



DURACUBE CSR POLICY

1. Introduction

At DURACUBE, we recognize our responsibility to contribute positively to the world around us. Our Corporate social responsibility (CSR) policy outlines our commitment to sustainable and ethical practices that benefit society and the environment. This policy serves as a testament to our dedication to integrating social, environmental, and economic considerations into every aspect of our business operations.

2. Purpose

The purpose of this policy is to:

- Demonstrate our dedication to social and environmental sustainability.
- Establish a framework for integrating CSR into our business operations.
- Engage our stakeholders in meaningful and impactful initiatives.

3. Scope and Applicability

This policy applies to all employees, management, and stakeholders of DURACUBE. It encompasses all aspects of our operations and interactions with the community. By adhering to this policy, we aim to foster a culture of responsibility and stewardship that permeates every level of our organization.

4. Core Areas of CSR

Environmental Sustainability

- **Resource Management:** We are committed to reducing our environmental footprint through efficient use of resources, waste reduction, and recycling programs. Our initiatives include minimizing waste generation and implementing recycling programs across all our facilities.
- **Energy Efficiency:** We strive to minimize energy consumption and promote the use of renewable energy sources. We are committed to investing in energy-efficient technologies and practices, such as LED lighting, energy-efficient HVAC systems, and renewable energy sources like solar and wind power, over the coming years.
- **Sustainable Practices:** Our operations will incorporate sustainable practices, including eco-friendly product design and sustainable sourcing. We aim to reduce the environmental impact of our products and services throughout their lifecycle, from design and manufacturing to disposal and recycling. We will also work with suppliers to ensure they adhere to our sustainability standards.

Social Responsibility

- **Employee Well-being:** We prioritize the health, safety, and well-being of our employees through comprehensive health programs, safe working conditions, and support for work-life balance. We offer various health and wellness programs, including mental health support, fitness incentives, and ergonomic assessments.
- **Recognition of international Conventions:** Duracube recognizes and supports the International Labour Organization (ILO) and complies with the following Conventions:
 - Conv 182 – Worst Forms of Child Labour
 - Conv 138 – Minimum Age
 - No persons are employed under 15 years of age
 - No persons are employed under 16 years of age unless in a formal traineeship or apprenticeship arrangement.
 - Conv 29 & 105 – Elimination of Forced and Compulsory Labour
 - The company does not hold employee passports, work permits nor birth certificates.
- **Community Engagement:** We support community development through volunteer efforts, charitable contributions, and partnerships with local organizations. We encourage our employees to volunteer their time and skills to support community projects and initiatives. We also provide financial support to local charities and non- profit organizations that align with our CSR goals.
- **Diversity and Inclusion:** We promote a diverse and inclusive workplace where all employees are valued and respected. We are committed to creating an environment where everyone feels welcome and empowered to contribute their best work. We will implement programs and policies to ensure equal opportunities for all employees, regardless of their background or identity.

Ethical Business Practices

- **Integrity and Transparency:** We conduct our business with integrity, ensuring transparency in our operations and decision-making processes. We will uphold the highest standards of honesty and fairness in all our interactions with stakeholders, including customers, employees, suppliers, and investors.
- **Compliance:** We adhere to all applicable laws, regulations, and ethical standards in all our business activities including the relevant social and environment legal requirements. We will regularly review and update our policies and practices to ensure compliance with legal and regulatory requirements. We will also provide training and resources to help employees understand and comply with these standards.
- **Anti-Corruption:** We maintain a zero-tolerance policy towards bribery and corruption. We will implement robust policies and procedures to prevent, detect, and respond to instances of bribery and corruption. We will also provide training and resources to help employees understand and comply with anti-corruption laws and regulations.

Economic Responsibility

- **Economic Development:** We support economic development in the communities where we operate by creating job opportunities and fostering local businesses. We will prioritize hiring locally and sourcing goods and services from local suppliers whenever possible. We will also support initiatives that promote economic growth and development in our communities.
- **Fair Trade:** We engage in fair trade practices, ensuring that our business partners and suppliers adhere to ethical labor and environmental standards. We will work with suppliers to ensure they comply with our ethical standards and provide fair wages and safe working conditions for their employees.

5. Implementation and Monitoring

- **CSR Committee:** We have established a CSR committee responsible for overseeing the implementation of this policy and ensuring its alignment with our business goals. The committee will be composed of representatives from various departments and levels of the organization, ensuring diverse perspectives and expertise.
- **Goals and Metrics:** We set clear CSR goals and metrics to measure our progress and impact. Regular assessments and audits will be conducted to ensure compliance and effectiveness. We will track and report on key performance indicators (KPIs) related to our CSR initiatives, such as energy consumption, waste reduction, employee engagement, and community impact.

6. Reporting and Transparency

- **Annual Reports:** We will publish an annual CSR report detailing our initiatives, achievements, and areas for improvement. This report will be made available to all stakeholders and will provide a comprehensive overview of our CSR activities and outcomes.
- **Stakeholder Engagement:** We will actively engage with stakeholders to gather feedback and incorporate their perspectives into our CSR strategies. We will conduct regular surveys, focus groups, and stakeholder meetings to ensure we understand and address the needs and concerns of our stakeholders.

7. Review and Updates

- **Policy Review:** This policy will be reviewed annually by the CSR committee to ensure its relevance and effectiveness. Updates will be made as necessary to reflect changing societal expectations and business practices.
- **Continuous Improvement:** We are committed to continuous improvement in our CSR efforts, learning from our experiences and striving for greater impact. We will regularly review and update our CSR goals and strategies to ensure they remain aligned with our mission and values.



DuraCube

8. Contact Information

For questions or concerns regarding our CSR policy, please contact

ben.simpson@duracube.com.au

Disclaimer: This policy is subject to change at the discretion of DURACUBE. It is intended to provide a general framework for our CSR efforts and may be adapted to suit specific circumstances and requirements.

Ben Simpson
General Manager
CSR Committee Chair
DURACUBE

Related DURACUBE Documents.

- STATEMENT - EPA COMPLIANCE
- EMPLOYEE HANDBOOKS
- PRODUCT STEWARDSHIP PROGRAM

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