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AVASANT

# Corporate Social Responsibility Report

2024



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# 1. Introduction

## 1.1 Message from the Chairman & CEO

As we reflect on the past year and look forward to 2025, I am proud to share Avasant's continued commitment to corporate social responsibility and sustainability. At the heart of our operations lies our core mission to create meaningful impact by empowering individuals, businesses, communities, and countries to exceed expectations and achieve new heights.

In an era defined by rapid technological advancement and global challenges, our role as a trusted advisor extends beyond business success. We believe that innovation, sustainability, and social responsibility go hand-in-hand to create a future that is both prosperous and equitable.

Over the past year, we have made significant strides in several key areas of our CSR strategy. At Avasant, diversity is a fundamental value. We've expanded our programs to create a more inclusive and diverse workforce where everyone continues to thrive and broader opportunities for growth are available to all. Through our non-profit, the Avasant Foundation, we have strengthened our partnerships with educational institutions, public entities and other non-profit organizations to provide education and skills training to communities in developing countries, with the goal to accelerate sustainable global development.

Since joining the UN Global Compact in 2011, Avasant has aligned its corporate vision and best practices to the Global Compact's ten principles, which address human rights, labor laws, environmental concerns, and anti-corruption issues. We have also partnered with the UN Global Compact through their initiatives to accelerate our progress towards the United Nations' 2030 Sustainable Development Goals.

Looking ahead, we recognize that collective and meaningful action is needed to face future challenges. As such, Avasant is dedicated to sustainable practices that create value for all stakeholders and contribute to a better world.

I am incredibly proud of the progress we have made, but there is still much more to be done. Together, we can drive meaningful change, harnessing the power of technology to not only solve today's challenges, but to create a more sustainable, inclusive, and equitable future.

Thank you for your continued trust and support on this journey.



**Kevin S. Parikh**  
Global Chairman & CEO  
Avasant

## 1.2 Executive Summary

The Avasant 2024 Corporate Social Responsibility (CSR) report highlights the company's continued commitment to creating positive social and environmental impact through innovation, diversity, and community engagement. In alignment with the United Nations Sustainable Development Goals (SDGs), Avasant's efforts reflect its core values of leadership, sustainability, and global citizenship.

At Avasant, we integrate sustainability into our core business operations and client advisory services, focusing on promoting responsible sourcing and championing social programs and initiatives that drive economic growth, reduce inequalities, and support global access to education.

The Avasant Foundation also plays a pivotal role in advancing global citizenship, focusing on economic empowerment and education. By empowering high potential, disadvantaged youth in developing countries through education, employment and entrepreneurship in the new digital economy, the foundation continued its efforts in 2024 to pursue its mission in preparing youth to succeed in the workforce of today and tomorrow.

Avasant's internal diversity, equity, and inclusion (DEI) initiatives have continued to create a workplace where individuals from all backgrounds thrive. Employee engagement programs, wellness initiatives, and leadership development opportunities remain a top priority, ensuring the well-being and growth of our global team.

Over the past year, Avasant's annual mentorship and educational programs were also executed with the aim to continue to empower the next generation of leaders and entrepreneurs. These initiatives and executive offerings are aimed at fostering innovation, leadership, and social responsibility.

Avasant's 2024 Corporate Social Responsibility and Sustainability report marks a year of growth and impact. As the company continues to evolve, it is committed to creating long-term value for all stakeholders through sustainability, social inclusion, and innovation. With a future-focused strategy, Avasant will persist in its mission to drive meaningful change and build a more equitable and sustainable world.

### 1.3 Our Mission & Vision

Avasant is a leading management consulting firm focused on translating the power of technology into realizable business strategies. Specializing in digital and IT transformation, sourcing advisory, global strategy, and governance services, Avasant prides itself on delivering high-value engagements through industry focused innovation and flexible client-based solutions.

At Avasant, our mission is to empower individuals, businesses, communities, and countries to achieve sustainable economic growth and development and establish a connected, open, accessible, and equal society. We take immense pride in our unwavering dedication to corporate responsibility and sustainability.

For us, this commitment is more than just a set of values; it's the very essence of who we are and what we stand for. In an increasingly interconnected world facing complex global challenges, sustainability is at the core of everything we do. We understand that the decisions we make today have profound implications for tomorrow, shaping the trajectory of our planet and society.

That's why we approach every aspect of our business with a deep sense of responsibility, striving to integrate sustainability into our operations, practices, and partnerships. Whether it's minimizing our environmental footprint, championing social equity, or fostering economic resilience, we're driven by a shared vision of building a better world for future generations.

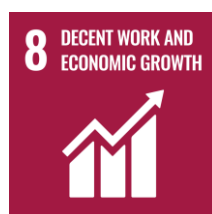
### 1.3 Our Approach to Corporate Social Responsibility

Avasant’s approach to Corporate Social Responsibility (CSR) is deeply aligned with its mission to create lasting, positive change through technology, inclusivity, and sustainability.

As a global firm, Avasant focuses on empowering underserved communities, particularly through education and technology training initiatives. Avasant’s annual Youth Mentorship Programs, Career Mentorship Initiatives and the Avasant Foundation provides young people with access to technology education, skills training, and mentorship, equipping them to thrive in the digital economy. Alongside this is Avasant’s commitment to fostering a diverse and inclusive workforce. Through targeted action, such as those supporting young women in technology, Avasant is breaking down barriers to career advancement and encouraging equal opportunity in its workforce and beyond.

Avasant also leads a robust ESG Practice and is an active partner of the United Nations Global Compact (UNGC). In line with the UNGC’s ten principles and the Sustainable Development Goals (SDGs), Avasant integrates sustainability into its operations and client engagements, promoting green technologies and responsible business practices to help mitigate environmental impact. The firm’s dedication to CSR extends to community engagement and philanthropy, supporting nonprofit organizations globally and contributing time, expertise, and resources to initiatives that advance education, healthcare, and economic development.

Through these efforts, Avasant demonstrates its belief that responsible business practices can drive meaningful, sustainable change, ultimately building a future where technology and innovation serve as forces for social good.



## 2. Alignment to the United Nations Sustainable Development Goals (SDGs)



As a participant of the United Nations Global Compact (UNGC), Avasant has reaffirmed its commitment to achieving the UN's 2030 Agenda through various initiatives, programs, and strategic partnerships. Through these concerted efforts, Avasant and the Avasant Foundation continue to lead by example, demonstrating that corporate responsibility and sustainability are integral to achieving a better and more sustainable future for all.

In line with **Goal 4: Quality Education**, the Avasant Foundation has significantly impacted the lives of over 52,360 individuals worldwide. Through its digital job-skills training programs, the Foundation has equipped youth with the tools needed to secure meaningful employment opportunities, improving their lives as well as those of their families and communities. The true value of education in job creation is immeasurable, and the ripple effect of the Foundation's efforts will undoubtedly continue for years to come.

**Goal 5: Gender Equality** is another critical area of focus for Avasant. The company has instituted policies and initiatives aimed at promoting gender equality within its workforce and beyond. By supporting women's education, leadership, and entrepreneurship, Avasant strives to create an environment where women can thrive and contribute equally to economic and social development.

**For Goal 8: Decent Work and Economic Growth**, Avasant is committed to fostering an inclusive and dynamic work environment that promotes decent work conditions and economic growth. Through its global strategy and governance services, Avasant provides clients with the tools and knowledge needed to enhance their workforce and achieve sustainable economic development.

**Goal 10: Reduced Inequalities** is addressed through Avasant's diversity, equity, and inclusion (DEI) initiatives. By creating a workplace that values and respects all individuals, Avasant aims to reduce inequalities and promote social justice. These efforts are complemented by community outreach programs that support marginalized groups and advocate for equal opportunities.

Finally, **Goal 17: Partnerships for the Goals** underscores Avasant's commitment to collaborative efforts. By partnering with various stakeholders, including governments, non-profits, and other corporations, Avasant leverages collective expertise and resources to drive impactful change and achieve the Sustainable Development Goals.

## 2.1 SDG 4: Quality Education

Avasant actively supports Sustainable Development Goal 4 – Quality Education, which aims to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all – through several impactful initiatives focused on education and digital skills development.

One of Avasant’s core efforts in this area is its impact through its not-for-profit arm, the Avasant Foundation. The Foundation provides underserved youth with access to technology training, digital skills development, and mentorship. With a focus on youth and women, those in developing economies are equipped with essential skills in areas such as digital literacy, coding, and data analytics, which help prepare them for the workforce and bridge the digital divide.

Additionally, Avasant offers scholarships and mentorship opportunities that support young people’s pursuit of higher education and professional development, particularly in STEM fields. Programs like the Presidential Internship Program allow students to gain hands-on experience in consulting and technology, fostering practical learning and career readiness.

By investing in education and skills training, Avasant addresses key SDG 4 targets, empowering young people, fostering lifelong learning, and promoting inclusive access to the skills needed for a digital future. Through these initiatives, Avasant contributes to building a more equitable society where educational opportunities are accessible to all, regardless of socio-economic background.

