

# CORPORATE SOCIAL RESPONSIBILITY

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## **POLICY OVERVIEW**

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Woven Image's existence is part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

Woven Image wishes to acknowledge the traditional custodians of the land on which we operate and pay our respects to the Elders, both past and present, of the Gayemagal People of Brookvale NSW, the Gringai People of Gloucester NSW, the Wurundjeri People of Richmond VIC, the Turrbal People of Brisbane QLD, the Kaurna People of Adelaide SA and the Whadjuk Nygoongar People of Perth WA.

Woven Image is committed to supporting and protecting human rights, not only with respect to its own employees but also in its supply chain and, as a responsible corporate citizen, has a commitment to embrace and support, within its range of influence, a set of core values in the areas of human rights, labour standards, sustainable development, the environment and anti-corruption through the enactment of this policy.

Woven Image expects our suppliers to respect and promote the core values in this policy. We seek to develop and strengthen partnerships based on openness, collaboration and mutual respect. At a minimum, we require all suppliers to meet the standards and promote the principles outlined in this policy which is intended to advance Woven Image's commitment to all aspects of sustainability (social, environmental and economic).

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## **WHY DO WE NEED THIS POLICY?**

Our Corporate Social Responsibility (CSR) company policy draws on The Universal Declaration of Human Rights, The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, The United Nations Convention against Corruption and The United Nations Sustainable Development Goals and outlines our efforts to give back to the world as it gives to us.

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## **HOW DOES THIS POLICY WORK?**

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Woven Image's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

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## **COMPLIANCE**

### **Legality**

Woven Image will:

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

### **Business ethics**

We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing;
- Respect toward the consumer; and
- Anti-bribery and anti-corruption practice.

### **Protecting the environment**

Woven Image recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of waste and using chemical substances. Stewardship also plays an integral role.

### **Protecting people**

We will ensure that we:

- Do not risk the health and safety of our employees and community;
- Avoid harming the lives of local and Indigenous people;
- Support diversity and inclusion;
- Comply with local minimum working age laws and requirements and do not employ child labour;
- Do not support or use any forms of forced, bonded or involuntary labour;
- Adopt an open attitude towards the legitimate activities of trade unions and ensure that workers representatives are allowed to carry out their legitimate representative functions in the workplace without discrimination; and
- Ensure wages and working conditions comply with all industrial legislation and Fair Work Australia requirements.

### **Human Rights**

Woven Image is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all Equal Opportunity Legislation. We will ensure that our activities do not directly or indirectly violate human rights in any country of trade.

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## **PROACTIVENESS**

### **Donations and aid**

Woven Image may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community needs; and
- Alleviate those in need.

### **Volunteering**

Woven Image will encourage its employees to volunteer. They can volunteer through programs organised internally or externally. We may seek to sponsor volunteering events from other organisations.

### **Preserving the environment**

Woven Image seeks to operate in a responsible and innovative way that exemplifies resource efficiency by using materials smartly and sensitively. Notwithstanding our legal obligations, Woven Image will proactively protect the environment by taking a life cycle approach to our products and services and remain mindful of the need to minimise environmental impacts at all stages of the product life cycle. This means taking greater responsibility for Woven Image products both upstream and downstream from our core business activities. Examples of relevant activities include:

- Measuring and offsetting manufacturing and administrative environmental impacts;
- Recycling;
- Conserving energy and utilising renewable energy;
- Organising reforestation excursions; and
- Using environmentally preferable technologies.

### **Supporting the community**

Woven Image may initiate and support community investment and educational programs. For example, we may look to sponsor local sports clubs, youth centres or community groups. We may look to provide support to not for profit organisations or movements to promote cultural and economic development of global and local communities. We actively support our surrounding communities by employing local people.

### **Learning**

Woven Image will continue to actively invest in R&D. We will be open to suggestions and listen carefully to ideas. We will endeavor to continuously improve the way we operate.

Woven Image is committed to the United Nations Global Compact. We will readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels.