



Corporate Social Responsibility Company Policy

His Boy Elroy strives to be an asset to the communities it works within, supporting the social, cultural, intellectual and economic development. His Boy Elroy is committed to integrating, where possible, social and environmental elements into our operations and our interactions with our stakeholders.

Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company does not exist in isolation. We are part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to and sustain the world just as it gives to us and sustains us.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our approach to give back to the world as it gives to us.

Scope

This policy applies to our company. It also refers to our suppliers and partners.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business Ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices
- Non-discrimination on the basis of race, gender, identity orientation or disability



Examples of Corporate Social Responsibility

Protecting People

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of garbage and using chemical substances. Some examples of our actively supporting the environment in our office are:

- Removal of single use items from our venue
- Working with landlord too install sustainable and alternate energy sources
- Support the circular economy through reducing, reusing and recycling best practices

Protecting People

We'll ensure that we:

- Don't risk the health and safety of our employees and community
- Avoid harming the lives of local and indigenous people
- Support diversity and inclusion
- Staff have ongoing training through "toolbox talks"
- Inductions for all commercial sites are carried out with appropriate attention to detail and thoroughness required for commercial sites

Human Rights

Our company is committed to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor, modern slavery).

His Boy Elroy do not discriminate on the basis of race, religion, age, sex or any other polarizing factor. We will try to ensure within our power that our suppliers and supply chain will support such endeavors. His Boy Elroy will never knowingly enter into and agreement with a supplier that abuses any human rights.

Proactiveness

Donations and Aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the men's mental health
- Alleviate those in need
- Improve standards of living for our community in the Illawarra region

Volunteering

Our company encourages its employees to volunteer and to participate in the greater community. His Boy Elroy employees are encouraged to volunteer through programs organized internally or externally. Our company sponsors volunteering at events from other organizations as well as ones organized by His Boy Elroy



Preserving the Environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies
- Disposing of waste products responsibly

Supporting the Community

Our company may initiate and support community investment and educational programs. For example, it sponsors several sporting clubs and runs a registered charity, the Barstool Brothers. It can provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in R&D to better the product offerings we provide to our clients and lessen the impact of these to the environment. We are always open to feedback or suggestions and do our utmost to implement improvements wherever possible. Our company continuously improves the way it operates.

His Boy Elroy is committed to the United Nations Global Compact. We readily act to promote our identity as a socially aware and responsible business. Management communicates this policy on all levels. Managers are also responsible for resolving any CSR issues. His Boy Elroy periodically host and promote and provide speakers for events for industry professionals to earn CPD points.