

SOCIAL BENEFITS PLEDGE

We have a strong focus on society.

At Singleton Moore Signs, we aim to create value through everything we do for our customers, our staff, our communities and the planet.

We have created 8 social benefit pledges in the areas of staff wellbeing, social equity, investment in talent, environment, diversify our supply chain, commitment to indigenous Australians, safety and modern slavery.

Staff Wellbeing

We will support our staff holistically as whole people, throughout all stages of their career with Singleton Moore Signs. We are committed to providing a safe, flexible and respectful environment for staff and clients free from all forms of discrimination, bullying and sexual harassment.

- All employees are required to treat others with dignity, courtesy and respect.
- Singleton Moore Signs strives to be an employer of choice by promoting a positive and healthy company culture and appointing managers with good communication and interpersonal skills.
- Employee engagement strategies include internal career progression, open discussions on work related issues, flexible work arrangements and staff social activities to ensure employee happiness, productivity and job satisfaction.
- Complying with all relevant employment legislation and adhere to standards at local, state and national levels as required.

Social Equity

We are committed to social equity. We will work with our customers, suppliers and the community to adopt procedures that support diversity, access and equity such as:

- Respect the human rights of all employees, customers, suppliers and clients and celebrates their diversity.
- Provide an equitable, competitive and timely recruitment selection process.
- To be an employer of choice by promoting a positive and healthy company culture and appointing managers with good communication and interpersonal skills.
- Ensure continual improvement aimed at improving social equity.
- Ensure we are acting in a socially responsible manner in regards to the management of our people and our communities.
- Provide equal opportunities for women in non-traditional and senior leadership/management roles.

Environment

We are committed to environmental improvement and reducing waste. We will work with our customers, suppliers and the community to adopt procedures that:

- Reduce waste through innovative work practices and recycling practices
- Minimise environmental impacts by developing work methods that reduce the risk of environmental damage
- Communicate our environmental policy to all employees and subcontractors
- Increase the use of environmentally acceptable materials, equipment and technology
- Aim to use suppliers who follow acceptable environmental policies and ethically procured materials and purchasing locally produced products whenever possible
- Maintain adequate hazardous waste materials management and disposal procedures
- Implement waste minimisation strategies and use all reasonable endeavours to reduce, reuse and recycle materials and dispose of waste safely and responsibly to ensure minimal impact on the environment including recycling stations at all factories.
- Use all reasonable endeavours to conserve energy by improving energy efficiency and monitoring and updating our equipment and vehicles.

Investment in Talent

We will inspire and nurture our next generation of talent.

Singleton Moore Signs aims to provide career opportunities and training to the community through employing apprentices both school leavers and adult apprentices.

Diversify Our Supply Chain

We will diversify our local supply chains, promoting small business enterprise wherever possible. Singleton Moore Signs endeavours wherever feasible to purchase materials and employ subcontractors from areas local to tenders/contracts. We identify and monitor critical supply chain vulnerabilities.

Commitment to Indigenous Australians

Singleton Moore Signs acknowledges that our business is conducted on the traditional land of Aboriginal and Torres Strait Islander peoples. Singleton Moore Signs is committed to:

- Increasing Aboriginal and Torres Strait islander employment with our business
- Ensuring a cultural supportive and safe environment for all Aboriginal and Torres Strait Islander people who access our services
- Celebrating the achievements and contributions of Aboriginal and Torres Strait Islander people
- Creating a culturally supportive environment for Aboriginal and Torres Strait Islander employees

Safety

Safety is paramount to everything we do. As part of our commitment to safety, our team participate in a rigorous induction process to minimise their risk of harm in the working environment. Our team participate in safety training at regular intervals to refresh their WHS knowledge and familiarity with their obligation to safe work practices. "We're on a pursuit of zero. Zero incidents, and a safe and healthy workplace – for our team and yours."

Modern Slavery

We are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our values. We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour.