

Pgogy Webstuff Ltd.

Registered company number:10681846

Corporate Social Responsibility Policy

Version 1.0

Last updated 29 January 2024

Policy brief & purpose
Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Pgogy Webstuff Ltd.'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.

Scope
This policy applies to Pgogy Webstuff Ltd. 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.

Pgogy Webstuff Ltd.'s social responsibility falls under two categories:
compliance and **proactiveness**.
Compliance refers to Pgogy Webstuff Ltd.'s commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance
Legality
Pgogy Webstuff Ltd. 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 consumer
- Anti-bribery and anti-corruption practices

Protecting the environment
Pgogy Webstuff Ltd. 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
Pgogy Webstuff Ltd. is dedicated to protecting human rights. We are a committed equal opportunity employer 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).

Proactiveness
Donations and aid
Pgogy Webstuff Ltd. may preserve a budget to make monetary donations. These donations will aim to:

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

Volunteering
Pgogy Webstuff Ltd. will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Pgogy Webstuff Ltd. may sponsor volunteering events from other organizations.

Preserving the environment
Apart from legal obligations, Pgogy Webstuff Ltd. will proactively protect the environment. Examples of relevant activities include:

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

Supporting the community
Pgogy Webstuff Ltd. may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. 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 research and development. We will be open to suggestions and listen carefully to ideas. Pgogy Webstuff Ltd. will try to continuously improve the way it operates. Pgogy Webstuff Ltd. is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business.