

# Corporate Social Responsibility

Lack Group recognises that our businesses may have direct and indirect impacts on the communities in which we operate.

We operate in a socially responsible manner in relation to people, ethics, community and economic development. Our policy on Corporate Social Responsibility is integrated into our day to day operations through policy and process development, staff code of conduct and into strategies we develop for business growth.

Our policy is pursued directly through our own efforts and indirectly through the professional support of our clients who provide services to develop the social, cultural, intellectual and economic environment of the community.

Lack Group recognises the need to ensure that:

- We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards,
- Statutory requirements are fulfilled, in particular, the provisions of Work Health and Safety Act (2011) and its operations are satisfied, and all relevant codes of practice are adopted and accepted as the minimum standard,
- Work Health and Safety (WHS) policies and processes in place that protect all employees, whether they are based at a Lack Group office / worksite or on a client site,
- Our responsibility to reduce the impact of our business activities on the environment,
- We offer equal employment access and opportunity to individuals who are qualified to perform the job requirements regardless of their race, colour, sex, religion, national origin, age, disability, political convection, marital status, pregnancy, sexual preference or family responsibilities,
- Adequate instruction is given to employees and contractors to be conscious of our social and ethical responsibilities,
- Our purchases and pricing decisions reflect community consciousness and awareness of social impacts,
- Managers, employees and contractors respect individual and organisational confidentiality when dealing with our clients,
- Quality control measures are developed and maintained and supported by a process of continuous improvement in service provision,
- Lack Group managers and contractors participate in, and contribute to, relevant professional associations,
- Managers, employees and contractors take appropriate action whenever a perceived conflict of interests arises,



Deik Lack  
CEO & Managing Director  
Lack Group

