

Corporate Social Responsibility Plan

Protecting what matters

June 2021

1. What is CSR?

For Jamestrong, Corporate Social Responsibility (CSR) means meeting the needs of our clients, customers, communities, and staff, without compromising the needs of generations to come. To put it another way:

**we are respectful of people,
resources, and the environment.**

By virtue of our inherent operations, Jamestrong is already improving the lives of millions of end customers by the products we package. But our ambitious overarching goal is to further enhance the health and wellbeing of our staff, our customers, their consumers, and the communities in which we reside. Our initiatives and actions, many in concert with our clients will make a positive difference to our stakeholders.

2. Our strategy

The corporate responsibility strategy and framework provides Jamestrong with a clear direction for identifying and responding to the social and environmental issues and opportunities that will help achieve our business ambition.

Framework

Our CSR framework helps to communicate our strategy and ensure it is aligned to our business objectives. The framework has three key areas of focus: health, environment and communities and is structured around a set of pillars, objectives, and initiatives.

3. Pillars, objectives and initiatives

| Pillars | Objectives | Initiatives |
|---------------------------------------|--|---|
| 1. People health and wellbeing | 1.1 Ensure zero harm to our employees and communities where we operate | <p>Pursue the following certifications:</p> <ul style="list-style-type: none"> > ISO 45001 – OHS Management Certification > ISO 14001 – Environmental Management Certification |
| | 1.2 Enhance employee engagement, culture and behaviours, workplace safety, wellbeing and mental health | <ul style="list-style-type: none"> > Continue Employee Assistance Program > Undertake Culture Survey Assessments & Action Plans > Rollout out Mental Health Programs > Use Site based Health & Wellbeing programs |
| | 1.3 Develop leadership and managerial capability | <ul style="list-style-type: none"> > Executive Manager – Leadership and management training > Executive / Line Manager / Team Leader – internal leadership training focused on People, HSE and CSR requirements > Team leader & supervisory training for our Frontline Leader |
| | 1.4 Increase our workforce's technical competency and skills | <ul style="list-style-type: none"> > HSE compliance training built into HSE Business Unit Plans > Technical Training program improving competency and skill of employees |
| 2. Protecting our environment | 2.1 Reduce energy use (efficiency projects) | Identify major energy usage and establish reduction programs |
| | 2.2 Source energy from sustainable sources (GHG reduction) | Investigate the use of solar or other renewable energy at key sites |
| | 2.3 Reduce packaging waste internally and externally (circular economy) | <p>Reduce, re-use, recycle</p> <ul style="list-style-type: none"> > Survey of internal waste and actions to improve > Campaign on can recycling > Downgauging program (use less metal) |
| | 2.4 Reduce use of raw materials and source responsibly | <ul style="list-style-type: none"> > Ensure raw materials are responsibly sourced > Collaborate with a key institution on recycling |
| | 2.5 Comply with our environmental licences and emission targets | <ul style="list-style-type: none"> > Maintain compliance with environmental licences, approvals and consents > All workplace emissions, discharges and constraints are within designated parameters |

| Pillars | Objectives | Initiatives |
|--|--|--|
| 3. Strengthening the communities where we live and work | 3.1 Support client and related community initiatives | <ul style="list-style-type: none"> > Host site tours of local MPs and councillors > Work collaboratively with community environmental groups > Hold community open door meetings > Support client community initiatives |
| | 3.2 Comply with labour laws that provide for fairness and equality | <ul style="list-style-type: none"> > Comply with Fair Work rulings, labour laws, awards and workplace agreements > Engage with employees and relevant unions in a consultative and collaborative manner > Comply with WGEA (Workplace Gender & Equality Agency) requirements |
| | 3.3 Grow local employment by recruiting in our communities | Put in place recruitment policies that encourage employment from within the local community |
| | 3.4 Invest in local community projects | Support and interact with local community activities and initiatives |
| | 3.5 Engage professionally with the industry and local communities | <ul style="list-style-type: none"> > Manage industry memberships > Engage professional support to assist in community CSR liaison activities > Join local community business associations |

4. Measurement and KPIs

Consistent with the corporate strategy, a set of KPIs will be devised by the management team by the end of the first year of the operation of this plan.

In the interim, the status of the achievement of the initiatives will be reported internally by reference to a traffic light system.

5. Governance and review

The overall carriage of this plan is the responsibility of the CEO and is managed at the Executive level jointly by Andrew Buchan and Gary Tobin. Individual managers at either Group or BU level are responsible for specific initiatives.

The full Executive will review the plan on a quarterly basis. Daymark will participate in the quarterly reviews and on an annual basis review the entire plan and recommend changes if needed.



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