

POL005 Social Sustainability Policy



Policy Statement

Hiflow Integrated Services Group Pty Ltd (Hiflow) is committed to fostering a socially sustainable environment that promotes the well-being, diversity, and inclusivity of all stakeholders. This policy outlines our commitment to social responsibility and sets forth guidelines to ensure the company's operations positively impact employees, communities, customers, and other relevant stakeholders. We believe that by adhering to these principles, we can create a lasting positive impact on society while contributing to the long-term success and reputation of our organization.

Scope

References in this policy to Hiflow include references to all entities of Hiflow Industries Pty Ltd. This policy applies to all Hiflow personnel including, directors, officers, managers, employees, contractors and consultants who act for us within all sectors, regions, areas and functions.

Aims and Objectives

Ethical Business Practices

Hiflow is committed to ensuring that all aspects of its business and operations are carried out in a fair, honest and ethical manner at all times, and will strive to ensure that all persons working for the company maintain highest standards of business practice by acting fairly and with integrity in all business dealings and relationships, and by not engaging in any practice that may be designed to influence persons to act dishonestly in the performance or discharge of their duty.

Equal Opportunities and Diversity

Hiflow is dedicated to providing equal opportunities for all individuals regardless of race, colour, religion, gender, sexual orientation, age, disability, or any other characteristic protected by applicable laws. We commit to promoting a diverse and inclusive work environment where employees feel valued, respected, and empowered to reach their full potential. We will proactively identify and remove barriers to inclusivity to ensure a workforce that reflects the diversity of the communities we serve.

Health and Safety

The health and safety of our employees, customers, and the communities in which we operate are paramount. We will provide a safe and healthy working environment by adhering to relevant health and safety regulations, regularly assessing risks, and implementing appropriate measures to mitigate them. Employee well-being and access to resources that support physical and mental health will be actively promoted.

Employee Rights and Fair Treatment

At Hiflow, we uphold the principles of fair treatment, worker's rights, and responsible labour practices. Employees will be treated with respect and dignity, and we will ensure fair wages, benefits, and working hours in accordance with local labour laws and industry standards. We prohibit any form of forced labour, child labour, or exploitation of workers within our supply chain.

Community Engagement

As a responsible corporate citizen, we recognise the importance of actively engaging with the communities in which we operate. We will establish positive relationships with local communities and contribute to their well-being through responsible business practices, philanthropic efforts, and community development initiatives.

Supply Chain Responsibility

Hiflow expect our suppliers and business partners to uphold the same social sustainability standards as we do. We will collaborate with them to ensure ethical and responsible practices are maintained throughout the supply chain. This includes environmental responsibility, fair labour practices, and compliance with applicable regulations.

Human Rights

Hiflow are committed to respecting and promoting human rights throughout our operations and supply chain. We will not tolerate any actions or business practices that infringe upon human rights, and we will strive to address and remedy any such concerns promptly and effectively.

Transparency and Accountability

Transparency is key to maintaining the trust of our stakeholders. We will regularly communicate our social sustainability efforts and progress, both internally and externally, while remaining accountable for our actions and addressing any shortcomings or challenges openly and honestly.

Continuous Improvement

Social sustainability is an ongoing journey, and we will continuously review and improve our policies, practices, and performance. Regular assessments, feedback from stakeholders, and industry best practices will guide our efforts to enhance our social impact and drive positive change.


Implementation and Review

This Social Sustainability Policy will be integrated into our corporate strategy, and all employees, suppliers, and stakeholders will be expected to comply with its principles. Regular reviews of the policy will be conducted to ensure its relevance and effectiveness, and updates will be made as necessary to align with evolving social and environmental challenges.

Conclusion

By adhering to this Social Sustainability Policy, Hiflow Industries Pty Ltd seeks to contribute to a socially just and equitable world, where people thrive, communities flourish, and the environment is preserved for future generations. Through our collective commitment, we can make a meaningful difference and create a brighter future for all.

AUTHORISED BY:

Signed: 

Brett Saunders

Position: Chief Executive Officer **Date:** 01/07/2024