Corporate Social Responsibility Statement

At Fi-Tek, we are driven by a deep commitment to corporate social responsibility (CSR), recognizing that our actions today shape the world of tomorrow. Since our humble beginnings, we have embraced a holistic approach to CSR with the understanding that success is deeply interconnected with the well-being of our employees, the communities we serve, and health of the planet. That is why our CSR initiatives have been grounded in the following pillars since the very beginning, reflecting our dedication to sustainability, diversity, equality, inclusion, employee well-being, giving back to the community, and ethical business practices.

- Environmentally friendly
- Promoting Diversity, Equality, and Inclusion (DEI)
- Employee Well-being and Respect
- Giving back to the community
- Ethical Decision-making

Environmental Stewardship

We acknowledge the profound impact businesses can have on the environment. At Fi-Tek, we are focused and dedicated to minimizing our ecological footprint by implementing environmentally friendly practices. From sustainable sourcing, creating a paperless environment, conserving energy, and ensuring responsible way to dispose of used computer equipment, we strive to be a good environmental steward.

Fi-Tek's largest systems hosting partners – CyrusOne and AWS – are highly committed to reducing their carbon footprint and customer greenhouse emissions. CyrusOne and AWS are aggressively cutting their greenhouse gas footprint. Multiple studies conducted by 451 Research found that moving on-premises workloads to AWS can lower customers' workload carbon footprints by nearly 80% and up to 96% once AWS is powered with 100% renewable energy (AWS aggressively targeting to attain this goal by 2025).

Fi-Tek's Headquarter building is managed by CBRE - The world's largest manager of commercial buildings. CBRE pledged to achieve net zero carbon emissions by 2040. This ambitious goal encompasses emissions from their own operations, properties they manage for investors and occupiers, and indirect supply chain emissions.

Fi-Tek's vendor management selection process includes criteria based on the vendor's Climate sustainability strategy. Choosing companies that focus on Environmental, Social, and Governance (ESG) issues to foster sustainable procurement organizations.

DEI Programs and Initiatives

As a leading technology solutions company, we believe that diversity, equality, and inclusion are the cornerstone of innovation and progress. Fi-Tek has a comprehensive, company-wide Diversity, Equity & Inclusion (DEI) program with an executive heading the program to provide it with appropriate focus and continued improvement. In our workplace, we champion diversity and inclusion, fostering an environment where every individual feels valued, heard, respected, and empowered to contribute their unique perspectives. The training that HR conducts is focused on embracing different cultures and ethnicities and engaging with our employees and customers in a way that reflects and respects their unique perspectives and experience.

Employee Well-being and Respect

Our employees are our greatest asset, and their well-being is a priority. At Fi-Tek, we are committed to creating a workplace that values diversity, promotes work-life balance, and treats everyone with respect and fairness. It starts from the top – our CEO is clear "*Respect for each other is the only way for Fi-Tek professionals to conduct themselves in the office and with our clients.*" Our CEO sets an example of this conduct by his own code of conduct treating others as you would like to be treated to ensure a thriving and harmonious work environment.

Community Efforts

We recognize our responsibility to the communities we operate in. Through philanthropy, volunteerism, and strategic partnerships, we actively contribute to social and economic development. Fi-Tek strongly encourages its members to be part of the community that we all live and work in and get engaged in a meaningful way through volunteering, gifting, and other means. Fi-Tek is associated with several cultural, research institutions and volunteer organizations – helping support their causes with financial as well as volunteering support.

Institution	Benefit to the Community
Columbia University	Research grant for digital finance
East Harlem Tutorial	East Harlem Tutorial Program is a nonprofit organization where scholars build the academic skills
The Council of Urban Professionals	CUP's mission is to inspire, elevate and empower the next generation of diverse business and civic leaders and women
United Way	Helps individuals meet their basic needs and work alongside neighborhood partners
Urban Justice	Holistic legal and advocacy services for domestic violence survivors
Johns Hopkins	Research grant for medicine
Citizens Committee for NYC	Provide direct cash grants for community projects and neighborhood businesses that improve the quality of life in New York City

Business Ethics

Integrity is the foundation of our business. We are committed to making ethical decisions in all aspects of our operations. In all its business dealings, Fi-Tek acts with utmost responsibility, honesty, and transparency. Fi-Tek has extremely high standards of ethics and the Management Committee has the oversight functionality to monitor. If there are any concerns, these are discussed and resolved by the Management Committee.

Fi-Tek's Code of Conduct provides mechanisms to prevent dishonest or unethical conduct and fosters a culture of honesty and accountability. This policy outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way.

Our commitment to corporate social responsibility is a continuous journey. We regularly assess and enhance our practices, guided by evolving sustainability standards, diversity benchmarks, and ethical considerations. We believe in being at the forefront of positive change, setting an example for our industry and peers.

CEO & Founder

Subir Chatterjee
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