SDG Target - Quality Education	Action
4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Avasant’s youth education and mentorship programs offer accessible, tech-focused education to underserved youth, providing pathways into high-demand fields like data science, coding, and digital literacy. By removing barriers to entry through no-cost training and mentorship, Avasant makes quality tech education more accessible to disadvantaged communities.
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Avasant equips young people with skills critical to the digital economy. Training sessions, mentorship initiatives, and internships focus on workforce readiness and career skills that increase employability, preparing participants for jobs in technology, consulting, and beyond.
4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	Avasant actively works to support gender equality within its programs, particularly by providing dedicated mentorship for young women in technology. This approach aligns with Avasant’s broader commitment to Diversity, Equity, and Inclusion (DEI), helping to eliminate gender disparities and foster an inclusive learning environment.
4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development	Avasant emphasizes sustainability and digital inclusion in its training programs, promoting an understanding of sustainable practices alongside technology skills. This approach nurtures awareness of global challenges and prepares youth to contribute to sustainable solutions in their future careers.



In 2023, the Avasant Foundation spearheaded impactful programs to enhance IT talent development globally, addressing digital skill gaps and fostering economic growth. The foundation's initiatives, including the Digital Skills Training programs in Guyana, The Bahamas, and the United States, have equipped over 52,000 individuals with essential technical and soft skills, enabling 90% of participants to secure employment. Tailored training, mentorship, and partnerships with local and international stakeholders have empowered youth and underserved communities, promoted gender equality and reduced inequalities. The foundation's efforts have resulted in high employment rates, business startups, and career advancements, significantly contributing to the digital economy.

<b>Program</b>	<b>Partners</b>	<b>Aim</b>	<b>Curriculum</b>	<b>Graduates</b>	<b>Employment Rate</b>
Avasant Digital Skills Training (ADST)	Inter-American Development Bank Lab (IDBLab)	Bridge knowledge gaps and assist youth in transitioning from education to employment	Soft skills (communication, sales and marketing, customer service, leadership) and Technical skills (Microsoft Office 365, UX design, web development, mobile applications, data analytics, master data management, project management)	Over 400 since August 2020	About 95%
Digital Entrepreneurship Skills Training	Avasant Foundation	Equip MSM entrepreneurs with tools to enhance and expand their businesses	Not specified	93 entrepreneurs completed the training	Not specified
Artificial Intelligence and Machine Learning Pilot Program	Avasant Foundation	Meet the growing demand for IT-savvy talent	Not specified	Not specified	Not specified

## ***Avasant Foundation Training Programs in Guyana***

Since 2020, the Avasant Foundation, in collaboration with the Inter-American Development Bank Lab (IDBLab), has addressed the digital skills gap in Guyana during a critical period of economic and social transformation. The Avasant Digital Skills Training (ADST) program aims to bridge knowledge gaps and assist youth in transitioning from education to employment. The program, fully funded and targeted at socioeconomically challenged regions, initially intended to be in-person, was adapted to virtual delivery due to COVID-19, with participants provided laptops and necessary equipment.

The curriculum includes both soft and technical skills. Soft skills training covers communication, sales and marketing, customer service, and leadership. Technical training includes Microsoft Office 365, UX design, web development, mobile applications, data analytics, master data management, and project management.

In 2022, the Foundation introduced Digital Entrepreneurship Skills Training for MSM entrepreneurs, equipping them with tools to enhance and expand their businesses. In 2023, a pilot program on artificial intelligence and machine learning was launched to meet the growing demand for IT-savvy talent.

The Digital Skills for Guyanese Youth Program has exceeded its target of 150 graduates, with over 550 candidates graduating since August 2020, and about 95% securing employment. Additionally, 120 entrepreneurs completed the training and are now applying their skills to their businesses.

Building on the success of the above initiatives in Guyana, the Foundation fosters the sustainability and scalability of the Digital Skills Training Initiative. Working closely with the University of Guyana, the foundation has transferred operational and management knowledge, and shared training IP, curriculum structure, and resources to support long-term program growth. In line with the goal of education equity, resources such as laptops acquired during the initiative were offered to youth who are in need.

In 2023, The Foundation launched a sustainability pilot seeking to expand the training to high school education by enlisting students from diverse backgrounds. Adjustments were implemented in the digital skills curriculum for this pilot initiative, leading to a 72-hour training program encompassing Web Design and Development, Fundamentals of Digital Technologies, Mobile Application, and MS 365. Highschool students demonstrated enthusiasm for acquiring digital skills, achieving an average class performance of 78.35percent.

### ***Case Study: The Bahamas***

Funded by the Inter-American Development Bank LAB (IDB LAB), the Avasant Foundation launched the Digital Skills and Employment Opportunities for the Displaced Workforce in The Bahamas program. This initiative supports the unemployed and underemployed impacted by Hurricane Dorian and the COVID-19 pandemic, providing both soft and technical skills training. Additionally, there is a digital entrepreneurship track for MSM business owners. To date, over 370 candidates have graduated, with 93% securing employment.

Two cohorts are currently in session, with more planned for the future.

## Case Study: The United States

<b>Country</b>	<b>Issue</b>	<b>Solution</b>	<b>Program Success</b>
The United States	Critical need for a more inclusive approach to address the digital skills gap in underserved communities	The Avasant Foundation offers fully funded scholarships that provide job-related soft and technical skills training, workshops, and mentorship programs for vulnerable groups	100% graduation, 91% average test grades, 92% employment rate, and 100% diversity and inclusion

Despite the robust infrastructure for developing digital talent in the United States, there is a critical need for a more inclusive approach to address the digital skills gap in underserved communities.

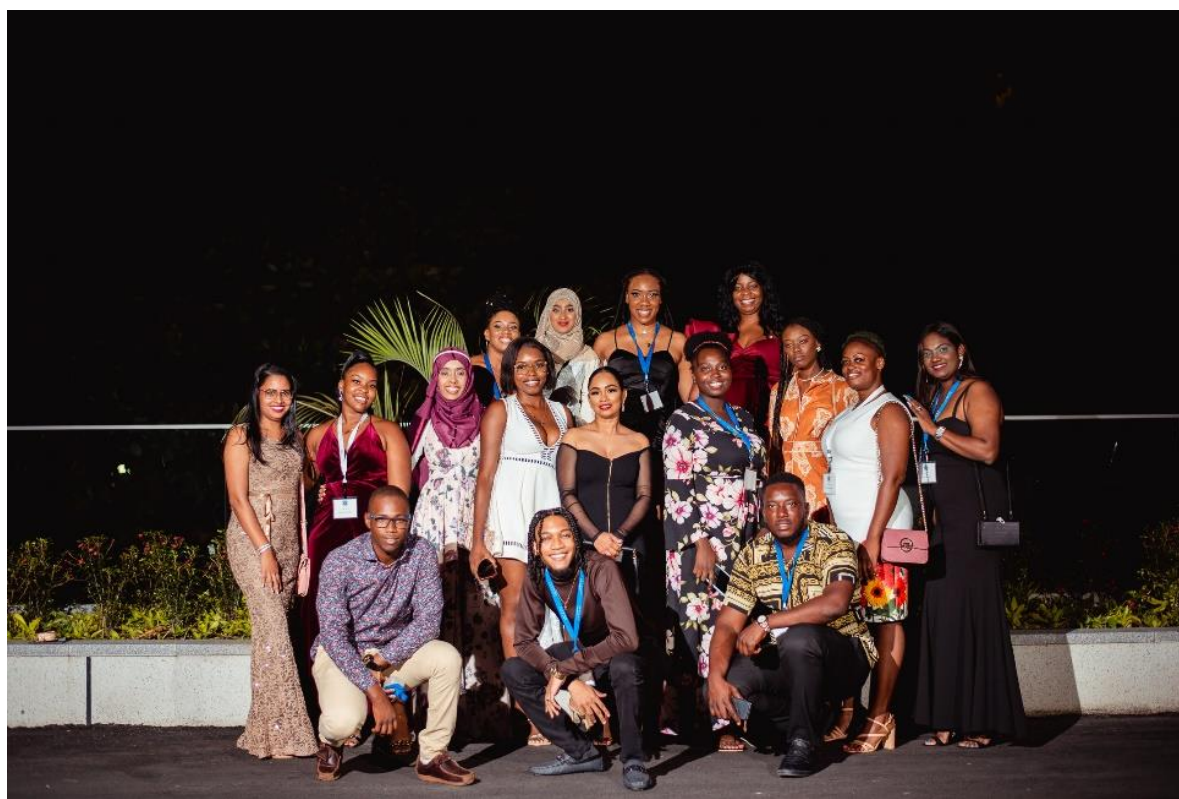
A high percentage of under-served communities report that they are underprepared in digital skills, affecting their employability and ability to work remotely

The Avasant Foundation contributes to digital adoption and bridges inequalities by enhancing digital proficiency. It offers fully funded scholarships that provide job-related soft and technical skills training, workshops, and mentorship programs for vulnerable groups. The training includes transferable skills such as communication, customer service, technical support, project management, and UX design, preparing students to meet corporate milestones and advance their careers.

