



# SUSTAINABILITY **REPORT**

1st April 23 - 31st March 24

Our commitment to  
creating a better future

**PreciseAir**<sup>™</sup>  
Fresh Thinking

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# Message from the CEO

Precise Air Group's commitment to Environmental, Social, and Governance (ESG) initiatives is a fundamental pillar of our Company's vision for a sustainable future.

As we navigate an ever-changing global landscape, it is imperative that we not only adapt but also lead by example in matters of corporate responsibility. As part of Fujitsu General Limited, our ESG strategy encapsulates our dedication to making a positive impact on the environment, society, and corporate governance.



### Environmental Responsibility

We understand that our planet's well-being is a responsibility that we all share. We are actively working to minimise our impact on the environment by implementing sustainable practices across our operations. This includes reducing energy consumption, conserving water, and implementing waste reduction measures, not only in our own operations, but also our clients' building systems by applying our Building Performance Optimisation and NABERs expertise.

Our target is not just compliance, but the development and adoption of innovative solutions that will help us exceed industry standards.



### Social Impact

We recognise that the wellbeing of our communities contributes to our success. We are committed to fostering a diverse, inclusive, and safe workplace that provides the space and resources for every individual to flourish.

Making a tangible difference in the lives of those we touch is important to us. We aim to achieve this through targeted community outreach and strategic partnerships with social impact organisations and our clients' communities.



### Governance Excellence

Strong corporate governance is the bedrock of our corporate social responsibility and success as a business.

We are dedicated to upholding the highest standards of transparency, ethics, and accountability. Our board and Executive Leadership Team are actively engaged in ensuring that our decision-making processes reflect the values and interests of all stakeholders.



### Innovation and Collaboration

We believe that innovation and collaboration are key drivers of progress. We will continue to invest in research and development to create sustainable services and partnerships that meet the needs of our customers while aligning with our ESG objectives.

Additionally, we will seek out opportunities to collaborate with like-minded organisations, our partners and our clients. This will deepen the impact that we all have on each of our initiatives.



### Reporting and Transparency

Open communication, transparency, and comprehensive reporting on our ESG performance is crucial to building trust amongst our communities. This provides our stakeholders with the ability to track our progress and identify how they can assist us in enhancing our contributions to progressing ESG initiatives.

In the pursuit of these goals, I have full confidence in the dedication and ingenuity of our team in bringing our ESG strategy to life.

We are optimistic knowing that our determination and efforts today will shape a brighter, more sustainable tomorrow for all.

**OUR TARGET IS NOT JUST COMPLIANCE, BUT THE DEVELOPMENT AND ADOPTION OF INNOVATIVE SOLUTIONS THAT WILL HELP US EXCEED INDUSTRY STANDARDS.**

**Nadeem Tayar**  
CEO – Precise Air Group



# About Precise Air Group

We are leaders in the HVAC and Fire industries.

We partner closely with builders, owners and managers to design, construct, maintain and optimise the systems that keep people safe and comfortable, ensuring growth of building value.

For more than 20 years we have led the way in delivering operational excellence in maintenance and optimising asset and building performance across Australia.

We use the power of digital platforms, data and insights to increase operating efficiency, enhance whole-of-life asset management capability, optimise building performance and improve outcomes for stakeholders.

Backed by the financial and technical resources of Fujitsu General Limited, we continue to actively pursue and embrace new technology and opportunities to develop solutions that meet the ongoing and future needs of our clients.



### Our mission

Our mission is to partner with our customers to deliver fresh, agile and innovative solutions to the design, construction, maintenance and optimisation of critical systems.



### Our values

Our people drive the values that are important to our business, and this is reflected in our passion to meet our commitments to our customers every day.



