

# CORPORATE SOCIAL RESPONSIBILITY POLICY



SPECIALISTS  
IN PROVIDING  
**CLEANING,**  
FIRST AID AND  
EMERGENCY  
MANAGEMENT  
SOLUTIONS.



# CORPORATE SOCIAL RESPONSIBILITY POLICY

## **PURPOSE**

Corporate social responsibility is vitally important to who we are as a business. Our policies ensure that we rigorously adhere to the highest standards in ethical behavior, environmental sustainability and safety to name a few and perceives the implementation of the CSR Policy as strengthening the core principles of our business.

## **PRINCIPLES**

### **a) Accountability and Transparency**

Vital Pulse will be accountable and transparent by endeavouring to:

- maintain a safe working environment through best practice in health and safety management in all areas of its business
- promote diversity and inclusion;
- ensure that it does not risk the health and safety of its employees and the wider community; and
- ensure that its programs and policies promote the increased representation of diverse groups of people, including people of varied cultural backgrounds, religions, ages, genders, sexual orientations, abilities and disabilities;

### **b) Business Ethics and Integrity**

Vital Pulse will uphold its principle of business ethics and integrity by endeavouring to:

- refuse to accept any bribes, kickbacks or similar payments;
- conduct business operations with integrity and respect to human rights; and
- conduct its business in accordance with the laws and regulations of Australia.

### **c) Legality**

Vital Pulse will uphold its principle of legality by endeavouring to:

- adhere to its internal policies;
- ensure that all of its business operations are genuine and according to law;

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Responsible person	Eddie Idik	Scheduled review date	1 July 2023



**d) Human Rights**

Vital Pulse will support uphold human rights principles by endeavouring to:

- commit to being an equal opportunity employer who adheres to all fair labour practices;
- ensure that its activities do not directly or indirectly violate human rights in any country; and
- affirm its dedication to protecting human rights

**e) Proactiveness at work and in the community**

Vital Pulse will promote proactiveness by endeavouring to:

- encourage its employees to volunteer through programs organised internally or externally.
- protect the environment through initiatives set out by our Environment and Sustainability Committee 'Green Team'.
- respond to community concerns with integrity, honesty and respect;
- conduct occasional audits of employee work locations and clients' sites with a focus on employee working conditions, working environment, human rights, wage issues, working hours, safety, and discrimination; and
- support non-profit organisations to advance cultural and economic development of communities.

**f) Policy Management**

- Vital Pulse will implement a systematic approach to corporate social responsibility, ethical stance and maintain sustainable management to affect a continuous improvement in performance

**Eddie Idik JP**

Director  
Vital Pulse

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**Vital  
Pulse**

[www.vpulse.com.au](http://www.vpulse.com.au)