

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.

SUSTAINABILITY & THE ENVIRONMENT

Dust-A-Side will always endeavour to:

- Comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- Implement programs to decarbonise our activities and reduce our impact on biodiversity.
- Continually increase the quantity of recycled materials across our operations.
- Preserve the environment that we work and live in.
- Ensure that all staff are fully aware of our policies and are committed to implementing and improving them.
- Make suppliers aware of our policies, and encourage them to adopt sound sustainable management practices.
- Ensure our manufacturing processes, partners and suppliers strive to achieve ISO9001, ISO14001, ISO45001.
- Review, annually report, and continually strive to improve our sustainability performance.

HUMAN RIGHTS

- We aim to support and respect the protection of internationally proclaimed human rights amongst our workforce, suppliers and communities that we operate.
- Our employees are actively encouraged to observe international human rights norms within their work.

ETHICS AND COMPLIANCE

- We will rigorously apply our Compliance principles and Code of Ethics to create a culture of ethics and exemplary behaviour across all of our business dealings.
- Training will be provided to all managers in our Compliance principles and suitable resources shall be made available across the business to support and uphold them.
- We will ensure clear visibility through our supply chains, to ensure that all of our suppliers uphold similar standards to ourselves.

BUSINESS CONDUCT

- 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.

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.

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.

CORPORATE GOVERNANCE

- We endeavour to ensure that stakeholders have confidence in the decision-making and management processes of our 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.

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 extending to the right.

Neil Hoskin
Chief Operating Officer
Dust-A-Side Australia