### Integrity

We are honest, respectful, accountable and ethical in everything we do



### Safety

We always put safety first, for ourselves, our customers and our community



### Customers

We partner with our customers to build enduring relationships that deliver success



### People

We nurture a culture where people can thrive based on trust, teamwork, initiative and respect

**03**  
Brands



**400+**  
Employees



**400,000**  
Assets

**10,000**  
Sites



**1,000+**  
Customers



**11**  
Branches

Sydney, Newcastle, Coffs Harbour, Canberra, Brisbane, Gold Coast, Toowoomba, Melbourne, Hobart, Adelaide, Perth

# Creating meaningful value

At Precise Air, we are committed to being good corporate citizens and giving back to our community and the environment. We will partner with industry, clients, and the community to: reduce our impact on the environment; support the wellbeing of our employees; support the community in which we work; and reduce risk to our business and clients through compliance drive innovation to deliver energy efficiency.

## Our ESG journey

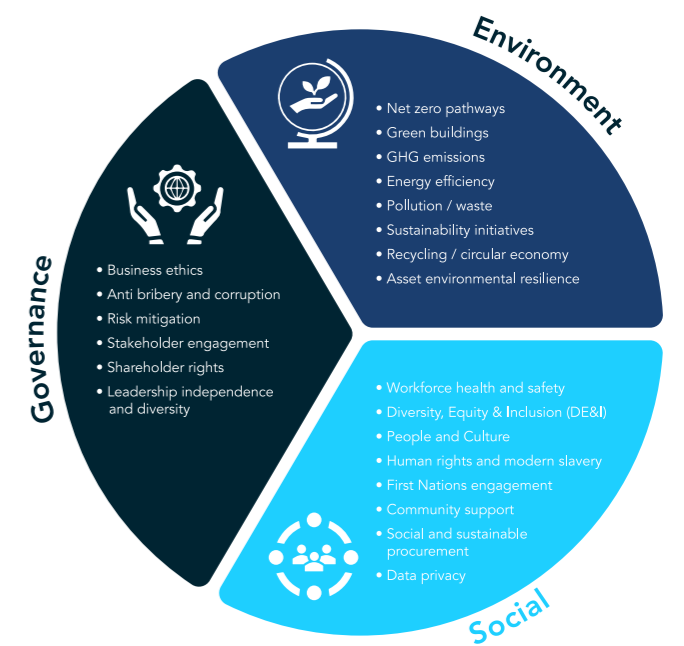


# Our ESG framework

While Precise Air Group has implemented a number of environment, social and governance initiatives over the past 10 years, this year we embarked on the development of a formal ESG strategy and framework.

ESG issues are complex and require expertise in various domains.

Our first step was to complete an initial materiality assessment, to focus our resources and efforts on addressing the ESG issues that matter most to our stakeholders and are most likely to impact our long-term success and sustainability.



Precise Air Group's ESG Working Group has established a framework, strategy and plan to address the issues.

This cross-functional group includes:

- Managing Director - Nadeem Tayar
- Chief Operations Officer - Mark Hynes
- Chief Financial Officer – Ben Flapper
- General Manager ESG and Building Performance Optimisation (Chair) - Wissam Salama
- General Manager Human Resources - Marie Dulaurent
- General Manager HSEQ - Richard Bagnato
- Group Marketing and Communications Manager – Kelly Borskjaer






















Drawing on the resources of Fujitsu General Limited and ESG consultants, Precise Air Group's ESG Working Group has developed an action plan that will target our greatest risks and opportunities.

Activities include:

- researching, analysing data and evaluating our current performance against ESG benchmarks
- identifying best practices and recommendations for improvement
- overseeing the implementation of ESG initiatives, tracking progress, and making adjustments as needed
- liaising with external stakeholders to ensure our ESG efforts align with external expectations and standards.
























