



## CSR POLICY

Our CSR policy is the strategic filter through which all of our actions will pass. This is not a short-term project, nor is it a glossy veneer over our existing organization. It is a genuine, long term commitment to operate in a financially, environmentally and socially responsible manner and as such it will become an integral part of who we are and what we do.

### In Our Communities, we will:

- Engage the communities in which we live, jointly developing long-term, strategic, community programs and initiatives.
- Provide resources to support the charities and organizations within our communities that make them a better place to live, work, and play.

### For Our Environment, we will:

- Identify our direct and indirect environmental impacts and develop programs to manage them.
- Benchmark against other, similar organizations and initiate reporting and knowledge sharing relationships.
- Exceed basic compliance with all environmental legislation and regulation, and strive to continually improve our performance

### With Our Suppliers, we will:

- Ensure that we have open communication with our suppliers.
- Valuate suppliers against our published CSR standards.
- Support suppliers who do not meet our criteria by providing information and guidance.
- Where possible, give priority to local suppliers of goods and services.

### How we will achieve this:

- Raise awareness of our social and environmental responsibility among staff, members, leadership, suppliers and the wider community.
- Adopt policies and programs that address specific areas of our social and environmental responsibilities.
- Engage in appropriate local, regional, national and international programs that effectively promote the advancement of CSR.
- Openly report on our CSR programs