



# Corporate Social Responsibility Policy

Just Focus Pty Ltd

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Just Focus operates under the principle of sustainability. Sustainability can be defined as meeting the needs of the present without compromising the ability of future generations to meet theirs. The three main pillars of sustainability can be defined as social, environmental and economic, or people, planet and profits.

Sustainability for us means:

## Social

Ensuring freedom of association, enhancing well-being within our work teams and minimising the risk to health and safety to eliminate injury and illness to workers, visitors and members of the public who may be affected by our operations.

## Environment

Minimising the harm and damage to the environment by managing the activities over which we have control and which have the potential to adversely impact upon the environment, as well as avoiding indiscriminate use of resources, minimising waste and maximising efficiencies.

## Economic

Ensuring we meet or exceed our stakeholders' requirements and expectations by continuously striving to improve and raise our standards, making sure that our services and activities are safe, of consistent high quality, provide value for money, and are fit for purpose.

To meet these sustainability objectives, we have implemented a management system that:

- involves strong proactive leadership and engagement;
- encourages awareness and mindfulness at all levels of the organisation around risks to human health and safety, the environment, the standards and quality of our products, services and processes;
- integrates sustainable choices in supply-chain management;
- emphasises communications, consultation, training and education of all workers to ensure they can actively participate in the ongoing drive towards our objectives;
- places effective controls and allocates suitable and sufficient resources; and
- sets measurable targets and objectives for verification and continual improvement.

