SOCIAL, ENVIRONMENT AND GOVERNANCE POLICY

We are committed to sustainable growth by aligning economic success with social responsibility and environmental stewardship. Guided by our values, we uphold ethical practices, transparent governance and meaningful stakeholder engagement.

This policy applies to all individuals directly engaged with or acting on our behalf, including employees, contractors, labour hire personnel, volunteers, visitors and stakeholders involved in our operations or activities.

Environmental Stewardship

- Implement measures to reduce greenhouse gas emissions, optimise resource efficiency and adopt sustainable practices to address climate change and support environmental preservation.
- Prioritise recycling, reuse and responsible disposal to reduce waste generated by our operations.
- Engage with Business Partners who uphold strong environmental standards and share our commitment to sustainability.
- Take steps to minimise operational impacts on ecosystems, preserve biodiversity and support conservation efforts in the communities where we operate.
- Set, review and continuously improve environmental objectives and practices to support our sustainability goals and drive long term improvement.
- Meet relevant environmental regulations, obligations and standards to ensure compliance and responsible operations.

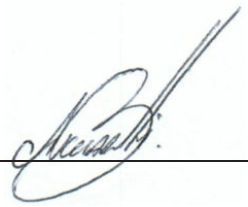
Social Responsibility

- Focus on early intervention, education, health initiatives, and effective return-to-work programs to promote mental and physical wellbeing.
- Foster a workplace culture that values every contribution, ensures fair treatment and removes barriers to accessibility.
- Encourage open communication with workers and stakeholders to address concerns, share perspectives and integrate feedback into decision-making processes.
- Protect human rights by ensuring a workplace free from exploitation, harassment and discrimination in alignment with the Modern Slavery Act and other human rights standards.
- Address grievances through transparent, constructive dialogue and ensure outcomes that reflect fairness and respect.

Governance Excellence

- Establish measurable targets and monitor progress to promote accountability and transparency in all aspects of our operations.
- Investigate incidents, implement corrective actions, and share lessons learned to foster continuous improvement.
- Monitor Business Partners to ensure adherence to ethical, quality and operational standards.
- Maintain clear and accessible reporting mechanisms to track progress in key areas such as diversity, employee retention, satisfaction and ESG objectives.

David Hong
Executive Director
07/01/2025



Nick Bucciarelli
Executive Director
07/01/2025