

Compass Video Environmental, Social and Governance (ESG) Policy Statement

Updated: April 2022

SUSTAINABLE BUSINESS PRACTICES

Founded in 2016, Compass Video Limited is an award winning corporate video and animation production company that's committed to incorporating sustainability as a core value within the organisation.

Our mission is to create products that make a meaningful difference to our clients whilst encouraging sustainable methods of production. Our approach to corporate sustainability is based on the U.N. Sustainable Development Goals and our commitment to achieving a more sustainable future.

Compass Video's Directors is responsible for reviewing and overseeing corporate responsibility policies and programs.

ESG POLICY STATEMENT

Compass Video is committed to building environmental sustainability, social responsibility and effective corporate governance into all aspects of our business. This ESG policy statement reflects our commitment to improving how our business decisions and policies address opportunities for sustainability. We expect this policy statement to be upheld by all freelancers and employees, including directors of the Company. As we look ahead to the future, we will continue to be transparent and remain focused on expanding our sustainability efforts.

ENVIRONMENTAL SUSTAINABILITY | We're committed to operating in an environmentally responsible manner to reduce our impact on climate change, conserve natural resources and operate in compliance with environmental regulations.

SOCIAL RESPONSIBILITY | We're committed to being a socially responsible employer by fostering an environment of diversity and inclusion across our business, with a focus on empowering women and minorities, operating ethically and supporting our local communities.

CORPORATE GOVERNANCE | We're committed to building a culture dedicated to ethical business behaviour and responsible corporate activity. We believe strong corporate governance is the foundation to delivering on our commitments.

STATEMENT ON CLIMATE CHANGE

Compass Video believes in protecting the earth's vital natural resources and reducing its environmental impact by operating in an ethical and responsible manner. We recognise that climate change is a global issue that requires the cooperation and contributions of all citizens, industries, businesses, and governments, nationally and globally. Reducing greenhouse gas emissions, switching to renewable energy sources when possible and taking other actions to mitigate the effects of climate change are necessary to help protect our future. We are in support of the 2015 Paris Climate Accord, which aims to strengthen the global response to the threat of climate change by keeping a global temperature rise this century well below 2 degrees Celsius above pre-industrial levels and to pursue efforts to limit the temperature

increase even further to 1.5 degrees Celsius. We believe we have an opportunity to further address climate change by making our own Company more sustainable and by implementing effective solutions across our organisation, supply chain, vendors and business partners.

SUSTAINABLE PRODUCTION

As a leading award-winning production company, we believe we play an important role in building a sustainable future for our employees, our environment and the communities in which we live and operate. Specific to our industry, we are focused on the following opportunities related to climate change and sustainability:

- Reducing the Company's carbon footprint by tackling low carbon opportunities such as reducing waste and conserving natural resources in our production processes, supply chain and throughout our organisation
- Ensuring all end-of-life batteries are recycled. When we look to upgrade IT equipment, we find a supplier that can recycle and reuse our old equipment. When we look to upgrade our camera equipment we ensure the equipment being replaced is either sold on, donated or recycled, **never** put in the rubbish bin. We always search the used, second hand, auction sites or preloved equipment sales first, we only buy new if what we require is not available. Our commitment to this approach reduces the amount of E-waste entering landfill.
- Offering sustainable solutions to our clients first. Prioritising online meetings, reducing the amount of travel to only where necessary. Advising how online content can reduce a business's carbon footprint as a key objective.
- Utilising smarter technologies to reduce the need for paper for example asking clients to sign forms digitally and public release or GDPR forms signed digitally.
- Researching greener suppliers for cloud technologies, power and purchasing products that can be recycled, not single use.
- Prioritising public transport solutions first and only using personal travel where necessary.
- Offering support and training to our staff to encourage a sustainable approach to personal and professional environments.

For questions related to our ESG Policy Statement, please email info@compass-video.com