

## **Social Responsibility Policy**

Operating in a responsible and sustainable manner is important to All Access

While we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

Our Corporate Governance Policies are intended to provide a framework for the governance of All Access and adherence to our policies and related operating procedures is the responsibility of every All Access Director, Officers and Employees.

We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At All Access, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures within which we work.

In alignment with our Statement on Business Code of Conduct and Ethics, All Access will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with All Access stakeholders' best interests.

This Policy applies to activities undertaken by or on behalf of All Access Crewing Pty Ltd.

All Access employees, suppliers and contractors are to adopt the Social Responsibility considerations described in this policy into their day-to-day work activities.

All Access leaders are to act as role models by incorporating these considerations into decision-making in all business activities. All Access leaders are to ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

### **Business Ethics and Transparency**

All Access is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in its governance systems.

All Access will conduct its business in an open, honest, and ethical manner.

All Access recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

All Access will advise its partners, contractors, and suppliers of its Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

### **Environment Health & Safety**

All Access is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. All Access will provide a safe and healthy working environment, and will not compromise the health and safety of any individual.

Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

All Access is committed to environmental protection and stewardship.

All Access recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into its business decision-making.

All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

As a member of the Entertainment and Event Safety Committee (EESC), All Access has integrated key requirements of Social Accountability in our industry.

1. Fully supporting the EESC and Worksafe Qld and Safe Work Australia, and all applicable regulations, including but not limited to the Workplace Health and Safety Act 2011, and promoting social and environmental concerns with partners within our supply chain.
2. Promising to conserve our environment by managing and mitigating the impact of harmful substances, as defined by industry standards.
3. Being a socially and environmentally conscious company, operating in full compliance with the local laws and regulations regarding the ethical, corporate governance, labour, health and safety, and environmental compliance of the countries within which we conduct business.

### **Stakeholder Relations**

As a global supplier to customers worldwide, All Access operates across a diverse range of cultures and international markets. We are proud of our commitment to apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate and are committed to providing equal opportunity in all aspects of employment. We do not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

All Access works with our suppliers to help them treat their workers and employees fairly and with dignity and respect, maintain safe working conditions, and conduct manufacturing activities in an environmentally safe and responsible manner. All Access does not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse. As part of this endeavour, we actively manage a Supplier Management Procedure.

**Community Involvement**

All Access strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial, equipment and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organizations.