

# **AMERICAN NETWORK SOLUTIONS LLC CORPORATE SOCIAL RESPONSIBILITY POLICY**

## **Introduction to Corporate Social Responsibility (CSR)**

American Network Solutions (ANS) is committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

## **Who we are and what we do**

ANS is an American company that bridges the gap between manufacturers throughout Asia to carriers in the United States. We believe in forming connections to enable those without access to communication, to obtain affordable and efficient ways to do so. In working with various suppliers, we are able to find the best partner for each specific case and need for the customer. American Network Solutions is a Limited-Liability Corporation with a small and knowledgeable staff that has decades of cumulative experience in the industry.

## **Looking after Employees**

- ANS is dedicated to being diverse, equitable and inclusive. One case is enabling a flexible work environment, such as remote-work options. We enable an inclusive culture, both in and out of ANS
- ANS staff is paid in a timely manner, including standard PTO, as well as provided services for any mental health issues suffered during the Pandemic of 2020-21.
- ANS Employees are required to attend a Sexual Harassment Training Course.
- ANS Employees are also entitled to Retirement Plan contributions (SEP-IRA).
- ANS Employees adhere to the Employee Handbook, which enables quick resolution to any issues in a clear and timely manner.

## **Looking after Customers**

ANS advocated for customer and less fortunate groups, by supporting several initiatives.

- The Equality Act of 2021
- The Dream Act of 2021
- ANS works with multiple service partners who have a varied and extensive knowledge-base, to most efficiently help customers resolve issues as quickly and painlessly as possible.

## **Suppliers' Standards**

- All ANS suppliers are compliant to the UYGHUR FORCED LABOR ACT of 2022.
- All ANS suppliers adhere to the International Standards of Child Labor, where Child labour is a violation of fundamental human rights.
- ANS maintains a good working relationship with all vendors, ensuring that they are paid in a timely manner.
- Most of ANS suppliers have a CSR policy in place.
- ANS suppliers are committed to a responsible mineral policy.

## **Protecting the Environment**

It is important to commit to reducing the environment impact that your business activities may have. In this section, you could refer to any of the following:

- ANS is committed to ensure that we keep all electronics out of local landfills.
- ANS service partners are R2/ISO14001-certified, with ability to repair and reuse electronics.
- ANS works with multiple contacts in the secondary market to ensure that all parts are utilized or sent to authorized recyclers.

## **Community Engagement**

- ANS supports local law-enforcement and government agencies.
- ANS supports local youth organizations in the NY Metro area.
- Employ a small staff throughout the USA near carriers to efficiently communicate with and respond to issues at a moment's notice.