The program overall is extraordinarily successful with 100% graduation, 91% average test grades, 92% employment rate, and 100% diversity and inclusion. Virtual graduations are held after each cohort completes the training, which include guest speakers and presenting the certificates of completion to each graduate.

## 2.2 SDG 5: Gender Equality

Avasant promotes SDG 5 which aims to achieve gender equality and empower all women and girls – through targeted programs, inclusive policies, and advocacy efforts that encourage gender parity in the workplace and support the professional development of women.



Gender Equality is also core to Avasant Foundation's training programs with an emphasis on recruiting over 50% female candidates. Each of the training programs is tailored to the country's need by performing a market needs analysis survey prior to designing the program. In our findings we consistently identified the underrepresentation of women and girls studying and pursuing careers in STEM (science, technology, engineering, and math). During the recruitment process of both initiatives in Guyana and The Bahamas, the Foundation has employed various strategies to reach females and persuade them to participate in the training programs.

Access to Avasant Foundation's training programs for women from vulnerable backgrounds means a transformative opportunity to transition from limited prospects to meaningful employment in STEM fields. By addressing the underrepresentation of women and girls in science, technology, engineering, and math, the foundation empowers them with critical skills needed for the digital economy. The high female participation rates—68% in Guyana, 80% in The Bahamas, and 70% in the US—demonstrate the success of targeted recruitment strategies. As these women secure employment, they not only uplift their own lives but also positively impact their families and communities. This ripple effect fosters economic growth, reduces gender inequality, and inspires future generations of women to pursue careers in STEM.

SDG Target - Gender Equality	Action
5.1 End all forms of discrimination against all women and girls everywhere	Avasant promotes gender equality by enforcing policies that ensure equal opportunities for all employees and create an inclusive workplace culture. The firm's internal initiatives work to prevent discrimination, fostering an environment where women can thrive professionally without gender-based barriers.
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Avasant actively promotes women into leadership roles, supporting gender parity in decision-making positions. Through mentorship programs, Avasant empowers women at all levels, helping to cultivate a pipeline of female leaders and ensure that women have a strong voice in shaping the firm's strategy and direction.
5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	Through its Foundation and digital skills initiatives, Avasant provides women and girls with access to technology education and training in high-demand fields such as data science, coding, and digital literacy. By equipping women with these critical skills, Avasant helps them build careers in the tech industry, promoting economic empowerment and closing the digital gender gap.



## 2.3 SDG 8: Decent Work & Economic Growth

Avasant actively supports Sustainable Development Goal (SDG) 8, which focuses on promoting decent work and economic growth, through several strategic initiatives and practices. SDG 8 aims to foster sustainable and inclusive economic growth, full and productive employment, and decent work for all. Avasant aligns with this goal through enabling Digital Transformation and Economic Growth by helping organizations across sectors adopt emerging technologies like AI, automation, cloud computing, and blockchain. By advising businesses on these digital innovations, Avasant enhances productivity, efficiency, and economic growth. Our focus on technology-enabled transformation drives job creation, particularly in tech and digital services industries, while enabling companies to remain competitive in the global marketplace. Additionally, Avasant promotes the use of digital skills training and reskilling programs, especially in industries impacted by automation, helping workers transition to new, high-demand roles.

Avasant provides strategic advisory on sustainable sourcing practices, which promote fair wages and ethical labor practices within global supply chains. By encouraging companies to adopt sustainable sourcing models, Avasant ensures that suppliers are paid fairly, labor rights are respected, and local economies benefit from their partnerships with larger corporations.

<b>SDG Target - Decent Work &amp; Economic Growth</b>	<b>Action</b>
8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors	Avasant promotes technological innovation and productivity by guiding organizations in digital transformation. By helping clients adopt automation, AI, and cloud technologies, Avasant drives economic growth across sectors, enabling businesses to enhance productivity and create more efficient and sustainable operations.
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Avasant's commitment to Diversity, Equity, and Inclusion (DEI) ensures that all employees have equal access to meaningful work, professional growth, and fair wages. Avasant promotes diversity in hiring, creating an inclusive workplace where everyone has access to career advancement opportunities, contributing to a fair and supportive environment for all.
8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	Avasant, along with the Avasant Foundation, provides youth with technology training, hands-on experience, and mentorship. These programs equip youth with skills in high-demand fields, increasing their employability and bridging the gap for those not in traditional education or training.

## 2.4 SDG 10: Reduced Inequalities

Avasant actively contributes to Sustainable Development Goal (SDG) 10: Reduced Inequalities through its global consulting practices, social impact initiatives, and advisory services. SDG 10 focuses on reducing inequality within and among countries by promoting inclusive policies, economic opportunities, and social justice. Here's how Avasant aligns with the various sub-targets of SDG 10:

SDG Target - Reduced Inequalities	Action
10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	Avasant is committed to fair and transparent hiring, pay equity, and promotion practices that ensure equal opportunities for all employees. By actively working to reduce biases and uphold merit-based advancement, Avasant helps ensure fair outcomes and strives to minimize internal inequalities within the organization.
10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	Avasant adopts policies that promote fair wages and social protection within its own operations, setting standards of equality and inclusivity. These policies ensure that employees at all levels receive fair compensation, benefits, and access to resources that promote a balanced and supportive work environment.

## 2.5 SDG 17: Partnerships for the Goals

Avasant supports SDG 17 which aims to strengthen partnerships for sustainable development – through strategic collaborations, knowledge-sharing, and global initiatives that foster innovation. We actively collaborate with other global organizations, governments, and industry leaders to drive meaningful change. Our participation in UNGC forums, working groups, partnerships with educational and state organizations and our various global initiatives allows us to share best practices and contribute to thought leadership on sustainability and corporate responsibility.

SDG Target - Partnerships for the Goals	Action
17.3 Mobilize additional financial resources for developing countries from multiple sources Indicators	The Avasant Foundation directly targets and invests in developing economies to bridge the gap in education, employment, and entrepreneurship. Through its strategic partnerships in these countries, Avasant helps mobilize resources and attract investment that bolsters economic development in these regions, particularly through initiatives that enhance technological readiness and innovation.
17.6 Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism Indicators	Avasant’s strategic industry partnerships enhance access to technology education, particularly in developing countries. By creating opportunities for youth to gain skills in science, technology, engineering, and mathematics (STEM), Avasant is building capacity in developing regions and promoting global knowledge-sharing in emerging technologies.
17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	Avasant’s role as a member of the United Nations Global Compact reinforces its commitment to global collaboration. Through the UNGC, Avasant joins forces with international entities to advance sustainable practices, support human rights, and encourage responsible business operations. This partnership amplifies Avasant’s impact by fostering alliances that address global challenges collectively.
17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	As a global firm, Avasant engages in cross-sector partnerships that drive impactful projects in areas like digital inclusion, workforce development, and sustainability. By collaborating with educational institutions, NGOs, private sector clients, and government agencies, Avasant develops joint initiatives that leverage diverse expertise to achieve sustainable outcomes for both local and global communities.

The Avasant Foundation also runs its annual programs by leveraging partnerships with organizations all around the world to better serve the communities and countries in which it operates.



## 2.6 Avasant's Partnership with the United Nations Global Compact

Avasant is proud to be a committed partner of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. By aligning with the UNGC's ten universal principles, Avasant demonstrates its dedication to promoting ethical business practices, environmental responsibility, and social accountability. The principles span critical areas such as human rights, labor standards, environmental sustainability, and anti-corruption, all of which are deeply integrated into Avasant's corporate values and operations.

As a signatory of the UNGC, Avasant is committed to upholding the following principles:

**Human Rights:** We respect, and support internationally proclaimed human rights, ensuring that we do not contribute to any form of human rights abuse through our business practices or supply chains.

**Labor Standards:** Avasant is dedicated to eliminating all forms of forced labor, child labor, and discrimination in the workplace. We actively promote fair labor practices and are committed to providing a safe, inclusive, and equitable working environment. This is included in Avasant's official policy.

**Environmental Sustainability:** Avasant continually seeks ways to minimize its environmental footprint by adopting sustainable business practices. We are dedicated to reducing waste, conserving energy, and promoting environmentally friendly solutions across our operations and client engagements.

**Anti-Corruption:** We maintain a zero-tolerance policy towards corruption in all forms, including bribery and extortion. Avasant adheres to the highest ethical standards in our business engagements, fostering transparency, and maintaining accountability.

Avasant reports to the UNGC on an annual basis via their Communication on Progress platform which covers year to year progress on The Ten Principles as outlined above, and through the submission of our annual Corporate Social Responsibility Report.

