

CORPORATE SOCIAL RESPONSIBILITY POLICY

BIC Policy 001 - Issue Date: 16.10.2023

Purpose

As a socially responsible organisation, B.I.C. Services Pty. Limited (BIC) has committed to act as a force for good in the communities in which we operate by using the ISO 26000 standard to integrate socially responsible behaviour into the organisation.

We seek to ensure better futures for those within our local communities and ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters.

Scope

All BIC employees and suppliers will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. BIC leaders will also act as role models by incorporating those considerations into decision-making in all business activities and ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

Our Commitment

At BIC, Corporate Social Responsibility encompasses our internal relationships with our employees and our external relationships with our clients, suppliers and the community at large.

Our policy is to base these relationships on a platform of openness, trust and the highest ethical standards. Above all, we place goodwill above good profits.

We consider that our primary obligations to our employees are to provide them with a safe working environment, provide them with all necessary safety training and opportunities for up-skilling, and, above all, stabilise and increase their earnings.

Our key strategy is to be proactive in establishing equal and equitable partnerships with all of our clients and suppliers. In developing such partnerships, we actively promote a socially responsible engagement to the benefit of our cleaners.

Additionally, BIC contributes to the social wellbeing of the broader community through sponsorships and charitable donations to a range of organisations.

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Most importantly BIC believes that social responsibility is a key measure of corporate performance and will be vigorously and publicly benchmarked in respect to:

CORPRATE STRATEGY

Respect the law and align of our strategies with our values.

INTEGRATION

Align our culture, systems and practices with our strategies.

COMMUNITY

Support communities and charities by encouraging employees to take part in volunteering and donations.

ENVIRONMENT

Ensure safeguards are in place to minimise our negative impact upon the world's natural resources.

MARKETPLACE

Verification of the high business standards we apply in marketing and delivering our cleaning and associated services.

WORKPLACE

Ensure safe and fair working environment wherein personal and employment rights are upheld.



Tony Gorgovski
Chief Executive Officer