

## Corporate Social Responsibility Policy

TBS Air & Energy Solutions is committed to acting ethically and responsibly in all areas of its operations and as a consequence Corporate Social Responsibility will inform TBS Air & Energy Solutions decisions and actions.

The key principles of the corporate social responsibility policy are:

### **Corporate Governance, Law and Standards – Integrity**

Operate ethically, with integrity and cultural sensitivity in employing clear standards of corporate governance, respecting the rule of Law and striving to achieve the most ethical standards of normative international corporate behavior;

### **Human Rights - Respect**

Respect fundamental human rights and the dignity of people by actively promoting equal opportunity, equality and diversity irrespective of race, ethnic or national origins, gender, sexuality, disability, marital status and religious belief;

### **Accountability and Transparency – Trust**

Be accountable and transparent and, subject to privacy and other obligations, prepared to publicly disclose our performance and experiences in the management of our social and environmental impacts, using internationally recognised frameworks for Corporate Social Responsibility and sustainability reporting;

Integrate Corporate Social Responsibility and sustainability principles as a core component of business activity, through the Business Plans, so that the principles form part of the objectives and decision-making processes of all management and staff at TBS Air & Energy Solutions;

### **Stakeholders – Interdependence and Collegiality**

Build understanding about the direct and indirect impact of TBS Air & Energy Solutions operations, both inside and outside the organisation, and continuously strive to improve how those impacts are managed;

Engage with, and continue to build relationships with stakeholders by providing them with a range of opportunities by which to express their interests and concerns;

Build relationships with stakeholders throughout the supply chain - from product development through to sourcing, procuring, marketing, selling, promotion, and to the delivery of our content - that share our desire to make a positive impact on society and the environment; and

Continue to equip the TBS Air & Energy Solutions employees with the skills to do their jobs, investing in training and development; and promote a safe working environment that supports health and wellbeing.



Chris Todd  
Managing Director