



Asia  
Community  
Foundation

ASIA COMMUNITY FOUNDATION

# Annual Report 2024-2025



**Asia Community Foundation**

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ACF. BUILT  
DIFFERENTLY.



Shinkyo Bridge,  
Nikko, Japan

## Our Story

Asia Community Foundation (ACF) is the region's first Asia-focused, independent community foundation, created to unlock more philanthropic capital for social impact.

Founded in 2022 by a group of experienced philanthropists from Asia Philanthropy Circle, ACF was born out of the pressing need for a regional platform to enable informed, efficient, and collaborative philanthropy, enabling donors to connect with social impact partners across Asia, addressing some of the region's most urgent needs.

ACF provides both the infrastructure and insight donors need to give with confidence. We aim to be a true partner in purpose—facilitating giving while helping donors to make informed, strategic choices that benefit communities and maximise impact.

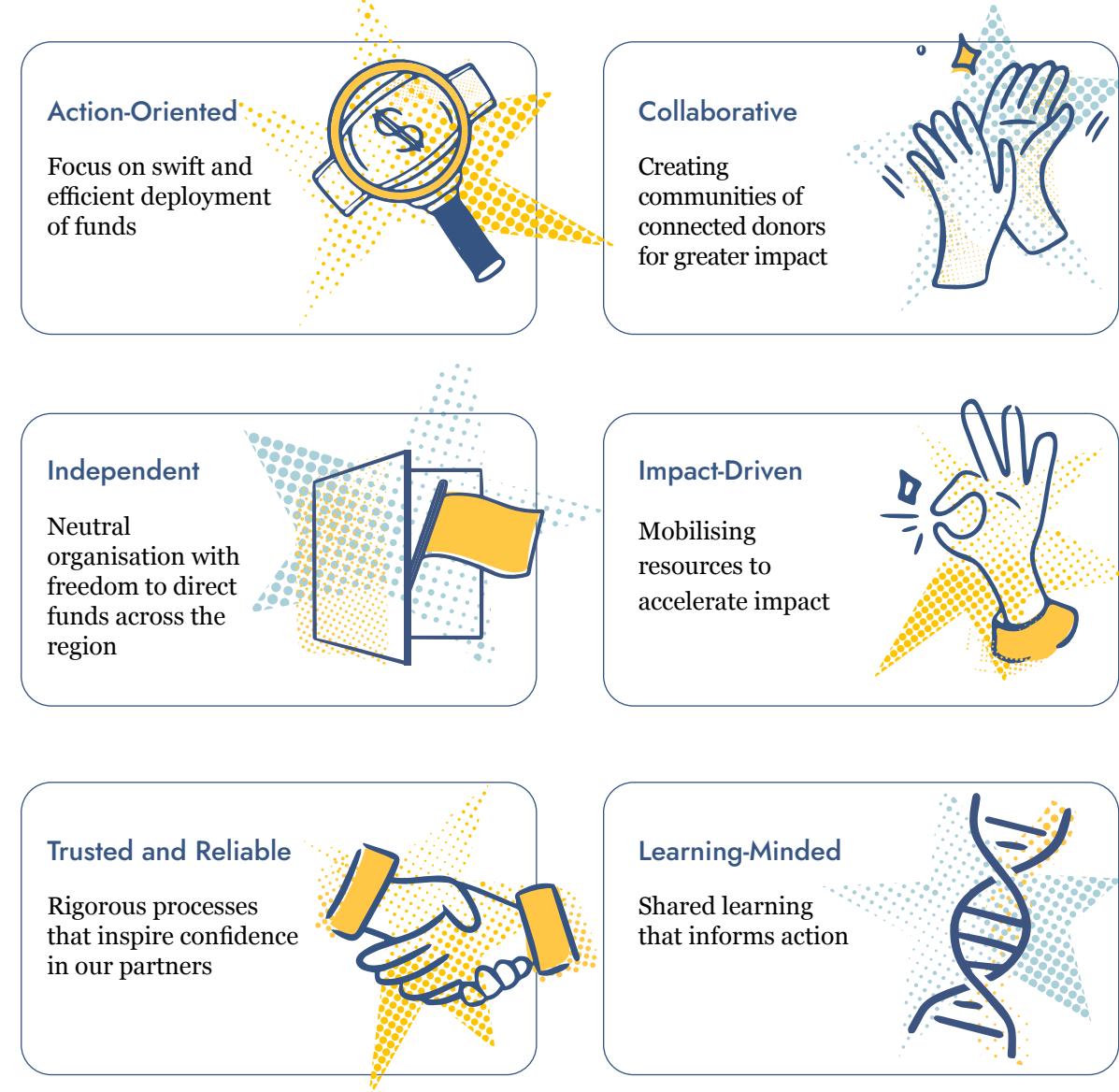


## Mission & Vision

Promote purposeful giving in Asia by bringing donors and social impact partners together to achieve greater impact

## Our Values

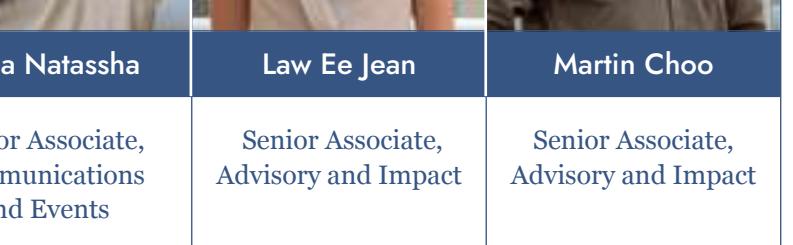
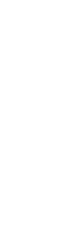
ACF's core values permeate not just what we focus on, but how we engage with donors, social impact partners, and our peers in the community.



