

# Corporate Social Responsibility

Lack Group recognises that our businesses may have direct and indirect impacts on the environment and communities in all regions in which we operate. Lack Group is committed to undertaking our business activities in a socially responsible manner, caring for the environment and communities in all regions in which we operate.

At Lack Group, the way we lead, work and behave is driven by our core values and culture. These values influence the way we meet client needs, while respecting the regulatory requirements and the way we promote ethically sound practices.

Our Corporate Social Responsibility (CSR) Policy details the principles for responsible and sustainable business practice.

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

We define Corporate Social Responsibility as:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures within which we work.

We will operate business in a manner that is:

- ethical and responsible with proper regard to our legal obligations and according to relevant directives, regulations and codes of practice; and
- socially responsible in relation to our clients, our people, economic, social and environmental impacts.

This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies, practices and day to day operations; and relationships with our clients, suppliers, employees, and communities.

Our Company Policies are intended to provide the framework for the governance of Lack Group and adherence to our policies and related operating procedures is the responsibility of every Director, Manager and Employee.

CSR shall be implemented and maintained through our business operating system, key policies and their related procedures; Vision Mission & Values, Lack Management System, Code of Conduct, Industrial Relations, Work Health & Safety, Environment & Sustainability, Quality Assurance, Equal Employment Opportunity, Anti-Bullying and Anti-Discrimination, Aboriginal or Torres Strait Islander Engagement, Procurement / Purchasing.



Deik Lack  
CEO & Managing Director  
Lack Group

