



Corporate Social Responsibility Statement

NextFirst Engineering Technologies is a world class material kinetics solutions company, focusing on solutions that are flexible, fast, energy efficient, robust, and reliable.

Our vision is to make the world more productive and sustainable by building intelligent, energy efficient and high speed material kinetics solutions.

Our core values guide our behaviors and decisions and enable us to create a culture of trust.

- Customer Focus
- Responsibility and accountability
- Openness built on mutual respect
- Persevere to be the best
- Integrity above everything else

We are committed to

- Providing a best in class experience for our customers, partnering with them to grow their business efficiently and profitably
- Providing an inclusive, challenging, open and rewarding environment for our staff that fosters growth
- Leveraging a global mindset to help our partners improve their business by providing access to the global supply chain
- Being socially responsible, in our actions within and outside the company

Our stakeholders include our:

- Customers
- Employees
- Suppliers and vendors
- The environment
- The communities where we operate

A Foundation of Compliance

NextFirst complies with the laws of the countries in which it operates. We expect our employees, suppliers, contractors, and others within our sphere of influence to act accordingly.

Our Approach to Corporate Social Responsibility (CSR)

NextFirst works to ensure that any business undertakings are conducted as ethically as possible and ensure that our business practices are fair and beneficial to all stakeholders. NextFirst strives to provide an open, inclusive workplace thriving on meritocracy and guarantee an environment that positively impacts the society socially, economically, and environmentally.

Looking after Employees

Our employees are our biggest asset and we believe that one of our competitive strengths is to help showcase the technical capabilities of the Indian workforce in the global market. Therefore, we offer numerous companywide initiatives to nurture and develop our employees. To this end we continuously strive to hire the best talent and invest in their ongoing professional development, all while basic interests of health and safety.

Acting with integrity

- We strive not to employ child labor or forced labor of any kind
- We have a stated grievance redressal process, including sexual harassment, in place that employees can use to communicate and issue they have and the HR department is accountable to ensure that each grievance is attended to in a timely and fair manner.
- Recognize and avoid conflicts of interest including gifts, entertainment, or money to prevent any misplaced expectation of unjust interest or wrongful preferential treatment.

Wages and benefits

- As a company with over 75% of our workforce with college and/or advanced degrees, we offer competitive wages which are benchmarked against industry standards.
- We contribute to the employees retirement plans across the organization.
- NextFirst pays for (in full) medical and accident insurance of employees. The medical insurance has recently been updated to include COVID 19 treatment.

Employee development

- We provide an open atmosphere for employees to express their desire for training, upskilling, and continuing education. The company provides assistance (both financial and time off) to enable employees to enhance their education levels.
- We encourage our employees to work with their managers to carve out a career path and strive our best to meet our employees career aspirations
- We strive for an inclusive workforce and do not tolerate discrimination on the basis of race, ethnicity, age, and gender.
- We help ensure physical well being of our employees, providing refreshments and access to areas for resting as needed.
- We provide access to remote medical monitoring for our staff on an as needed basis.

Meeting the high expectations of our Customers

Our “customer focus” guides our work to develop and provide innovative, dependable and high quality products and services that meet our customers' high expectations and help enrich the lives of people around the world.

- We hold ourselves to the highest standards of engineering and workmanship. Our project processes have numerous reviews built into ensure conformance to our practices and where needed we will get our designs/equipment inspected by third parties to guarantee quality.
- Our customers and suppliers trust us with their information. We have processes and programs in place to protect confidential information and maintain data security.
- By honoring the unique culture, customs and history in all the geographies where we operate, we bring a global mindset to our work. This enables us to have open and honest interactions while also bringing new ideas and fresh thinking to our work.

Interaction with Vendors/Suppliers

We believe that our vendors and suppliers are an extended part of our business and appreciate the integral role they play in our success. We hold our suppliers to the same high standards we set for ourselves. When our values and expectations are upheld throughout the supply chain, we do more than deliver products and services—we build and strengthen trust with each other, our customers and our communities.

We hold our vendors and suppliers to high standards and expect that they:

- Act with honesty and integrity
- Understand and comply with all relevant laws and NextFirst policies
- Operate a respectful workplace
- Employ and pay people the right way
- Do Not Use Involuntary, Trafficked, or Underage Labor
- Uphold high standards for safety and quality

Our success and that of our suppliers and vendors goes hand in hand.

- We partner with our suppliers and help them improve their systems and practices. We encourage our suppliers to reach out to us for help in improving their systems. Supplier improvement programs include sharing our best practices with our suppliers and including them in training where needed.
- We treat confidential information shared by suppliers with the same care that we treat our own and contractually ensure that suppliers do the same.
- We will not continue business with a vendor/supplier if they are proven to employ child labor or forced labor of any kind.
- We choose to work with suppliers on the basis of business considerations, provided they meet all the above expectations of upholding standards.

Protecting the Environment

We understand that we all have a role to protect the environment. Our aspiration is to minimize our footprint on the environment from our business operations and across our supply chain. Our focus is to help reduce emissions, eliminate waste and preserve natural resources.

- We support greener transportation options to conduct day to day business operations, including staff travel and material transport.
 - We prioritize locations that are easily accessed by public transport to conduct our primary business operations
 - We ask our vendors and logistics partners to use vehicles that carry an approved “pollution under control” certificate
- Our business locations have the required clearances from pollution regulation authorities. Their pollution clearance certificates are also maintained to ensure they are up to date
- The majority of our business locations have rain water harvesting infrastructure in place
- We encourage usage of recyclable packaging material for our shipments and where possible encourage our vendors to follow the same practice

Community Engagement

We believe that when the communities where we operate are healthy, our business is more sustainable. In turn, we seek to support initiatives that advance economic development and upward mobility while also providing enriching opportunities for our employees to give back.

- We work hard to make sure local vendors are aware of potential opportunities to work with us, which helps grow the economies of the communities where we operate.
- We support the next generation of talent and are investing to build a pipeline of opportunity. To that end, we engage with colleges and technical schools in our communities to provide internship opportunities, training programs and recruitment opportunities.
- Volunteerism is an important component of NextFirst’s commitment to our local communities. We encourage our employees to volunteer for community relevant activities and provide free leave of absence to encourage their participation.