

We Design. We Print. We Promote.

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41 High Street
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Mindvision Media - CSR

We see CSR as an opportunity to create value and purpose beyond profitability. When we incorporate CSR into our business, we drive innovation, employee engagement and talent retention, customer satisfaction and compliance; all market differentiators that ultimately drive our business longevity and profitability.

Who we are:

Mindvision Media Ltd is a provider of quality creative services and branded corporate gifts throughout the UK and sometimes abroad. The Company has continually developed its employee engagement and expertise since its establishment with our aim being to achieve a high standard of goods and services at all times, to the agreed requirement in accordance with the details, price and timescales, with increasing consideration for our environment.

We strive to be amongst the very best providers of corporate gifts in the industry. Through the use of these guiding principles, everyone in the company is accountable for seeking improvement by constant review, with suppliers and sub-contractors being encouraged to co-operate.

Policy purpose:

Our CSR company policy refers to our responsibility toward our environment, people and the communities in which we operate. Our company's existence is not exclusive. It's part of a bigger system of people, values, other organisations and the environment. In our view, the CSR of any business is to give back to the world just as it gives to us and this company policy outlines our efforts to achieve this.

Policy elements:

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment beyond our legal obligations.

Compliance:

Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Our business ethics:

We'll always conduct business with integrity. We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

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Sustainability of branded corporate gifts

Mindvision are currently undergoing a culture change to embrace a more sustainable and eco-friendly focus in our business. We are striving to source and promote products that meet the demand in terms of quality, health, environment and working conditions. Where customers have identified non-sustainable products they are interested in, we are also recommending a sustainable alternative.

Our website is being further developed to give environmental considerations more visibility / emphasis and select products will be ultimately in a new sustainable category and given a high profile. Mindvision are passionate about doing our part to crusade for a better, healthier, fairer more humane and sustainable planet.

Protecting the environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of waste, recycling all that it is possible to recycle. We make greater use of recycled materials than ever before and must increase this. We are also investigating renewable energy sources for our new 2020 premises and we actively encourage car-sharing, use of public transport and promote the benefits of walking to work. We have installed energy saving features such as low energy lighting and automatic lighting in our warehousing and other appropriate areas.

Employee engagement

We will ensure our people are resilient in the face of disruption. We deliver a better employee experience to create a happier, sustainable workforce. Technology plays a key role in building an engaged workforce, but to be truly sustainable, we know that commitment must be organisation-wide.

Human rights:

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We always aim to ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

We'll ensure that we:

- Don't risk the health and safety of our employees and community
- Avoid harming the lives of local and indigenous people
- Support diversity and inclusion

Donations and aid

Our company may preserve a budget to make monetary donations or donations in kind. These will aim to:

- Advance education and community events such as Malmesbury Carnival and Malmesbury Fireworks Display
- Alleviate those in need, such as the homeless in our area

Volunteering

Our company will:

- Continue to offer work experience placements to promote links with the local community and further educational interest and opportunities
- Support and encourage team members undertaking sponsored challenges for charity

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Learning

We actively invest in R&D. We are open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates, and employees are encouraged to access online training to further their industry knowledge.

We will readily act to promote our identity as a socially aware and responsible business. Management continue to communicate this policy on all levels and, along with the company directors, are also responsible for resolving any CSR issues.

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