

# Corporate Sustainability POLICY

## Purpose

This policy forms part of AWX Pty Ltd (the Company) approach to delivering on sustainability initiatives. The policy is provided to assist employees, suppliers and contractors to understand their responsibility to help deliver continuous improvements in the Company's sustainability performance and to provide information to other stakeholders, as relevant.

## Scope

This policy applies to all employees, including:

- full time, part time, casual, permanent or temporary;
- contract or commission workers;
- volunteers, vocational and work experience placements.

It applies to employees whilst:

- At the Company premises
- Attending work-related interactions with fellow employees, and with clients, candidates and other stakeholders;
- Fulfilling work-related obligations;
- At the Host Company/stakeholder premises; and/or
- At a Company sponsored or funded functions or activities during and/or outside working hours.

Other actions by employees outside working hours may also fall within the scope of this policy if there is an impact on the employee's ability and/or suitability to do his/her job or the actions bring the Company into disrepute.

## Goal

The Company's sustainability goal is to provide a safe workplace for staff, embrace workforce diversity, embed sustainable work practices as we deliver business outcomes for clients, foster strong relationships with suppliers and local communities and deliver superior returns. The Company is committed to continuously improving its sustainability performance and complying with its legal and other obligations.

## Policy

1. The Company takes a broad and long-term view of sustainability through informed and balanced decision making processes, considering our sustainability objectives. This ranges from setting business strategies to delivering its daily work activities. Being sustainable influences how the Company:
  - Employs people and manages their wellbeing;
  - Engages with local communities; and
  - Manages our environment.
2. The Company will implement its sustainability goals through a Sustainability Program, which will comprise the following core elements:
  - Safety
  - People
  - Sustainable Environment
  - Sustainable Sourcing
  - Community
  - Corporate Governance.
3. By focussing on safety, people, the environment, resources and management systems, we can better manage risk, create business options, reduce costs, attract the best employees, gain access to new markets and resources and deliver a better product to our customers.

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4. Wherever possible we prevent, or otherwise minimise, mitigate and remediate, harmful effects of the Group's operations on the environment.

**Consequences of non compliance:** Failure to comply with the policy may result in consequences outlined in the Disciplinary Policy which may include termination of employment.

## Related Documents

Disciplinary Policy

## Policy Review

This policy will be reviewed at least annually (or more frequently if necessary due to technical or other business policy requirements).