



CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABLE BUSINESS POLICY

Our company is committed to creating a positive impact on society and the environment. We believe that success is not only measured financially but also by our contribution to the communities in which we operate. This Corporate Social Responsibility (CSR) policy is designed to ensure that all our business processes align with the highest ethical standards and that we actively contribute to sustainable development.

Our Mission

Our goal is to operate in a way that is economically, socially, and environmentally sustainable. We aim to be a role model in our industry, promoting responsible business practices and encouraging positive change.

Our Principles

1. **Ethics and Integrity:** We conduct business transparently and fairly, adhering to all laws and regulations. We encourage ethical behavior among our employees and partners.
2. **Respect for Human Rights:** We support and protect the human rights of all employees, customers, and communities in which we operate. We strive to create a workplace free from discrimination and respectful of diversity.
3. **Environmental Protection:** We are committed to reducing our environmental footprint. We invest in sustainable technologies and practices and promote responsible resource use.
4. **Community Engagement:** We actively participate in community development through donations, volunteer work, and partnerships with local organizations. We encourage employees, clients, and suppliers to engage in socially beneficial activities.
5. **Responsible Governance:** We ensure that our management processes are transparent and accountable. We regularly review and improve our policies to ensure alignment with best practices.

Implementation and Monitoring

This CSR policy is implemented at all levels of our company. Every employee is responsible for adhering to the policy and contributing to its implementation. Our CSR team regularly monitors progress, reports achievements, and proposes improvements.

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We are committed to continuously improving our social and environmental performance. We believe responsible business is not just our duty, but a key to long-term success. We invite all employees, partners, and stakeholders to support and contribute to our efforts for a better future. This policy forms the foundation of our commitment to social responsibility and serves as a guide for our daily operations.

AGENCY BUSINESS POLICY

Sustainability, ethical business practices, and efficiency are in our DNA. For this reason, our agency policy is very clear.

Transparency

Our approach to clients is always transparent. There are no hidden costs, sudden budget changes, or additional fees for consultations or training. Everything is open and available to everyone.

Client First

We provide each client with a highly personalized approach. It is important that every client, regardless of the service purchased, feels they received what they paid for—often even more.

Excellence Policy

We have invested significant time in training to always give you the best of ourselves and what you can find anywhere in the world. That's why client satisfaction is essential to us. We believe only happy clients are loyal clients, so we always give our absolute best to make them happy (within reasonable limits, of course).

Charging for Proposals

We value everyone's time, which is why we charge for our proposals. Each personalized proposal requires time to prepare. If you choose to work with us, the total project cost is reduced by the amount charged for the prepared proposal.

Respecting Time

As mentioned, we respect your time, because we know it is the one resource that cannot be returned. For this reason, we ask that you honor the service and respect our time as well.