

## Corporate and Social Responsibility Policy

---

Cleandustrial Services Pty Ltd recognizes its duty to behave responsibly in all business activities and towards those affected by our activities. We believe that a high standard of business conduct, as well as a responsible approach to social, regulatory and ethical issues, makes good business sense and will in turn enhance our business value in the long run. We are therefore fundamentally committed to:

- Comply with relevant regulations governing the protection of human rights, occupational health and safety, the environment, labour and business practices in the jurisdictions of our business;
- Collaborate with our clients to ensure that we accommodate their initiatives and policies;
- Source approved suppliers whose business ethics are aligned with our own;
- Promote a stimulating, balanced work environment that supports the development of skill sets and career development through training opportunities and flexible working hours to support family demands;
- Encourage continued community involvement through the support of local charities either through the investment of time or the collection of funds in support of them;
- Conduct our business dealings at the highest standard of honesty, integrity, fairness and respect by ensuring:-
  - Regular external audits of our ISO 9001:2008 certified management system to ensure continuous improvement of our business processes;
  - All staff are conversant with the Company Code of Conduct;
  - Our staff are remunerated at market rates and according to statutory wage determinations and our own Industrial Relations Policy;
  - The implementation of clearly defined responsibilities, procedures and controls;
  - Transparent and accountable business activities, grounded in sound business ethics;
  - Independent reviews of financial and tax records;
  - The utilization of an effective management system which provides a framework for the identification, management and monitoring of any risks and significant issues – internal and external - including environmental, safety, social and ethical issues;

We recognize that our CSR initiatives are of an ongoing nature, and seek to constantly challenge and review plans and targets for continuous improvement.

A handwritten signature in black ink, appearing to read "Tammy Vladich".

TAMMY VLADICH  
General Manager

January 2019