

Royce Water Technologies Pty Limited **Policy Summary**

Inclusion and Diversity

At Royce Water Technologies, we believe in and are committed to Inclusion and Diversity. We value each individual's unique capabilities, backgrounds and values. We rely on these diverse perspectives to drive our Innovation and Teamwork, to deliver the best outcomes for our Company in facing the challenges of the future. We strive to create an inclusive environment with equality of opportunity regardless of people's gender, age, cultural background, religion, sexual orientation, gender identity, disability or family status.

Cultural Heritage and Beliefs

Royce Water Technologies operates within the traditional country of the Turrbal peoples. We recognise and deeply value their cultural heritage and beliefs and, in particular, their custodianship of the land that is now Banyo, for more than 40,000 years.

Sustainability

At Royce Water Technologies, Sustainability is central to our business. We support sustainable outcomes not only for the Company but also for our Clients and the local Communities in which we operate. We reduce our Environmental impact through careful Supplier resourcing as well as Innovative manufacturing processes. Routine monitoring of these operations ensures improved sustainability business practises.

Modern Slavery

Royce Water Technologies respects human rights and is committed to limiting the risk of modern slavery within our supply chains and operations. The Company does not condone or use child or forced labour in any of our operations or premises and will work to ensure these practices are not present in our operations or supply chain. We expect that all organisations we engage with to do the same. We declare that our workforce is voluntarily and entitled to leave the work whenever they desire. Workers are not required to post a deposit or bond, and salaries are not withheld for any reason. The Company will follow all laws and regulations regarding employment practices and if made aware of modern slavery practices in its own business, or within its supply chain, will resolve the issue in line with the values expressed in this policy. It is expected that suppliers have similar values to the Company concerning modern slavery.

Quality **ISO 9001: 2015**



Royce Water Technologies is committed to promoting the use of a process-based approach to quality management and that decisions made within the company are considered using risk-based thinking. Royce Water Technologies will ensure that the effective mix of resources is made available to achieve the outputs required against our customers' requirements. We are committed to the identification, evaluation, reporting of non-conformances, management review and communication to all workers to ensure quality objectives are met, and procedures are effective in promoting continual improvement.

OH&S **ISO 45001: 2018**



Royce Water Technologies is committed to the prevention of work-related injury and ill health of its staff, contractors and visitors within its working environment. It is our policy to ensure that any work carried out within the scope of the business is conducted in compliance with our OH & S System and complies with all applicable regulatory requirements. Emphasis will be placed on effective management ensuring a systematic approach to the identification of risks using a hierarchy of controls and, the allocation of financial and physical resources to control these risks.

Environmental **ISO 14001:2015**



Royce Water Technologies is committed to managing the environmental impact of our business processes. It is our policy to ensure that any work carried out within the scope of the business is conducted in an environmentally aware and responsible manner and complies with all applicable regulatory requirements. This commitment extends to ensuring that operations do not unnecessarily endanger flora, fauna, sensitive areas, sites of heritage importance or present concerns to members of the public and community.

* Royce Water Technologies appreciates the artwork that features throughout this catalogue contributed by Indigenous Artist, Laurie Anno.