



IMAGE INDUSTRIES, INC.

11220 East Main Street, Huntley, IL 60142
Tel: (847) 659-0100 • Fax: (847) 659-0108

CORPORATE SOCIAL RESPONSIBILITY POLICY

At Image Industries, we define Corporate Social Responsibility as follows:

- Conducting Business in a socially responsible manner;
- Protecting the environment and safety of people; and
- Supporting Community and Culture.

This policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility and all Image Industries Employees will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities.

Business Ethics;

- Image Industries will conduct its business in an open, honest and ethical manner.
- Image Industries recognizes the importance of protecting all of our human, financial, physical, informational, social, and environmental assets.

Environmental Health & Safety;

Ensuring there is a sustainability culture through the business and our employees by focusing on

- Complying with all relevant environmental legislation, regulations and approved codes of practice.
- Protecting the environment by minimizing our pollution of land, air, and water.
- Keeping waste to a minimum through the efficient use of materials and resources.
- Managing and disposing of all waste in a responsible manner.
- Providing environmental awareness training for our employees to ensure that the policy can be followed.

Employment Practices;

- Image Industries is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.
- Provide a workplace in which diversity is valued and there are equal opportunities.





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- Provide a mechanism by which employees can raise their views and be engaged in change and issues that affect the company.
- Provide a safe and secure workplace which is conducive to the health and welfare of employees.
- Support employees with training and opportunities for promotion to help them reach their potential and maximiser their contribution to wider company strategy.
- Recognize and reward individuals on the basis of their own performance and that of the company.

Community Investment;

- Image Industries will strive to provide employment and economic opportunities in the communities where we operate.
- Ensure that there is no negative impact from our business activities on the local community.
- Source appropriate and worthy local initiatives and schemes to support and encourage.
- Provide employment within the local community whenever possible
- Communicate and uphold our guest and employee codes of conduct with regards to local community, culture.

