



## **Sustainability Policy**

Effective management of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business. We have a single sustainability policy which is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders, and our supply chain to inform and promote wider adoption of responsible practices. As a minimum, we comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of the policy is a condition of employment, partnership, and supply.



### **Business and Product Innovation**

We will ensure continuous business and product innovation. We:

- Engage with our stakeholders to encourage innovative development of our products, services, and manufacturing systems to continually improve our sustainability performance.
- Inform our customers about the functional, environmental, and safety performance of our products.
- Adopt a systematic and integrated approach and are committed to achieving the highest standards in complying with ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 26000.
- Creating profitable marketing by paying our supply chain on time to agreed payment terms and improving the supply chain development to deliver combined sustainable outcomes.



### **Health, Safety, and Wellbeing**

We will ensure Bay Plastics is a safe and healthy place to work. We:

- Are committed to eliminating risk in the workplace through monitoring performance and implementation of best practice.
- Develop and implement action plans to ensure the health, safety, and mental wellbeing of our employees and have occupational health support for their benefit.
- Are committed to the continual improvement of the suitability, adequacy, and effectiveness of the OH&S management system.



### **Environmental Responsibility**

We are committed to fulfilling our share of the responsibility to keep the global temperature rise below 2°C and we will continue to reduce our impact on air, land, and water. We:

- Work to reduce the key environmental impacts of supply chain operations and work with suppliers and sub-contractors to minimise and manage these impacts and ensure legal compliance.
- Source products, materials, and services ethically through recognised, credible standards.
- Set science-based targets to reduce carbon emissions and energy consumption, reduce the use of fossil fuel through efficiency improvements and the use of alternative and renewable sources.



### Resource Use and the Circular Economy

We will conserve natural resources. We:

- Use resources appropriately and sustainably and, where possible, substitute primary resources with alternative materials.
- Adopt the waste hierarchy of waste prevention, reuse of materials, recycling, co-processing, and energy recovery to minimise waste disposal and maximise productivity.
- Develop products that improve the quality and sustainability of the built environment and seek to eliminate all non-conforming products.



### Being a Good Neighbour

We are committed to making a positive contribution to the communities close to our operation and ensuring transparent communication to all our stakeholders. We:

- Identify and consult with local community stakeholders close to our operations.
- Engage positively with the local community and work to avoid disruption to local people.
- Provide employment and economic opportunities using local sourcing and local businesses where practical, and build our own business based on responsible practices.



### Fairness, Inclusion and Respect

We will be a fair, respectful, and inclusive company; encouraging a culture that values openness and transparency and recognises individual achievement. We:

- Strive for the fair treatment of all our employees and everyone in our supply chain.
- Value our workforce and, by recruitment, selection, and development of employees, contractors, and suppliers, ensure they are appropriately skilled and competent to conduct their roles.
- Implement a proactive approach to tackling hidden labour exploitation and eliminate these practices in our wider supply chain.
- Offer small and medium enterprises, social enterprises, and local businesses the opportunity to participate in our supply chain and to work with suppliers who actively manage diversity and inclusion in their workforce.
- Are committed to the consultation and participation of workers and workers representatives through formal mechanisms.

We will apply our sustainability principles to create a responsible business of the future, an environment with a future, and a society for our future.

**Michael Currell**  
**Managing Director**

**Date:** 20/01/2022