

# CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

We are straight up, honest and committed to being good corporate citizens. Since Marr Contracting was founded in 1926, we have embodied the true spirit of corporate social responsibility (CSR). Our culture is rooted in the values of service, integrity, and taking personal responsibility for our actions, outcomes, and reputation.

## MARR'S CSR COMMITMENTS ARE BUILT ON FOUR CRITICAL PILLARS:

### EMPLOYEES & PEOPLE

We take our responsibility to protect, support and prepare our workers seriously. We focus on providing opportunities and resources to our workforce, and leading by example in areas such as: workplace safety, health and wellness, diversity and inclusion, training and development. We believe in creating opportunity for all employees and are committed to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.

### ETHICS

Marr Contracting is committed to conducting ourselves in a legal, ethical and trustworthy manner. This means upholding our regulatory obligations, and complying with both the letter and spirit of our business policies.

### ENGAGEMENT

We value teamwork and work in partnership with other organisations to have a positive impact on the communities where we live and work. We also seek to engage with suppliers who adhere to socially responsible business practices.

### ENVIRONMENT

Marr Contracting recognises we have a shared responsibility to protect our planet. Although our facilities and operations have a small ecological footprint, we continuously strive to reduce the environmental impact of our business through our approach to sustainability and preservation, conservation, and waste reduction practices.

## UNDERLYING OUR CSR PROGRAM IS A SET OF CORE POLICIES THAT OUTLINE OUR APPROACH AND GUIDE OUR ACTIVITIES.

Marr Contracting's Anti-Bribery and Corruption Policy provides the mechanism to foster a culture of honesty and accountability and to prevent dishonest or unethical conduct. This policy outlines the responsibilities of our employees, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way.

We treat all employees with dignity and respect and follow all applicable laws and legislation related to labour and human rights. The following are examples of initiatives we have in place:

### EQUAL EMPLOYMENT OPPORTUNITY

Marr Contracting protect the employment rights of qualified applicants and employees regardless of race, colour, sex, age, religion, national origin, genetics, sexual orientation, gender identity/ expression, disability, and/or other protected categories under applicable laws.

### ANTI-BULLYING POLICY

Marr Contracting does not tolerate bullying of, or by, its employees. We are committed to maintaining a work environment that is free from bullying and in accordance with the Guide for Preventing and Responding to Workplace Bullying.

We are individually and collectively accountable for upholding our CSR commitments. We encourage participation across our organisation, and we will work with external stakeholders to continually support our workforce, improve our workplaces, contribute to the communities we serve, and ensure our actions are socially, ethically, and environmentally responsible.

REVIEWED & APPROVED



DIRECTOR  
SIMON MARR  
13/06/2017