DATUM.
CREATIVE, PRINT
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DATUM POLICY

Corporate Social Responsibility and Community Policy

ISSUE	DATE	DOCUMENT OWNER
1	October 2026	Mark Nash, Management Representative

Presented by **Datum**

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Corporate Social Responsibility and Community Policy

How we act responsibly towards our people, our community, our clients and suppliers, and the environment. Next review October 2027.

1. Our commitment

Datum Creative Media Limited aims to run a responsible business that has a positive effect on the people and places around us. This policy sets out what we do and how we keep it under review. It sits alongside our Core Values and Ethical Statement, our ISO 9001 and ISO 14001 management system and our Net Zero Commitment.

2. Our people

- We treat everyone fairly and with respect, in line with our Equal Opportunities Policy.
- We look after the health and wellbeing of our team, in line with our Health and Safety and Wellbeing policies.
- We train and develop our staff, and review training needs at appraisals.
- We give staff safe ways to raise concerns, through our Grievance and Whistleblowing policies.

3. Our local community

- We choose local and UK suppliers where they meet our standards for quality, service, cost and environmental performance.
- We recruit locally where we can.

4. Schools and education

Schools, colleges and education trusts are a large part of our work. Beyond our paid work, we support education where we can, for example through education pricing, careers talks and work experience.

5. Charities

We support charities, for example through donated or discounted design and print, and by supporting fundraising.

6. Clients and suppliers

- We act honestly and with integrity, and never give or take bribes, in line with our Bribery Policy.
- We keep client and supplier information confidential and protect personal data, in line with UK GDPR and the Data Protection Act 2018.

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- We market honestly, treat competitors fairly and pay our suppliers promptly.
- We consider the environmental performance of our suppliers when choosing them.

7. The environment

We run an ISO 14001 certified environmental management system. Through the SME Climate Hub we have committed to halve our greenhouse gas emissions by 2030 and reach net zero by 2050. Our Environmental Policy and Net Zero Commitment set out how.

8. Responsibility and review

The Managing Partners are accountable for this policy and make sure it is put into practice. Every member of staff is expected to follow it. The policy is reviewed every October at our management review, as part of our ISO system.

Signed by Mark Gamble and Scott Pearce, Managing Partners, October 2026.