# Our ESG Action Plan

## Environment

Material topics	Target	SDG*
<b>1. Office waste management</b> Continuous reduction in waste generation and improvement in recycling rates, aiming for 5% yearly improvement in diversion from landfill rates Regular e-waste collections at every office by 2025	50% diversion from landfill by 2030	  
<b>2. Field waste management</b> Monitor, recycle and reduce field waste	Target 50% diversion by 2030	   
<b>3. Transition company-owned passenger vehicles to Electric Vehicles</b> A minimum of 1 electric vehicle charger per state office	100% by 2030	 
<b>4. Encourage Employees to opt for Electric Vehicles novated leases through incentives</b> Have a minimum 1 electric vehicle charger per state office	100% by 2030	 
<b>5. Procurement framework incorporate Clean Green guidelines and assessment criteria</b> 100% of Supply chain meet PAG Green Procurement policy	100% by 2030	
<b>6. Fuel reduction strategy</b> Transition company fleet vehicles to hybrid vehicles Virtual maintenance and Data Driven Maintenance to reduce travel time Efficient scheduling to reduce travel	10% reduction by 2030. 100% of fleet vehicles transitioned to hybrid by 2030	
<b>7. Offer high energy efficiency HVAC equipment and engineered solutions</b> Provide energy efficiency and engineered solutions as options when pricing	100% of our offers by 2030	 
<b>8. Achieve Climate Active Carbon Neutral Certification For Organisation</b> Measure and report on GHG Measure and report on carbon footprint Reduce GHG emission. Offset carbon emission	2030	    
<b>9. Maintain certification to ISO 14001 - environmental management systems</b> Maintain environmental management system certification	Internal / external audits conducted	


# Our ESG Action Plan

## Social Contribution

Material topics	Target	SDG*
<b>1. Reflect RAP - Building strong foundations</b> Engaging staff and leaders in understanding the importance of reconciliation Developing relationships with Aboriginal and Torres Strait Islander stakeholders, and scoping where PAG can best have impact in our sphere of influence	Yearly	  
<b>2. Precise Air Aboriginal Pathways (PAAP) in partnership with TAFE NSW and Aboriginal Employment Strategy (AES)</b> Contribute towards initiatives that help to 'close the gap' by providing opportunities to Aboriginal apprentices and cadets within a culturally appropriate framework	Yearly	   
<b>3. Partner with charitable organisations</b> One charity event per quarter / Pro Bono initiatives	Yearly	 
<b>4. Partner with local community groups</b> One sponsored event per quarter / Pro Bono initiatives	Yearly	 
<b>5. Supplier diversity</b> Track indigenous spending and align with government indigenous procurement policy	Value spend: 1.5% increasing to 3% by 2028	  
<b>Care for employees</b>		
<b>6. Work Health and Safety (WHS)</b> Maintain certification to ISO 45001 Leaders demonstrate a commitment to the safety of employees Injury management and rehabilitation Safety consultation with employees	MMR's = />95%, SBO's = /> 90%, SIFR / LTIFR, Toolbox Meetings / Safety Alerts - Toolbox Meeting attendance = />90%	
<b>7. Workplace Diversity</b> Increase female and Indigenous employment opportunities	Female employees: Align with industry data (1% HVAC and 1.9% Fire). Indigenous employees: Align with Australian workforce data (2.1% in 2021)	   
<b>8. Prioritise and promote both mental and physical health and wellbeing</b> Develop psychosocial framework for employees Promote the Employee Assistance Program (EAP) Continue to support the RUOK? Day activities	2025	
<b>9. Employee Value Proposition</b> Partner with mates in construction Offer pre-tax donations and volunteers' day to all FTE Lifestyle discounts, EAP, personal/professional development pathways	2024	   

# Our ESG Action Plan

## Governance

Material topics	Target	SDG*
<b>1. Modern slavery - strategy, reporting, tracking and statement review</b> 2023 strategy submitted to Board in August for submission to Government in October	Yearly	   
<b>2. Subcontractors governance</b> Compliance and governance	Yearly	   
<b>3. ESG reporting framework</b> Terms of reference	Yearly	 
<b>4. Annual employee compliance training</b> Compliance and governance	Every 2 years	 
<b>5. "Cyber security" training to all staff</b> Compliance and governance	Yearly	 

# Environmental

Aim: To align with Fujitsu General Limited's environmental initiatives (under GRI and UN Global Compact) to develop goals, strategies, initiatives and reporting

# 1. Office waste management

## Scope

### Waste Reduction and Recycling Improvement

- Continuous efforts to reduce waste generation and enhance recycling rates across all offices.
- Target a 5% yearly improvement in the diversion of waste from landfill.
- Achieve a 50% diversion rate from landfill by 2030 for all offices.

