

Estate Valuations & Pricing Systems

Corporate Social Responsibility Statement

Estate Valuations & Pricing Systems, Inc. recognizes that it is part of a large and interdependent ecosystem, of people, values, organizations, and the natural world. It takes its responsibility to each seriously. This document defines the standards by which the company exercises its social responsibility and measures its progress towards its goals.

This policy applies to the company itself and its employees. EVP Systems expects its vendors to strive towards similar goals.

Values

EVP Systems and its employees will carry out their duties honestly, in good faith, and with due care and diligence at all times. They will comply with all applicable federal, state, and local laws. Except when in conflict with the law, EVP Systems' primary concern will be for the welfare and interest of the company's clients, both financially and in securing their confidential information.

Employees are encouraged to pursue volunteer work and contributions that promote their own interests and values, both locally and globally.

At a larger scale, EVP Systems supports the goals of the United Nations Global Compact (unglobalcompact.org).

Environment

EVP Systems encourages and practices environment sustainability.

The company provides bicycle racks and a shower in the Santa Barbara office, and employees are encouraged to bike to work. The Woodland Hills office is located near mass transit, and employees are encouraged to use public transport to get to and from work. Both locations encourage carpooling.

Further, all EVP Systems' offices actively recycle. Food waste is divided between recyclables and compostables, and waste. Paper and other office supplies are recycled.

EVP Systems hosts as much of its infrastructure as possible "in the cloud," at services such as Amazon Web Services, Microsoft Azure, Google G Suite, and Dropbox. These centrally

managed systems provide better power management and monitoring than would be possible at small local offices like EVP Systems', to more effectively reduce energy consumption.

Local Community

EVP Systems' is headquartered in a former Victorian home, built in 1900 by Dixie W. Thompson. It has been designated a "Structure of Merit" by the City of Santa Barbara. All renovations and repairs to the building have been done using period-appropriate design, and all replacement fixtures are of the same style and craftsmanship as the original.

EVP Systems employees are encouraged to volunteer locally. All employee volunteer time is recognized at the bi-annual all-hands company meeting. Employees who make a good-faith effort to use an alternate method to commute to work are especially recognized as well.

Diversity

EVP Systems recognizes that a diverse workplace is a robust workplace, and actively seeks to maintain a work environment that represents not only the local community, but the country and world at large. Likewise, the vendors that the company uses should share this commitment to a diverse and open workplace. EVP Systems requests and evaluates vendor workforce diversity information on an annual basis, potentially changing vendors if unsatisfied with their goals or status.

Despite not being subject to the restrictions based on the number of its employees, the company is an equal opportunity employer, and abides by the laws that require equal pay for equal work, and prohibit discrimination based on race, color, religion, sex (including pregnancy), national origin, age, disability and genetic information (including family medical history). Additionally, EVP Systems does not discriminate based on sexual preference or gender expression.

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