



| **CORPORATE SOCIAL  
RESPONSIBILITY**

# Inspiring Change, Shaping Futures



As the President of Zolon, I am honored to share our steadfast commitment to corporate social responsibility (CSR). At Zolon, we believe that success is measured not only by financial achievements but also by the positive impact we make on society and the environment. Guided by this principle, we have integrated CSR into the very fabric of our business operations. From promoting environmental sustainability to supporting local communities, every decision we make is rooted in our dedication to creating a better world for current and future generations.

**Our CSR initiatives reflect our core values of integrity, transparency, and compassion.**

We actively engage with stakeholders to understand their needs and concerns, ensuring that our efforts have a meaningful and lasting impact. Whether it's through empowering employees to volunteer, reducing our carbon footprint, or championing social causes, Zolon remains committed to being a responsible corporate citizen. Together, we strive to build a brighter future where business success goes hand in hand with social and environmental stewardship.



**Goutham Amarneni**  
President

# EMBRACING CORPORATE SOCIAL RESPONSIBILITY

## ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability is paramount to us. We're dedicated to minimizing our impact and promoting eco-friendly practices. We've introduced energy-efficient tech, cut waste, and embraced renewable energy. We're also involved in biodiversity preservation. Our goal is to develop technologies that balance environmental and economic concerns. We're committed to fighting climate change and protecting biodiversity.



## COMMUNITY EMPOWERMENT

We prioritize community empowerment through social responsibility, driving socio-economic progress and fostering inclusive development. Collaborating with grassroots groups, we've launched education, healthcare, and entrepreneurship programs. Our goal is to uplift disadvantaged communities, promote self-reliance, and trigger positive change. We advocate for and participate in initiatives that strengthen community resilience and advance society.



## EMPLOYEE WELL-BEING

We prioritize employee well-being through workplace health and safety measures and career development programs. Our staff are encouraged to engage in CSR activities and contribute to society through initiatives like volunteering and donation matching. We promote personal growth, equal opportunities, and diversity while ensuring fair working conditions and rejecting forced or child labor. Through open communication, we foster a culture of mutual trust and self-responsibility.

“  
*Supporting Potential,  
 Sustaining Lives*  
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zenaviv

EMPOWERING ARTISTS WITH AUTISM AWARD

Presented to our Impact Partner

*Zolon Tech*

IN RECOGNITION OF  
 the life-changing opportunities provided to people on the autism spectrum.



Sneha  
Athreya



Andrew  
Earl



Himel  
Bikmal



Lec  
Jaworek

*Harish*

Chief Empowerment Officer

September 30, 2019

Date



Zolon believes in giving back to our community, especially during times of need. To combat food insecurity, we support the Choice Pantry Service, helping qualified individuals and families in Fairfax, Chantilly, and surrounding areas. Zolon Tech supplies essential food items and diapers to the pantry, ensuring families have access to nutritious meals and necessary supplies for their children. Our support goes beyond donations; it's a partnership to foster a healthier, more resilient community. By providing these essentials, we aim to alleviate burdens and contribute to the community well-being.

Zolon Tech is dedicated to fostering an inclusive community and empowering individuals with autism. We support organizations that champion autism awareness and assistance, believing in a world where individuals with autism are empowered, included, and able to thrive. Our commitment extends beyond advocacy; we actively contribute to programs providing vital resources and support for individuals with autism and their families.

We proudly promote initiatives that encourage inclusion, understanding, and acceptance through educational programs, awareness campaigns, and community activities. Our multifaceted support includes financial contributions and volunteer efforts by our dedicated team members. Additionally, Zolon Tech is committed to diversity within our own workforce, actively hiring neurodiverse candidates and celebrating the unique perspectives they bring. Through partnerships and active involvement, Zolon Tech is building a more inclusive and supportive community for all.

## COMMUNITY SUPPORT

We were proud to sponsor and participate in a recent charity golf event supporting Western Fairfax Christian Ministries (WFCM). The event brought together like-minded individuals to raise funds and awareness for WFCM's essential services—emergency aid, food, and clothing for families in need.