## Board of Directors

	
<b>Anthonia Hui</b> Chairperson DATE OF APPOINTMENT: 20/03/2023 CHAIR EFFECTIVE: 13/05/2025	<b>Francesco Caruso</b> Board Member & Co-Founder DATE OF APPOINTMENT: 09/12/2022
	
<b>Laurence Lien</b> Board Member & Co-Founder DATE OF APPOINTMENT: 08/07/2022	<b>Peggy Moh</b> Board Member DATE OF APPOINTMENT: 20/03/2023
	
<b>Stacy Choong</b> Board Member DATE OF APPOINTMENT: 20/03/2023	<b>Stanley Tan</b> Chairman & Co-Founder DATE OF APPOINTMENT: 08/07/2022 CHAIR UNTIL: 12/05/2025

## The ACF Team

		
<b>Sue Toomey</b> Chief Executive Officer	<b>Seow Jia Xian</b> Chief Operating Officer	<b>Gemma Byrne</b> Director, Development and Engagement
		
<b>Dennis Yee</b> Senior Manager, Finance and Operations	<b>Jimmy Oh</b> Senior Manager, HR and Operations	<b>Joel Koh</b> Senior Manager, Advisory and Impact
		
<b>Wei Jin Lim</b> Manager, Grant Administration	<b>Anna Natassha</b> Senior Associate, Communications and Events	<b>Law Ee Jean</b> Senior Associate, Advisory and Impact
		
<b>Martin Choo</b> Senior Associate, Advisory and Impact	<b>Martin Choo</b> Senior Associate, Advisory and Impact	<b>Martin Choo</b> Senior Associate, Advisory and Impact

## CHAIRPERSON'S MESSAGE



## Anthonia Hui

Chairperson, Asia Community Foundation

Stepping into the role of Chairperson this year has given me space to reflect on ACF's journey—how far we have come, and the horizon that lies ahead. In just a few years, ACF has evolved from a bold idea into an organisation with purposeful foundations, clearer direction, and a growing presence across the region. What strikes me most is the shift in confidence and ambition: a readiness to imagine giving in Asia differently, with intention, collaboration, and impact at its heart.

Across Asia—and beyond—we have been fortunate to work with funders, donors, field and capacity builders, advisers, change-makers, and grantee partners who shared their expertise generously and entrusted us with the confidence to move forward. Their belief has energised our small but capable team, whose dedication has allowed us to think more boldly, explore new approaches, and take on challenges that, in the early days, might have felt beyond reach.

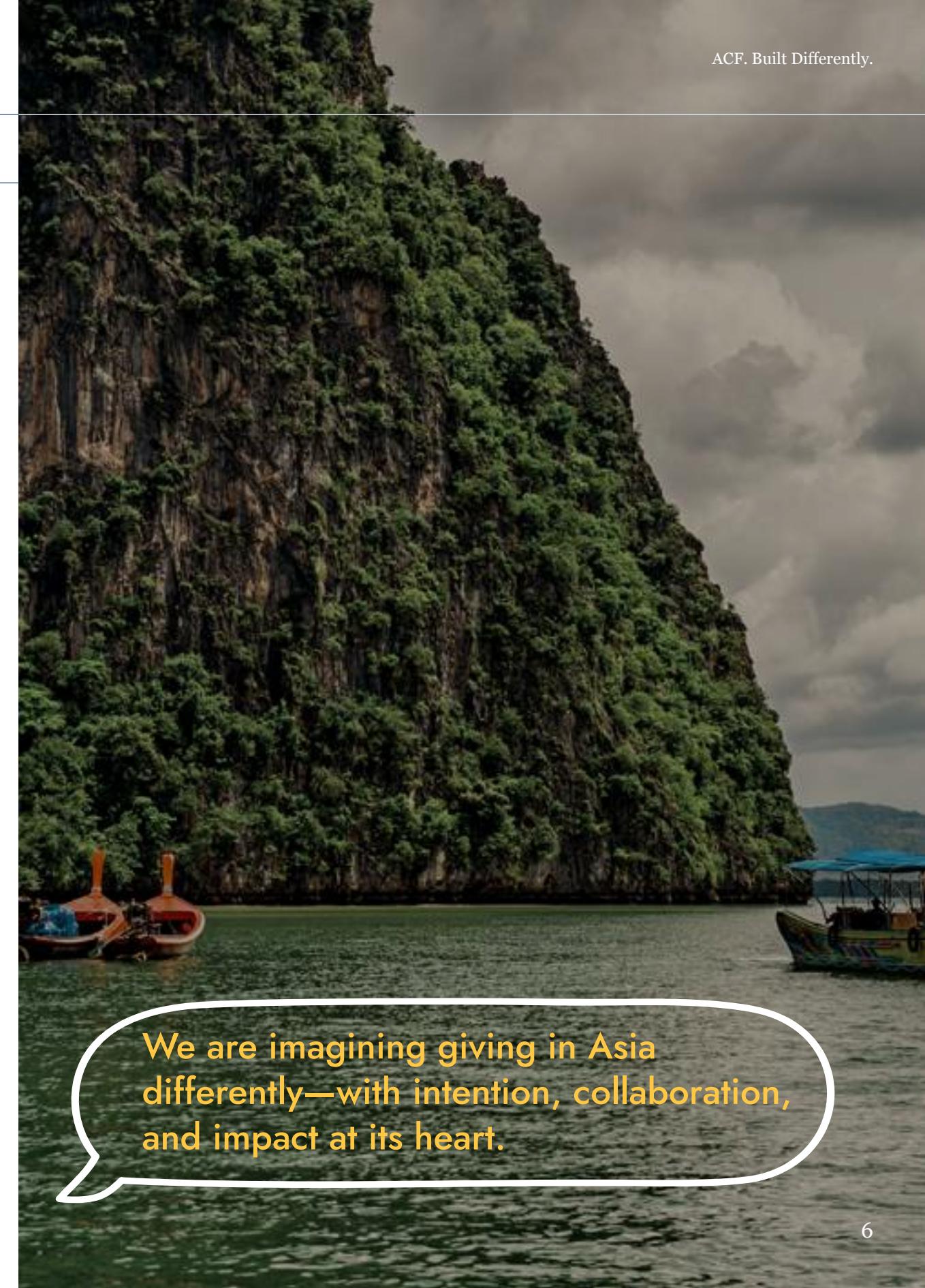
Our partnership with Asia Philanthropy Circle (APC) continues to be a meaningful part of this journey. Together, we are shaping a community that learns from each other, shares insights openly, removes the notion of competition, and moves beyond traditional boundaries. These connections strengthen our ability to support action that is grounded locally yet informed regionally—action with the potential to create lasting, even global, impact.

