

Corporate Social Responsibility (CSR) Policy Framework

Our Values

Team Orientation

We rely on the strength of teamwork to achieve synergies and realize our full potential.

Innovation

We utilize our extensive know-how and experience throughout the company to continuously bring new services, applications and products to the market.

Integrity

We are a trustworthy, loyal and respectful partner in all our internal and external relationships.

Sustainability

We contribute toward sustainable development by finding the best balance between environmental, social and economic needs.

Our Commitments

Legal Compliance

The Andrews Group agrees and complies with all Australian social and environmental legal requirements regarding its activities in relation to the environment, consumers, employees, communities, and all other members of the public sphere.

The Andrews Group participates in a beneficial social or restorative program within socially deprived communities (KIVA).

Environmental protection, health and safety

The Andrews Group is aware of its responsibility to protect the environment and is guided by its commitment to promoting sustainability and safety in choosing production processes and products.

The Andrews Group strives to minimize raw material and energy consumption in its distribution processes and engages in continuous assessment and improvement of its work methods, processes and products to ensure that

THE ANDREWS GROUP

they are safe and acceptable from the perspective of employees, customers, the general public and all other stakeholders as well as environmental protection.

The Andrews Group aim to initiate appropriate hazard prevention and damage repair measures as quickly and effectively as possible.

The Andrews Group requires that each employee shares in the responsibility to protect human beings and the environment in their area of work. Laws and regulations concerning environmental protection, health and safety of facilities and the workplace must be fully complied with at all times. The same applies to internal policies and guidelines.

Waste must be disposed of in accordance with legal requirements. If third parties are engaged for this purpose, it must be ensured that they, too, comply with environmental regulations and other The Andrews Group standards.

Fair, courteous and respectful treatment of employees

The Andrews Group has been in business for more than 40 years and has many employees who has been there for more than 10 years. The Andrews Group recognises the four basic principles of the International Labour Organization (freedom of association and the right to collective bargaining, no forced labour, no child labour and no discrimination), and has defined measures to ensure that its suppliers respect these principles as well.