Every swing helped make a difference, and we're grateful to all who joined us. The event reaffirmed our commitment to giving back and supporting WFCM's mission to uplift the community.



In honor of Breast Cancer Awareness Month, Zolon Tech proudly donated to Blossoms for Pink, an incredible organization dedicated to raising awareness and support for breast cancer. We were thrilled to host the inspiring founder, who shared her journey and the impact of their work.



Zolon Tech Inc. is proud to sponsor Team Enginotic 6 Robotics, a remarkable non-profit organization. Recently, the team secured their place at the World Championship, a testament to their incredible skills, innovation, and dedication. Last Friday, they showcased their talents with an impressive demo at Zolon Tech's corporate office, leaving us in awe of their achievements. We extend our heartfelt congratulations to the team for their hard work and success. As they prepare for the global stage, we are excited to cheer them on and support their journey to excellence.



## SUPPORTING INNOVATION AND EXCELLENCE

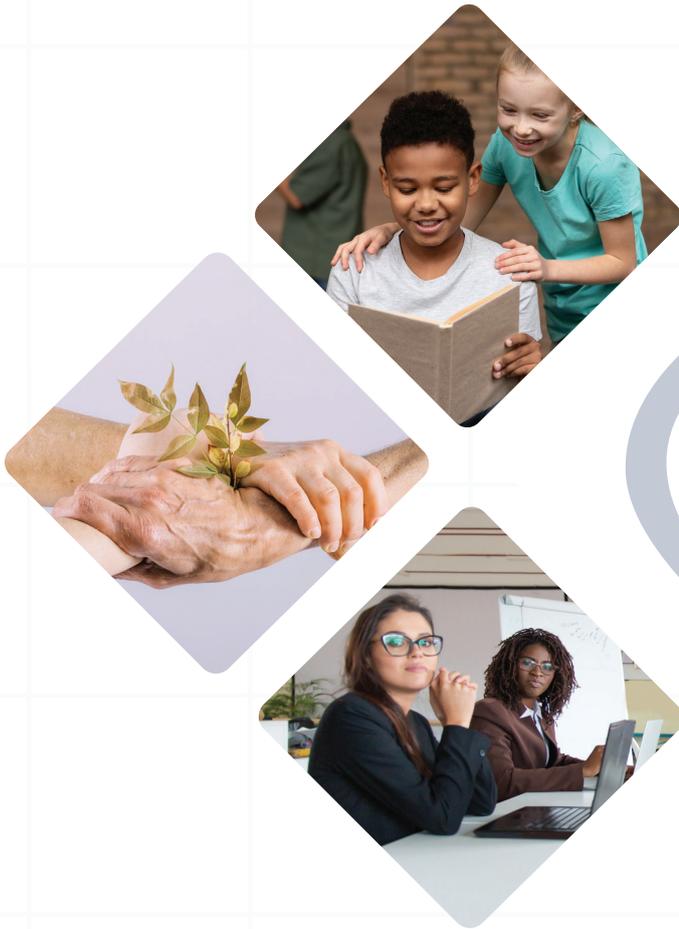
## EXCELLENCE THROUGH ETHICAL INTEGRITY

We at Zolon are committed to Propelling Purposeful Change, Embracing Accountability, Inspiring Confidence, and Delivering Excellence

### **Central to our ethical hiring philosophy is the principle of equal opportunity.**

Ethical hiring practices at Zolon Tech are grounded in the principles of fairness, transparency, and inclusivity. The company is committed to creating a diverse workforce that reflects a variety of perspectives and backgrounds, ensuring that hiring decisions are made based on merit and the unique qualifications of each candidate. To achieve this, Zolon Tech implements unbiased recruitment processes that eliminate discrimination based on race, gender, age, disability, or any other non-job-related factors. This includes using standardized interview questions, blind recruitment techniques where identifying details are removed from applications, and involving diverse hiring panels to minimize unconscious bias. By fostering an environment of equality, Zolon Tech aims to attract and retain top talent, ultimately driving innovation and growth within the organization.





**ZolonTech**