### SDG Ambition Accelerator 2023

In 2023, Avasant participated in the 2023 SDG Ambition Accelerator Program to aid companies of the United Nations Global Compact (UNGC) to set ambitious goals by integrating the 17 Sustainable Development Goals (SDGs) into their business management. This highlighted Avasant's commitment to transformative change by unlocking business value, building business resilience and enabling long term growth.

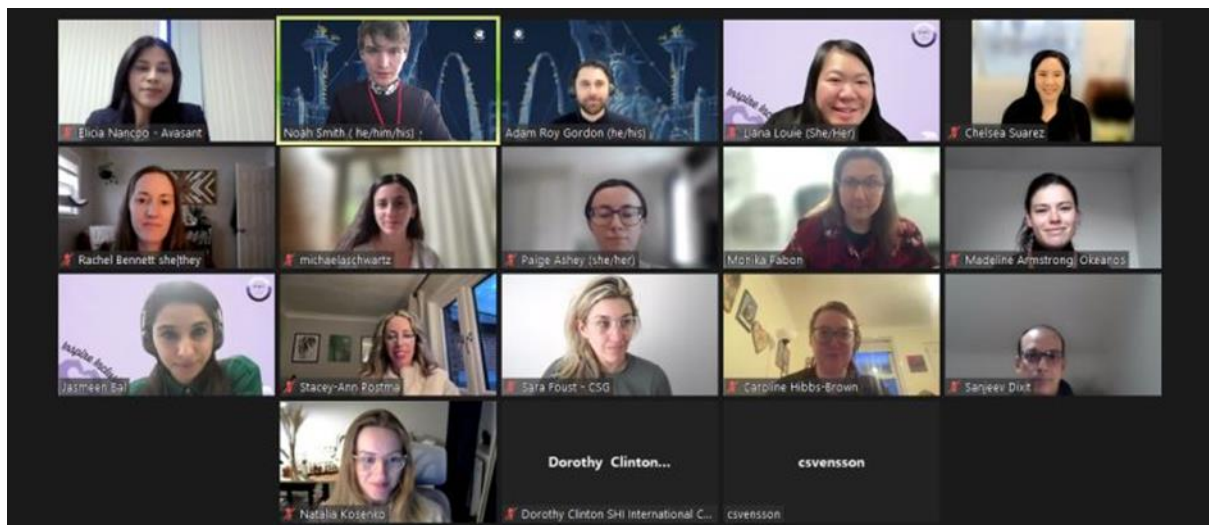
This exemplified Avasant's dedication to transformative change by unlocking business value, enhancing business resilience, and fostering long-term growth. During this initiative, Avasant created and executed innovative business strategies that greatly amplified our positive impact on advancing the SDGs. Furthermore, through the Global Compact Local Networks, Avasant evaluated current internal performance, identified risk areas, uncovered new opportunities across business units and functions, and undertook ambitious business actions to achieve the SDGs.

Businesses prioritizing sustainability have a better chance of enduring disruptions and adapting to shifting market conditions and regulatory changes. This resilience can enhance their long-term market competitiveness.

## Target Gender Equality Accelerator Program

Through facilitated performance analysis, capacity building workshops, peer-to-peer learning, and multi-stakeholder dialogue, Avasant engaged with the UN Global Compact in setting and reaching ambitious corporate targets for women's representation.

This program equipped Avasant with the practical knowledge and support necessary to implement the Women's Empowerment Principles at every level within the organization. This also strengthened our overall contribution to Sustainable Development Goal 5.5, which calls for equal women representation, participation and leadership in business globally, as well as Sustainable Development Goal 8.5, which aims to achieve equal pay for work of equal value by 2030. This program also ensured that Avasant was equipped with the latest data and research supporting the business case for gender equality. Insights from UN partners and experts on how to accelerate progress on gender equality and develop an action plan for putting their learnings into practice were also provided to maximize progress.



## United Nations Executive Roundtable

In March 2023, Avasant participated in both the UN Global Compact's CEO Roundtable and the Practitioner's Roundtable. This event was designed to enable a candid discussion focused on advancing gender equality in the context of future work trends, with a focus on technological change and the digital economy. It featured practical examples of strategies to mitigate risks and advance gender equality, namely the importance of committing to targets for women in leadership positions across the talent pipeline and committing to regular gender pay gap audits to ensure equal pay CEO Roundtable, March 2023 for work of equal value. Leaders at the table helped cascade the conversation globally by publicly committing to the two Gender Equality actions within the "SDG Movement" - a Global Impact Initiative run by the UN Global Compact to drive company action on setting and reaching ambitious corporate targets for women's representation and leadership across business at all levels.



### SDG Innovation for Young Professionals Program

The SDG Innovation Accelerator for Young Professionals engaged next generation leaders at Avasant in driving innovation in their organization and delivering tangible solutions with potential market and social value for their company. This Accelerator, facilitated in partnership with the Thunderbird School of Global Management in Phoenix, Arizona, fostered a new community of emerging leaders disrupting traditional ways of doing business and spearheading change for true SDG impact. Avasant put together a team of three young professionals, along with a team mentor and 'champion' to complete this initiative. Throughout this 9-month program, team Avasant was equipped to accelerate the integration of the SDGs into the company's business strategy through innovative case-building, collaboration and knowledge sharing. This case was presented to stakeholders at the UN Global Compact, as well as the leadership team at Avasant. Tangible results were realized through the unlocking of new business opportunity at Avasant to drive innovation and to accelerate internal progress of the SDGs, thereby creating and fostering a more sustainable business model within the outsourcing industry.



Through our partnership with the United Nations Global Compact, Avasant reinforces its commitment to building a sustainable, equitable future for all. By aligning our corporate goals with the UN's vision for global sustainability, we aim to lead by example, ensuring that our work contributes to the greater good and drives positive change on a global scale.

### 3. Avasant Foundation

Avasant Foundation is a non-profit organization that is registered as a 501©(3) in the State of California. The Foundation aims to bridge the digital skills gap by creating a digital talent pool. In partnership with leading foundations and institutional donor agencies, Avasant Foundation provides deserving youth access to skills training and education with the goal of job creation in the digital economy.



## 3.1 Social Responsibility Throughout the Years

### 2024

- Impacted 56,800+ lives to date (over 70% female, 100% diversity).
- Graduated 2,840+ deserving youths 2015 - 2024 in Jamaica, Haiti, Trinidad & Tobago, Guyana, The Bahamas and the USA
- 90-93% success rate of job hire for graduates 3 months within 3 months of graduation
- 200+ Partnerships with educational institutions, private and public sector

### 2023

- Impacted 52,000+ lives, created 2,400+ jobs (70% female, 100% diversity).
- Launched a pilot training program in the US for Fortune 1000 employment.
- First in-person "Celebrating the Graduates" event in The Bahamas for ADST and ADET.

### 2022

- Donated \$200,000 to the Support Women and Children of Ukraine Fund.
- Graduated 500 candidates from digital skills training programs.

### 2021

- Launched Avasant Digital Skills and Entrepreneurship training in The Bahamas.
- First ADET graduation, empowering micro and small businesses.
- Held first in-person graduation in Guyana with 250+ attendees.
- Piloted digital skills training for 30 correctional facility candidates in Guyana.
- Partnered with IDB and LACChain to grow the blockchain ecosystem in Latin America and the Caribbean.

### 2020

- Rebranded annual fundraising event to "Impact the Future."

### 2019

- Trained 25 master trainers in Jamaica to impact 1,000 educators.
- Launched digital skills training program in Guyana for youth empowerment.
- Executive Director Chitra Rajeshwari honored as Member of the Year by IAOP.

### 2018

- Partnered with Massy Group and CTS College to train 50 students in Trinidad and Tobago.
- CEO Kevin S. Parikh honored by American India Foundation.
- Committed to Women Empowerment Principles and the Clinton Global Initiative for Caribbean digital transformation.
- Received IAOP and Rockefeller Foundation's Global Impact Sourcing Award.

- Executive Director Chitra Rajeshwari awarded gold at Stevie Awards for Women in Business.

#### **2017**

- Recognized by Clinton Global Initiative for Digital Skills training in Haiti.
- Chitra Rajeshwari chaired IAOP Women Empowerment Leadership and Diversity Chapter.

#### **2016**

- ADYEI pilot in Haiti: 30 graduates with 100% employment in telecom sectors.
- CEO Kevin S. Parikh becomes a founding VIP member of Womensphere.

#### **2015**

- Received Rockefeller Foundation grant for Digital Jobs Africa Initiative.
- Launched ADYEI in Jamaica, trained 800 youth, connected them to employment.
- Recognized by Clinton Global Initiative for high impact in Jamaica.

#### **2014**

- Hosted first "Golf for Impact" charity golf tournament.

#### **2012**

- Established Avasant Foundation with Kevin Parikh as chairman.

