



# CORPORATE SOCIAL RESPONSIBILITY POLICY

## **Abstract**

The policy outlines our commitment to ethical practices, compliance with laws, human rights, community initiatives, environmental conservation, and educational programs.

## **The intended beneficiaries:**

This policy addresses our community, outside the company, and other institutions and society.

Document Version History

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0.1	Edited text, Added Sections, and Content	M. Isan	14/01/2022
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ABBREVIATIONS

ABBREVIATION	DEFINITION
CSR	Corporate Social Responsibility Policy
AHF	ASSIST Humanitarian Foundation

THE GOALS OF THE POLICY

At ASSIST Software, we are committed to ethical practices, compliance with laws, human rights, community initiatives, environmental conservation, and educational programs. **ASSIST Humanitarian Foundation** embodies our dedication to respect and invest in implementing these concepts in our company and community.

## CONCEPT OF CORPORATE SOCIAL RESPONSIBILITY

Communiqué 347/20021 issued by the European Commission provides a detailed definition of corporate social responsibility (CSR) as the voluntary contribution of companies towards sustainable development. CSR encompasses a wide range of ethical and responsible business practices aimed at improving the well-being of society and the environment.

The European Commission believes that the European Strategy for implementing and developing CSR/SR is highly beneficial for all European companies and stakeholders involved in economic and social development. The strategy promotes adopting CSR principles and guidelines, including transparency, accountability, and stakeholder engagement.

Moreover, the European Commission considers the implementation of CSR essential for the European Union's sustainable development. By incorporating CSR into their business practices, companies can create long-term value for their stakeholders, including customers, employees, shareholders, and the broader society. This, in turn, can contribute to economic growth, job creation, and environmental protection, thereby ensuring the well-being of present and future generations.

## THE ASSIST HUMANITARIAN FOUNDATION

**The ASSIST Humanitarian Foundation** is the Suceava Foundation that was involved in aid, donation, and volunteering actions well before its establishment in 2022. As a company, ASSIST Software, for more than 30 years, carried out charitable actions and come to the aid of those who need us. The AHF is a derivative of the desire of the ASSIST Software community of software engineers, specialists, managers, and friends to impact society positively. Thus, the AHF allows us to start large-scale projects that benefit the community and benefit from them.

**AHF** is built on four fundamental principles:

**Education:** we encourage excellence in education by equipping schools with state-of-the-art technology and creating innovative learning environments.

**Culture:** we actively support art and value the local community's cultural heritage in Bucovina, preserving its essence and authenticity.

**Health:** our efforts are focused on projects and initiatives to facilitate community members' access to quality medical services and equipment.

**Humanitarian support:** good deeds and empathy change the evolution of humanity for the better. Our goal is to improve the lives of those in need significantly.

**Our mission is to help communities and change perspectives.**

We aim to change mindsets. That's why we bring together people who don't hesitate to get involved in various social causes, and we're always happy when we give, encouraging others to do the same. We must make long-term changes in the community through charity, education, and culture. We want to bring respect and dignity to children, older people, and others in need. We support non-aggression, education, culture, and science because we want to develop together harmoniously. Progress and innovation open new horizons, and humanitarian work helps society achieve them.

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**Consequently, this CSRP is:**

- **Strategic:** it articulates the political commitment to the highest level.
- **Cross-sectional:** It affects all the company's activities.
- **Realistic and feasible:** it responds to the diagnosis made for the policy design and accurately defines the responsibility, procedure, and resources for developing the proposed actions.
- **Accountable:** it guarantees that the information on the contents of the policy and the achievement of the goals reach the whole Company.
- **Participatory:** it is developed with the participation of the whole Company.
- **Flexible and ongoing:** it is a living document that allows changes based on tracking results.

From the point of view of the **target population**, the actions are addressed to the whole Company, other specific groups, and outside the Company, community, other institutions, or society.

## ORGANIZATION AND RESOURCES FOR CSRP

**Implementing corporate Responsibility activities is integral to AHF's operations and applies to** its staff and volunteers.

The Foundation has a set of objectives that it aims to achieve through its activities. First and foremost, it strives to create a culture where volunteering is not just an option but a norm.

By doing so, the Foundation hopes to improve the standard of living of the communities it serves.

In pursuit of this **goal**, the AHF engages in various humanitarian actions to change perspectives and restore the dignity of low-income families, children, and older adults in the Suceava area. These actions address these groups' multiple challenges, including poverty, lack of access to basic amenities, and social isolation.

To ensure the success of its Corporate Responsibilities activities, the Foundation has implemented several **measures**.

First, the Company allocates **adequate resources to support AHF activities**.

Additionally, the Foundation ensures that **matters relating to its activities are effectively communicated** throughout the Company community. This helps to create a sense of shared responsibility and encourages participation from all stakeholders.

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**AHF communication site (English):** <https://fundatia-assist.ro/en/homepage/>

**More about our activities (Annual Report – English):**

<https://fundatia-assist.ro/en/activity-reports/>

## DEDICATED RESOURCES

The Human Resources Department designed and reviewed this policy.

The AHF applies CSRP.

CONTACT PERSONS

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