

# Adlingtons Corporate Social Responsibility

## The Adlingtons Approach to Corporate Social Responsibility

For Adlingtons, fulfilling our Corporate Social Responsibility means embodying our corporate philosophy: "Trustworthiness and innovation."

We seek to contribute to sustainable development by both proving worthy of the trust we are given by society as well as surpassing expectations to create more and better value.

As a common plan of action for the entire Group we have adopted a set of goals known as "Our Aspirations," which were formulated through a discussion project involving both top management and employees, along with "Our Commitments," which are made to realize those aspirations. We are also working to increase CSR awareness among each and every employee through the Adlingtons CSR Charter, which is Adlingtons basic policy on social responsibility, and the Adlingtons Code of Conduct, which is our code of behaviour for daily business activities. Furthermore, we support the UN Global Compact and its Ten Principles regarding human rights, labour, the environment, and anti-corruption. In the year ended June, 2013, Adlingtons revised its CSR by adding "Socially responsible behaviour within the supply chain" as a new item and informed all employees accordingly.

### 1. Sound corporate activities

Adlingtons endeavours to comply with international regulations, related laws, and internal rules, exercise sound and fair corporate practices, earn the trust of stakeholders such as customers, shareholders, employees, business partners, and society. Adlingtons will maintain constructive relationships with administrative bodies, remaining politically neutral and complying with laws, and will not engage in relationships with individuals or groups that threaten social order or safety.

### 2. Provision of valuable goods and services for society

Adlingtons will provide valuable products and services with superior quality and safety to society, endeavouring to increase the satisfaction and trust of our customers and contributing to the healthy development of society.

### 3. Respect for human beings

Adlingtons will respect diversity and individual human rights and provide a healthy and safe working environment in which all persons receive fair treatment without discrimination. It will also oppose enforced labour and child labour and respect fundamental human rights as well as workers' rights.

### 4. Protection of the natural environment

Adlingtons has an environmental conscience. Adlingtons will proactively engage in environmental efforts and work to protect the natural environment, as these are common issues for all of mankind.

## 5. Responsibility to society as a corporate citizen

Adlingtons will carry out corporate activities that take into account the cultures and practices of each country and region and proactively engage in activities that contribute to society as a good corporate citizen.

## 6. Socially responsible behaviour within the supply chain

Adlingtons will encourage socially responsible behaviour within its supply chain.

## 7. Transparent operating activities

Adlingtons will communicate extensively with customers, shareholders, employees, business partners, and society and disclose business information in a timely and fair manner. It will also conduct reliable financial reporting through accurate accounting processes.

## 8. Responsibility of top management

Top management and employees in managerial positions within each department must understand that they play an essential role in fulfilling the spirit of this CSR and thus, in addition to leading by example, they must ensure that this information is disseminated to everyone in the Group and all related parties. Management must always strive to understand the opinions of those both inside and outside of Adlingtons to develop a sound internal framework that ensures that the spirit of this responsibility is upheld. If any incident occurs that violates this, top management will demonstrate, internally and externally, their determination to solve the problem and strive to identify the cause and prevent its recurrence. Furthermore, they will uphold information disclosure and accountability obligations. They will clarify the authority and responsibility of each manager and employee and deal rigorously and objectively with all people involved in the matter, including top management.

Approved by



Damian Adlington, Managing Director  
**Adlingtons Australia Pty Ltd**

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