

PS14 – SOCIAL RESPONSIBILITY POLICY STATEMENT



Geelong Leather Culcairn ('GLC') is committed to upholding the highest standards of social responsibility across all aspects of our operations. We aim to ensure all business activities are ethically sound, legally compliant, and aligned with internationally recognised standards for social responsibility.

GLC maintains a zero-tolerance approach to unethical practices and is committed to continual improvement in the following areas:

- Child Labour;
- Forced or Compulsory Labour;
- Health and Safety;
- Freedom of Association and Right to Collective Bargaining;
- Discrimination;
- Disciplinary Practices;
- Working Hours; and
- Remuneration.

To embed social responsibility into our operations, GLC will:

- Integrating a Social Responsibility Management System ('SRMS') into its Integrated Management System ('IMS')
- Empowering and supporting the Social Performance Team
- Providing training and raise awareness of social responsibility standards, to ensure that workplace participants understand their rights and responsibilities.
- A commitment to continuous improvement of all aspects of Social Responsibility Management.

GLC believes that ethical conduct and social responsibility are fundamental to sustainable business success and the wellbeing of all people connected to our operations.

Authorised by:

Andrew Hassall

Managing Director

Date: 07/05/2026