## Target

Attain a 50% diversion rate from landfill by 2030 for all offices.

## Performance metrics

- Kg of waste per employee: Measure the total amount of office waste generated per employee to monitor waste reduction progress.
- Kg of e-waste per employee: Track the amount of electronic waste collected per employee to evaluate the effectiveness of e-waste management initiatives.

## Baseline

- 2023

## Initiatives to achieve targets

- Conduct regular audits to identify key areas where waste can be reduced.
- Provide training for employees on proper waste segregation to improve recycling rates.
- Paper Reduction Programs: Implement digital solutions to minimise paper usage, such as electronic document management systems.
- Install additional recycling bins and clearly label them to encourage proper disposal.
- Collaborate with certified recycling companies to ensure effective processing of recyclable materials.
- Organise regular e-waste collection events at each office to facilitate the proper disposal of electronic waste.
- Run campaigns to educate employees on the importance of e-waste recycling and the available collection programs.

## Monitoring and reporting

- Track and report the amount of waste and e-waste generated per employee on a monthly basis.
- Conduct annual reviews to assess the progress towards the 5% yearly improvement target and the overall goal of 50% diversion from landfill by 2030.

## SDGs:



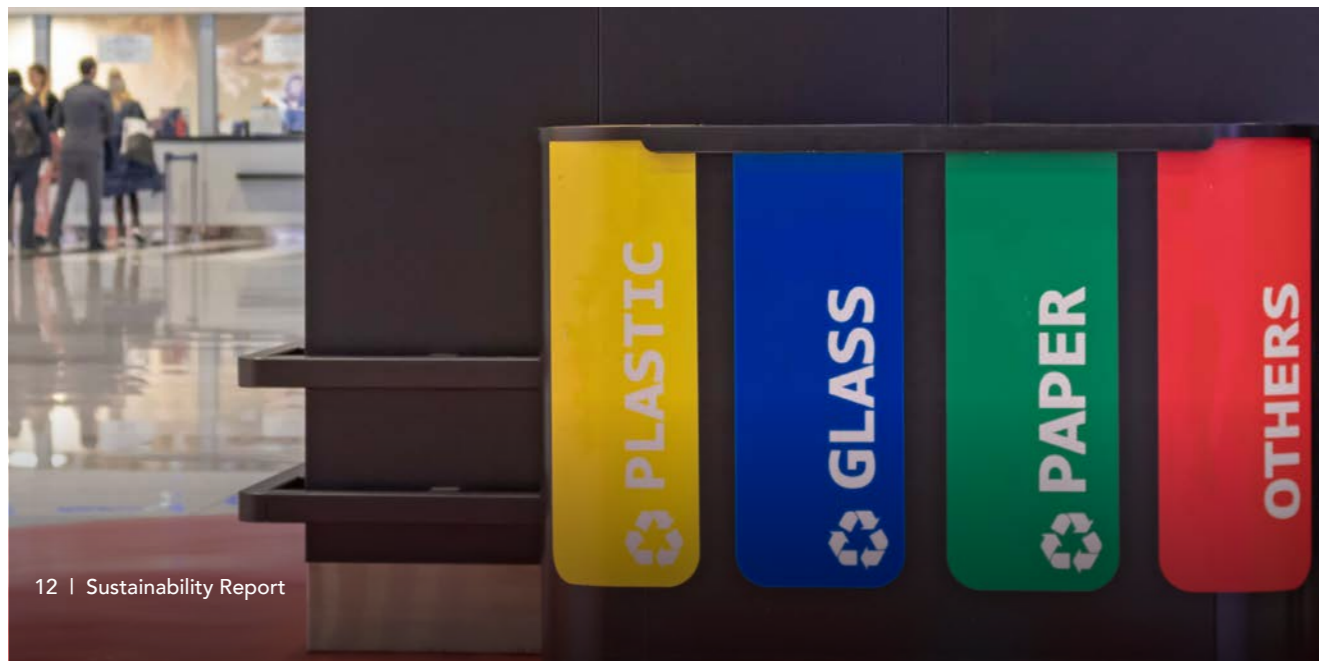
Affordable and Clean Energy



Decent Work and Economic Growth



Responsible Consumption and Production



# 2. Field waste management

## Scope

Implement strategies to monitor, recycle, and reduce waste generated during field operations.

