

# UNWOMANLY

WWW.UNWOMANLYMEDIA.COM



## **Policy Brief & Purpose**

Unwomanly Media's Corporate Social Responsibility (CSR) policy is committed to meeting the highest standards of ethics and professionalism. We promote a women led and marginalized community focused approach to maintaining an ethical company structure, business environment, people, and value system. We are committed to giving back to the context we operate in and the world at large.

## **Scope**

This policy applies to our company and its subsidiaries. It may also refer to any external partners and collaborators.

## **Policy elements**

Our company's social responsibility falls under two main categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and regulatory environment. Proactiveness is every initiative we undertake promotes human rights, women and girl's empowerment, the inclusion of historically excluded marginalized communities, and protection of our natural environment and climate.

## **Compliance**

Legality

Our company will:

- Respect the law of the land.
- Honor and sustain internal policies.
- Ensure that all our business operations are legitimate and are in compliance.
- Every partnership and collaboration we undertake will be ethical, transparent, and accountable





## **Business ethics**

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing in our operations
- Respect toward the consumer, audiences, listeners, supporters, and stakeholders
- Implement anti-bribery and anti-corruption practices!

## **Protecting the environment**

Our company recognizes the need to protect the natural environment with keen focus on being a green and climate justice conscious company. We will always follow best practices and stewardship.

## **Protecting people**

We'll ensure that we:

- Prioritize a Do no Harm approach in protecting the lives of the local, indigenous, and marginalized communities we work in and with
- Protect the safety and security of our team members and community.
- Support diversity, intersectionality, feminist leadership principles, and inclusion.

## **Human Rights**

Our company is dedicated to protecting the human rights of women, girls, and marginalized groups. We are a committed equal opportunity employer and will abide by all fair labor and gender equality practices. We'll ensure that our activities do not directly or indirectly violate human rights and women's rights in any country we work in (e.g. forced labor).

## Proactiveness

### Donations and charity aid

- Our company may make monetary donations as we see fit. These donations will aim to:
- Advance the education and human rights of women and girls.
- Alleviate the poverty of those in need.
- Support climate justice activism and solidarity actions

## Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations. We will provide support to nonprofit organizations or movements to promote cultural and economic development of local communities.



## Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally friendly technologies

## Learning

We are open to suggestions and will listen carefully to ideas. Our company will try to continuously improve the way it operates. Unwomanly Media is committed to the United Nations Sustainable Development Goals (SDGs). We'll readily act to promote our identity as a socially aware, women's rights focused, and responsible business.