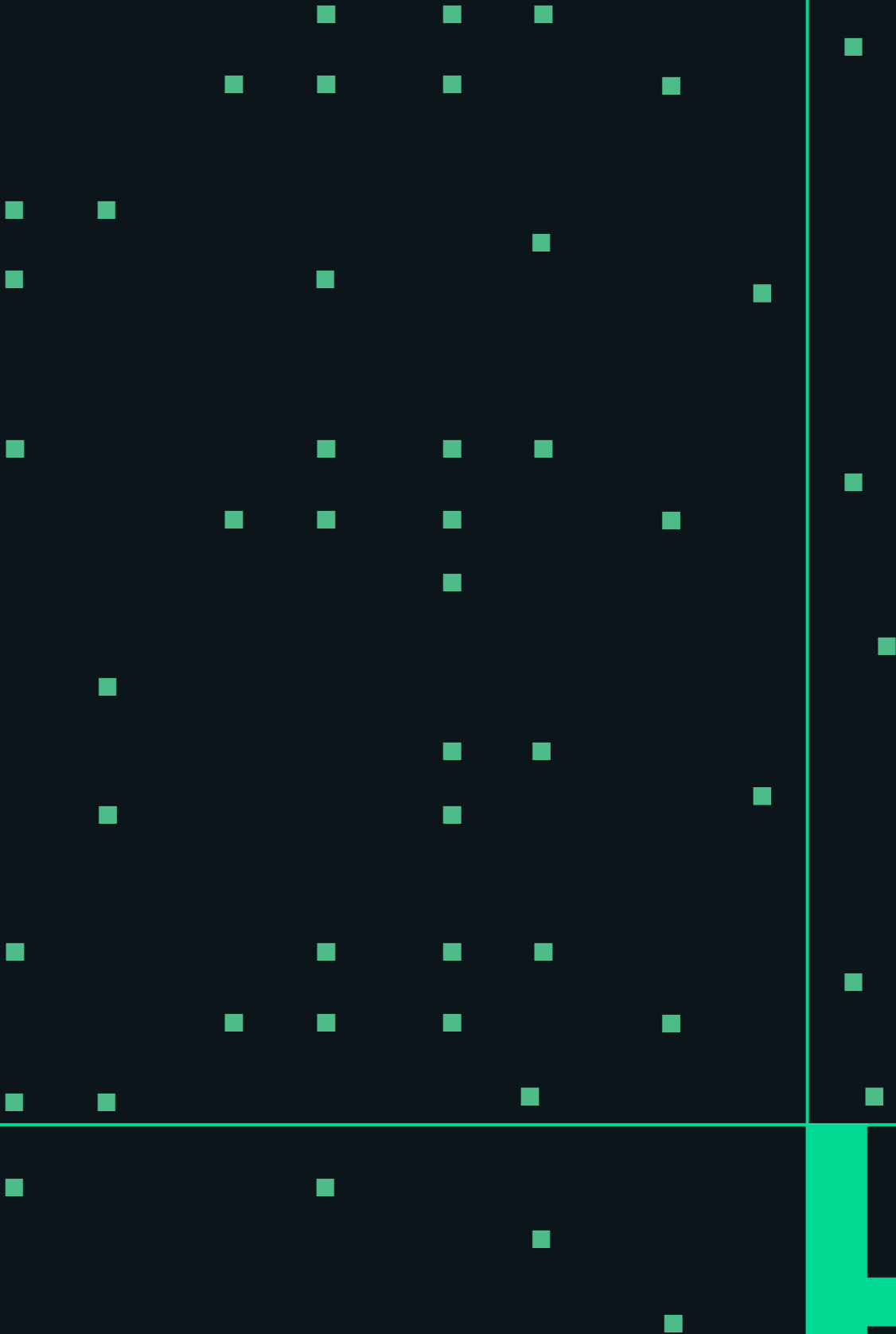


Corporate Social Responsibility Policy



Headland.

October 2022

Corporate Social Responsibility (CSR) policy

Corporate Social Responsibility (CSR) refers to the way in which businesses regulate themselves in order to ensure that all their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in an area, the company should ensure they carry out best practices.

Headland's vision is the enablement of growth of our customers manufacturing business, with Headland as their independent advisor. Machinery, technology, and automation are our focus. Headland's goal is to improve customer manufacturing efficiency, through innovative solutions and expanded capabilities. Our vision is to help our customers embrace innovation with leading software and world class machine technology.

