



Sustainability Matters



2023

Environmental, Social and Governance

Sustainability Matters

We recognise that sustainability means different things to different people. For us, it's not just about the impact we as an organisation can have on our planet but enabling all those who rely on our business and the impact, they, together with us can have on the people living on it today as well as the future generations.

We are committed to making real and impactful differences through our business activities that will be informed by our Environmental, Social and Governance policy.

The principles guiding our approach to ESG are:

1. Focus on the areas where our business model and operational footprint means we can make a real and tangible impact by offering practical solutions.
2. Partnership is important, we will work in partnership with our stakeholders to drive our sustainability plans.
3. In recognition of the fact that actions are worth more than words, we will only make authentic commitments we intend to deliver.

Environmental Policy

Melbourne Cleaning Supplies is committed to reducing the impact of its operations on the environment. We acknowledge that as an organisation we can minimise the negative impact on the environment in many small ways as well as be a role model for responsible and sustainable environmental behaviour of our staff and suppliers.

The key principles and actions underpinning our policy are:

- Take environmental issues seriously at a Senior Management Level
- Develop and support small-scale environmental improvement plans at sites wherever possible
- Consulting with employees and suppliers to ensure that environmental impacts on sites are understood and addressed effectively

We maintain and continuously improve a Management System that complies with the requirements of ISO 14001:2015 and all environmental legislation and other requirements which are relevant to Melbourne Cleaning Supplies.

Modern Slavery

Modern slavery is a term which covers a range of exploitative practices including human trafficking, sexual exploitation, forced labour, forced criminality, domestic servitude, child exploitation and forced organ removal. Melbourne Cleaning Supplies Ltd ('the Company') is

committed to limiting the risk of modern slavery within its own business, within its supply chains or through any other business relationships.

- This Policy applies to all persons working for or on behalf of, or providing services to, the Company in any capacity, including all Suppliers, Employees, Directors, officers, Contractors, consultants and any other third-party representatives.
- The Company expects that all who have, or seek, a relationship with the Company to familiarise themselves with this Policy and to act in a way that is consistent with its values.
- The Company will only do business with Suppliers who fully comply with this Policy, or those who are taking verifiable steps towards compliance.

Work, Health & Safety

The Health and Safety of those who work either directly or indirectly for Melbourne Cleaning Supplies is of the utmost importance to Senior Management and it is our ultimate goal to continually improve Work, Health and Safety (WHS) performance within the business.

In order to achieve this, the following objectives have been established:

- Communicate this policy to all existing employees and to new employees when they commence with Melbourne Cleaning Supplies
- Commit to provide safe and healthy working conditions
- Commit to eliminate hazards and reduce OH&S risks
- Comply with all WHS legislation and other requirements which are relevant to Melbourne Cleaning Supplies
- Commit to consultation and participation of workers
- Make our commitment to Health and Safety visible to all interested parties
- Set measurable objectives and targets which will be monitored to ensure continual improvement
- Maintain and improve management system to meet the requirements of AS/NZS 45001:2018

Looking Ahead

Melbourne Cleaning Supplies is committed to continuous improvement across all parts of the business. The Melbourne Cleaning Supplies leadership team is committed to maintaining focus on human rights across the Melbourne Cleaning Supplies supply chain and developing new processes and policies as required.

For Melbourne Cleaning Supplies, sustainability is a continuous journey with milestones,

goals and values. While on this journey, we will take count of our achievements, the measurable and the immeasurable. We acknowledge that this will be a journey of learning. As an organisation, guided by our principles we will adopt ways of working for the greater good of people and planet.

This policy together with the measurable objectives and targets will be reviewed on an annual basis to ensure that it remains relevant and suitable to the operations of Melbourne Cleaning Supplies.



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