I am deeply honoured and grateful to our Board and Committee Members for their

guidance, insight, and generosity of time. Their stewardship has provided the clarity and stability needed for ACF to grow with confidence. I also want to acknowledge the ACF team, whose professionalism and commitment continue to bring our shared mission to life.

Looking ahead, I see ACF stepping into an even more catalytic role. We have the opportunity to foster generosity that is thoughtful and intentional, support solutions that scale from community to region, and create spaces where ideas can be tested and strengthened. Our foundation is now strong enough to embrace challenges, anticipate change, and help shape a more connected, collaborative, and resilient philanthropic ecosystem across Asia. At the same time, we remain grounded, recognising that meaningful change can be strengthened through collaboration. As we enter this next phase, we are committed to working alongside those we can learn from.

The path forward will require curiosity, courage, and adaptability, and it is a path worth taking. In the CEO's message that follows, Sue shares how the team is translating this ambition into meaningful action across the region. I am optimistic about what we can achieve together and excited to see ACF continue to grow into the role it is uniquely positioned to play in Asia. With the support of our Board, Committees, donors, partners, and the wider ecosystem, ACF will continue to be recognised as a force for good. There is truly no other organisation quite like ACF in Asia—and that is our strength.



**We are imagining giving in Asia differently—with intention, collaboration, and impact at its heart.**

## CEO'S MESSAGE



## Sue Toomey

Chief Executive Officer

This past year has been one of both progress and perspective. As our Board Chair Anthonia shared, ACF has stepped into a new stage of confidence and capability. For me, this year was about translating our shared ambition into action—strengthening our foundation, deepening trust with donors and partners, and showing what a community foundation “built differently” can truly make possible.

Through our donor-advised funds and collaborative giving vehicles, ACF supported the deployment of SGD 12.6 million in grants to 77 social impact partners across 14 markets. These organisations are showing what courage and commitment look like on the ground, from addressing mental health needs, protecting marine ecosystems, supporting sustainable livelihoods, strengthening child protection systems, and helping families navigate uncertainty. Their work reminds me, every day, why ACF exists.

We also invested deeply in the platforms that help us serve donors well. This year, we launched a portfolio of impact funds shaped around Asia’s most pressing needs and supported donors in building customised funding vehicles where ACF provides backbone administration and trusted oversight. These structures allow donors to give with clarity, confidence, and intention—the kind of philanthropy we are proud to champion.

A defining experience for us was the USAID Asia Situation Room. We were delighted to partner with APC and to work alongside the wider ecosystem of organisations that came

together with such urgency and openness. What began as a question about the scale of a funding freeze quickly became a collective listening effort across more than 350 organisations. It underscored how quickly the landscape can shift, and how important it is for us to stay close to the people and communities at the heart of this work.

Our learning sessions and events this year created meaningful spaces for donors to pause, connect, listen, and learn. These conversations strengthened relationships and helped donors navigate complexity with purpose.

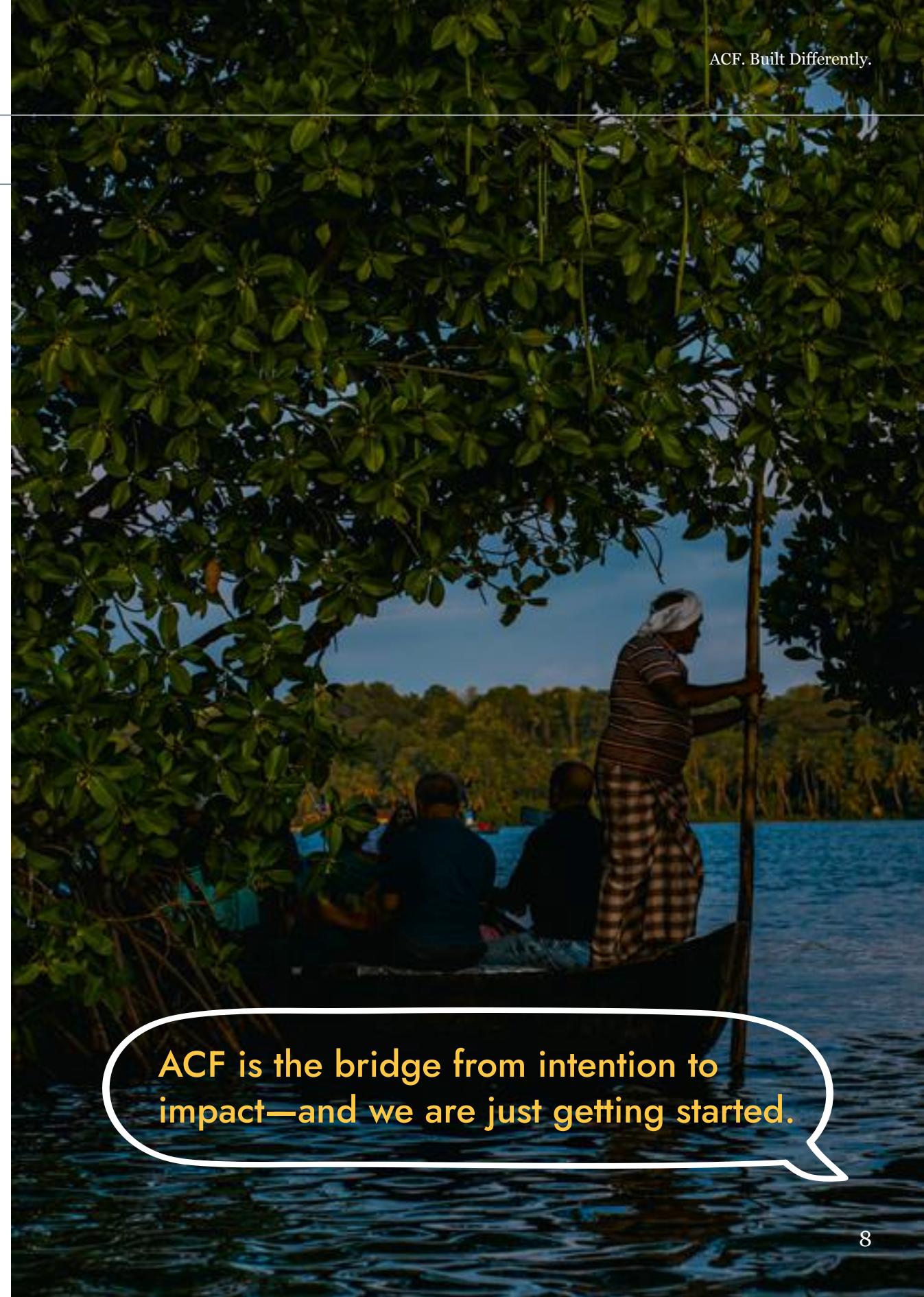
To our donors and funders: thank you for your trust, partnership, and belief in what ACF can enable. Your commitment to purposeful, thoughtful giving is what makes this work possible.

