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Approved By: PROPRIETOR Dot. Next



Community Relations & Impact Policy

1. Purpose

Dot Next Technologies recognizes that as an IT services, software development, consulting, and support operations company, its activities have both direct and indirect impacts on the communities where it operates.

This policy formalizes our commitment to:

- Responsible community engagement.
- Promoting inclusive growth and positive social impact.
- Aligning with Indian legal obligations and global ESG (Environmental, Social, Governance) standards.

2. Scope

This policy applies to:

- All Dot Next employees, contractors, and consultants.
- Business partners and suppliers engaged with Dot Next.
- Community engagement and CSR-related activities across India and international operations.

3. Policy Statement

Dot Next is committed to the following principles:

a. Building Strong Community Relations

- Engage respectfully and transparently with local communities.
- Understand community needs through ongoing dialogue and feedback.

b. Promoting Education & Digital Inclusion

- Support initiatives in digital literacy, coding, and STEM education.
- Collaborate with schools, colleges, and NGOs to enhance employability.

c. Social Responsibility & Development

- Encourage employee volunteering in social impact projects.
- Support local entrepreneurship, especially among underrepresented groups.
- Promote diversity, equality, and inclusion in employment and community initiatives.

4. Implementation

- Our **Engagement Partner** will be designated to plan, monitor, and execute programs.
- A **Community Feedback Mechanism** will be established to measure impact and improve initiatives.
- Partnerships will be built with NGOs, local institutions, and social enterprises to maximize impact.

5. Governance & Compliance

This policy is aligned with:

- **Indian CSR Guidelines** – Section 135 of the Companies Act, 2013 (where applicable).
- **International ESG Standards** – Global Reporting Initiative (GRI), UN Global Compact principles, and SDGs.

Compliance will be:

- Monitored by the **ESG & Compliance Officer**.
- Reviewed through **annual assessments** and internal audits.

6. Roles & Responsibilities

Role	Responsibility
Proprietor	Approves the policy, ensures compliance, and drives the culture of responsible community engagement.
Engagement Partner	Implements programs, manages feedback mechanisms, and reports outcomes.
Employees & Contractors	Participate in initiatives, volunteer, and provide feedback on community projects.
Vendors & Partners	Support Dot Next's community and sustainability standards in their operations.

7. Reporting & Feedback Mechanism

- Community members, employees, or partners may share feedback or raise concerns about Dot Next's community initiatives.
- Reports can be submitted via **Email: contact@dot-next.in**.

- All concerns will be reviewed by the **Dot-Next 's responsible team**, addressed promptly, and integrated into improvement plans.

8. Review & Continuous Improvement

- This policy will be **reviewed annually** or earlier if required by law or community needs.
- Community feedback will be incorporated into planning to ensure relevance and effectiveness.

7. Document Control

Version	Date	Prepared By	Reviewed By	Approved By	Changes / Remarks
1.0	01.04.2023	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Initial Release
2.0	01.04.2024	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Minor Edits
3.0	01.04.2025	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Reporting Mechanism Section Added

Signed: *Ajit Hogade*
 AJIT VIJAY HOGADE | PROPRIETOR
 DOT NEXT TECHNOLOGIES
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