# **MVIS Sustainability & Corporate Social Responsibility (CSR) Policy Statement**

**CSR Policy Statement**

At MVIS Ltd, we are committed to being a responsible and ethical business that contributes positively to society and the environment. As a leading provider of intelligent transport systems and portable variable message signs, we recognise our role in shaping a safer, more sustainable future.

Our CSR policy reflects our dedication to our people, our communities, and our planet, ensuring that our operations uphold the highest standards of integrity, inclusivity, and environmental stewardship.

**Our CSR Pillars**

**1. People – Supporting Our Team**

* **Health & Wellbeing**: We prioritise the physical and mental wellbeing of our employees through access to health resources, mental health first aiders, and flexible working arrangements.
* **Training & Development**: We invest in continuous learning, offering training across departments to foster growth, empathy, and operational excellence.
* **Equality & Inclusion**: We promote a diverse and inclusive workplace where all individuals are respected, valued, and empowered to succeed.

**2. Community – Giving Back Locally**

* **Charity & Volunteering**: We actively support local charities and community initiatives, including providing signage for events and participating in fundraising and environmental campaigns.
* **Public Engagement**: As a public-facing organisation, we take pride in our visibility and community involvement, helping to improve infrastructure and safety across the UK.

**3. Environment – Protecting Our Planet**

* **Sustainable Operations**: We are committed to reducing our environmental impact through energy-efficient technologies, waste reduction, and sustainable procurement.
* **Greener Highways**: We support and participate in initiatives like Greener Highways, contributing to cleaner, safer roads and public spaces.
* **Carbon Awareness**: We continually assess our carbon footprint and seek innovative ways to reduce emissions across our supply chain and operations.

**4. Ethics – Doing the Right Thing**

* **Transparency & Accountability**: We operate with integrity, ensuring transparency in our business practices and decision-making.
* **Supplier Responsibility**: We work with partners and suppliers who share our values and commitment to ethical conduct.
* **Compliance & Governance**: We adhere to all relevant laws, regulations, and industry standards, maintaining the trust of our stakeholders.

**Our Commitment**

MVIS Ltd is dedicated to continuous improvement in our CSR efforts. We regularly review our policies and practices to ensure they remain relevant, impactful, and aligned with our mission to be a responsible leader in the transport technology sector.

Signed Diagram

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