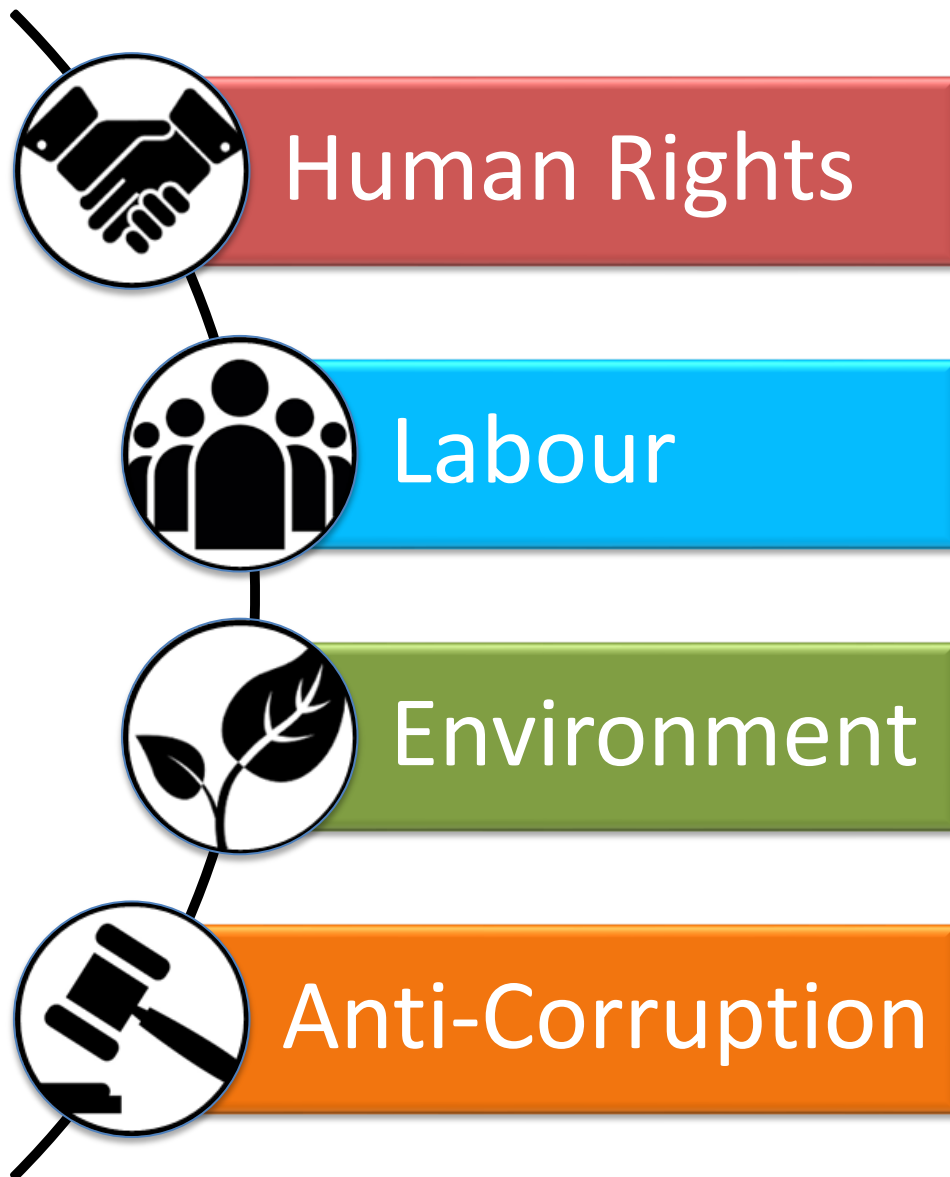


schiaavello

UN Global Compact Communication on Progress 2019 - 2021





HUMAN RIGHTS PRINCIPLES

Assessment, Policy and Goals

Schiaavello is committed to protecting the health, safety and wellbeing of its stakeholders and to ensuring its activities do not impinge on this aspiration. Schiaavello respects the Universal Declaration of Human Rights and our policies in this area are guided by the principles of respect and fairness for all. Our company culture and values embody this commitment and our robust governance structure that sees many of our policies aligned to ISO 26000.

Policies supporting this commitment include:

- Code of Conduct
- Workplace Gender Equality
- Work Health and Safety
- Community Service Volunteers
- Social Responsibility
- Modern Slavery Statement

As a leading Australian employer Schiaavello recognises our social responsibility to invest back into our community. As part of this commitment Schiaavello has developed an Indigenous Participation Plan (IPP) with the overall goal to improve outcomes for Indigenous Australians and closing the gap through education, employment, community partnerships and cultural awareness.

