe, healthy, and inclusive work environment.
- e. **Community Engagement:** Actively engage with local communities, schools, and other stakeholders to address social and environmental challenges and promote sustainable development.
- f. **Environmental Sustainability:** Minimize ITAC's environmental impact by adopting sustainable practices and encouraging environmental awareness and responsibility.
- g. **Transparency and Accountability:** Maintain open communication and transparency with stakeholders, regularly reporting on ITAC's CSR initiatives and progress.

#### **5. Responsibilities**

- a. **ITAC Management:** Ensure the implementation, monitoring, and review of this policy. Allocate resources and establish CSR goals and objectives for the institution.
- b. **Staff and Faculty:** Incorporate CSR principles into their daily operations and contribute to ITAC's CSR initiatives.
- c. **Students:** Participate in CSR-related activities and contribute to fostering a culture of social responsibility within ITAC.
- d. **Contractors and Stakeholders:** Comply with this policy and support ITAC's CSR efforts.

#### **6. Monitoring and Review**

This policy is subject to review and updates to ensure its relevance and effectiveness in promoting corporate social responsibility at ITAC.

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