To our social impact partners: your work and dedication are the reason ACF exists. Your courage, insight, and unwavering commitment to communities across Asia inspire us every day.

To our Board and Committee Members: thank you for your thoughtful guidance, stewardship, and steadfast support as we continue to grow.

And to the ACF team: thank you for your commitment and professionalism through a year of growth and change. Moving from startup to stand-up mode has taken clarity, discipline, and heart—and you brought them all to a year of significant growth.

The year ahead brings responsibility, possibility, and momentum. I’m excited for what we will continue to build, together, across Asia.



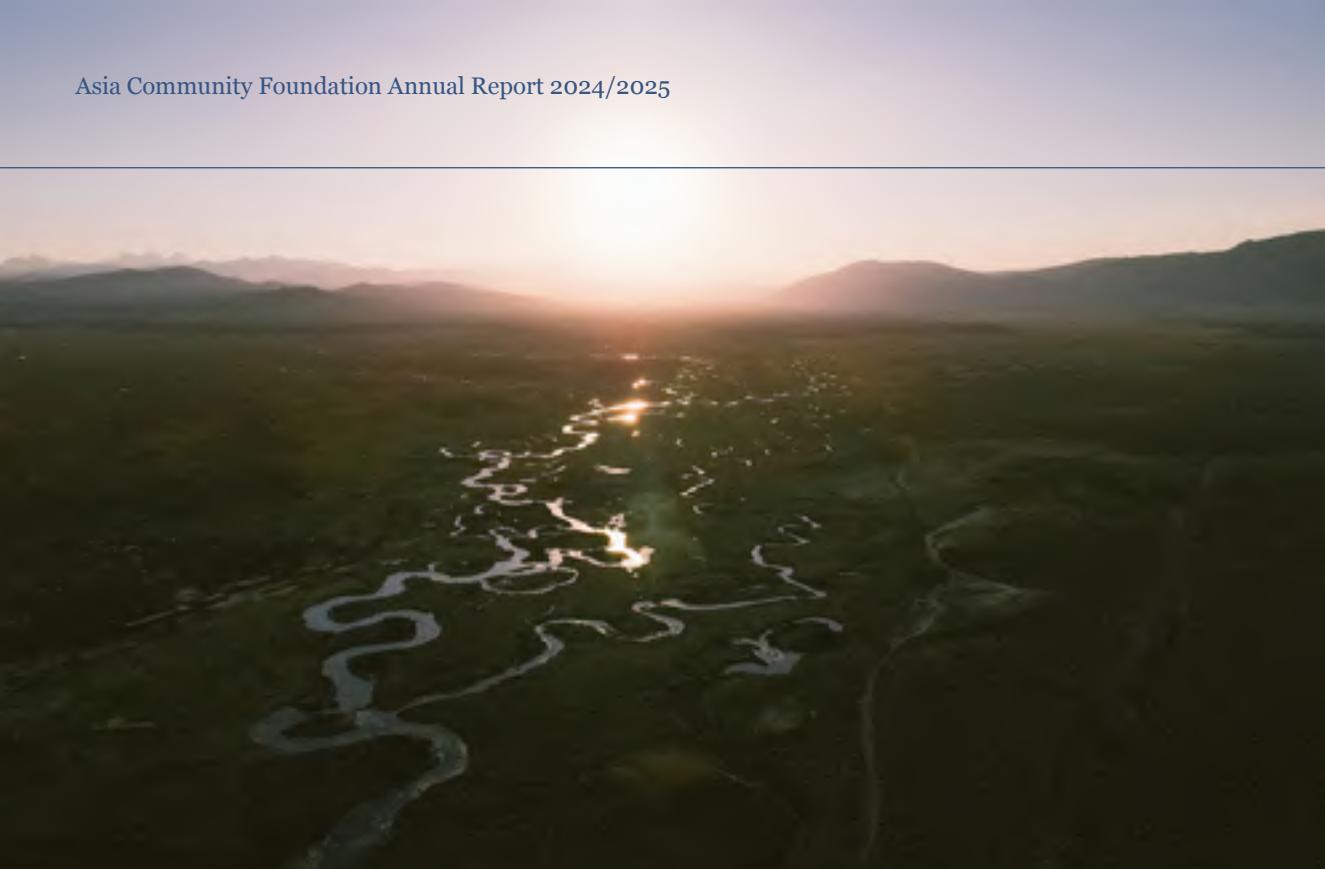
**ACF is the bridge from intention to impact—and we are just getting started.**

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# OUR YEAR IN FOCUS



Golden Bridge  
Da Nang, Vietnam



## Our Approach

Over the past year, ACF has refined its strategy and strengthened its role as a connector, helping donors translate intention into impact through donor-advised funds, collaborative and custom impact funds, and advisory services. These offerings have facilitated meaningful partnerships with organisations addressing critical environmental, social, and economic challenges across the region.

