



CORPORATE SOCIAL RESPONSIBILITY POLICY

1/60 Box Rd, Taren Point, NSW, 2229, Australia

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BACKGROUND

Aerofloat's Corporate Social Responsibility (CSR) Policy outlines its efforts to ensure sustainable, equitable and socially responsible practices across all facets of business.

SCOPE

Aerofloat strives to be a socially responsible company that exceeds the highest standards of ethics, fair-work and professionalism across all areas of business.

Aerofloat is committed to complying to all laws relevant to its business in Australia and overseas and to observe community values.

Aerofloat also works to protect our natural environment, and to support its employees to engage in meaningful, career-forwarding employment.

COMPLIANCE

Aerofloat will always:

- Respect government laws
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent.

INDUSTRY ETHICS

Aerofloat actively engages in fair and transparent relationships with its clients and suppliers, conducting business with integrity and respect.

It does not engage in bribery or corruption practices and does not work with businesses that do.

CORPORATE SOCIAL RESPONSIBILITY IN ACTION

1 ACTIVELY PROTECTING THE ENVIRONMENT AND PROMOTING SUSTAINABLE OPERATIONS

Aerofloat is an environmental engineering company that develops innovative wastewater solutions for a range of industries. Protecting the environment and developing innovative solutions that support its community stakeholders is at the core of what Aerofloat does.

Aerofloat sources materials that are sustainable and engages with its clients, councils and government to minimise the environmental footprint of its wastewater treatment systems.

Aerofloat follows best practices when disposing of waste from its factory warehouse.

Aerofloat has an Environmental Policy and strives to achieve all goals and actions of that policy.

2 SUPPORTING PEOPLE AND COMMUNITIES

The safety of Aerofloat's employees, its contractors and its clients is paramount to all work that Aerofloat engages in. Aerofloat meets the International Organisation for Standardisation (ISO) standards for its integrated management systems. The certification highlights Aerofloat's relentless attention to creating leading-edge products and services, measured against international benchmarks of industry excellence.

Aerofloat offers its employees a fair-work environment and actively seeks upskilling opportunities for its staff. Aerofloat also offers current engineering students the opportunity to learn from its experienced engineers as part of its paid internship program. It provides a fantastic work/life balance and a culture of that values teamwork, within an environment that nurtures individual growth.

Aerofloat works with metropolitan, regional and rural communities to deliver environmentally sustainable solutions to businesses. It supports these communities and upholds the values of diversity and inclusion. Aerofloat respects Australian Indigenous populations and acknowledges the Traditional Owners of Country throughout Australia.

3 HUMAN RIGHTS

Aerofloat is dedicated to protecting human rights and is an equal opportunity employer. It believes in:

- The right to liberty and a good standard of living for all people
- The right to a clean, sustainable environment, including clean drinking water, for all people
- The rights of Indigenous people.

4 LEARNING AND INDUSTRY GROWTH

Aerofloat is known in the industry for its cutting-edge approach to wastewater treatment. It compels its engineers to be forward-thinkers who are not afraid to push the status-quo. Aerofloat actively invests in research and development to create innovative solutions that meet its CSR policy, creating better options for environment and communities.

Aerofloat works closely with the industry leaders, its clients and councils to learn from problems affecting communities and works collaboratively to formulate solutions specific to community needs. Aerofloat has a mandate of continuously improving its operations and its offering.

VISIBILITY

The General Manager – Business Operations is responsible for communicating the CSR Policy to all persons working for or on behalf of the organisation and making it available to the public.

Katie Moor – General Manager Business Operations

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