#### **2011**

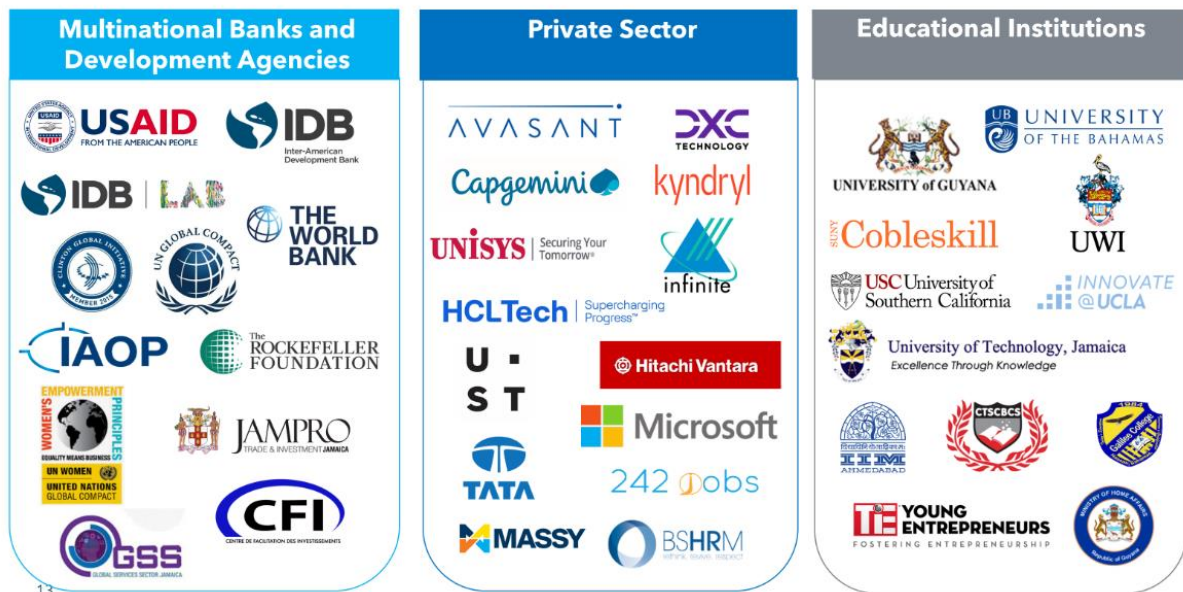
- Received Rockefeller Foundation grant to scale Impact Sourcing sector.
- Became a participant member of the UN Global Compact.

## 3.2 Global Citizenship

### Global Partnerships

Avasant Foundation supports numerous global initiatives aimed at creating opportunities for youth employment and strategically partners with organizations around the world to execute its mission effectively across various regions and to further amplify its impact.

### Global Partners and Sponsors



The Foundation is dedicated to advancing education, workforce development, and digital inclusion, aligning closely with Avasant's commitment to global citizenship. Through strategic programs, the foundation empowers communities worldwide, fostering skills that enable individuals to participate in a digital economy and creating pathways toward sustainable economic growth.

Avasant Foundation's global citizenship initiatives underscore a commitment to corporate social responsibility by championing ethical leadership, inclusive growth, and sustainable impact across the globe. These programs and partnerships not only empower communities but also reflect Avasant's values of responsible business and commitment to shaping a more equitable world.



## Commitment to the Global Community Case Studies

### Global Services Sector Digital Talent

Pool Development Through the Jamaica Promotions Corporation (JAMPRO) Avasant assisted the government of Jamaica in strengthening its digital talent pool for the Global Services Sector (GSS). This initiative played a significant role in closing the skills gap for the global digital services in Jamaica. The project also helped Jamaica compete in higher value-added segments beyond business process outsourcing (BPO). The initiative focused on upskilling and preparing persons working in the sector for higher-end jobs in areas such as information technology-enabled services (ITES), knowledge process outsourcing (KPO), and legal process outsourcing (LPO). Avasant's intervention was geared to strengthen the skills development framework and intended to increase employment within the outsourcing sector in Jamaica from 36,000 to 50,000 by 2023.

### Skills Development for Global Service Sector- Jamaica

**Solution:** Updated the soft skill curriculum | Created Digital Skills curriculum | Trained twenty-five master trainers with digital skills who in turn to train one thousand trainers to support the training of 24000 candidates.

**Approach :**

- Establishment of Job Readiness Standards**
  - Review of current available job-readiness Program outline (soft skills) and curriculum within HEART- Trust/NTA.
  - Presentation of a user guide for the update/new curricula and a training plan for trainers to deliver the training of the new curricula for job readiness.
  - Delivery of the train the trainer program. Also assess and certify the participants.
- Training Needs Analysis & Digital Skills Curriculum**
  - Create digital skills Module based on a training need analysis and findings.
  - Carry out of validation workshop with industry stakeholders
  - Provision of guidance for certification, both for trainers trained in the delivery of the updated curriculum as well as for trainees.

**Partnerships**



#### Intervention

Avasant updated the job-readiness curriculum to provide an enhanced pipeline of talent with the appropriate job-readiness skills. This included the enhancement of HEART Trust/NTA's job-readiness curriculum to align training to GSS entry-level standards. Avasant executed the following activities during the course of this Soft, Cognitive, and Digital Skills Curriculum Development:

- Conducted needs analysis with industry leaders ITTEL BPO Smart Solutions, Hinduja Global Services (HGS) and IBEX.
- Identified recommendations for the Soft, Cognitive, and Digital Skills Curriculum based on needs analysis, industry trends, and expertise.
- Created job-readiness curriculum core training materials for instructors and students.
- Developed training plans and supporting materials.
- Conducted train-the-trainer workshops using in-person training for soft skills and online training workshops for digital skills with 25 master trainers.

## Impact

- Delivered an industry validated comprehensive Soft, Cognitive, and Digital Skills Curriculum.
- Conducted one in-person and four online train-the-trainer workshops.
- Equipped 25 master trainers responsible for training 1,000 other trainers in the updated curricula with Soft Skills and Digital Skills training certification.

## **Accelerating Blockchain Adoption in Latin America and the Caribbean**

In 2023, Avasant developed a white paper titled "Accelerating Blockchain Adoption in Latin America and the Caribbean (LAC) as part of our commitment with Inter-American Development Bank, Lab's, LACCHAIN project. The paper aims to showcase the region's potential to embrace blockchain technology and gain its benefits, while also highlighting the challenges that need to be addressed to drive economic growth and prosperity throughout the LAC region.

To provide a comprehensive overview of the diverse applications of blockchain in the region, this report provides an overview of 10 LACChain projects that demonstrate the potential of blockchain to transform the region.

- Digital Asset Management: These projects have had a positive impact on society and the economy by using new technologies to enable faster, more secure, and more transparent transactions, reduce fraud, improve regulatory compliance, and increase financial inclusion.
- Supply Chain Management: These projects have enabled better coordination and communication between suppliers, producers, and consumers, assuring quality standards and more efficient and transparent supply chains.
- Digital Identity: These projects have helped to bridge the digital divide and provide digital literacy training and identity to underserved populations, empowering them with new skills and opportunities.

The paper concludes by outlining further steps needed for these projects and others like them to achieve full success. These include economic enablers, such as low transaction fees, platform enablers, such as scalability and a positive user experience, and ecosystem enablers, such as partnerships with like-minded organizations worldwide and developer tools and resources.

## **Jamaica Digital Competitiveness Strategy**

The digital service sector emerged as a key development driver in the post-COVID recovery landscape. Economies with a higher degree of digital adoption would be able to significantly limit both the social and economic impact of the pandemic while having a much shorter recovery cycle. Avasant performed a strategic intervention for the government of Jamaica to improve digital competitiveness across five key pillars: human resources, digital ecosystem, infrastructure, business environment, and financial attractiveness. This engagement helped Jamaica develop its digital services sector strategy for 2020-2025.

The strategy enabled the island country to move up the outsourcing/digital value chain by focusing on:

- Creating the optimal eco-system that aids the development of the digital services sector.
- Ensuring availability of better/higher skilled resources for higher value services.
- Improving Jamaica's institutional capacity to attract FDI into the sector and increase exports.

### Intervention

- Avasant leveraged its proprietary Digital Competitiveness Index - DCI™ framework to assess the overall digital competitiveness of Jamaica. The framework helped identify sector development gaps in comparison to other locations and technological advancements within the outsourcing services sector.
- Avasant conducted extensive data collection and assessment through online surveys, focus groups and one-on-one interviews with local services providers, educational institutions, investment promotion agencies, and IT/Digital SMEs to identify key challenges faced by these stakeholders.
- Avasant developed a well-rounded plan that would ensure a holistic development of the domestic outsourcing sectors.
- Avasant developed a Career Progression Framework, an online tool that enables a person to select the most suitable career option within the global services sector before moving on to the talent development platform for training and assessment.

### Impact

- The Jamaican GSS sector now has mechanisms to add up to 3,000 trained resources every year to the outsourcing services sector for the next 5 years.
- The outsourcing sector was able to reach 80% of its full operational capacity from a state of complete shut down in less than three weeks.