Central to ACF's approach is fostering donor learning through immersive site visits, workshops, and interactive sessions with experts and grassroots organisations, enabling informed decisions and long-term partnerships that drive sustainable impact.

ACF has also expanded its partnerships with Social Impact Partners (SIPs), connecting donors with effective grassroots initiatives and high-impact programmes. These collaborations amplify collective impact while strengthening Asia's philanthropic ecosystem.

Looking ahead, ACF will continue to bridge capital and context, fostering giving that is thoughtful, effective, and collaborative. Our work is guided by thematic pillars that reflect the region's most interconnected challenges—climate and biodiversity, health, education, migration and displacement—ensuring our efforts support holistic, sustainable impact.



# ACF'S THEORY OF CHANGE



# STORIES FROM THE FIELD

How ACF works, in practice.

Across Asia, ACF supports impact by connecting donors with social impact partners who bring deep contextual knowledge to their work. We focus on enabling informed giving, mobilising resources, and structuring support so that organisations closest to the issues can lead effective, durable solutions.

The stories below reflect different ways this takes shape in practice.



Image credit: Baan Dek Foundation

## Learning-Led Giving

Protecting Children in Thailand

Some donors begin with curiosity. Through ACF, a donor interested in child protection was connected with **Baan Dek Foundation**, gaining insight into the realities faced by children living on construction sites—where access to healthcare, education, and protection is limited.

Baan Dek Foundation addresses these challenges experienced by migrant worker families through a three-pronged approach: connecting families to essential services, empowering communities through peer-to-peer training for youth, adults, and women, and driving systemic change across Thailand's construction sector. For the donor, these learnings helped to inform targeted support for programmes that respond to immediate needs while strengthening long-term accountability for migrant worker families.

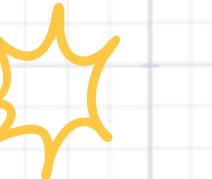


Image credit: ReShark

## Building on Early Support

Preserving Sharks, Protecting Oceans

Other donors begin by supporting promising initiatives and later seek to deepen their engagement. Through ACF, donors were connected with **ReShark STAR Project**, which addresses the decline of the Indo-Pacific leopard shark through conservation translocation—raising eggs in hatcheries, tagging and releasing sharks, and engaging local communities through internships, outreach, and conservation programmes.

Building on initial support, ACF facilitated conversations that helped unlock additional funding, enabling the project to expand its conservation impact while strengthening local stewardship of marine ecosystems.

## Strengthening Organisations Behind Essential Services

Mental Health and Access to Justice

Some donors focus on ensuring that organisations delivering essential services have the capacity to respond to growing and complex needs. Through ACF, donors are able to support organisational capacity across both nonprofits and social enterprises—helping critical services remain effective over time.



Image credit: Thrive Well

In Malaysia, **Thrive Well**, a trauma-informed mental health social enterprise, builds the skills of professionals in the human service sector through evidence-based training and ongoing support—helping make quality mental health care more accessible and sustainable for underserved communities.



Image credit: Pro Bono SG

In Singapore, **Pro Bono SG** supports transnational families facing barriers related to residency, custody, and financial stability through legal awareness, advice, and representation delivered via specialised programmes.

## ACROSS THESE APPROACHES

From learning to scaling to strengthening capacity, ACF's role is consistent: connecting donors with trusted partners, providing the structure for informed giving, and enabling local expertise to drive lasting impact.

## The Giving Lens

What our approach enabled in FY24/25



Facilitating more  
collaborative giving

**29%**

of our giving flows through  
collaborative vehicles, **up from 5%**

How donors  
gave through ACF

**30**

donor-advised funds

**4**

new collaborative funding  
vehicles hosted

Who this engaged

**49**

active donors

**128**

unique donors and  
intermediaries

Our footprint is  
expanding

**77**

social impact partners

**14**

markets

Top 3 U.N. Sustainable Development Goals (SDGs) supported

10



Reduced Inequalities

4



Quality Education

13



Climate Action

## Giving Voices

*ACF has been such a helpful partner in providing us operational support so we can focus on impact. Beyond supporting us, we've also watched the ACF team grow in such an entrepreneurial, "can-do" way, constantly opening up new pathways for more meaningful change. In many ways, ACF feels like an incubator for talent in the philanthropy space, nurturing people who want to make a difference.*

—Sally & Wayne, ACF Donors

*Having a donor-advised fund with ACF has made my giving simple and intentional. Their attentive and thoughtful team has helped me support diverse causes, from community care to the arts and women's empowerment, in a partnership built on trust and shared purpose.*

—Catherine Zemans, ACF Donor

*This strategic partnership combines DBS' extensive wealth management expertise with ACF's specialised platform for streamlined and impactful giving. This synergy empowers clients to effectively explore and execute philanthropic strategies that align with their specific charitable goals.*

—DBS Bank, ACF Banking Partner

## Key Milestones

August 2023	September 2023	July 2024	February 2025	April 2025	June 2025
Registered as a charity in Singapore under the Charities Act 1994.	Official launch of ACF.	Launched ACF's first portfolio of collaborative impact funds.	Co-convened the Asia Situation Room with APC amid the US funding freeze.	Supported the launch of the 30x30 Southeast Asia Ocean Fund, which surpassed its USD 5M pledge target.	Disbursed SGD 22M cumulatively in grants to over 107 social impact partners across the region.

## Built with Your Support

To the people and partners who have stood with us from the start—thank you for your invaluable contributions, time, and talent that helped make this journey possible for ACF.

