



Corporate Social Responsibility (CSR) Policy

Contents

1	Purpose and Scope	1
2	Principles and Commitments	2
2.1	Ethical Business Practices	2
2.2	Environmental Responsibility	2
2.3	Community Engagement and Support	2
2.4	Employment Practices and Diversity	2
2.5	Supplier and Partner Collaboration	3
2.6	Implementation and Governance	3
2.7	Reporting and Communication	3
2.8	Review and Continuous Improvement	3

1 Purpose and Scope

ASG Civil and Industrial is committed to conducting business in a socially responsible and ethical manner, ensuring that our operations positively impact the communities in which we operate, the environment, and society as a whole. This CSR Policy outlines our commitment to responsible business practices in compliance with Australian standards, legislation, and globally recognized CSR principles.

This policy applies to all employees, contractors, partners, and stakeholders of ASG Civil and Industrial. It sets out the principles that guide our commitment to ethical practices in corporate governance, environmental stewardship, community involvement, and social responsibility.

2 Principles and Commitments

2.1 Ethical Business Practices

ASG Civil and Industrial upholds integrity, transparency, and accountability in all our business operations. We are committed to:

- Complying with all relevant Australian laws, including the Corporations Act 2001, Fair Work Act 2009, and applicable environmental legislation.
- Enforcing policies against bribery, corruption, and unethical behavior.
- Ensuring fair competition and transparency in our business dealings.

2.2 Environmental Responsibility

We recognize our responsibility to protect the environment and mitigate the impact of our operations. ASG commits to:

- Maintaining an ISO 14001-certified Environmental Management System (EMS).
- Reducing waste, emissions, and resource consumption by adopting sustainable practices in all our projects.
- Sourcing environmentally friendly materials and recycling waste where possible.
- Implementing energy-efficient practices and reducing our carbon footprint.

2.3 Community Engagement and Support

ASG is dedicated to contributing to the communities in which we work, ensuring that we add social and economic value. We commit to:

- Partnering with Indigenous-owned businesses, such as Larrakia Bilirra Group, to support employment opportunities for Aboriginal and Torres Strait Islander people.
- Engaging local suppliers and services within the municipalities of our projects to support local economies.
- Contributing to local community programs and initiatives, especially in regions where our operations are based.

2.4 Employment Practices and Diversity

We believe that diversity and inclusion are key to our success and sustainability. ASG is committed to:

- Fostering an inclusive work environment where everyone is treated with respect and has equal opportunity, in accordance with the Fair Work Act 2009 and the Workplace Gender Equality Act 2012.
- Supporting employment opportunities for disadvantaged groups, including Aboriginal and Torres Strait Islander people, long-term unemployed, and individuals with disabilities.
- Providing training and development programs that equip our employees with the skills needed for success and career progression.
- Maintaining safe work practices in compliance with Work Health and Safety (WHS) legislation.

2.5 Supplier and Partner Collaboration

ASG strives to build relationships with suppliers and partners who share our commitment to CSR principles. We will:

- Prioritise procurement from social enterprises and Indigenous businesses accredited by Social Traders and Supply Nation.
- Engage with suppliers who demonstrate environmentally sustainable practices.
- Encourage our partners to adopt ethical labour and environmental standards in their operations.

2.6 Implementation and Governance

- The CSR Policy is overseen by the ASG Civil and Industrial executive team, who will review and update the policy as necessary to reflect evolving standards and legislation.
- Our management team is responsible for implementing CSR practices and ensuring that our commitments are reflected in all projects and operations.
- Regular training will be provided to employees on CSR principles, ethical practices, and environmental responsibilities.
- We will monitor our CSR performance through annual reviews, audits, and feedback from stakeholders, ensuring continuous improvement and accountability.

2.7 Reporting and Communication

ASG Civil and Industrial commits to transparency in reporting our CSR efforts and outcomes. We will:

- Publish an annual CSR report, detailing our environmental, social, and governance (ESG) performance.
- Maintain open communication channels with stakeholders to share CSR progress and address community concerns.

2.8 Review and Continuous Improvement

This policy will be reviewed annually to ensure that it remains relevant and effective. ASG is dedicated to continuous improvement, seeking innovative ways to enhance our CSR practices and address emerging social, environmental, and ethical challenges.