Social Responsibility Policy

At CMI Safe Co Australasia, we recognise the responsibility we have as a manufacturer of high-security safes, vaults, and secure storage systems to operate in a way that supports fair, ethical, and inclusive practices across all areas of our business. Social responsibility is integral to our purpose and culture, and we are committed to fostering a safe, respectful, and equitable workplace while contributing positively to the communities in which we operate.

This policy outlines our commitment to ethical business conduct, employee wellbeing, human rights, community engagement, and responsible supply chain practices. These commitments apply across our operations in Australia and in any international dealings.

We are committed to conducting our business in a way that respects people, strengthens communities, and upholds integrity throughout our value chain. This includes working in partnership with suppliers and stakeholders who share our values of fairness, transparency, and accountability.

Our Commitment and Guiding Principles

Ethical Business Conduct

We uphold the highest standards of integrity, honesty, and compliance in all aspects of our operations. We:

- Comply with all relevant Australian legislation, including the **Modern Slavery Act 2018 (Cth)**.

- Maintain a **zero-tolerance approach to bribery, corruption, and unethical conduct**.

- Expect the same level of commitment to lawful and ethical behaviour from all business partners and suppliers.

Workplace Wellbeing and Inclusion

We are committed to providing a **safe, healthy, and inclusive workplace**. We:
- Comply with workplace health and safety requirements under **Safe Work Australia** and applicable state legislation.

- Promote a work culture that is **inclusive, diverse, and free from discrimination, harassment, or bullying**.

- Offer training, support, and development opportunities to help our people thrive.

Human Rights and Fair Labour

We uphold internationally recognised human rights throughout our operations and supply chains. We:
- Prohibit the use of **forced labour, child labour, and all forms of modern slavery**.

- Respect the rights of workers to fair wages, safe working conditions, and freedom of association.

- Conduct **due diligence on key suppliers** to identify and manage social risks.

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Community Engagement

We actively contribute to the wellbeing of the communities where we operate. We:

- Support **local employment and skills development**, particularly within the manufacturing sector.

- Partner with community organisations and educational institutions to strengthen manufacturing pathways and promote technical trades.

- Encourage employee participation in community and charitable initiatives.

Responsible Supply Chain

We work closely with suppliers to uphold responsible practices across our value chain. We:

- Prefer suppliers who demonstrate **ethical sourcing, fair labour practices**, and social responsibility.

- Integrate social criteria into procurement decisions, particularly for **steel, electronic components, and packaging materials**.

- Work collaboratively to improve transparency and accountability throughout our supply chain.

Stakeholder Engagement

We foster open communication and collaboration with:

- **Employees**, through training, consultation, and feedback mechanisms.

- **Suppliers**, by encouraging compliance with ethical standards and offering clear expectations.

- **Communities and partners**, by engaging in transparent, respectful dialogue that builds trust and mutual value.

We will monitor, measure, and regularly review our social responsibility initiatives and this policy to ensure our commitments remain aligned with best practices, legislative requirements, and community expectations. Through ethical conduct and inclusive values, we aim to provide secure storage solutions that not only protect what matters, but also help strengthen society.

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