Implementation

- Schiaavello Values and Culture Committee provide the governance framework for our Social Responsibility initiatives
- Schiaavello Indigenous Engagement Manager is responsible for the implementation of our Indigenous Participation Plan and Indigenous Cultural Awareness Program
- Continuing to supporting diversity and provide employment opportunities
- Communicate our vision, mission, corporate values, code of conduct and sustainability programs to our employees and stakeholders

- Provide or employees and stakeholders with grievance mechanisms
- Supporting our employees in donating time, talent and money to charitable initiatives supporting a stronger community

Measurement of Outcomes

- Schiaavello now directly employs 12 Indigenous Australians including 4 Apprentices
- Schiaavello and one of our Indigenous Australian apprentice were recognised at the Victorian Aboriginal Education Association Incorporated Wurreker Awards for outstanding effort in the private sector
- Our Indigenous Engagement Manager has conducted 15 internal Cultural Awareness discussions with Schiaavello employees
- Our Indigenous Engagement Manager conducted approximately 15 multi-stakeholder dialogue discussions with corporate clients regarding cultural awareness, the goals of our Indigenous Participation Program and closing the gap.

Schiaavello businesses nationally have supported a range of community initiatives and charitable organisations that has seen donations in excess of \$200,000 in the last 12 months. Some of which include:

- 3 year Secondary School Sponsorship for an Indigenous student
- Leukaemia Foundation & Cancer Council
- Australian Red Cross
- Royal Children's Hospital
- 'Walk for Awareness' – mental health awareness
- Youth Homelessness
- Farmers Drought Relief
- Australian Himalayan Foundation Nepal



LABOUR PRINCIPLES

Assessment, Policy and Goals

Schiavello is committed to protecting the health and wellbeing of all stakeholders. This includes upholding labour standards and providing decent and safe working conditions.

The following corporate policies demonstrate this commitment:

- Work Health and Safety
- Industrial Relations
- Anti-discrimination and equal opportunity
- Inclusive employment opportunities
- Workplace Gender Equity
- Rehabilitation
- Modern Slavery Statement

Implementation

- Maintaining mandatory health and safety competencies across our workforce
- Supporting health & wellbeing initiatives
- Supporting work life balance
- Supporting open and transparent communication and conversations between employees and management
- Providing vaccination programs and health checks
- Provide agile and ergonomic workspaces
- Provide health and fitness facilities and memberships

Measurement of Outcomes

- 100% compliance with the various industrial instruments including Modern Awards and Enterprise Bargaining Agreements.
- Flexible working arrangements- supporting working parents (Casual, Part – time, work from home)
- Employee engagement and development conversations with managers – each employee has minimum 2 engagement conversations annually
- Periodic hearing tests for workers that may be exposed to noise
- Periodic air monitoring testing
- Various Health and Safety Training including:
 - Hazard identification, risk assessment and control (HIRAC);
 - Work Health and Safety policy and procedure;
 - Management System training;
 - Certificate in Work Health and Safety;
 - High Risk Work Training;
 - HSR ;
 - ICAM Incident Investigation Training;
 - ISO45001 Safety management systems;
 - First Aid;
 - Inductions;



ENVIRONMENTAL PRINCIPLES

Assessment, Policy and Goals

Schiaavello is committed to minimising our impact on the environment as a result of our activities. Our strategies and operations are supported by our commitment to environmental sustainability outlined in our Environmental and Social Responsibility Policies.

Schiaavello has assessed the environmental aspects and impacts of our operations and identified risks and opportunities in order to minimise the impact across our operations globally.

Schiaavello recognises the promise, usefulness and need for environmentally friendly technologies and we continue to research and develop technological improvements across our operations.

Implementation

- ISO AS/NZS 14001:2015 EMS
- Environment Take Back program that recovers Schiaavello furniture at the end of its life to recycle and reuse to reduce material consumption
- Adopt circular design principles and use Life Cycle Analysis (LCA) software to maximise our product lifespan and reuse, recycle opportunities.
- Water sustainability including water tanks and treatment

- GECA certified product validates our environmental activities and continuous improvement processes.
- Implementation of various electronic platforms to reduce paper consumption & improve efficiencies
- Reaffirm waste reduction targets
- Procurement activities designed to minimise waste to landfill
- Initiative to reduce emissions

Measurement of Outcomes

Schiaavello continues to:

- Support circular economy and sustainability goals by providing product reuse, relocation and recycling services.
- Improve monitoring and reporting capabilities and reduce paper consumption as a result of the implementation of various company developed electronic platforms
- Design and develop environmentally sustainable ecolabel certified product
- Implementation of measurable objectives and target to monitor progress in further reducing waste and emissions



ANTI-CORRUPTION PRINCIPLES

Assessment, Policy and Goals

Schiaavello remains committed to ensuring its business activities are conducted according to all relevant standards and applicable legislation both in Australia and internationally. We aim to demonstrate to our stakeholders that our practices are conducted ethically and morally in accordance with our corporate value system.

Schiaavello management expects that all business activities are conducted with integrity. A zero-tolerance stance against unethical and/or non-complying behaviour from its employees is applied. We do not endorse corrupt behaviour in any of its forms, including extortion and bribery. This commitment is firmly articulated in our Anti-Corruption Policy.

Implementation

The Schiaavello HR Department monitors performance against our policies to ensure our commitment is upheld. Internal procedures and the Whistleblower Policy provide escalation of breaches to Schiaavello senior management for directive (as required).

Measurement of Outcomes

Schiaavello has not been involved in any Legal cases, rulings or other events related to corruption and bribery.

Our financial records are subject to external audit annually and findings reported to the Managing Director. No suspicious payments which could be linked to bribery or corruption have been detected.