Founders	Founding Donors	
<ul style="list-style-type: none"> <li>• Laurence Lien, Lien Foundation</li> <li>• Stanley Tan, =DREAMS (Asia) Limited</li> <li>• Francesco Caruso, Firetree Philanthropy Foundation Limited</li> </ul>	<ul style="list-style-type: none"> <li>• AL Fund</li> <li>• Gates Foundation</li> <li>• Li Foundation</li> </ul>	
<b>Board and Committee Members</b>		
<ul style="list-style-type: none"> <li>• Anthonia Hui</li> <li>• Francesco Caruso</li> <li>• Frederic Bertholon-Lampiris</li> </ul>	<ul style="list-style-type: none"> <li>• Hari Kumar</li> <li>• Laurence Lien</li> <li>• Michelle Lim</li> </ul>	<ul style="list-style-type: none"> <li>• Peggy Moh</li> <li>• Stacy Choong</li> <li>• Stanley Tan</li> <li>• Suhail Qureshi</li> </ul>
<b>ACF Donor Community</b>		
We extend our sincere appreciation to all donors who have entrusted ACF with their support. Your collective commitment enables us to advance our mission across Southeast Asia.	Special thanks to our colleagues and friends at APC—both the team and the members themselves—with whom we partner and collaborate regularly.	
<b>Regulators &amp; Supporting Agencies</b>		
<ul style="list-style-type: none"> <li>• Charities Unit, Ministry of Culture, Community &amp; Youth</li> <li>• Economic Development Board</li> <li>• Monetary Authority of Singapore</li> <li>• Inland Revenue Authority of Singapore</li> <li>• Singapore Totalisator Board (Tote Board)</li> </ul>	<b>Operational Support</b> <ul style="list-style-type: none"> <li>• Benne Tan, Excel Infinity</li> <li>• Bing Keong Kor, PwC Singapore</li> <li>• Petrine Soh, PwC Singapore</li> <li>• MW IT Pte Ltd</li> <li>• TechSoup Singapore</li> </ul>	
<b>Former ACF Team Members</b>		
<ul style="list-style-type: none"> <li>• Ada Quek</li> <li>• Irin Ng</li> <li>• Tess Mackean</li> </ul>	<ul style="list-style-type: none"> <li>• Wildan Ghiffary</li> <li>• Barbara Jackson</li> </ul>	<ul style="list-style-type: none"> <li>• Damien Wee</li> <li>• Deepali Somra</li> <li>• Elise Teo</li> <li>• Fanny Guay</li> <li>• Jordan Beh</li> <li>• Rachel Tey</li> <li>• Valencia Wan</li> </ul>

## Summary of Financial Performance

	Fiscal Year 2025	Fiscal Year 2024
<b>INCOME</b>		<b>(Restated)</b>
Donations	178,641,663	11,337,650
Tote Board grant	344,748	250,000
Grants	392,700	809,790
Fund administration and advisory fees	119,168	-
<b>Total Income</b>	<b>179,498,279</b>	<b>12,397,440</b>
<b>Less: Fund Disbursement</b>	<b>12,687,302</b>	<b>7,536,071</b>
	166,810,977	4,861,369
<b>Add: Other Income</b>	<b>701,580</b>	<b>18,621</b>
<b>LESS: EXPENDITURE</b>		
Administrative expenses	60,517	56,806
Audit fee	18,318	14,466
Depreciation	10,832	6,522
Employee compensation	1,344,453	955,663
Events	26,988	44,281
Foreign exchange (gain)/loss, net	6,181,869	(16,734)
IT expenses	57,844	4,036
Marketing expenses	7,498	4,582
Professional fees	140,392	58,908
Travelling expenses	18,149	2,321
Other expenses	30,927	12,812
<b>Total expenditure</b>	<b>7,897,787</b>	<b>1,143,663</b>
<b>Net surplus and total comprehensive income for the financial year</b>	<b>159,614,770</b>	<b>3,736,327</b>

\*Figures shown are in SGD

## ACF in Action



### Reflecting on the Funding Freeze: Asia Situation Room

At ACF, staying close to what partners are experiencing on the ground is central to how we work. This is why we convene rapid, issue-driven sessions, including the Asia Situation Room. These moments allow us to listen directly to partners, understand emerging risks early, and bring sector peers together to coordinate meaningful action.

When the US announced a freeze on development aid, it initially seemed that Southeast Asia might be largely unaffected. However, as we listened to partners across the region, the consequences quickly became clear. Programme closures were expected to affect more than three million people, and many organisations faced the prospect of halving their workforce.

In February 2025, ACF, together with the Asia Philanthropy Circle and ecosystem partners, launched a rapid pulse-check survey to understand the scale of the impact. With more than 350 responses, the findings were stark: of the US\$275 million in lost funding, only US\$2 million was expected to be replaced in the coming year, and over half of organisations reported having six months or fewer in financial reserves.

These insights formed the basis for the USAID Asia Situation Room, where ACF convened funders, partners, and peers to make sense of the emerging picture and consider how the sector could respond collectively.

For ACF, the Situation Room reaffirmed the importance of listening early, sharing knowledge openly, and acting together. The experience showed that collaboration is essential in times of uncertainty—helping organisations across the region stay resilient and ensuring that vital work can continue despite shifting conditions.



From forging strategic partnerships to convening experts, donors, and partners across the region, the following moments highlight our commitment to fostering collaboration, sharing knowledge, and amplifying solutions.

