



NPi Audio Visual Solutions - Corporate Social Responsibility Policy

All NPi Audio Visual Solutions employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. The NPi management team will act as role models by incorporating these considerations into their decision-making relating to all business activities. NPi's leadership team will ensure that the appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

NPi is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems. NPi will conduct its business in an open, honest, and ethical manner. NPi recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

NPi will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

NPi is committed to measuring, auditing its Corporate Social Responsibility programs.

Environmental Health & Safety

NPi is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. NPi will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

NPi is committed to environmental protection and stewardship, and we recognize that pollution prevention, biodiversity and resource conservation are the keys to a sustainable environment. As such, we will effectively integrate these concepts into our business decision-making. All of our employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

NPi has the Solutions for all your Audio Visual and Staging needs!

Employee Relations

NPi will ensure that all of our employees are treated fairly and with dignity and with consideration for their goals and aspirations. We will also work as a company to ensure that diversity in the workplace is embraced and celebrated.

NPi will apply fair labor practices, while respecting the national and local laws of the counties and communities where we operate.

NPi is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, discrimination, intimidation, or harassment in any form.

Human Rights

As a company, NPi recognizes the need to both promote and protect human rights. NPi will work with governments and agencies to support and respect human rights within our sphere of influence. NPi will not tolerate human rights abuses, and we will not engage in, or be complicit to, any activity that solicits or encourages human rights abuse.

As part of our core values, we will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships we enter into. We will demonstrate respect for the cultures, customs and values of any and all individuals and groups that we work with.

Joseph Thompson

President

NPi Audio Visual Solutions