

Our Principles

Avionics 'the Company' is committed to integrating environmental, social and governance elements into our decision-making to reduce whole-of-life costs, and contribute to safe and healthy employees, communities and ecosystems.

We will drive economic, social and environmental innovation during our design and construction phases and encourage the same from our external service providers.

Our Objectives

In applying those principles, we commit to:

- Demonstrate and encourage leadership in sustainability management.
- Demonstrate an approach to decision-making that seeks to achieve advancement across each of the economic, social and environmental areas.
- Promote environmental excellence by driving ecologically sustainable design, resource efficiency, and protection of the local ecology.
- Develop strong relationships with the community, suppliers, stakeholders and industry partners to achieve common sustainability goals.
- Influence our external service providers with our approach towards sustainability and stimulate innovation within the industry through our procurement practices.
- Optimise design and constructability to deliver a project which considers whole-of-life benefits relating to cost, maintainability, reliability, sustainability, durability and efficiency.
- Pursue sustainability initiatives and programs to achieve net positive benefits for the environment and community and embed requirements that are consistent with technical design solutions.

Our Approach

To assist us in delivering our sustainability objectives we actively involve all employees, external service providers to:

- Set sustainability objectives and targets, and regularly review performance to identify opportunities for improvement.
- Report regularly on sustainability performance, including lessons learnt.
- Improve energy, water and resource efficiency in our activities and take all practical actions to minimise pollution, reduce waste and other adverse environmental effects.
- Actively challenge 'business as usual' to drive innovation.
- Maximise opportunities for Aboriginal people and businesses through early engagement, collaboration and encouragement.
- Create partnerships with community groups, stakeholders and industry.
- Maximise our engagement with the local workforce and provide opportunities for further learning and upskilling.
- Recognise and reward innovation and sustainable practices.
- Display this 'Policy' statement throughout our offices and facilities communicated to all our employees and interested parties as part of inductions and training.

Our Senior Management will review the 'Policy' for continuing suitability and relevance on an annual basis as part of management reviews and communicate outcomes to the various levels and function throughout our operations.



Nick Brumley
Managing Director
Review Date: February 2023