

Corporate Social Responsibility (CSR) Policy

For over 80 years Wilson Transformer Company (WTC) has grown and flourished with the same simple philosophy of care, integrity and customer service. We have grown our organisation for the long term by selecting the right external partners, proven materials, applying innovative designs, and ensuring a total commitment to operational excellence. These undertakings have been, and continue to be, fundamental to the way our we work. Our committed people take personal responsibility for the impact our operations have on the wider community and the environment while seeking to limit the business impact.

The Company is committed to addressing ongoing issues on social responsibility to protect our reputation and enhance our business relationships.

ORGANISATIONAL GOVERNANCE

WTC provides a corporate governance framework which plays an integral role in supporting our business and helping us deliver our strategy and managing our risks.

Our Integrated Management System (IMS) provides a clear framework for decision making and accountability across our business and provides guidance on the standards of behaviours we expect of each other through:

- Clear, two way open communication channels across the business which reach out to our customers, suppliers and the community;
- Clearly defined delegation of authority, decision making, and accountability framework and guidance;
- Systems for managing risk, assurance and compliance; and
- Clearly defined behaviours for the business and individuals to guide expectations.



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HUMAN RIGHTS

Recognition and respect for human rights are widely regarded as essential concepts of social justice and fairness. WTC respects all human rights and has created an Employee Behaviours Manual to ensure that as a business we:

- Promote the rights set out in the International Bill of Human Rights;
- Avoid passively accepting or actively participating in the infringement of rights from our activities or the activities of those with which we have relationships;
- Drive diversity and inclusion within our sphere of influence;
- Have a workplace and environment free of discrimination of any form, bullying, harassment or victimisation;
- Encourage gender balance in the workplace;
- Maintain and protect the privacy of all parties to our business;
- Take no part in bribery, corruption and conflicts of interest;
- Protect the right of free speech and physical wellbeing those who seek to report suspicions of unethical, illegal or improper behaviours;
- Ensure the right of all employees and interested parties to achieve a fair days pay for a fair days work;
- Ensure the right to natural justice; and
- Provide an environment and framework for all parties to leave our workplaces in the same physical and mental condition as they entered.

Where possible WTC shall develop and collaborate with organisations who share similar core values.

RECRUITMENT AND DIVERSITY

WTC's recruitment process recognises equal opportunity in employment and privacy obligations. WTC will however endeavour to place only the very best person who best meets the skills, knowledge and attributes of a given position into employment.

WTC shall adopt methodologies to ensure that biases are eliminated from the recruitment process and selection is fair, unbiased and free from discrimination in any form.

Where practical, WTC will also implement initiatives to ensure indigenous, gender balance and people with diverse backgrounds are employed by the Company. WTC will continue to provide opportunities for local employment through direct employment or subcontractor engagement by advertising suitable vacant positions in the regions where work is performed.

However, WTC's responsibility towards its customers and the community will be maintained and the very best person for the job shall be employed at all times.



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THE ENVIRONMENT

WTC recognises that as the world population grows and consumption increases, the threats to human security and the health and well-being of society is increasing. WTC seeks to identify methods to reduce and eliminate waste, ensuring the resource and waste required by its production is constantly reduced.

WTC maintains an Environmental Management System to the requirements of the ISO 14001 standard and where possible, works with organisations who have accredited environmental management systems.

FAIR OPERATING PRACTICES

Fair operating practices are the ethical conduct in an organisation's dealings with other organisations. These include relationships between organisations and government agencies, their partners, suppliers, contractors, customers, competitors, and the associations of which they are members.

WTC promotes the use of fair operating practices in the areas of:

- Anti-corruption;
- Responsible involvement in the public sphere;
- Fair competition;
- Modern slavery;
- Socially responsible behaviour;
- Relations with other organisations; and
- Respect for property rights.

CONSUMER ISSUES

WTC recognise the responsibilities to customers and the wider community as a supplier of products and services, and therefore promote:

- Fair marketing practices;
- Protection of health and safety;
- Sustainable consumption;
- Dispute resolution and redress;
- Data and privacy protection; and
- Access to essential products and services.

COMMUNITY INVOLVEMENT & DEVELOPMENT

WTC considers itself as part of the global community in the areas that we operate and actively contributes to their development by:

- Creating employment through expanding and diversifying economic activities and technological development;
- Social investments in wealth and income creation through local economic development initiatives;
- Expanding education and skills development programs; and
- Promoting and preserving culture and arts.



Ed Wilson
Managing Director



Robert Wilson
Executive Chairman



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