

# **Circletree Enterprises Sustainability Policy**

We believe our business can make a positive contribution to society and the environment by managing our activities with care and by working with responsible organizations that promote social and environmental causes. Our operating companies are required to comply with this Sustainability Policy and report performance to the parent company.

## **Social Investment**

Circletree companies are encouraged to undertake pro bono work for not-for-profit organizations involved in tackling social and environmental issues and to make appropriate donations to social and environmental organizations.

## **Managing Relationships**

In all our relationships we will be open, honest, and transparent and will not pay or receive bribes or inducements of any kind.

## **Employee Development**

Circletree companies will:

1. Select and promote our people based on qualifications and merit, without discrimination or concern for race, religion, national origin, color, sex, sexual orientation, gender identity or expression, age, or disability;
2. Support training and career development for our people; and
3. Provide a safe and civilized workplace free from sexual harassment and offensive behavior.

## **Marketing Ethics**

Circletree companies:

1. Will comply with applicable regulations and self-regulatory codes of practice in the markets in which they operate;
2. Will not knowingly create work which contains statements, suggestions, or images offensive to public decency and will consider the impact of our work on minority segments of the population, whether that minority be by race, religion, national origin, color, sex, sexual orientation, gender identity, age or disability; and
3. Will not undertake work designed to mislead in any respect, including social, environmental, and human rights issues.

## **Environment**

Circletree companies will respect the environment by minimizing their impact from

1. Energy use;
2. Transport;
3. Consumption of paper and other resources;
4. Water use; and
5. Managing any significant sustainability risks in our supply chains.

Circletree sets targets for reducing our key environmental impacts. We aim to minimize the environmental impacts associated with the advertising and communications that we create for clients. Our operating companies are encouraged to help achieve these goals.

## **Human Rights**

Circletree companies support the right of our people and their families to basic human rights, including the right to organize, the right to collective bargaining, the right to fair conditions of work, freedom of opinion and expression, and freedom from forced labor and child labor.