



## WORK HEALTH AND SAFETY POLICY

Space Down Under is committed to achieving the highest performance in work health and safety with the aim of creating and maintaining a safe and healthy working environment throughout its businesses.

**Specifically, it is Space Down Under's policy to:**

- Seek continuous improvement in its work health and safety performance taking into account evolving community expectations, management practices, knowledge and technology;
- Comply with all applicable laws, regulations and standards and where adequate laws do not exist, apply standards that reflect the Company's commitment to work health and safety;
- Involve employees, suppliers and contractors in the improvement of work health and safety performances. Space Down Under believes safety is a shared responsibility. Everyone must perform their duties with the highest regard for not only their safety but the safety of others;
- Train and hold individual employees accountable for their area of responsibility;
- Manage risk by implementing management systems to identify, assess, monitor and control hazards by reviewing performance;
- Ensure that Space Down Under employees, contractors, visitors and suppliers are informed of and understand their obligations in respect of this policy;
- Communicate openly with employees, government and the community on work health and safety issues;
- Support relevant work health and safety research.

**David Lawry**  
**DIRECTOR**



## ANTI-DISCRIMINATION, BULLYING & HARASSMENT POLICY

It is the policy of Space Down Under, and all its businesses, to promote fair and non-discriminatory behaviour within the workplace to ensure all employees, contractors and visitors are treated equally.

Space Down Under will not tolerate discrimination, bullying or harassment in the workplace on any grounds. Bullying is repeated unreasonable behaviour that could reasonably be considered to be humiliating, intimidating, threatening or demeaning to a person, or group of persons, which creates a risk to health and safety. Unlawful conduct which disadvantages a person, or treats one person less favourably than another is not permitted and disciplinary action will be taken against an employee (including contractors) found to have engaged in discriminatory, bullying or harassing behaviour.

The company will provide education and guidance to employees on issues relating to unlawful discrimination and harassment. Management at each operating unit is responsible for the implementation of and compliance with this Policy. Management shall make all employees at each operating unit aware of Space Down Under commitment to a discrimination and harassment free work environment.

It is a responsibility of Space Down Under management to ensure all candidates applying for vacant positions, transfers, promotions, or training are considered equally, and selection will be based on the candidate's knowledge, skill and ability to effectively perform the job.

This policy extends to the conduct of all employees, contractors and visitors.

### **BULLYING**

Bullying is repeated unreasonable behaviour that could reasonably be considered to be humiliating, intimidating, threatening or demeaning to a person, or group of persons, which creates a risk to health and safety.

Any breaches of the company's Work Health and Safety Policy (including bullying) will not be tolerated and, if found to have occurred, will be subject to disciplinary and other action as appropriate.

**David Lawry**  
**DIRECTOR**



## ENVIRONMENTAL POLICY

Space Down Under is a designer, manufacturer and marketer of an innovative passive irrigation system to maximise stormwater reduction benefits while removing pollutants from our waterways, helping street trees thrive.

Space Down Under's policy is to achieve and maintain a high standard of sustainable practices to minimise its businesses' effect on the environment.

### **Specifically, it is Space Down Under's policy to:**

- Comply with all applicable environmental laws and regulations and other requirements to which Space Down Under is subject to and uphold the spirit of the law;
- Provide the support and resources necessary to ensure compliance with the requirements of the Company, environmental laws and regulations and other requirements;
- Ensure that its employees, contractors, visitors and suppliers are informed about this policy and are aware of their environmental laws and regulations and other requirements;
- Seek continuous improvement by monitoring environmental performance against periodically reviewed objectives and targets by taking into account evolving knowledge and community expectations;
- Ensure that it has management systems to identify, control and monitor environmental impacts arising from its operations. These systems will be used to facilitate continuous improvement in environmental performance;
- Report and record environmental incidents and initiate remedial action to improve performance, rectify damage and prevent recurrent incidents;
- Conduct research and establish programs to conserve resources, minimise wastes, improve processes and protect the environment.

**David Lawry**  
**DIRECTOR**