

SOCIAL POLICY

SCRgroup is Australia's largest unwanted clothing recovery company diverting more than 30 million kilograms of clothing from Australia's landfill, giving them a second life in local and global communities where they are needed most. Our aim is to build and operate a sustainable global reverse logistics supply chain and empower and enable people and organisations to participate in the circular economy.

SCRgroup embraces social responsibility principles, which meets the needs of the present without compromising future generations to meet their own needs. We believe these principles are fundamental to SCRgroup's continued success and growth.

Our vision is to be the most responsible clothing recovery and reuse brand and divert 100% of material collected away from landfill. Our commitment touches on the positive steps that we can take as a company to contribute to sustainable environmental, social and economic development. We are on a mission to become leaders, fulfilling our responsibility to positively transform our industry.

As an organisation with a global footprint, we are committed to using the principles of the ISO 26000 standard and industry specific best practices in our daily operations, as we acknowledge that our stakeholders and the community at large expect socially responsible practice by our business.

Specifically, SCRgroup is committed to:

- ✓ A safe and hygienic working environment;
- ✓ No child or forced labour;
- ✓ No discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, religion, age, disability, gender, marital status or sexual orientation;
- ✓ Ensuring that our business practices are in line with the laws and regulations of our local and international operations and that we operate to high ethical and environmental standards;
- ✓ Respecting international norms of behaviour and human rights derived from customary international law, generally accepted principles of international law or, intergovernmental agreements that are universally or nearly universally recognised from organisations such as UN - United Nations and ILO - International Labour Organisation;
- ✓ Complete transparency through clear, accurate, timely, honest communication with all stakeholders regarding operational activities and decisions made that could affect society, the environment and the economy;
- ✓ Conducting business with organisations who have a commitment to the values and objectives contained in this social policy;
- ✓ Continual improvement of the integrated management system to enhance social responsibility and performance.
- ✓ Through communication and training, our employees and contractors will be encouraged and assisted to enhance SCRgroup's social responsibility performance.

All SCRgroup's management will regularly review this policy, and the other elements of the Integrated Management System, in order to maintain its suitability and effectiveness.

A handwritten signature in black ink, appearing to read 'André Samo'.

André Samo
Executive Director - Finance and Operations