## **Service Sector Development in Zanzibar**

Based on Avasant's recommendations, the government of Zanzibar is re-aligning its policies for the development of the sectors we identified. Zanzibar is also implementing recommendations that would attract investment of more than USD 1 billion over the next 5 years and create 10,000 direct jobs and more than 25,000 indirect jobs in the archipelago.

## **Investment Promotion in Ghana**

Though the International Finance Corporation (IFC) had been assisting the government of Ghana in strengthening its ICT sector, they engaged Avasant to provide additional support to the government so that it could better position itself as a preferred destination for investors. The objective of the project was to present the findings from the feasibility study conducted by Avasant and provide recommendations for the ICT sector.

These recommendations are now being pursued by the IFC and the Government of Ghana to leverage successes in the ICT sector and position Ghana as a preferred destination to leading international and domestic investors. With inward investments, the ICT can help Ghana lower prices by reducing operating costs for B2B, B2C, B2G businesses and generally contribute to the efficient functioning of both domestic and export markets.

Lower costs will lower barriers to entry and foster healthy competition, which can lead to higher productivity and more investments in Ghana's ICT sector. The feasibility study identified global ICT investment trends, assessed the overall market size for ICT inward investment into Africa and the relative value proposition for Ghana, and benchmarked against key competitors in the region (Nigeria, Kenya, Morocco, Egypt, South Africa and Mauritius). The study has also identified the key drivers for improving ICT business, competitiveness, and location attractiveness of Ghana; assessed the readiness of the Accra Digital Centre (ADC) for ICT investors as an example of an investment-ready location; and developed an investment promotion strategy of Ghana's ICT sector to attract and retain investors.

A workshop was also conducted with key stakeholders from the IFC, the Ministry of Communication of Ghana, NITA - Ghana, Ghana Investment Promotion Center (GIPC) and major Ghanaian entrepreneurial ventures from the ICT sector. The findings of the study conducted by Avasant were discussed in the workshop and the recommendations were shared to promote investment in the Ghanaian ICT sector.

## Investment Promotion in Palestine

In July of 2018, Avasant was engaged by the UK's Department for International Development (DfID) to consult on its Palestine Market Development Program (PMDP) for the Occupied Palestinian Territories (oPt). Avasant collaborated with DAI- Eu and assessed the supply side capabilities of the technology sector and key service providers in the West Bank and Gaza. The findings from this assessment resulted in the development of the Palestinian outsourcing value proposition which was leveraged to solicit UK market demand for services supplied by Palestinian ITO and BPO services. The business linkage activities that followed resulted in the identification of 11 potential and active opportunities. The active opportunities are now being pursued by the DfID to foster buyer-service provider relations between UK based buyer companies and Palestine ICT providers and broader economic development in this region.

One challenge for the Palestinian economy is that it has never been perceived as a business destination. Though political troubles and travel restrictions are a reality, Palestine is bolstered by a thriving economy driven by a burgeoning educated youth. Leading universities in Palestine (e.g., Berzeit, Al Quds, Bethlehem) have been producing technology professionals through alliances with leading global universities. Despite this technical pool, the world has largely been unaware of its presence.

Despite the best efforts of the Palestinian Authority to attract new investments and business, they failed to present a holistic picture of the region to specific buy-side markets. In the past, their efforts focused on presenting a view of the region that was aimed more at attracting non-governmental/NGO funding or private sector organizations with Corporate Social Responsibility (CSR) functions. DfID wanted to grant the UK corporate sector access to the Palestine ICT sector to facilitate the government's approach to the region as a form of economic diplomacy. For close to three years, the DfID failed to present a commercially viable value proposition to potential buyers while the CSR approach floundered due to an absence of long-term market interest. Appealing to the "feel good factor" was not yielding results as expected and corporations continued to overlook Palestine in favor of regions in Africa to meet their CSR goals.

Our solution approached the problem differently. We recognized that the sustainable long-term solution to the challenges of Palestine lay in creating a holistic value proposition for the economy as a destination open for business. The objective database for the economy developed through our solution gave potential investors/corporations looking to do business with Palestine IT service providers the ability to build a holistic picture of the economy and compare it with nearby destinations like Jordan, Lebanon, and Egypt.

The importance of the first 11 opportunities identified through our solution cannot be understated in terms of establishing a first level awareness of the region. Their impact does not merely lie in the numbers, but because they individually and collectively confirmed the validity of Palestine's portfolio of value propositions and the value of our solution. The opportunities represented each of the different target stakeholders corresponding value propositions. These target stakeholders included those who sought to outsource providers at scale, niche specialist product development technologists, staff augmentation services, professional services (e.g., translation, documentation, and archival). They also included companies that offered product/service localization to facilitate entry into the Arab market established delivery capability in Palestine.

These opportunities gave the DfID confidence in our methodology and initial hypothesis that it was essential to adopt a granular approach to understand the data and information requirements of each target group before building a holistic picture of the region. Though it is difficult to quantify the impact at such an early stage of the process, these opportunities have triggered a range of conversations between the two sides of the market.

### 3.3 Case Study: Malawi Strategy for Tourism Sector Capacity Building

Malawi is one of the least developed countries, having the fourth lowest per capita income in the world. The economy is primarily agrarian, and the country does not have any manufacturing base. The Government of Malawi has identified the services sector as an engine of growth. The country is well endowed with natural assets that hold the potential to turn Malawi into a sought-after tourist destination. Tourism exports, in turn, could lead to socio-economic development and help to bridge the current account deficit. However, the national infrastructure of Malawi needed major upgrades to enable tourism to flourish. In the wake of these hurdles, the COVID-19 pandemic brought greater difficulties for the already struggling tourism sector. Avasant was selected for developing a post COVID-19 strategy for capacity-building in the tourism sector.

#### Intervention

Avasant designed its strategy across five sub-activities and produced outputs that included the Tourism HR Development Strategy, the Tourism Quality Development Strategy, and the Tourism Enterprise Investment Development Plan. These outputs and other important assessments and analysis of the phase were consolidated into the "Tourism Capacity Development Plan". Avasant executed the following activities during the course of this plan.

- Identified gaps between the current state of tourism department staff and desired level of knowledge required.
- Developed training strategy for the Tourism Department staff across Malawi.
- Analyzed marketing capacity of small and medium enterprises to leverage digital technologies in the tourism sector to reach out to their target audience. Analysis included use of digital technologies and tools including computers, search engines, online advertisement, and social media adoption.
- Analyzed operational capacity of SMEs to leverage digital technologies within the tourism sector to streamline operations.
- Identified major areas of concern within the services of tourism sector and conducted knowledge and service quality gap analysis across service providers in the tourism sector.
- Defined training needs and course curriculum for service quality enhancement for various private sector players.
- Developed training initiatives with centralized training for stakeholders within the tourism sector, with emphasis on investment promotion in the tourism sector.
- Formulated capacity building strategy by leveraging above elements for stakeholders in tourism sector.

#### Impact

- Developed appropriate capacity to support projects worth US\$25 billion recommended in the National Investment Masterplan of Malawi.
- Developed a curated capacity development strategy for over 100 projects suggested as a part of the National Investment Masterplan of Malawi.

### 3.4 Case Study: Digital Skills and Employment Opportunities for the Displaced Workforce in The Bahamas

Funded by the Inter-American Development Bank LAB (IDB LAB), the Avasant Foundation launched the Digital Skills and Employment Opportunities for the Displaced Workforce in The Bahamas program. This initiative supports the unemployed and underemployed impacted by Hurricane Dorian and the COVID-19 pandemic, providing both soft and technical skills training. Additionally, there is a digital entrepreneurship track for MSM business owners. To date, over 370 candidates have graduated, with 93% securing employment.

Two cohorts are currently in session, with more planned for the future.

#### Digital Skills and Employment Opportunities for Displaced Workforce- The Bahamas

**Solution:** Designed and rolled out Digital/Entrepreneurship Skills Training for over 500 Bahamians by the end of 2024|Currently +380 graduates| 85% retention rate| 92% job placement | 100% geographical Inclusion


**Approach:**


-  Developed a national labor market need analysis to understand the skill gap need for Bahamians to participate and compete in the digital economy. It included the consultation of local and international organizations seeking to expand or upskill the workforce.
-  Designed and delivered digital skills training curriculum based on main findings of the need analysis and validation workshop with industry stakeholders.
-  Identified partners, local and international management team, and candidates based on the training requirements.
-  Designed and roll out of a 100% virtual learning platform during the Covid-19 pandemic
-  Connected unemployed and underemployed Bahamians with new employment and entrepreneurial opportunities




## Students' Testimonials

"I was beyond proud of myself when I created my first functional android application and personal website, but it also encouraged me to properly understand what was taught and made me confident in my new skills." **Trisha Heeralall, Cohort 5 Guyana**







"I feel better equipped to create better designs in Website development. This will impact me tremendously as I plan to create different websites to promote various businesses, I am going to be a part of" - **Morvin Lewis, Cohort 7 Guyana**

"The introduction to Artificial Intelligence and Machine Learning training course from the Avasant Foundation is a great way to get started in the field. The course covers the basics of AI and ML and provides hands-on training to help you develop your skills. The instructor was knowledgeable and helpful, making it a valuable experience for anyone interested in this field."- **Stephani Simpson, Top Performer Cohort12 Guyana**

### 3.5 Our Commitment to Sustainable Development

The Avasant Foundation is deeply committed to advancing sustainable development by empowering disadvantaged communities through education, digital inclusion, and economic opportunities. Guided by the principles of the United Nations' Sustainable Development Goals (SDGs), the Foundation is dedicated to reducing inequalities and fostering inclusive growth, particularly in underserved regions.

