



Environmental:

1. **Commitment to Environmental Stewardship:** We recognise the critical importance of environmental conservation and pledge to operate our business in a manner that minimizes negative impacts on the environment.
2. **Sustainable Practices:** We are dedicated to integrating sustainable practices into every aspect of our operations, including resource usage, waste management, and energy consumption.
3. **Reducing Carbon Footprint:** We actively seek to reduce our carbon footprint through initiatives such as energy efficiency, renewable energy adoption, and emissions reduction strategies.
4. **Conservation of Natural Resources:** We strive to conserve natural resources by responsibly managing water usage, preserving biodiversity, and minimizing deforestation in our supply chain.
5. **Transparency and Accountability:** We are committed to transparently reporting our environmental performance and holding ourselves accountable for meeting or exceeding environmental regulations and standards.

Social:

1. **Respect for Human Rights:** We uphold the principles of human rights and dignity, ensuring fair and safe working conditions for all employees and respecting the rights of communities impacted by our operations.
2. **Diversity and Inclusion:** We value diversity and inclusion, fostering a workplace culture that embraces people of all backgrounds, experiences, and perspectives.
3. **Community Engagement:** We actively engage with the communities in which we operate, striving to make positive contributions through philanthropic initiatives, volunteerism, and partnerships with local organizations.
4. **Health and Safety:** The health and safety of our employees, customers, and stakeholders are paramount. We are committed to providing a safe working environment and delivering products and services that meet the highest standards of safety and quality.
5. **Ethical Supply Chain:** We work closely with our suppliers to ensure ethical practices throughout our supply chain, including fair labour practices, responsible sourcing, and adherence to international labour standards.



Governance:

1. Ethical Leadership: We are guided by principles of integrity, honesty, and ethical behaviour in all of our business activities, from the boardroom to the frontlines.
2. Risk Management: We maintain robust risk management practices to identify, assess, and mitigate risks that may impact our business, stakeholders, or the broader society.
3. Compliance and Regulatory Adherence: We adhere to all applicable laws, regulations, and industry standards, and strive to exceed compliance requirements wherever possible.
5. Stakeholder Engagement: We actively engage with our stakeholders, employees, customers, and communities, seeking their input and feedback to inform our decision-making processes.

Signed:

Greg Hawke
Managing Director
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