Headland Technology, it's owners, employees and related companies are committed to ensuring that all business undertakings are conducted ethically by adhering to the following principles and policies.

Looking after employees

To retain loyal and productive staff, it is vital to maintain a good working environment. **Accordingly, Headland deploys a highly active human resources policy that fosters the quality of the social climate and life at work. We maintain HR policies ensuring compliance as a minimum to all State and Federal obligations as well as setting policy and procedure in relation to:**

- The health and safety of our workplaces through work practices that support the needs of all employees including compassionate and personnel development opportunities.
- Our commitment to ensuring we provide diversity in our workplace and equal opportunities to all our employees.
- The provision of regular staff training, appraisals, and personal development assessments.
- Remuneration and benefits that are comparable and competitive with industry benchmarks.

Enabling Innovation

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Our ISO accreditation in relation to Quality ensures the following;

- Our People – Our team of engineers are certified and trained to install machinery, software and provide services to international standards.
- Health and safety. Confidence we are following guidelines to ensure we are maintaining a safe environment for our clients and our people.
- Our people. Providing a learning environment where they can grow and develop their skills in-line with ISO accreditation.
- Access to the latest information on industry standards and legislative practice providing workplace guidance on best practice.

Looking after customers

Headland helps our customers become more successful. We have helped manufacturers access innovative, world-class machine tools for 70 years. Our machinery brands are the world's most reputable.

To achieve this the company maintains:

- Sales, Service and Operational policies. We will maintain internationally recognised ISO accredited quality management practises and policies.
- World-class Enterprise Resource Planning.
- Project management software and systems that enable the following practices.
- Deliver and commission advance machinery systems consistent with customer specification and expectations using:
 - Skilled global supplier trained, and certified engineers committed to both the companies and our customers safety, quality and service standards and

- Adopts project management practises that meet and ensure final commissioning customer acceptance on every machine installation.

We regularly monitor and assess our endeavours and successes in all these areas and through the adoption of a continuous improvement mindset Headland aims to expand and stay abreast of social, regulatory and global trends within our ISO accreditations.

Suppliers' standards

Headland seeks out and works with good suppliers and maintains strong working relationships with them. Our supplier selection criteria encompass and assesses each new suppliers CSR, Financial, Quality and Safety record.

In terms of accreditation, our technology complies with and meets Australian safety standards. Our suppliers we choose to work with are ISO certified.

Protecting the environment

Environment – Headland is committed to following best practice and minimising our impact on the environment.

We commit to reducing our impact through thoughtfully disposing of chemicals used within the environment and within the machinery as well as reducing their use.

We choose to work with suppliers dedicated to manufacturing environmentally friendly technology that uses less resources and has less impact on the environment.

ISO 14001 (Environmental)

Headland through this certification is committed to continually improving our environmental standards, following compliance guidelines and how we operate. We are committed to minimising our impact on the environment. We are conscious of how our actions impact the environment within our immediate and clients' premises.

Community engagement

Headland actively encourages and supports local communities through:

- Sponsorship of or monetary donations to local charities, sports clubs, societies, youth groups, community centres.
- Support local charities etc. by donating time i.e. staff participation in volunteering days.
- Supporting the surrounding community by employing local people.

Measurement

Headland is proud to be an Australian owned, operated, multi-generational, family company.

As a result, these CSR initiatives are embedded in our corporate values through the companies:

- Employment processes, policies and employee performance assessment practices.
- Operational and Project Management procedures and
- Customer engagement and Sales interaction and communication systems.

We regularly monitor and assess our endeavours and successes in all these areas and through the adoption of a continuous improvement mindset Headland aims to expand and stay abreast of social, regulatory and global trends in this area.

Our company's open-door policy ensures all employees are encouraged to speak out and contribute to the company's CSR endeavours and initiatives.

More on our ISO Certifications

ISO 9001 (Quality)

Headland has achieved international recognition of our quality management systems and processes. This attests that we respond to clients' needs quickly, identifying problems and providing solutions faster.

ISO 14001 (Environmental)

Headland through this certification is committed to continually improving our environmental standards, following compliance guidelines and how we operate. We are committed to minimising our impact on the environment. We are conscious of how our actions impact the environment within our immediate and clients' premises.

ISO 45001 (OH&S)

The safety of our people, clients and suppliers is paramount in all that we do. International audit of our practices and processes provides best practice guidelines to ensure we minimise workplace injury and illness, that our safety systems are efficient and that we maintain the highest standards possible.