



## **CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **Introduction**

Aussie Automotive Group (AAG) is committed to the highest standards of corporate citizenship. As a leading supplier of specialised automotive services, we aim to use our resources to make a difference in the communities in which we live and work. Given the widespread span of our workers, clients, suppliers, and partners we recognize the social impact of our business practices and our public accountability.

**AAG's Corporate and Social Responsibility Commitments are built around 3 critical factors.**

### **Workers and People**

We take seriously our responsibilities to protect, support, and prepare workers for successful careers. Recruit, train and develop employees that have pride and ownership of their role and who genuinely care about the quality and service standards they provide. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunities and the protection of human rights.

### **Planet**

AAG recognises it has a shared responsibility to protect our planet. Although our facilities and operations have a relatively small ecological footprint, we reduce the environmental impact of our business through the choice of environmentally friendly products, reusing and recycling, and waste reduction practices.

### **Governance**

AAG is committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies.

**Underlying our Corporate and Social Responsibility program is a set of core values and policies that drive our approach and guide our activities.**

### **Code of Conduct**

Our Code of Conduct fosters a culture of honesty and accountability and provides mechanisms to prevent dishonest or unethical conduct. It outlines the responsibilities of our workers and suppliers ensuring all are aware of their obligation to conduct themselves in a legal and ethical way.

### **Work Health and Safety Policy**

All workers are expected to adhere to WHS standards that have been established to protect themselves, our clients and members of the public. The zero-harm philosophy of AAG is to ensure that safety comes first in any work situation.

### **Environmental Policy**

AAG regards environmental management as a core business component. AAG is committed to focusing on environmental protection and eliminating or minimising any negative environmental impact of our products and services.

### **Staff Welfare Policy**

The physical and psychological wellbeing of staff is of primary concern and by investing in their health and welfare AAG is investing in its efficiency and effectiveness.



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### **Indigenous Policy**

AAG acknowledges the Traditional Owners, Custodians and Elders past and present of the Aboriginal and Torres Strait Islander people on whose land we work.

### **Bullying, Sexual Harassment and Discrimination Policy**

Bullying, sexual harassment and discrimination are all unacceptable forms of behaviour and will not be tolerated.

### **Youth Worker Policy**

AAG recognises it has a responsibility to ensure its young workers are continuously supervised and appraised to ensure their safety.

**Aussie Automotive Group**

3 August 2021