

## Corporate Social Responsibility & Sustainability Policy

### Purpose

This policy outlines our commitment to implementing a procurement process that leverages our buying power to generate social benefits and promote sustainability. It is designed to guide the procurement process across the organisation and ensure that social and environmental considerations, local participation and sustainability are incorporated into all procurement decisions.

### Scope

This policy applies to the sourcing of products, services, and contracts required by SCC for its operations and delivery of projects.

### Policy

SCC recognises that socially responsible business practices generate greater value to society and fosters sustainable development within the communities in which we operate. We will always consider the impact our projects have on local communities and the environment in which we are operating.

Our commitments include:

- **Compliance:** Compliance with all relevant legislation, requirements of interested parties and our internal compliance obligations to ensure ethical corporate behaviour and legitimate business operations.
- **Culture:** Provision and encouragement of a corporate culture and environment that promotes an inclusive, respectful and equal opportunity place of employment for our staff and subcontractors.
- **Communication:** Encourage open workplace communication, teamwork and mutual respect between all employees and interested parties.
- **Continual Improvement:** Learning from the feedback provided by our clients, stakeholders and the communities within which we operate, provision of training and career development opportunities for our staff and continually seek to understand the requirements of our interested parties by remaining informed about any occurrences that may affect our operations
- **Energy:** Operation of a solar powered head office, use of energy efficient equipment and plant and procurement / labour allocation based on minimising transportation distance to reduce emissions.
- **Employment of Indigenous Victorians:** Providing employment opportunities through our partnership with the Killara Foundation ([www.killarafoundation.org](http://www.killarafoundation.org)) and subcontracting and procurement through Aboriginal businesses identified via Kinaway ([www.kinaway.com.au](http://www.kinaway.com.au))
- **Gender Equality:** Commitment to equal opportunity employment and protection of human rights through adoption and implementation of Gender Equality Strategy and Action Plan and flexible work practices.
- **Social Procurement Plan:** Identification and implementation of Social Procurement strategies and plan which encourage engagement of social enterprises who provide opportunities for disadvantaged Victorians and Victorians with a disability.
- **Local Jobs First:** Engagement of local subcontractors / labour hire and purchase from local suppliers wherever possible to support the communities in which we work.
- **Support:** Provision of support (financial or otherwise) to local community groups, educational programs, charity organisations and social enterprises which provide support to disadvantaged Victorians.
- **Environment:** Protection and preservation of the natural environment through the implementation of a preventative approach to environmental management and sustainable procurement practices.
- **Carbon Footprint:** Reduce the climate change impact of our business by offsetting carbon emissions produced through the restoration and maintenance of the 300 acre SCC Reserve for Nature and Climate.
- **Recycling & Waste Management:** Strive to reduce the amount of waste produced through actively seeking opportunities to maximise recyclable and recovered content and ensuring safe and responsible storage and disposal of hazardous waste.
- **Water Use:** Utilisation of recycled water tanks at head office and recycled water use across our sites, where possible monitoring water use across our projects.
- **Responsibility:** Encouraging all employees to take responsibility for community relations through implementation and communication of Simpson Construction's code of conduct

Signed   
Tom Simpson  
Operations Manager & Director

Signed   
Kevin Logan  
General Manager

Date: 27th June 2023