Corporate Social Responsibility Plan

Purpose and scope
This plan translates our Corporate Social Responsibility Policy into practical actions for our operations, service delivery, procurement and community activities. It supports ethical business conduct, protects people and the environment, and strengthens relationships with employees, customers and the communities where we work.

It applies to activities undertaken by or on behalf of Platinum Electricians and its controlled subsidiaries, including employees and contractors. Suppliers and business partners are expected to work consistently with the policy.

The actions, role allocations and measures below are proposed for adoption. The initial implementation period is 12 months from approval. The CEO will confirm owners, resources and targets before implementation.

Governance and responsibilities

Role	Responsibility
CEO and Directors	Approve the plan, priorities and resources; review performance and significant issues; authorise public reporting.
HSEQ lead	Coordinate the CSR action register, safety and environmental measures, internal verification and quarterly reporting.
Service Delivery Managers and Project Managers	Apply the plan on sites; consult employees and clients; record issues and complete assigned actions.
People and Culture or nominated HR lead	Coordinate fair employment, induction, conduct sign offs, training and employee wellbeing.
Procurement and Finance leads	Assess supplier risks, communicate expectations and maintain purchasing and community contribution records.
Account Managers and Marketing	Gather stakeholder feedback, coordinate approved community activities and prepare evidence based communications.
Employees and contractors	Apply policy expectations in daily work, report concerns and contribute improvement suggestions.

CSR performance will be included in quarterly management reviews. Serious safety, environmental, ethical or human rights concerns will be escalated immediately to the appropriate manager and CEO.

Business ethics and transparency
We will conduct business openly and honestly, protect company and stakeholder assets, and make CSR expectations clear to employees, contractors and suppliers.

Proposed action	Lead owner	Timing and evidence
Include the CSR Policy and Statement on Business Conduct in induction. Obtain the annual employee conduct sign off required by the policy.	HR lead	On commencement and annually. Target 100% employee sign off; retain acknowledgements.
Communicate CSR expectations to active contractors and key suppliers. Record conflicts of interest, gifts and ethical concerns through a nominated reporting process.	Procurement lead	Initial rollout within 90 days; then onboarding and annual review. Keep communication and issue records.
Review access to confidential information and handling of company assets. Verify CSR claims against supporting records before publication.	CEO with relevant leads	Quarterly checks and before publication. Keep review findings and approved communications.

Employee relations
We will treat employees fairly, support their development and maintain an inclusive workplace. Employment decisions will reflect role requirements and equal opportunity principles.

Proposed action	Lead owner	Timing and evidence
Review recruitment, employment and workplace conduct processes for fair treatment. Explain how employees can raise concerns without retaliation.	HR lead	Within 90 days, then annually. Record process reviews and induction completion.
Maintain training and development plans, including apprentice supervision and competency requirements. Identify gaps through employee discussions.	HR and Service Delivery	Quarterly review. Track training completion, development discussions and apprenticeship progress.
Provide regular wellbeing check ins, communicate available support and review workload or fatigue concerns. Investigate discrimination, harassment and intimidation complaints promptly.	HR and managers	Ongoing; quarterly trend review. Keep confidential case records and corrective actions.

Environment health and safety
Our policy goal is to prevent accidents and reduce environmental impacts. We will apply site specific controls, encourage early reporting and use safety and environmental findings to improve our work practices.

Protecting people

Proposed action	Lead owner	Timing and evidence
Identify site hazards before work, confirm required competencies and inductions, and apply controls for electrical work, plant, access and public protection.	Service Delivery and HSEQ	Before work and when conditions change. Target 100% completion of required checks; retain site records.
Maintain inspection and servicing schedules for vehicles, equipment and plant, including EWPs. Remove unsafe equipment from service.	Service Delivery	To inspection and maintenance schedules. Track due dates, defects and close out evidence.
Consult workers through pre starts, toolbox talks and incident reviews. Investigate incidents and near misses and assign corrective actions.	HSEQ and site supervisors	Ongoing; quarterly review. Track incidents, overdue actions and consultation records. Maintain the goal of no accidents.

Reducing environmental impacts

Proposed action	Lead owner	Timing and evidence
Plan waste separation and appropriate recovery or disposal of lamps, batteries, electrical equipment, packaging and scrap materials.	Project Managers	Each applicable job. Retain disposal or recycling records and check contractor arrangements.
Assess pollution and biodiversity risks, including spills, stormwater contamination and disturbance to vegetation. Include controls in site planning.	HSEQ and Project Managers	Before work; review after incidents or scope changes. Record assessments, controls and findings.
Establish available baselines for fleet fuel, office energy and waste. Identify practical reductions through route planning, purchasing and efficient use of resources.	HSEQ with Finance	Baseline within 90 days. Propose measurable reduction targets by month 6 and report quarterly.

Stakeholder relations
We will engage stakeholders respectfully and use their feedback to improve decisions. The level of consultation will reflect the nature of our work and its likely effect on customers, workers, neighbours and communities.

Proposed action	Lead owner	Timing and evidence
Identify relevant stakeholders at contract or project commencement, including clients, occupants, landowners and community representatives where affected.	Account and Project Managers	At commencement and when scope changes. Record contact arrangements and consultation needs.
Provide clear advice on work timing, outages, access restrictions and controls. Agree notification arrangements with the client.	Project Managers	Before affected works. Retain notifications, approvals and feedback.
Record complaints and suggestions, assign an owner and advise stakeholders of the outcome. Engage respectfully with Aboriginal and Torres Strait Islander peoples where relevant to the work.	Account Managers	Ongoing; quarterly review. Agree response timeframes for each matter and track resolution.

Human rights
We will respect human dignity, cultural values and human rights in employment, purchasing and business relationships. We will assess concerns within our sphere of influence and avoid relationships that encourage or involve human rights abuse.

Proposed action	Lead owner	Timing and evidence
Assess priority suppliers and contractors for human rights risks, including forced labour, exploitative recruitment and unsafe working conditions.	Procurement lead	Risk screening approach within 90 days; ongoing onboarding. Keep assessments and follow up records.
Seek additional information where risk is identified and agree corrective action. Escalate credible abuse concerns to the CEO for a decision on the relationship.	Procurement and CEO	As concerns arise. Track review decisions, actions and evidence of resolution.
Include respectful conduct and human rights awareness in employee induction and supplier communications. Provide a clear contact for reporting concerns.	HR and Procurement	Onboarding and annual reminders. Keep acknowledgements and confidential concern records.

Community investment
We will select community activities through consultation and partnership, focusing on needs relevant to the communities where we operate. Opportunities may include education, health, social services, environmental projects, cultural activities and local employment.

Proposed action	Lead owner	Timing and evidence
Prepare an annual community activity schedule and budget. Review existing partnerships and proposed activities for community benefit and suitability.	CEO and Marketing	Within 90 days and annually. Keep approved priorities, partner feedback and budget.
Offer employees opportunities to participate in approved community activities. Consider local employment, apprenticeships and purchasing opportunities where suitable.	HR and regional managers	Throughout the year. Track participation, local opportunities and resulting outcomes.
Record financial and in kind contributions, employee participation and outcomes confirmed by partners. Review effectiveness before renewing support.	Finance and Marketing	Quarterly update and annual review. Keep receipts, activity records and partner evidence.

Supporting documents
Read this plan with the Corporate Social Responsibility Policy and its referenced Statement on Business Conduct, EH&S policies, Indigenous people's policy, Community Investment Guidelines, Privacy policy and Climate Policy. Document owners will confirm the current versions and address any gaps during initial implementation.



CEO
Karla Kirch

Date: January 2026
Next Review Date: January 2027