

SOCIAL SUSTAINABILITY POLICY

PURPOSE

We are committed to operating in a way that creates positive social outcomes alongside delivering high-quality audio-visual solutions.

COMMITMENT

- **Fair Employment** – We provide fair wages and entitlements in line with the *Fair Work Act 2009* and relevant Awards.
- **Equal Opportunity** – We encourage diversity in our workforce and ensure that employment decisions are made fairly and without discrimination.
- **Supporting Disadvantaged Groups** – Where possible, we provide opportunities for people who may face barriers to employment, such as young people, older workers, or those seeking to re-enter the workforce.
- **First Nations Engagement** – We are committed to exploring opportunities to work with Aboriginal and Torres Strait Islander businesses and, where practical, to provide employment or subcontracting opportunities.
- **Local Economy** – We prefer to buy goods and services from local suppliers to strengthen the communities in which we work.
- **Training & Development** – We support skills growth by providing staff with training, mentoring, and opportunities to broaden their experience.
- **Ethical Procurement** – We work with suppliers who share our values of fairness, safety and respect, and require them to comply with workplace laws and modern slavery standards.

CONTINUOUS IMPROVEMENT

We regularly review our practices and look for ways to deliver greater social value through our projects. Each completed project includes a post-implementation review to ensure we learn and improve.

APPLICATION

This policy applies to all staff, contractors, and suppliers engaged by our business.