

**Corporate Social Responsibility Policy**  
**Effective Visual Marketing Ltd. t/a EVM**

We believe that it is our responsibility to contribute to the well-being of the communities in which we operate and to act in an ethical and sustainable manner. We are committed to the following principles:

1. Compliance: We will adhere to all relevant laws, regulations, and industry standards in all our operations.
2. Protecting people and the environment: We will prioritise the safety and well-being of our employees, customers, and the community, and will work to minimize our impact on the environment through eco-friendly practices.
3. Volunteering: We will encourage and support employee volunteerism and engagement in local community initiatives.
4. Learning: We will promote continuous learning and professional development opportunities for our employees and encourage them to bring new ideas and approaches to their work.
5. Supporting the community: We will actively engage with and support the communities in which we operate by investing in education and training programs, promoting economic development, and collaborating with local organizations to address social and environmental challenges.
6. Business ethics: We will conduct our business with the highest level of integrity, transparency, and fairness, and will respect the human rights of our employees and stakeholders.
7. Treatment of workers: We are committed to treating all employees with respect and dignity and will provide a safe and healthy work environment.

We are committed to continually reviewing and updating our corporate social responsibility practices to ensure that we are meeting the needs of our stakeholders and fulfilling our responsibilities as a global corporate citizen.

**Approval**

This policy has been approved by the appropriate company director and is reviewed annually to ensure its effectiveness and compliance.

Signed



Date

11-Jan-23