
Driver Require Ltd – Policy

Corporate Social Responsibility

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1 PURPOSE

Driver Require Ltd is committed to the highest standards of corporate citizenship. Our culture and values are rooted in service, integrity, and taking personal responsibility for our actions, outcomes, and reputation. As a leading workforce solutions provider, we connect people with employment opportunities and make a difference in the communities in which we live and work.

2 OVERVIEW

This policy does not form part of the temporary worker agreement and we may amend it at any time.

2.1 Scope

This policy sets out our approach to Corporate Social Responsibility and the elements that comprise this approach.

All employees, temporary workers and applicants are affected by this policy

2.2 Compliance

All employees and workers will be expected to comply with Driver Require's Corporate Social Responsibility policy. Any breach of such a policy will lead to the appropriate disciplinary action.

3 DEFINITIONS

Abbreviation	Definition
DRL	Driver Require Limited
Other	Definition

4 POLICY

4.1 Policy Elements

Our corporate social responsibility commitments are built around four critical areas:

4.1.1 Employees & People

We take seriously our responsibilities to protect, support, and prepare workers for successful careers, and to advocate on their behalf. Our efforts are focused on providing career opportunities and resources to our target workforce, and leading by example in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.

4.1.2 Ethics

Driver Require is committed to doing the right thing, conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with both the letter and spirit of our business policies.

4.1.3 Engagement

Driver Require understands that it takes all of us working together to truly have an impact. As such, we partner with organisations in the communities where we live and work to improve lives and society as a whole – by engaging in activities such as community service, philanthropy, and support for local businesses. We also seek to engage with workforce suppliers who operate using socially responsible business practices and adhere to the professional code of conduct outlined by the World Employment Confederation.

4.1.4 Environment

Driver Require recognises a shared responsibility to protect our planet. Although our facilities and operations have a small ecological footprint, we reduce the environmental impact of our business through preservation, conservation, and waste reduction practices.

4.2 Underlying Elements

Our corporate social responsibility program is a set of core policies that outline our approach and guide our activities. Driver Require's Employee Handbook and portfolio of detailed policies and procedures provides a set of mechanisms to prevent dishonest or unethical conduct, and fosters a culture of honesty and accountability. These include:

- Equal Opportunities Policy
- Anti-Slavery Policy
- Anti-Harassment and Bullying Policy
- Performance & Conduct Policy
- Anti-Bribery Policy

5 COMPLAINTS AND MONITORING PROCEDURES

Driver Require has in place procedures for monitoring compliance with this policy and for dealing with complaints of discrimination. These are available from the HR Function and will be made available immediately upon request. Any discrimination complaint will be investigated fully.

6 Appendix 1 – Document Change History

Date	Who	Comment