



## Environmental, Social and Governance

### Policy Statement

Specialised Pipe and Fittings Australia (SPFA) is committed to operating our business ethically, responsibly, and with compassion to minimise any negative impact from our operations and make the following commitments:

#### ENVIRONMENTAL

SPFA is committed to minimising its impacts and caring for the environment so that it may be enjoyed for generations to come. We will make efforts to understand and protect the natural environment in which we operate to ensure its sustainability, and work with our Business Partners to continually demonstrate responsible environmental behaviour.

We will ensure compliance with all applicable laws and regulations and include environmental protection and care in our strategic and operational plans, ensuring responsible use of resources and the minimisation of pollution, waste, and other impacts from our operations. To demonstrate this commitment, SPFA will identify, monitor, manage and report on the environmental aspects of our business to create long term sustainability.

The imminent threat of climate change is acknowledged, and SPFA will embrace the challenge to implement considered solutions to address climate change in our sphere of influence.

#### SOCIAL

SPFA is committed to providing a safe, inclusive, diverse, and effective workplace, free from discrimination and harassment in every form, where employees are valued and empowered in the pursuit of organisational and personal goals.

We will provide safe environments, systems of work, and the necessary training with competent supervision to ensure all stakeholders are protected from harm while at work or on our premises.

SPFA stands united with other leading organisations against modern slavery in all its forms and believes all people are entitled to natural justice and privacy. Effective systems are established to ensure individuals privacy is assured, allow free and unfettered feedback, and provide a process for grievance resolution and the protection of whistle blowers.

#### GOVERNANCE

SPFA is committed to ethical and transparent business practices with a zero tolerance for unethical or improper dealings relating to money laundering, bribery, and corruption. We will employ all required means to review, evaluate and minimise risk across the business and will mitigate our risk by implementing policy as necessary to generate trust in our dealings with all stakeholders.

The SPFA Environment, Social and Governance Guidelines provide detailed expectations and information for all staff and stakeholders with the SPFA ESG Report providing disclosure and performance information to interested parties.



Jeff Nicholas  
**Managing Director**

January 3, 2023