

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

Dust-A-Side is a global provider of Haulroad and Dust Control Management solutions.

Dust-A-Side believes that Corporate and Social Responsibility (CSR) is an integral part of doing business, whereby the interests of all stakeholders including investors, customers, employees, the community and the environment are reflected in the actions and policies of the company.

We are committed to:

- Acting in a socially responsible way.
- Continuous improvement in our CSR strategy.
- Encouraging our staff to be mindful of the effect of their actions on any natural resource.
- Continually improving our performance and meeting all relevant legislation.
- Encouraging our business partners to strive for matching performance.

IMPACT ON SOCIETY

Dust-A-Side will:

- Continue to assess the needs that address community and social development.
- Continue to partner with industry to assist surrounding communities with the most critical social development programs.
- Assist where possible to provide basic needs such as, basic education, a healthy environment and healthier communities.

STANDARDS OF BUSINESS CONDUCT

- When carrying out our business, in consultation with our customers, we will determine the environmental, social and economic issues.
- We recognise that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations.
- We shall operate in a way that safeguards against unfair business practices.
- We will continually review our policies and business practices to encourage engagement with small and medium enterprises and to promote the development of the supply chain.
- We believe that a responsible approach to developing relationships between companies and the communities they serve, global or local, is a vital part of delivering business success.
- Our contracts will clearly set out the agreed terms, conditions and the basis for our relationships.

HUMAN RIGHTS

- We aim to support and respect the protection of internationally proclaimed human rights.
- Our employees are actively encouraged to observe international human rights norms within their work.

ENVIRONMENT

- We remain committed towards preserving the environment that we work and live in.
- Our manufacturing processes and partners strive to achieve ISO9001 and ISO14001 standards.

ETHICS AND ETHICAL TRADING

- Training will be provided to relevant people on environmental and social issues affecting our supply chains.
- We will ensure that all our employees uphold the workplace standards and behaviours consistent with the Company's requirements.
- We will ensure clear visibility through our supply chains, so we know where all our products are made.

SUSTAINABILITY

Dust-A-Side will always endeavour to:

- Comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- Integrate sustainability considerations into all our business decisions.
- Ensure that all staff are fully aware of our policies and are committed to implementing and improving them.
- Minimise the impact on sustainability of all office and transportation activities.
- Make clients and suppliers aware of our policies, and encourage them to adopt sound sustainable management practices.
- Review, annually report, and continually strive to improve our sustainability performance.

CORPORATE GOVERNANCE

- We endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the various operations, by the conduct and professionalism of all our staff. We do this by continually training and developing our staff.
- We will comply to all the rules and regulations of the businesses and industries we operate in.
- We will share and declare information on personal and corporate conflicts of interest and seek guidance from higher authority before acting.
- We will allow our customers and suppliers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon.
- All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner.
- Competition will be reasonable and based upon the quality, value and integrity of the products and services being supplied.
- An action plan will be developed to ensure continuous improvement is achieved.
- Feedback on performance will be actively sought, and we will continually review all activities to ensure best practice is observed at all times.

EQUALITY AND DIVERSITY

- We will ensure that our customers and our employees are able to work together in confidence and treat each other with respect at all times.
- We aim to eliminate discrimination on any grounds and promote equality of opportunity for all employees and our business associates.
- Our range of services will take account of the needs of a diverse customer base.

All employees have a shared responsibility in ensuring that we act in a socially responsible and sustainable manner

A handwritten signature in blue ink, appearing to read 'Neil Hoskin', with a long horizontal stroke underneath.

Neil Hoskin
General Manager
Dust-A-Side Australia