



Corporate Social Responsibility Policy

Weartek's goal is to be a leader in its field, setting high standards of social, environmental and regulatory responsibility. Weartek is committed to acting ethically and responsibly in all areas of its operations. Corporate Social Responsibility (CSR) will inform Weartek's decisions and actions.

Weartek sees the adoption of a CSR Policy as enhancing its core values of integrity, respect, collegiality and innovation and recognises that failure to achieve compliance with policy objectives may lead to loss of reputation.

The purpose of this policy is to identify the CSR principles and practices to which Weartek aspires, so it can achieve the highest standards of responsible business practice and sustainability and produce a positive overall impact on society.

Definitions

Weartek defines CSR as follows:

- Conducting business in a socially responsible and ethical manner
- Protecting the environment and safety of the people
- Supporting human rights
- Engaging, learning from, respecting and supporting the communities and cultures within which we function

Policy Principles

Principle 1: Business ethics and transparency

Weartek will:

- Conduct operations in an open, honest and ethical manner
- Ensure that all our operations are legitimate
- Undertake to keep every partnership and collaboration open and transparent
- Recognise the importance of protecting all our human, financial, physical, informational, social, environmental and reputational assets
- Advise our partners, contractors and suppliers of our CSR Policy and will work with them to achieve consistency with the policy
- Commit to measuring, auditing and tracking the performance of its CSR programs



Principle 2: Environment health and safety

Weartek is:

- Committed to providing a safe and healthy work environment and will not compromise the safety of any individual
- Recognises that environmental pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will integrate the same into our business practices
- Clear that all employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes and for operating in an environmentally responsible manner

Principle 3: Supporting human rights

Weartek:

- Is proud to apply fair labour practices, while respecting the local laws
- Does not engage or tolerate unlawful workplace conduct, including intimidation, discrimination or harassment
- Does not tolerate abuse of Human Rights nor conduct activities that can be labelled as abuse

Principle 4: Engaging with and supporting communities and cultures

Weartek:

- Commits to proactively looking for opportunities within its business operations to support the disadvantaged or marginalised within the community
- Will encourage its employees to volunteer through programs organised either internally or externally that support community initiatives
- Will be open to sponsorship of community groups or programs that support the disadvantaged, marginalised or children/youth

Scope

This policy applies to all employees and contractors engaged by Weartek.

Review Details

This policy was adopted by Weartek on 5th May 2022.

This policy was last updated on 4th May 2023.