



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

1. Purpose

The purpose of this Environmental, Social, and Governance (ESG) Policy is to outline ITAC's commitment to sustainable practices that minimize our negative impact on the environment, promote social responsibility, and maintain strong governance standards. This policy aligns with our Corporate Social Responsibility (CSR) Policy, and together they form the foundation for ITAC's holistic approach to sustainability and ethical business practices.

2. Scope

This policy applies to all ITAC staff, contractors, students, and stakeholders. It covers all aspects of our operations, including education and training services, partnerships, and decision-making processes.

3. Policy Statement

ITAC is committed to integrating ESG principles into our business strategies, decision-making processes, and day-to-day operations. We believe that by incorporating ESG factors, we can enhance our organization's long-term value and contribute positively to society and the environment.

3.1 Environmental

ITAC recognizes the importance of environmental stewardship and is committed to minimizing our environmental impact. We will:

- a. Comply with all relevant environmental laws, regulations, and best practices.

- b. Continuously improve our environmental performance by setting and reviewing targets for energy use, waste reduction, and resource conservation.
- c. Encourage environmentally friendly practices among our staff, students, and partners through education, communication, and collaboration.
- d. Incorporate sustainable and eco-friendly practices in our facilities and infrastructure.
- e. Regularly review and update our Sustainability and Environmental Responsibility Policy.

3.2 Social

ITAC is committed to fostering a positive social impact in the communities we serve. We will:

- a. Maintain a diverse and inclusive learning environment that respects and values different cultures, backgrounds, and perspectives.
- b. Promote equal opportunities and access to education for all students, regardless of their socioeconomic status.
- c. Ensure the health, safety, and well-being of our staff, students, and stakeholders.
- d. Engage in community outreach and support initiatives that align with our mission and values.
- e. Regularly review and update our Corporate Social Responsibility (CSR) Policy.

3.3 Governance

ITAC is committed to maintaining strong governance practices that ensure transparency, accountability, and ethical decision-making. We will:

- a. Operate under a robust governance framework that includes clear roles, responsibilities, and processes for decision-making.
- b. Uphold the highest standards of ethical conduct and integrity in all our actions.
- c. Implement risk management and compliance systems that safeguard our organization's reputation and assets.
- d. Foster a culture of transparency and open communication among our staff, students, and stakeholders.
- e. Regularly review and update our Board Governance and Oversight Policy.

4. Monitoring and Review

ITAC will regularly monitor and review our ESG performance to ensure ongoing improvement and alignment with our mission and values. We will communicate our progress to staff, students, and stakeholders and use feedback to refine our strategies and initiatives.

By adopting this ESG Policy, ITAC reaffirms our commitment to creating a sustainable future and upholding the highest standards of ethical conduct in our operations, services, and relationships with our stakeholders.
