

January 2023

Sustainability Policy for A&D Australasia Pty Ltd

A&D Australasia Pty Ltd is committed to conducting its operations with ongoing sustainability at the forefront of the policies and practices employed by its workforce.

The 13 step plan, that underpins the Sustainability Strategy of A&D Australasia Pty Ltd, is as follows:

1. Leadership Commitment and Culture:

- Ensure strong leadership commitment to sustainability throughout the organization.
- Foster a culture of sustainability by educating and engaging employees in the company's mission.

2. Renewable Energy:

- Transition to 100% renewable energy sources for all operations, including manufacturing facilities and offices.
- Invest in on-site renewable energy generation, such as solar panels to reduce our reliance on the National Energy Grid.

3. Waste Reduction:

- Conduct a waste audit to identify key areas where disposable commodities can be eliminated.
- Develop a procurement policy that prioritizes reusable and sustainable materials over disposable ones.
- Implement strict waste reduction measures in all aspects of the business, including product design, packaging, and office supplies.

4. Product Design and Innovation:

- Redesign products to minimize waste and incorporate recyclable materials.
- Explore product modularity and durability to extend product lifecycles.
- Consider a "circular economy" approach, where products are designed with the end-of-life in mind, facilitating recycling or repurposing.

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5. Recycling and Circular Economy:

- Establish a comprehensive recycling program for employees and customers.
- Collaborate with suppliers to develop closed-loop systems, ensuring materials are reused or recycled.
- Promote the return and refurbishment of products to keep them in circulation longer.

6. Sustainable Packaging:

- Use eco-friendly and recyclable materials for packaging.
- Reduce unnecessary packaging and prioritize minimalist design.
- Explore innovative packaging solutions, such as reusable or multi-use materials and formats

7. Supply Chain Sustainability:

- Work closely with suppliers to reduce the environmental impact of the supply chain.
- Encourage suppliers to adopt sustainable practices and provide incentives for eco-friendly sourcing.

8. Employee Engagement and Training:

- Train employees on sustainable practices and make them aware of their role in achieving sustainability goals.
- Encourage employees to come up with innovative ideas for sustainability improvements and to prevent excessive waste.

9. Transparency and Reporting:

- Record initiatives and report annually, detailing progress on proposed solutions and goals.
- Share success stories and challenges faced in the journey towards sustainability.

10. Customer Education and Engagement:

- Educate customers about the company's commitment to sustainability.
- Encourage customers to participate in recycling programs and make sustainable choices.

11. Community and Social Responsibility:

- Engage with local communities to support environmental initiatives and community projects.
- Support and invest in organizations that promote environmental conservation.

12. Continuous Improvement:

- Regularly review and update the sustainability strategy based on evolving goals and industry best practices.
- Monitor and measure key performance indicators related to sustainability.

13. Regulatory Compliance:

- Ensure compliance with local and international environmental regulations and standards.
- Proactively engage with regulatory bodies to advocate for sustainable practices.

By following this sustainability strategy, the company can make significant progress towards its goals of renewable energy use, waste reduction, and increased recycling, while also maintaining a positive reputation and long-term profitability. It's important to continuously assess and adapt the strategy to remain at the forefront of sustainability efforts.



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