Our mission is to improve lives and communities by empowering youth in emerging economies through Education, Employment, and Entrepreneurship.





## **Focus Areas Aligned with SDGs**

### Quality Education (SDG 4)

The Avasant Foundation recognizes that education is the cornerstone of sustainable development. Our programs focus on providing youth, particularly those from underprivileged backgrounds, with access to STEM education, digital literacy, and vocational training. By equipping the next generation with the skills needed for the future of work, we contribute to building a knowledge-driven society that can compete in the global economy.

### Gender Equality (SDG 5)

Promoting gender equality is a key pillar of the Avasant Foundation's strategy. We are committed to empowering women and girls by providing them with access to education and professional development opportunities in fields like technology and leadership. Our women-focused programs aim to break down barriers to economic independence, helping women contribute to their communities and achieve financial stability.

### Decent Work and Economic Growth (SDG 8)

The Foundation actively contributes to promoting sustainable economic growth by focusing on job creation, skills training, and workforce readiness. We engage with young people and women to improve their employability in technology sectors, fostering inclusive economic growth and helping reduce poverty by creating opportunities for decent work.

Vocational training programs aimed at developing technical and soft skills, enabling participants to secure employment in sectors such as IT, digital services, and entrepreneurship.

### Reduced Inequalities (SDG 10)

Our mission is to reduce social and economic inequalities by empowering marginalized communities with the tools and skills they need to thrive in the modern world. By providing access to education and technology, we ensure that underserved populations are not left behind in the digital age.

Programs that bridge the digital divide, offering access to technology for disadvantaged youth and women, particularly in rural and developing regions.

### Partnerships for the Goals (SDG 17)

Collaboration is central to our efforts in achieving sustainable development. We work with governments, international organizations, educational institutions, and the private sector to create partnerships that drive meaningful change. These partnerships enable us to scale our impact and deliver resources to communities that need them most.

## **Our Approach to Sustainability**

The Avasant Foundation takes a holistic approach to sustainability, focusing on both the immediate needs of communities and their long-term growth. We believe that empowering individuals with the skills, knowledge, and tools to succeed creates a ripple effect, fostering sustainable development across entire communities.

**Digital Inclusion:** We ensure that individuals from underrepresented communities have access to the digital tools and platforms necessary to participate in the global economy.

**Sustainability in Practice:** Our programs are designed with sustainability in mind, incorporating local needs and creating long-term solutions that enable communities to thrive independently.

### 3.6 SDG Funders Network

Avasant Foundation supports progress on the 17 SDG goals, with a focus on Goals 1,4, 5, 8, 10 and 17. Avasant Foundation is a founding member of SDG Funders, a global philanthropic platform

founded by Rockefeller Philanthropic Advisors. Of the 17 Sustainable Development Goals (SDGs) in the UN's 2030 Agenda, Avasant Foundation focused primarily on three in 2024: Quality Education, Gender Equality, and Decent Work and Economic Growth, all of which are squarely aligned with our vision and mission. As programs have expanded and the Avasant Digital Youth Employment Initiative has been able to scale and benefit more youth, we have been able to extend our SDG focal points to add No Poverty, Reduced Inequalities, and Partnerships for the goals.

Avasant also leverages its global network of partners and clients, fostering cross-sector collaboration to drive sustainable development projects. Through this, Avasant plays a vital role in promoting dialogue and cooperation among private and public sector stakeholders to accelerate the achievement of the SDGs.



### 3.7 Annual Impact the Future Event

We are so proud to celebrate Avasant Foundation’s 11-year anniversary hosting Impact the Future golf event. The 2023 installment of this iconic event was held at the Old Ranch Country Club, one of Seal Beach’s premier golf courses, which was followed by a cocktail reception and award ceremony dinner. Under sunny skies, sponsors, clients, supporters and friends joined to contribute to the Avasant Foundation’s mission and its only annual fundraising event.

Thanks to the generous sponsors Impact the future, the Foundation’s golf event raised US \$700,000, which will go towards its mission of youth empowerment.

All proceeds raised at the golf event contribute annually towards empowering youth through education, employment, and entrepreneurship.



## 4. Our People

At the heart of Avasant's success is our people. They are the driving force behind our vision, innovation, and commitment to creating meaningful impact. Our team's diversity of thought, experience, and expertise empowers us to approach challenges with fresh perspectives and deliver world-class solutions to our clients.

We believe that fostering an inclusive, supportive, and dynamic work environment is key to nurturing talent and enabling our employees to thrive both professionally and personally. Through continuous development, mentorship, and opportunities for growth, Avasant ensures that every team member is empowered to make a difference—not just within the company, but in the global communities we serve.



## 4.1 Diversity, Equity & Inclusion



At Avasant, we believe that true innovation and progress come from diverse perspectives and experiences. Our commitment to diversity, equity, and inclusivity (DEI) is rooted in the belief that everyone, regardless of background, should have equal access to opportunities, resources, and a supportive environment that fosters their growth. This is also explicitly stated in Avasant's internal and external policies and included in Avasant's Employee Personnel Manual.

Our global workforce with over 400 people across 10 locations worldwide, reflects the richness of various cultures, ideas, and talents, and we actively cultivate an inclusive workplace where each individual is respected, valued, and empowered. By embracing diversity, we enhance our ability to deliver creative solutions and impactful results for our clients, while also building a culture of belonging that benefits our people.

Key initiatives that highlight our commitment to DEI include:

**Inclusive Hiring Practices:** We are dedicated to ensuring that our recruitment and retention processes promote diversity at all levels of the organization, with a focus on gender equity, racial diversity, and underrepresented communities.

**Leadership and Mentorship Programs:** Our mentorship and development programs focus on empowering diverse voices within the company, ensuring that all employees have the opportunity to rise to leadership roles and contribute meaningfully to Avasant's success.

**Training and Awareness:** Ongoing education and workshops help foster a deeper understanding of unconscious biases, encourage allyship, driving the SDGs that support gender equality, and building a more equitable work environment for all.

At Avasant, equality is more than just representation—it is a core value that informs everything we do, from how we build teams to how we approach client solutions. We are proud of the diverse perspectives our people bring and are committed to creating a workplace where everyone has the

opportunity to succeed. Our unique DNA of result-driven advisory services and excellence in execution has led to a culture of innovation.



## 4.2 Employee Engagement & Well-Being

At Avasant, we understand that our people are our most valuable asset, and their well-being is essential to our continued success. We are deeply committed to fostering an environment where employees feel engaged, supported, and empowered to reach their full potential—both professionally and personally.

Our employee engagement strategy focuses on building strong connections, open communication, and a shared sense of purpose. We believe that when employees are engaged, they are more motivated, productive, and able to contribute to the innovative solutions we deliver for our clients.



At Avasant, we promote:

- **Open Communication and Feedback:** We prioritize transparency and encourage a two-way dialogue between leadership and employees through Avasant's Open Door Policy. Regular

internal meetings, employee surveys, and feedback channels ensure that every voice is heard, and we continuously refine our workplace practices based on employee insights.

- Professional Development and Learning Opportunities: Continuous learning is central to employee engagement. We offer a wide range of training programs, mentorship opportunities, and leadership development courses to help our employees grow in their careers and stay at the forefront of industry trends.
- Work-Life Balance: Avasant is committed to promoting a healthy work-life balance. Flexible work schedules, remote work options, and paid time off policies are designed to allow employees to manage their professional responsibilities alongside their personal lives. We recognize that a balanced life leads to more creativity, productivity, and job satisfaction.
- The AvaFit Program: The well-being of our employees extends beyond the workplace. We offer comprehensive wellness programs, including compensation for an active lifestyle, sports, employee gym membership, and access to resources that encourage physical and emotional well-being. Our wellness initiatives ensure that our people have the tools they need to maintain their health and resilience.
- Team Engagement and Culture-Building Activities: Building a sense of community is at the core of our engagement efforts. We regularly host team-building events, social activities, and recognition programs to strengthen connections across the organization. Celebrating success and recognizing individual and team achievements is a fundamental part of how we maintain a vibrant, motivated workforce.



We believe that when our employees thrive, the entire organization thrives. We remain committed to creating an environment that not only engages our people but also supports their holistic well-being. By investing in their growth, health, and happiness, we continue to build a workplace that fosters innovation, collaboration, and success.