## Target

Achieve a 50% diversion rate from landfill by 2030.

## Performance metrics

Kg of waste per asset: Measure the amount of field waste generated per asset to track reduction and recycling efforts.

## Baseline

- 2023

## Initiatives to achieve targets

- Conduct regular audits to identify sources of waste and areas for reduction in field operations.
- Provide training for technicians on best practices for waste reduction and recycling in the field.
- Establish partnerships with local recycling firms to ensure proper recycling of field waste materials.
- Deploy mobile recycling units to field sites to facilitate the immediate sorting and recycling of waste.
- Prioritise the use of recyclable and sustainable materials in field operations.
- Implement waste segregation systems at field sites to enhance recycling efficiency.

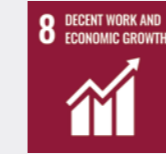
## Monitoring and reporting

- Track the amount of waste generated per asset on a monthly basis.
- Conduct annual reviews to evaluate progress toward the 50% diversion target.

## SDGs:



Affordable and Clean Energy



Decent Work and Economic Growth



Responsible Consumption and Production



Climate Action



### 3. Transition of company-owned passenger vehicles to Electric Vehicles

#### Scope

Waste Reduction and Recycling Improvement

Transition the company's fleet of passenger vehicles to electric vehicles (EVs), with a minimum of one electric vehicle charger (EVC) per state office.

#### Target

Achieve 100% transition of company-owned passenger vehicles to EVs by 2030.

#### Performance metrics

% of Company-Owned Passenger Vehicles: Measure the percentage of company-owned passenger vehicles that are electric to track the transition progress.

#### Baseline

- 2023

#### Initiatives to achieve targets

- Develop a phased plan to replace existing company-owned passenger vehicles with EVs by 2030.
- Provide incentives for early adoption of EVs among employees and departments.
- Ensure each state office has at least one electric vehicle charger (EVC) by 2025 to support the transition.
- Gradually expand the charging infrastructure to accommodate the growing number of EVs in the company's fleet.

#### Monitoring and reporting

- Track and report the percentage of company-owned passenger vehicles that are electric on a quarterly basis.
- Conduct annual reviews to assess progress towards the 100% transition target.

#### SDGs:



Affordable and Clean Energy



Climate Action



### 4. Encourage employees to opt for Electric Vehicle novated leases through incentives

#### Scope

Implement incentive programs to encourage employees to choose electric vehicle (EV) novated leases. Ensure each state office has at least one electric vehicle charger (EVC) to support this initiative.

#### Target

Achieve 10% of employee novated lease vehicles being electric by 2030.

#### Performance metrics

% of Novated Lease Vehicles: Measure the percentage of novated lease vehicles that are electric to track the adoption rate among employees.

#### Baseline

- 2023

#### Initiatives to achieve targets

- Provide financial incentives such as subsidies or discounts on EV novated leases.
- Offer information and assistance on accessing tax benefits related to EV purchases.
- Ensure that each state office has at least one electric vehicle charger (EVC) to support employees who choose EV novated leases.
- Gradually expand the charging infrastructure to accommodate the growing number of employee EVs.
- Conduct sessions to educate employees on the benefits of EVs and the incentives available for novated leases.
- Run marketing campaigns to promote the EV novated lease program and its benefits.

#### Monitoring and reporting

- Track and report the percentage of novated lease vehicles that are electric on a quarterly basis.
- Conduct annual reviews to evaluate progress towards the 10% target.

#### SDGs:



Affordable and Clean Energy



Climate Action





## 5. Procurement framework to incorporate Clean Green guidelines and assessment criteria



### Scope

Implement a procurement framework that incorporates clean, green guidelines and assessment criteria to ensure a sustainable supply chain.

