

# Our corporate social responsibility journey to 2026



2023

- ◆ Achieve ISO 14001 & 45001 standards - company wide
- ◆ All team members given a paid day for volunteer environmental conservation
- ◆ 10% of team Mental Health First Aid Trained
- ◆ Introduce mandatory Human Factors training across the company in the context of developing a 'Just' culture
- ◆ Increase our apprentice programme to 5% of the workforce
- ◆ Quantify social impact measurement with Frontier Economics

2025

- ◆ Achieve B Corporation accreditation
- ◆ Increase paid volunteer time to 3 days per year for all team members
- ◆ Increase apprentice programme to 10% of the workforce
- ◆ Using third parties assess our company wide safety behaviours & culture



2024

- ◆ Increase paid volunteer time to 2 days per year for all team members
- ◆ Increase apprentice programme to 8% of the workforce
- ◆ Begin our B Corporation accreditation journey



2026 ONWARD

- ◆ Establish new or renewed social responsibility commitments covering the next 5 years

