







FOCUS AREAS	FOCUS ISSUES	COMMITMENTS	GOALS	FY24 TARGETS	SUSTAINABLE DEVELOPMENT GOALS
ENVIRONMENT	 <ul style="list-style-type: none"> * Energy Usage * Emissions * Waste * Pollution <p><i>We minimise our impact upon the environment and operate sustainably.</i></p> 	Set and review measurable environmental objectives.	Develop annual Environmental Objectives & Targets and maintain an Environmental Aspects & Impacts Register	Review the FY23 Environmental Objectives & Targets and Environmental Aspects & Impacts Register and reset for FY24. Obtain ISO 14001 2023-25.	
		Efficient use of energy and the reduction of emissions and waste where possible.	Reduce energy consumption and operational emissions.	Estimate operational emissions (Scope 1 and 2). Investigate a PPA for renewable electricity and identify energy efficiency opportunities across the business.	SDG 13 Climate Action SDG 7 Affordable and Clean Energy
		Commit to high standards for pollution control.	Robust environmental response systems are in place and tested.	Conduct annual spill drills and implement drain seals and marking.	
		Minimise waste footprint.	Separate waste streams, implement and monitor recycling programs for pallets, timber crates, thinners/solvents and soft plastics. Grow bit sharpening business.	SDG 12 Responsible Consumption and Production	
PEOPLE & CULTURE	 <ul style="list-style-type: none"> * Safety * Health & Wellbeing * Inclusion & Diversity * Training & Development <p><i>We cultivate a safe, healthy, inclusive and diverse working environment and develop the skills and knowledge of our workforce.</i></p> 	Provide a safe and healthy workplace and prevent work related injury and illness.	Develop annual WHS Objectives and Targets, identify and control workplace hazards.	Review the FY23 WHS Objectives and Targets. Integrate Broadmeadow site into company's Integrated Management System. Obtain ISO 145001 2023-25.	SDG3 Good Health and Wellbeing
		Make work health and safety an integral part of every operation performed.	Foster a safety first team value, develop and review JSEAs and SWPs for all routine and selected on-site operations.	Implement Team Values and develop JSEAs and SWPs for all machining and heat treatment work activities at Broadmeadow site. Implement Lucidity safety software system.	SDG3 Good Health and Wellbeing
		Establish and review on an annual basis, measurable objectives for achieving improvement in the diversity mix of the workforce.	Maintain an Inclusion and Diversity Policy. Monitor and celebrate diversity.	Set diversity targets. Conduct stakeholder communication on inclusion and diversity performance versus objectives.	SDG 5 Gender Equality
		Provide training and education to our employees to develop their skills and knowledge to ensure the permanency of Australian manufacturing excellence.	Employee apprentices, trainees and graduates to develop trade and engineering skills. Maintain a training matrix for all employees.	Develop education assistance policy. Extend the training matrix to include skills development from on the job and approved external training courses. Extend training into areas that builds resilience, improved mental health and well-being.	SD3 Good Health and Wellbeing SD4 Quality Education SDG 8 Decent Work and Economic Growth
COMMUNITY & STAKEHOLDERS	 <ul style="list-style-type: none"> * Partnerships * Employment * Engagement * Support <p><i>We actively contribute to regional growth via partnerships, employment, engaging with our stakeholders and providing community support.</i></p> 	Partner with companies and collaborate with organisations to innovate products and services to add value to our clients.	Conduct research and development projects and product field trials and testing at customer sites.	Market and sell an Australian designed and manufactured fire resistant anti static (FRAS) air leg for drills and spragging mesh. Refine the design of uninterruptable strainer for pumping high sediment water. Obtain ISO 9001 2023-25.	SDG9 Industry, Innovation and Infrastructure
		Proudly operate from work sites located in regional NSW and QLD. Engage with local SMEs and provide regional training and employment opportunities.	Grow business in regional NSW and QLD. Maintain and develop partnerships with regional SMEs.	Establish a new Hunter Valley work site to serve the hardrock, tunnels and civil markets. Expand exclusive distributorships with a focus upon regional OEM SMEs.	SDG 8 Decent Work and Economic Growth SDG 11 Sustainable Cities and Communities SDG 16 Peace, Justice and Strong Institutions.
		Active member of business groups and associations.	Memberships and participation in relevant business groups and associations.	Review memberships and participation in relevant business groups and associations to maximise impact and value. New Maitland Business Chamber membership.	SD9 Industry, Innovation and Infrastructure
		Provide sponsorship and dedicate to giving back to community driven programs via charity organisations, sporting and fundraising events.	On-going sponsorship to community groups, charity organisations and sporting groups.	Review proportion of sponsorship in different segments. Target specific sponsorship and giving back programs to celebrate 40 years of Quarry Mining.	SDG 11 Sustainable Cities and Communities SDG 16 Peace, Justice and Strong Institutions.