- Conduct workshops and training sessions to help suppliers understand and comply with the green procurement guidelines.
- Develop partnership programs with suppliers to support their transition to sustainable practices.
- Regularly audit suppliers to ensure compliance with the green procurement policy.
- Conduct periodic reviews of supplier performance against the green procurement criteria.

### Target

Achieve 100% compliance with Precise Air Group (PAG) Green Procurement Policy across the supply chain by 2030.

### Performance metrics

% of Supply Chain: Measure the percentage of suppliers that meet the PAG Green Procurement Policy criteria.

### Baseline

- 2023

### Initiatives to achieve targets

- Develop and disseminate a comprehensive green procurement policy that outlines sustainability criteria for suppliers.
- Establish clear assessment criteria to evaluate suppliers' adherence to the green procurement policy.

### Monitoring and reporting

- Track and report the percentage of suppliers meeting the PAG Green Procurement Policy on a quarterly basis.
- Conduct annual reviews to assess progress towards the 100% compliance target by 2030.

#### SDGs:



Climate Action

## 6. Fuel reduction strategy

### Scope

- Transition company fleet vehicles to hybrid vehicles.
- Implement virtual maintenance and data-driven maintenance to reduce travel time.
- Optimise scheduling to reduce travel distance and time.

### Target

- Achieve a 10% reduction in fuel consumption by 2030.
- Transition 100% of fleet vehicles to hybrid by 2030.

### Performance metrics

- Km per Technician for work trips.
- L per Technician: for work trips.

### Baseline

- 2023

### Initiatives to achieve targets

- Develop a phased plan to replace existing fleet vehicles with hybrid vehicles by 2030.
- Implement remote diagnostics and virtual maintenance solutions to minimise the need for on-site visits.
- Use data analytics to predict and address maintenance needs, reducing unnecessary travel.
- Utilise Uptick to optimise technician routes and minimise travel distance.
- Group appointments geographically to reduce travel time and fuel consumption.

