

SUSTAINABILITY : DONATIONS AND FUNDING

Corporate Social Responsibility Policy

Air University School of Management's Corporate Social Responsibility (CSR) Policy sets out the guiding principles which facilitate the organization in fulfilling its core mission. Policy determines the ways in which AUSOM ensures that its functions and activities are carried out in ethical and sustainable ways for the public benefit.

AUSOM'S CSR Policy is made up of three important pillars:

- Staff & Students
- Community members & Partners
- Environmental Sustainability

AUSOM has a strong conviction that attainment of its mission lies in ethically serving and respecting all its stakeholders—i.e., students, parents, staff, partners and community in general. AUSOM seeks all such opportunities that can help it ethically serve the interests of its stakeholders and positively contribute to the external environment.

As an Employer

AUSOM is fully committed to act as a good employer and attempts to contribute at both social and economic fronts in this connection. AUSOM positively engages with Higher Education Commission of Pakistan, Ministry of Education, Commercial banks and other relevant stakeholders to represent and protect its employee's interests.

AUSOM ensures that:

- ✓ Our faculty and administrative staff have full support of the management.
- ✓ Our school provides a healthy work environment to its employees by treating our people fairly.
- ✓ Our employees are offered competitive terms and conditions while practicing similar policies for third party contractors as well.
- ✓ Our people can maintain a healthy work life balance while providing competency development opportunities.

- ✓ Our employees respect the rights and dignity of each other by treating everyone with fair and just means.
- ✓ The privacy of our people is secured
- ✓ All our operations are embedded with equality and diversity

Towards Students

AUSOM aims to produce ethically and morally upright practitioners. Towards this end, AUSOM ensures that:

- ✓ Irrespective of gender, ethnicity, race and religious backgrounds, full participation in the university education is facilitated.
- ✓ Students are updated on corporate social responsibility by including updated information in the curriculum as well as strongly engaging them in the community service initiatives taken by our school's community service club.
- ✓ Provides a safe, healthy and socially responsible environment that students (future's practitioners) would like to replicate in their personal and professional lives.
- ✓ Our students respect the rights, dignity and privacy of their fellow students.
- ✓ Our students actively participate in arranging and attending various workshops and seminars regarding sustainable development and corporate social responsibility.

Towards Communities

AUSOM builds viable relationships with all its stakeholders—including local communities, suppliers, military affiliates, regulators etc. It encourages its stakeholders to consider the legitimate needs of others and get involved in high quality educational service. Moreover, it encourages its staff and students to lend a contributing hand towards local communities.

In this regards, AUSOM ensures that:

- ✓ A safe and healthy environment is provided to the community visitors.
- ✓ Our staff and students develop sufficient understanding of the socio-economic and in particular educational needs of the community.

- ✓ Our staff and students are encouraged to engage in social service activities and students in particular are encouraged to support local charity based organizations.
- ✓ Staff and students are encouraged to actively participate in the CSR activities planned by the community service club in a semester.
- ✓ Our community service club develops a brief event report to maintain a record and measure the impact of such initiatives over the participants on annual basis.

Towards Partners

In this regards, AUSOM ensures that:

- ✓ We deal with our business partners with transparency and fairness.
- ✓ Our people invest in sustainable and socially responsible purchasing of goods and services.
- ✓ Our partners adopt best practices in terms of sustainability and social responsibility.

Towards Environment

AUSOM takes reasonable steps to maximize its environmental impact via highlighting the need of environmentally responsible practice. Towards this end, it ensures that:

- ✓ Sustainable development is understood by staff and students and is an integral part of our curriculum.
- ✓ Conducts annual CSR Assembly that aims to raise awareness among students and communities on the importance of social responsibility and sustainable development where leading professionals in the areas such as Corporate social responsibility, Environment, Climate Change, Sustainable development and Biodiversity etc. are invited to share their thoughts and update faculty and students.
- ✓ Encourages students to highlight those economic/industrial sectors where carbon management plans are needed to control carbon emission.
- ✓ Reduce our wastes to prevent environmental degradation and encourage the paper-free environment at School.
- ✓ Ensure continuous improvement and prevention of pollution.