



G-SEC

Sustainability & Social Betterment policy .

2020

Sustainability & Social Betterment Policy.

Purpose

To make a clear statement of the commitment by the company GSEC Security to:

- Foster a culture of sustainability and reducing the company's ecological footprint.
- Improve our community by supporting programs that foster development.
- Promote diversity and inclusion in the workplace.
- Help organisations around our community address sustainability challenges.
- Have a positive impact in society through our philanthropy program.

Scope

This policy applies to activities of all the company's staff, management, shareholders and current subcontractors.

Policy statement

GSEC Security is committed to improving the sustainability performance of the organisation through promoting a culture of sustainability, managing our operations in a manner that minimises our environmental and social impacts.

The company meets these commitments by:

- Incorporating the principals of Sustainable Design into all capital and infrastructure projects.
- Providing training and support for staff to adopt sustainability principals and practices to achieve sustainable behaviour change in the workplace.
- Where possible, engage, subcontract and employ staff from our local community.
- Support organisations such as CCHR, Crime stoppers, Australian Red Cross among others.
- Uphold the consideration of indigenous heritage values as an integral part of our planning process for all our installation of security equipment.
- Increasing the use of Renewable energy and reducing waste in all our operations.

Part of this policy also covers our corporate giving objectives (corporate philanthropy) and will consider requests from non-profit organisations that cover some or all of the objectives outlined below.

- Provide disaster relief, particularly those who serve locations where GSEC Security colleagues live and work.
- Provide training, life skills and opportunities for advancement to our citizenry, especially youth and those in under-served populations.

- Promote health, wellness and prevention of illnesses that impact our colleagues and the communities where we operate.
- Provide Human Rights and drug abuse awareness ,particularly to the youth in our community.

The guidance provided in this policy will not cover every possibility, special need or opportunity that may arise, to which GSEC Security may choose to make a donation. In general, however, GSEC security will NOT make financial contributions to benefit:

- Political, religious, labour or fraternal organisations (case by case)
- Sporting leagues, youth or adult sports teams, clubs, golf tournaments or similar one-off events, unless supporting a non-profit organisation.
- Individuals and their personal fundraising efforts.
- Capital campaigns.

To be considered an organisation must

- Be a registered nonprofit/charitable organisation.
- Submit a request at least four weeks in advance of the event, activity or program funding deadline.
- For more information contact callum@gsec.com.au.

In no situation will GSEC Security make a donation or financial contribution if doing so could be or appear to be an act of corruption or in violation/infringements of the law.

Responsibility

The Executive Director or nominee of the Executive Director will have responsibility for ensuring the policy is implemented.

Implementation

The Sustainability Policy implementation and progress are communicated in the following ways.

- Information workshops
- Company website under the news section.
- Meetings and presentations to key stakeholders.