## 5. Annual Programs & Initiatives

### 5.1 Career Mentorship Initiative

Avasant's Trinidad & Tobago team has been engaged in local youth mentorship initiatives over the past year. As an emerging economy, opportunities for professional career guidance in local communities continue to be limited. Avasant was asked to provide presentations on the outsourcing industry and its relevant career prospects. This initiative aimed to provide personalized mentorship to local high school students who are about to pursue higher education and need guidance on choosing their career paths. Team Avasant spent the day with over 100 high school students from three reputable institutions and equipped them with information and resources to assist them in arriving at a well-informed decision to commence their professional journeys. The impact of this program has been significant, with the targeted students reporting on a better understanding of the job market, the outsourcing industry, and jobs of the future and the overall impact of SDG 4 - Quality Education in developing economies such as Trinidad & Tobago.



## 5.2 Avasant's Presidential Internship Programme: USA, India & Trinidad

Avasant's Presidential Internship Program is a prestigious and highly selective program designed to provide young professionals with immersive, hands-on experience in management consulting, technology strategy, research and data, and business advisory services. The program offers interns the opportunity to work closely with senior leaders, including Avasant's Executive Team, allowing them to gain invaluable insights into strategic decision-making, client engagement, and project execution.

In 2024, Avasant's Interns across the United States, India, and Trinidad were involved in consulting projects that spanned a wide array of industries, including technology, business strategy, and digital transformation. This hands-on experience equipped them with practical skills and a deep understanding of industry challenges.

In addition to project work, interns participate in leadership development sessions designed to build key soft skills, including communication, critical thinking, and teamwork.

Each intern is also paired with a mentor, who provides guidance, feedback, and career development support throughout the program.





### 5.3 UCLA Young Technology Professionals Tech Bootcamp

The YTP tech bootcamp supports annual executive education programs that foster development for over fifty of tomorrow's leaders. Avasant has been a proud participant of this program, contributing to business innovation in our communities through thought leadership, mentorship, and industry expertise.



## 5.4 USC: The Entrepreneurial Startup Academy

The Avasant Foundation has been a sponsor for the USC Entrepreneurial Startup Academy which is a program from the University of Southern California designed to foster entrepreneurial skills and startup development for students. The academy offers resources like mentorship, funding guidance, networking opportunities, and tailored educational modules. This is particularly focused on helping students and alumni bring business ideas from concept through execution, customer acquisition, and growth, as well as, providing financial education and entrepreneurship training to over 75 women in South Los Angeles.

## 5.5 Big Sister Mentorship Project

Over the last three years, Avasant TT has participated in the annual 'Big Sister Project' across Trinidad as part of our CSR initiatives supporting SDG 4 - Quality Education and SDG 5 - Gender Equality. This program pairs students with alumnae from St. Augustine Girls' High School for mentorship and guidance, offering insights into various organizations and professional fields. Our Trinidad & Tobago office shared important career advice in the outsourcing industry and helped engage students through knowledge-sharing, goal-setting workshops, and road-mapping activities.



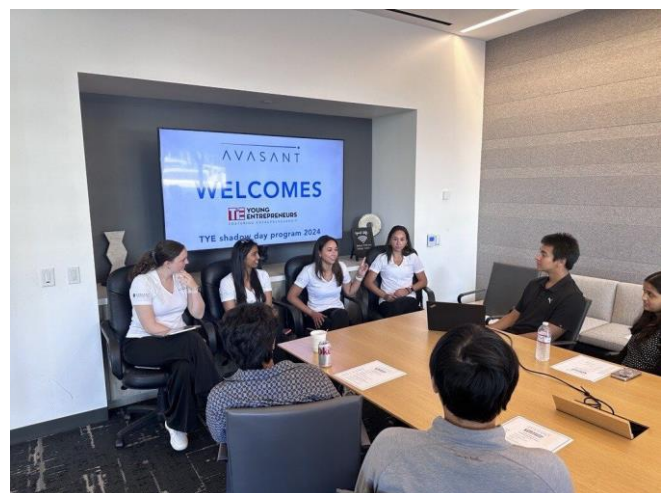
## 5.6 The Young Entrepreneurs (TYE) Executive Program Offering



In 2023, the Avasant Foundation continued its steadfast support for the TYE Program - Orange County as a Gold Sponsor, reinforcing its commitment to nurturing young entrepreneurial talent. This year, an impressive cohort of approximately 40 high school students, hai(TiE Young Entrepreneurs, embarked on a transformative 12-week entrepreneurial journey. Guided by seasoned TYE mentors, these budding entrepreneurs delved into a comprehensive curriculum, learning the intricacies of the startup development process, from ideation to the creation of minimum viable products (MVPs).

Throughout the TYE Program 2023, students had the unique opportunity to gather insights from industry leaders and subject-matter experts, covering aspects such as ideation, market research, product development, financial planning, prototyping, and the vital process of market validation through surveys, interviews, and other validation

methodologies. Avasant is also a proud participant of the TYE Shadow Day Program. This is an Executive Offering, positioned to give students the opportunity to “shadow” executives from leading companies during a day of hands-on training, mentorship, and networking. Avasant has been a sponsor and participating company of this program in both 2023 and 2024.



## 6. The Road Ahead

As Avasant looks to the future, the path forward is one defined by the pursuit of sustainable impact, inclusivity, and digital transformation. The company's CSR mission is deeply aligned with its commitment to empowering underserved communities, promoting responsible technology adoption, and advancing global citizenship. Building on current initiatives, the road ahead focuses on scaling efforts to make an even more substantial difference through workforce development, digital inclusion, and global sustainable development.

### *Enhancing Digital Inclusion and Access*

As the digital divide continues to impact communities, Avasant is committed to driving meaningful digital inclusion. The company plans to expand its programs and initiatives, ensuring that young people and women in emerging economies have access to the resources necessary to participate in the global digital economy. Avasant also continues to collaborate with governments and NGOs to create policies that foster digital access and digital rights, creating an environment where all can fully engage in economic opportunities.

### *Strengthening Global Partnerships*

Avasant's commitment to the United Nations Sustainable Development Goals will drive its CSR strategies in the coming year, with a focus on impactful partnerships that align with goals such as education, decent work, and reduced inequalities. Avasant will work with organizations, and communities worldwide to address pressing issues collaboratively. Expanding partnerships within the United Nations Global Compact, the industry, and local organizations will enable Avasant to leverage shared expertise and resources for sustainable impact.

### *Measuring and Communicating Impact*

As Avasant moves forward, the ability to measure and communicate its impact will remain crucial. The company continues to implement more rigorous data collection and evaluation frameworks, allowing for transparent reporting its programs, initiatives, and outcomes. By sharing these insights, Avasant aims to inspire other organizations and stakeholders to adopt and amplify socially responsible practices.

### *A Vision for Inclusive Growth and Lasting Change*

The road ahead for Avasant is paved with opportunities to make a lasting difference. By continuing to align its Corporate Social Responsibility initiatives with its core values and sustainable goals, Avasant aims to create a future where all communities have the resources and support needed to thrive. This commitment to inclusive growth and innovation will serve as the foundation for Avasant's journey towards building a sustainable and equitable world.

## 7. Conclusion

This Corporate Social Responsibility report captures Avasant's journey and commitment to fostering positive change within the global communities it serves over the past year. Through targeted programs, strategic partnerships, and a steadfast commitment to ethical practices, Avasant has aligned its business objectives with best practices for global development. This commitment underscores the company's dedication to creating lasting impact and addressing global challenges by using business as a catalyst for change.

Avasant's annual programs and initiatives will continue to create opportunities for countless individuals. By providing critical digital and tech skills to youth and women through the Avasant Foundation, supporting gender equity in STEM through mentorship programs, and fostering a culture of inclusivity and empowerment, Avasant has supported global economic empowerment. These programs not only equip individuals with skills for today's economy but also lay a foundation for a more inclusive and innovative global workforce. Avasant's collaboration with organizations such as the United Nations Global Compact amplifies this mission, reinforcing its commitment to the Sustainable Development Goals as a pathway to meaningful change. These partnerships have proven instrumental in broadening the impact of the company's initiatives and mobilizing resources and expertise toward collective action.

In looking ahead, Avasant is dedicated to expanding these efforts, reaching even more individuals, and scaling its impact through innovation and adaptability. Avasant's vision for the future is one of inclusive growth, sustainable innovation, and shared responsibility. As the company continues to grow, it remains committed to ensuring that its success translates into meaningful contributions to society. This report is a testament to Avasant's unwavering dedication to its corporate mission and vision.

As we look to the future, Avasant remains committed to serving as a model of corporate citizenship, setting an example for what responsible and ethical business practices can achieve. Through continuous innovation, community empowerment, and a relentless focus on sustainability, Avasant envisions a future where businesses, communities, and the environment can thrive together. By embodying these values, Avasant aims to leave a legacy of positive change, inspiring others to join in building a more equitable, inclusive, and sustainable world for generations to come.

**END**



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AVASANT

# Corporate Social Responsibility Report

2024

