



Corporate Social Responsibility Platform

At Run Sound & Studio, the way we lead, work and behave is driven by our core values. These values influence the way we meet client needs while respecting all regulatory requirements and the way we promote ethically sound practices. Run Sound & Studio is committed to integrating responsible and sustainable business practices across our operations. It is our policy to act responsibly in our day-to-day relationships with our customers, suppliers, employees, and communities.

We are proud to support the public that we serve. Our leadership in corporate responsibility and sustainable excellence is driven by a bold and influential approach that encompasses:

- ✓ High ethical standards when conducting business,
- ✓ Acts in an environmentally conscientious and responsible manner,
- ✓ Respects and upholds the working rights and safety of our employees, volunteers, suppliers, customers, and sub-contractors,
- ✓ Employs methods to ensure sustainable development, and
- ✓ Spends time, monies and resources to give back to the local community

Awareness and Commitment

Our policy regarding our Corporate Social Responsibility will be readily available for customers and the public to view on our website.

Ethical Business Standards

- ✓ Transparent pricing structure available at www.runsound.com.au
- ✓ Honest representation of each customer's requirements and no upselling above what will be required to fulfil a client's specific needs
- ✓ Active responses to all client and public feedback to ensure continuous improvement

Environment

Run Sound & Studio will endeavour to reduce the impact on the environment of all our operations. Please view our Environmental Policy for more details.

People

Employees and Volunteers: Respecting the needs and values of all employees and volunteers, providing good conditions of work and improving work satisfaction through education, engagement, training and development.



Health and safety: Embedded in all activities and processes for the provision of a safe working environment, at all venues and sites. WHS policy available on request.

Relationships with Customers: Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

Suppliers and Partners: Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.

Sub-Contractors: Respecting the strengths, values and contribution of all sub-contractors by providing industry appropriate pay schedules, good working conditions and valuing all feedback provided.

Sustainable Development

Run Sound & Studio will always employ sustainable development practices and seek to continually improve on all policies and procedures to ensure current viability as well as future growth. Our social and environmental policies are set out in this document and in our Environmental Policy. Our financial commitments to sustainable development are:

- ✓ All purchases meet current clients' immediate and ongoing requirements
- ✓ All business purchases are repayable within the next two financial years at most
- ✓ Stakeholder engagement to drive continuous, sustainable growth

Community Involvement

Run Sound & Studio is committed to supporting our local community on the Central Coast of NSW, Australia, as well as other small businesses, individuals and groups:

- ✓ Engagement with local communities through supporting youth organisations, musicians and bands, venues and other sound engineers with assessing current and future requirements, informal training and practical involvement in events, festivals, recordings and gigs.
- ✓ Participation in charity work and support of employees' fundraising and volunteer efforts
- ✓ Commitment to providing a half price PA system and engineer for at least two events every year, for a registered charity or community group.

The operations and ultimate responsibility for the commitment to our corporate social and environmental sustainability principles lies with every employee of Run Sound & Studio, and our policies will be continuously reviewed and improved as our operations increase.