



CORPORATE and SOCIAL RESPONSIBILITY POLICY

Pickwick 1A is committed to the highest standards of corporate citizenship. As a leading Integrated Services Provider, our core business is to make a difference in the communities in which we live and work. Given the widespread span of our workers, clients, suppliers, and partners we recognize the social impact of our business practices and our public accountability.

Pickwick 1A's Corporate and Social Responsibility Commitments are built around 3 critical factors.

Workers and People

We take seriously our responsibilities to protect, support, and prepare workers for successful careers. Recruit, train and develop employees that have pride and ownership of their role and who genuinely care about the quality and service standards they provide. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunities and the protection of human rights.

Planet

Pickwick 1A recognises it has a shared responsibility to protect our planet. Although our facilities and operations have a relatively small ecological footprint, we reduce the environmental impact of our business through the choice of environmentally friendly products, Reusing and Recycling, and waste reduction practices.

Governance

Pickwick 1A is committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies.

Underlying our Corporate and Social Responsibility program is a set of core values and policies that drive our approach and guide our activities.

Code of Conduct

Our Code of Conduct fosters a culture of honesty and accountability and provides mechanisms to prevent dishonest or unethical conduct. It outlines the responsibilities of our workers and suppliers ensuring all are aware of their obligation to conduct themselves in a legal and ethical way.

Work Health and Safety Policy

All workers are expected to adhere to WHS standards that have been established to protect themselves, our clients and members of the public. The zero-harm philosophy of the Company is to ensure that safety comes first in any work situation.

Environmental Policy

Pickwick 1A regards environmental management as a core business component. The Company is committed to focusing on environmental protection and eliminating or minimising any negative environmental impact of our products and services.

Staff Welfare Policy

The physical and psychological wellbeing of staff is of primary concern and by investing in their health and welfare the Company is investing in its efficiency and effectiveness.

Indigenous Policy

Pickwick 1A acknowledges the Traditional Owners of the land on which we work.

Bullying and Harassment Policy

Bullying, sexual harassment and discrimination are all unacceptable forms of behaviour and will not be tolerated.

Youth Worker Policy

The Company recognises it has a responsibility to ensure its young workers are continuously supervised and appraised to ensure their safety.

Leanne Phillips

Leanne Phillips
Chairperson and Director
Pickwick 1A Facilities Services Pty Ltd
Date: September 2020
Review Date: October 2022