

Vale Brothers Ltd

Sustainability Policy 2016

Vision

It is in the best interest of our company and society as a whole that our company moves along the path to sustainability

1. Economic success : the wise use of financial resources

- a) **Company Economic Prosperity:** Our business is positioned to survive and prosper economically.
- b) **Community Economic Prosperity:** We help our community survive and prosper economically.

2. Social responsibility : respect for people

- a) **Respect for Employees:** we treat our employees in a respectful, fair non- exploitative way, especially with regard to promotion, training, open, constructive dialogue with management, involvement in decision making, working conditions that are safe, healthy and non-coercive; employment termination practises, privacy and work –life balance.
- b) **Diversity, Fair Hiring Practises:** We promote diversity and use hiring practises that are fair, responsible, non-discriminatory, and non-exploitative for our employees and suppliers.
- c) **Responsible Governance:** We manage our risks properly, use our economic power responsibly and operate our business in a way that is ethical and legal.
- d) **Respect for Stakeholders:** We are transparent, respectful to local populations, investors, suppliers and other stakeholders outside our organisation who may be affected by our operations. We work collaboratively with our communities to enhance the well- being of others.
- e) **Fair Dealing with Customers :** We are honest and fair with our customers competing fairly for their business, respecting their privacy and providing them safe and effective products and services under the conditions we promise

3. Environmental responsibility : respect for life and the wise management and use of natural resources

- a) **Resource Conservation :** We conserve our use of natural resources to the best practical extent
- b) **Waste Prevention and Management:** We reduce to the extent practicable the quantity and degree of hazard of the wastes we generate from our operations and handle them in a safe, legal and responsible way to minimise their environmental effects
- c) **Environmental Risk Control & Restoration:** We minimize the risk of spills and other potentially harmful environmental incidents, restore the environment where damaged by us and enhance it to better biodiversity.
- d) **Reduction of Supply Chain Impacts:** We work with others in our supply chain to help assure adverse environmental impacts and risks associated with our products and services are reduced and properly controlled and environmental benefits optimized.
- e) **Collaboration with Communities:** We collaborate with our communities to protect and improve the environment. We treat this as an area of work for continuous improvement

Principals

Our approach to business is guided by commitments to the following principals: Leadership, Inclusivity, Transparency, Integrity and Continuous Improvement. There is always more that can be done.

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Important Issues

Our business faces many challenges and opportunities. Due to their direct impact on us we have prioritized the following issues that need to be addressed. Climate change, water conservation, accessibility health and safety and financial solvency

Our Commitment & Scope

This policy will apply to all events hosted by our organisation. This is assumed to include events we host and pay for, including sponsorships. Staff and contractors are expected to uphold objectives under this policy to the fullest extent possible within prevailing budgets, and to inform management of financial and other barriers to achieving goals.

We acknowledge we have limited influence over third parties whose events we may attend but do not organise, such as trade shows where we exhibit. While we cannot control the decision of these parties, we commit to educate them of our policy and encourage them to align operating practices within policy objectives.

Our attention to environmental, social and economic responsibility includes working within the law and voluntarily exceeding legal requirements in order to be innovative and demonstrate leadership on the issues that are important to us.

Objectives

We commit to minimize environmental impacts in the area of waste, water, energy and air quality

Give back to communities by volunteering and donating resources.

Ensure our supply chain has responsible social and environmental practises.

Create innovate approaches to minimize negative environmental impacts, improve economic bottom lines and integrate the social elements in to delivering meetings.

Reporting

We will externally report on our progress against these goals once per year.

Internal senior reviews will be held at least once per year

Management reviews will be conducted quarterly

Signed.....*A Hartland*..... Date.....*1/7/16*.....