

CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Purpose

The purpose of this Corporate Social Responsibility (CSR) Policy is to outline Ryan Wilks Pty Ltd's commitment to responsible business practices that contribute positively to society and the environment. We strive to integrate CSR into our core business operations and ensure that our actions reflect our values as a responsible and ethical organisation in the electrical and mechanical services industry.

2. Scope

This policy applies to all employees, contractors, consultants, and directors of Ryan Wilks Pty Ltd. It is also shared with our clients, suppliers, and other key stakeholders to foster a culture of mutual accountability and shared values.

3. Guiding Principles

Our CSR commitments are guided by the following principles:

- Integrity and transparency in all business dealings.
- Sustainable environmental practices.
- Respect for human rights and diversity.
- Community involvement and positive social impact.
- Employee wellbeing and professional growth.

4. Environmental Responsibility

Ryan Wilks is committed to reducing the environmental footprint of our operations and promoting environmental stewardship. We aim to:

- Comply with all relevant environmental laws and standards.
- Implement sustainable work practices on all job sites and within our offices.
- Reduce energy consumption and greenhouse gas emissions.
- Promote water and resource conservation, recycling, and responsible waste disposal.
- Encourage sustainable design principles and materials in project delivery.

5. Social Responsibility

Our social responsibility efforts focus on contributing to the wellbeing of our employees, clients, and the communities we serve. We:

- Support equal opportunity and foster an inclusive workplace culture.
- Provide meaningful employment opportunities and career pathways.
- Engage with Aboriginal and Torres Strait Islander communities in line with our Indigenous participation commitments.
- Participate in charitable initiatives and support local community programs.
- Support mental health, wellbeing, and safety initiatives both inside and outside the workplace.

6. Workplace Practices

We value our people and are committed to maintaining a safe, fair, and rewarding workplace. This includes:

- Adhering to Work Health and Safety (WHS) legislation and best practices.
- Promoting open communication and employee engagement.

- Investing in training and development to support employee advancement.
- Recognising employee contributions and fostering a culture of respect and accountability.

7. Ethical Governance

We operate in accordance with the highest standards of ethical conduct. Our governance practices include:

- Adherence to corporate compliance and legal obligations.
- A zero-tolerance policy towards bribery, corruption, and fraud.
- Clear guidelines for managing conflicts of interest.
- Transparent and responsible procurement and financial management.
- A robust whistleblower policy to protect those who report unethical conduct.

8. Supply Chain Responsibility

We expect our suppliers and contractors to align with our CSR principles. We:

- Prioritise engagement with local and ethical suppliers.
- Require adherence to our Ethical Supplier Policy and relevant legislation (e.g. Modern Slavery Act).
- Promote fair wages, safe working conditions, and ethical labour practices.
- Encourage continuous improvement and collaboration to meet sustainability goals.

9. Community Engagement

We are proud to support and participate in activities that benefit the communities in which we operate. Our approach includes:

- Supporting community infrastructure, education, and health initiatives.
- Sponsoring local events and industry-related educational programs.
- Encouraging staff to engage in volunteering and mentoring programs.
- Establishing partnerships with not-for-profits and community organisations.

10. Monitoring and Reporting

We are committed to continuous improvement in our CSR performance. To ensure accountability, we

- Set measurable objectives and targets across CSR focus areas.
- Regularly review and report on our CSR initiatives and achievements.
- Consult with internal and external stakeholders for feedback and improvement.
- Ensure senior management oversight and board-level reporting of CSR performance.

This policy will be formally reviewed again May 2027



Ron Ryan

General Manager

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