10 OCT 2024

Improving Rising Health Inequity in Asia with Real Impact Advisors (RIA)

11 OCTOBER 2024

Expedition Antarctica with ACF: Information Session

1 NOVEMBER 2024

Investing in Social Entrepreneurs for Impact

27 NOVEMBER 2024

Unlocking Accessible and Sustainable Health Solutions for Southeast Asia: A Roundtable Discussion with Dr. Chris Elias, Gates Foundation

22 JANUARY 2025

Light Up Your Giving Path

19 FEBRUARY 2025

Expert Perspectives with The Economist Group: Making the Case for Ocean Protection

26 FEBRUARY 2025

Non-Traditional Livelihoods: Empowering Women in Southeast Asia

29 MARCH 2025

Nation Building through Education in Timor-Leste: Fireside Chat with Minister of Education, Her Excellency Dulce de Jesus Soares

9 APRIL 2025

Transforming Lives through Education: In Conversation with Shaheen Mistri, CEO & Founder Trustee of Teach for India

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# BRIDGING THE FUTURE



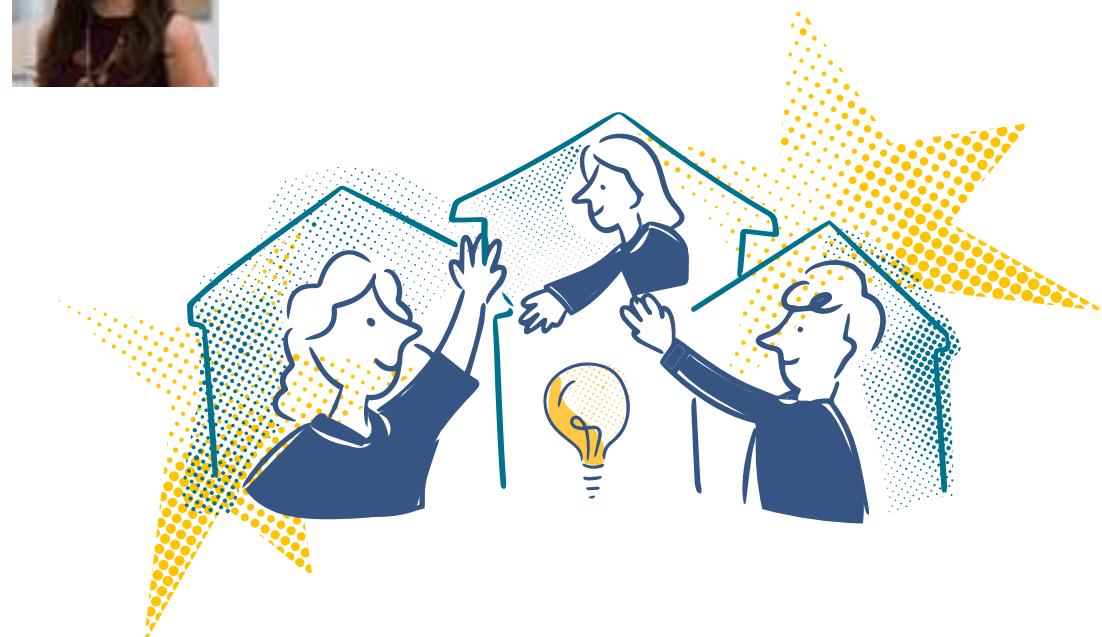
Rainbow Bridge  
Tokyo, Japan

## From Ideas to Impact



### Seow Jia Xian

Chief Operating Officer



As we step into the year ahead, our focus is on turning strategy into action—moving ideas off the page and into meaningful, measurable impact. It is a year for building momentum: strengthening what we already do well, while embracing new initiatives that are purposeful, action-oriented, and fully aligned with ACF's vision.

Action takes many forms. We will convene learning and engagement events, deepen collaboration across our networks, and deploy funds thoughtfully in support of our social impact partners, who know and work on what makes the greatest difference in their communities. In everything we do, we are committed to fostering learning and growth—both for our teams and the communities we serve—ensuring that every step forward is informed, intentional, and impactful.

At the same time, we are doubling down on operations, governance, and risk management. By safeguarding our systems and controls, streamlining processes, and embedding robust practices, we ensure that momentum is built on a strong and resilient foundation. This balance of action and stewardship allows us to move nimbly, confidently, and sustainably.

The year ahead is full of potential. We will not only enhance our existing programmes but also explore bold new opportunities to catalyse change. I am inspired by the possibilities and energised by the dedication of our team, Board and Committee members, and our community of donors, social impact partners, and ecosystem collaborators. Together, we will transform ideas into action, learning into insight, and ambition into impact.



Scenic Pathway on Traditional Bridge in Hsinchu

# GOVERNANCE

4

Dongshuimen Bridge  
Chongqing, China





## Role of the Governing Board

The Board of Directors takes overall governance responsibility for ACF. It ensures that ACF is properly and effectively run, and meets its overall objects as set out in its constitution. Board meetings are held quarterly, where the Board meets to take collective action.

### The responsibilities of the Board include:

- Set and safeguard ACF's purpose, vision, and strategic direction
- Ensure good governance and compliance
- Oversee financial stewardship and ensure sustainability
- Ensure effective risk management
- Ensure accountability to stakeholders and regulators
- Ensure Board effectiveness



To promote renewal, succession planning and good governance practice, the Board has a term limit of 10 years. The Chair of the Finance Committee may serve for up to four consecutive years.

## Board Meetings and Attendance

A total of 5 board meetings were held during FY2024, and 4 during FY2025. The following sets out each individual Board Member's attendance:

Board Members	FY 2024 Attendance	FY 2025 Attendance
Hui May Yan Anthonia	5/5	4/4
Francesco Caruso	5/5	4/4
Lien Tsung Chern Laurence	5/5	4/4
Moh Mok Peggy	5/5	4/4
Choong Hui Hui Stacy	5/5	4/4
Tan Poh Leng Stanley	5/5	4/4

## Staffing and Remuneration

Board Members do not receive remuneration for Board services.

