

CORPORATE SOCIAL RESPONSABILITY

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Nirvair Khalsa Jatha UK's existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

What is Corporate Social Responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two Categories:

- 1. Compliance**
- 2. Pro-activeness**

Compliance refers to our company's commitment to legality and willingness to observe community values. Pro-activeness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

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

Business ethics

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

- Safety and fair dealing
- Respect toward the target audiences
- Anti-bribery and anti-corruption practices

Examples of Corporate Social Responsibility

Protecting the environment

Nirvair Khalsa Jatha UK recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Nirvair Khalsa Jatha UK is dedicated to protecting human rights. We are a committed equal opportunity charity and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

Pro-activeness

Donations and aid

Nirvair Khalsa Jatha UK will preserve a budget to make monetary donations. These donations will aim to:

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

Volunteering

Nirvair Khalsa Jatha UK will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

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

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

Supporting the community

Nirvair Khalsa Jatha UK may initiate and support community investment and educational programs. For example, it may begin engagement with other charities to install clean water filter pumps in less economically developed areas. It may support health causes such as eye cataract camps and cancer check-up medical camps in less economically developed areas.

It can provide support to non-profit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Nirvair Khalsa Jatha UK will try to continuously improve the way it operates.

Nirvair Khalsa Jatha UK is committed to the United Nations Global Compact principles 1-10. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

Nirvair Khalsa Jatha UK will continue to seek and engage with organisations with CSR policies. We may identify some projects which fall within a wider remit, these shall be carefully considered and appropriate relationship determined.

For further information, we are happy to engage, partner or support CSR projects.