



CORPORATE SOCIAL RESPONSIBILITY

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Corporate Social Responsibility

This policy sets out the Jetbest Group's commitment to be a responsible member of the world community. Demonstrating our commitment to Corporate Social Responsibility is a journey, during which we aim to align our business values, purpose, and strategy with the environmental, social and economic needs of our stakeholders, whilst embedding responsible and ethical business policies and practices into everything we do.

Purpose

The purpose of this policy is to outline the principles we follow and the projects we are committed to undertake with a view to supporting our Corporate Social Responsibility (CSR) ethos.

Scope

This policy applies to all employees, suppliers, clients, and contractors.

Our principles

We aim to develop and implement a social ethos and environmental policies which fit in with our employees' everyday activities and responsibilities, support the sustainability of our suppliers and contribute towards our customers meeting their environmental, social and governance performance.

The Jetbest Group is committed to the following CSR principles:

- Commit dedicated staff resources to drive our CSR, such as the appointment of a senior ESG manager.
- We manage our business with pride and integrity.
- We are committed to full legal compliance in all that we do
- We aim to provide a safe, fulfilling and rewarding careers for all employees.
- We actively assess and manage the environmental impacts of our operations.
- Develop and implement a Reconciliation Action Plan to guide our engagement with First Nations peoples.

- We will develop and publish sustainability reports and disclosures to relevant stakeholders, ensuring accuracy, transparency, and compliance with reporting frameworks such as Global Reporting Initiative (GRI) or Sustainability Accounting Standards Board (SASB).
- We will continually benchmark and evaluate what we do in order to improve our CSR performance.

Honesty and Integrity

Real improvements can only be made by sharing resources, knowledge, and power. We communicate our environmental policies, objectives, and performance openly and honestly with our employees and with stakeholders who have an interest in our activities, including customers, suppliers, and contractors. We will encourage them to communicate with us and will seek their views.

Sustainable Progress

We are committed to continually improving our efficiency and performance. We will consider technical developments, contemporary scientific evidence, costs, and customer concerns and expectations in the development and implementation of new policies and procedures. We will monitor our performance, set objectives for improvement, and regularly share our progress.

Demonstrable Compliance

At a minimum, we will meet or exceed all relevant legislation. Where no legislation exists, we will seek to develop and implement our own appropriate standards.

Areas of Focus

Human Rights Standards

We will abide by Australian laws requiring our business to comply with human rights standards.

These laws include but are not limited to:

- Laws prohibiting discrimination and harassment in the workplace and laws requiring employers to provide equal employment opportunities.
- Laws regulating conditions of work. For example, workplace health and safety, terms and conditions of employment, minimum wage, collective bargaining, and prohibition of child labour and forced labour.
- Laws regarding Native Title.

- Laws imposing liability on corporations for certain acts which impact on human rights, such as bribery of foreign officials or complicity in war crimes or crimes against humanity.

Environment

We will take all reasonable steps to manage our operations to minimise our environmental impact and promote good environmental practice. We will regularly review our business practices and performance to identify how we can improve our energy efficiency, reduce water usage, and waste disposal. We have digitised all our HR and WHS processes to reduce paper consumption. In addition, we have replaced our fleet of prime movers and delivery trucks to new, more emissions friendly, fuel-efficient vehicles. Currently all Paper, Cardboard, Plastic and Cans are segregated and recycled. All goods are disposed of in line with current legislation.

Relationships

We will conduct our business relationships with integrity and courtesy and honour our trading commitments. Our aim is to build long-term relationships with our suppliers and contractors and, where appropriate, provide support for small, local, specialist contractors. We are committed to trading fairly with our suppliers and will communicate our responsible sourcing expectations to them in the areas of health, safety and worker welfare and good environmental practice.

Our relations with our contractors are well documented and benefit from a well-defined compliance / pre-qualification process. In addition to this, continuous communication is key to ensuring our common goals are met.

We will actively support our supply partners to meet their own CSR requirements, particularly around food safety and ethical standards accreditation.

Sponsorship and Community

The Jetbest Group regularly supports local communities and charitable organisations, particularly in the area where our suppliers are based. We recognise that agriculture underpins the welfare and wellbeing of many regional communities. We aspire to raise awareness throughout the year by supporting multiple foundation campaigns, donating goods, and providing financial support by way of sponsorship and internal workplace-giving program. Our aim is to unite our efforts as a business with the involvement of all workers behind a number of common goals.

Employees

We will respect our employees and encourage their development and training. We will promote equality as differences in responsibilities permit and consider the interests of our employees including welfare, health, and safety. We aim to empower our employees and will recognise individual contributions and reward them fairly. Our aim is the wellbeing of all employees through worthwhile and satisfying employment in a successful business.

We have implemented the following initiatives:

- Annual staff sentiment survey
- Employee recognition program
- International secondment/promotion program
- Flexible working arrangements, such as working from home programs.
- Staff development programs,
- Ongoing training and support.

Measuring Success

Key performance data

Improvements in our quantitative Corporate Social Responsibility (CSR) performance are measured against a set of key performance indicators which cover the major areas of CSR (environment, community, workplace, and marketplace). This section outlines our annual performance against these indicators.

Further information on Corporate Social Responsibility

For further information on this policy please contact Paul Fagg, Group ESG & Safety Manager at paulf@jetipper.com.au.

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