Disclosure of annual remuneration of the highest paid staff who each receives more than \$100,000, in bands of \$100,000:

Remuneration	Previous FY 2024 Number of Staff	Current FY 2025 Number of Staff
S\$100,000-S\$200,000	2	3
S\$200,000-S\$300,000	1	1



Wuzhen Water Town  
Zhejiang, China

## ACF's Reserve Position

	Previous FY 2024	Current FY 2025
A) Unrestricted Funds	770,740	2,007,602
B) Annual Operating Expenditure	762,609	1,171,635
Ratio of Reserves	1.01	1.71

## Whistleblowing

ACF welcomes all open feedback. These can be submitted directly to the Chairs of the Board and Audit & Risk Committee at [whistle-blow@asiacf.org](mailto:whistle-blow@asiacf.org). ACF welcomes feedback from donors, partners, grantees, and other stakeholders. We maintain open communication channels and are committed to providing timely, transparent, and accountable responses. Feedback is an important part of our learning process, and we use it to continuously strengthen our policies, processes, impact, and organisational culture.

## Key Policies

Anti-Corruption	Anti Money Laundering and Terrorism Financing	Conflict of Interest	Environment and Sustainability
 <p>ACF is committed to operating on a foundation of integrity, transparency, and honesty. We periodically review and endeavour to improve upon our processes continuously to prevent direct or indirect bribery, and in order to safeguard and uphold our values.</p> <p>We adopt a zero-tolerance policy towards any forms of corruption and bribery in our activities. Our employees must observe the anti-bribery and anti-corruption regulations in the countries where we have activities in, and undertake to not engage in any corrupt or improper practices. In Singapore, these include but are not limited to the Prevention of Corruption Act, the Penal Code and the Corruption, Drug Trafficking and Other Serious Crimes (Confiscation of Benefits) Act.</p>	 <p>ACF takes into consideration the possible consequences that Money Laundering and Terrorist Financing may have on the integrity and stability of the financial and philanthropic sectors. We take preventive measures to combat activities by maintaining high financial transparency through proper accounting and internal control procedures and maintaining good administrative, managerial, and policy controls over our operations.</p> <p>Donors wishing to donate funds to and through ACF are subject to our Know-Your-Donor compliance checks. Similarly, our grantee partners must clear our Know-Your-Grantee screening before they are eligible to receive grants from ACF.</p>	 <p>ACF has in place policies and procedures to manage and avoid situations of conflict of interest. All Board and Committee Members are required to make declarations of conflict of interest to ACF at the start of their terms, annually, and as soon as such conflict or the possibility of such conflict arises. Conflicted individuals may participate in discussions but do not vote or engage in any form of decision-making on matters where they have a conflict of interest. All employees are also required to make declarations of adherence to ACF's conflict of interest policies, which include declarations to be made as soon as the possibility of such conflict arises to ensure that all parties will act in the best interests of ACF.</p>	 <p>ACF aims to reduce the direct and indirect impact that we have on the environment and strives to set an example in the promotion of sustainable business practices and the protection of the environment. We understand sustainability and sustainable development as "development that meets the needs of current generations without compromising the ability of future generations to meet their own needs".</p>

Data Protection	Diversity and Anti-Harassment	Fundraising	Reserves Policy
 <p>ACF collects personal data only when it is voluntarily provided. Personal data is used solely for purposes that have been notified to individuals, or for purposes otherwise permitted under the Personal Data Protection Act 2012 of Singapore (PDPA) and other equivalent or applicable regulations.</p> <p>ACF retains personal data only for as long as it is necessary to fulfil the purposes for which it was collected, or as required for operational, legal, regulatory, or compliance reasons. Reasonable administrative, technical, and physical safeguards are implemented to protect personal data in ACF's possession or control, against unauthorised access, collection, use, disclosure, copying, modification, disposal, or similar risks.</p>	 <p>ACF is committed to providing a safe, inclusive professional environment where people feel valued, respected, and are treated fairly. Diversity entails acceptance and respect of individual differences; these can be along the dimensions of age, gender, religion, race, ethnicity, sexual orientation, national origin, physical abilities, socioeconomic status, political beliefs, pregnancy, family responsibilities and more.</p> <p>ACF adopts a zero-tolerance approach to harassment. Harassment is strictly prohibited and includes any behaviour that intentionally or reasonably causes harassment, alarm, or distress to another person. This includes, but is not limited to, conduct that is abusive, threatening, degrading, humiliating, or offensive, or that creates an intimidating, hostile, or unsafe environment. ACF is committed to handling all complaints of harassment seriously, promptly, and fairly, in accordance with applicable laws, including the Protection from Harassment Act 2014 of Singapore (POHA). Retaliation against any individual who raises a concern or participates in an investigation in good faith will not be tolerated.</p>	 <p>ACF conducts fundraising and accepts donations or grant funding for its internal operations and overheads in compliance with Singapore fundraising regulations and requirements. ACF does not conduct any public fundraising, except if at all, for its own internal operations, and with the necessary disclosures or permits as may be required. Any fundraising conducted for foreign charitable purposes is conducted in compliance with Singapore fundraising regulations under the Charities Act 1994 and conditions or guidelines as set by the Charities Unit, Ministry of Culture, Community &amp; Youth in Singapore.</p>	 <p>ACF has a reserve policy for long-term stability of its operations and ensures that there are sufficient resources to support itself in the event of unforeseen circumstances. ACF aims to have two years of operational expenditure kept as reserves. The reserve level is reviewed yearly by the Board to ensure that the reserves are adequate to fulfil the charity's continuing obligations.</p>



*Image credit: Thrive Well*

#### Corporate Information

Asia Community Foundation Ltd (“ACF”) was incorporated as a public company limited by guarantee on 8 July 2022 and registered as a charity under the Charities Act (Chapter 37) from 31 August 2023. ACF has a Constitution as its governing instrument.

Unique Registration Number (UEN) : 202223763M

Registered Address: 20 Peck Seah Street, #05-00, Singapore 079312

Auditor: CLA Global TS Public Accounting Corporation

Bankers: DBS Bank Singapore, HSBC Bank

Company Secretary: Excel Management & Consultancy Pte Ltd

Advisors: PricewaterhouseCoopers Singapore Pte. Ltd. (Pro Bono)