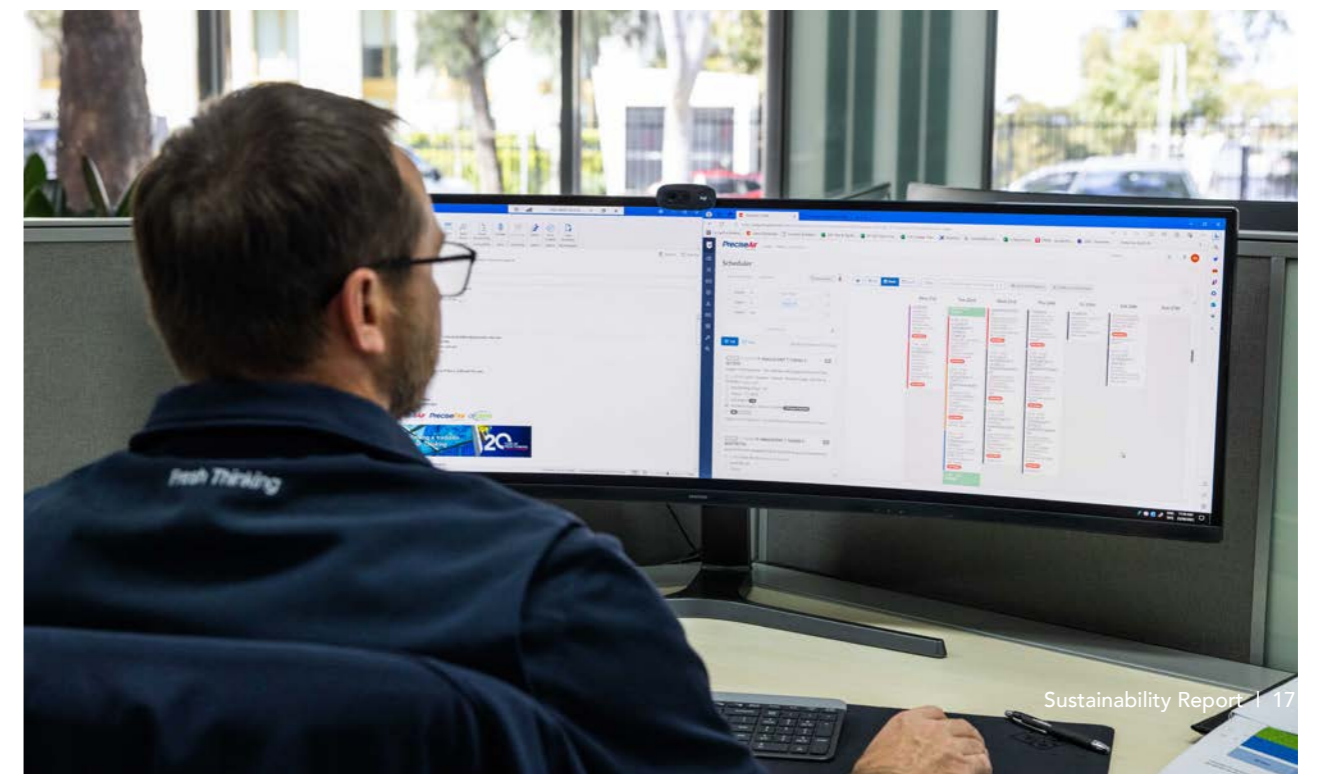
### Monitoring and reporting

- Track and report the distance travelled and fuel consumption per technician on a monthly basis.
- Conduct annual reviews to evaluate progress towards the 10% fuel reduction and 100% hybrid fleet targets.

#### SDGs:



Climate Action



## 7. Offer high energy efficiency HVAC equipment and engineered solutions to our clients

### Scope

Integrate energy-efficient HVAC equipment and engineered solutions as standard options in all client proposals and pricing strategies.

### Target

Ensure that 100% of client offers include energy-efficient HVAC equipment and engineered solutions by 2030.

### Performance metrics

% of Offers with Energy Efficiency Options: Track the percentage of proposals that include energy-efficient HVAC equipment and solutions.

### Baseline

- 2023

### Initiatives to achieve targets

- Continuously expand the product portfolio to include the latest high energy efficiency HVAC equipment.
- Develop tailored engineered solutions that optimise energy efficiency for each client's specific needs and circumstances.

- Run campaigns to educate clients on the benefits and cost savings of energy-efficient HVAC equipment and engineered solutions.
- Offer consultation services to help clients understand and implement energy-efficient solutions effectively.
- Provide financial incentives, rebates, or discounts for clients who choose energy-efficient options.
- Offer detailed cost-benefit analyses that demonstrate the long-term savings and environmental benefits of opting for energy-efficient HVAC solutions.
- Train sales and technical staff on the features, benefits, and installation of energy-efficient HVAC equipment and engineered solutions.
- Encourage continuous learning and staying updated with the latest advancements in energy efficiency technologies.

### Monitoring and reporting

- Track and report the percentage of client offers that include energy-efficient HVAC equipment and solutions on a quarterly basis.
- Conduct annual reviews to evaluate progress towards the target of 100% inclusion by 2030.



### SDGs:



Affordable and Clean Energy



Climate Action

## 8. Achieve Climate Active Carbon Neutral Certification For Organisation

### Scope

- Implement robust processes to measure and report greenhouse gas (GHG) emissions and carbon footprint across all operations.
- Develop strategies to reduce GHG emissions through operational efficiencies and sustainable practices.
- Offset remaining carbon emissions through verified carbon offset projects.

### Target

Achieve Climate Active Carbon Neutral Certification For Organisation by 2030.

### Performance metrics

Certification: Measure the attainment of Climate Active Carbon Neutral certification as the primary performance metric.

### Baseline

- 2023

### Initiatives to achieve targets

- Adhere to international standards such as the GHG Protocol for accurate measurement and reporting of GHG emissions.
- Invest in monitoring systems and software to track emissions across all operational activities.
- Increase the use of renewable energy sources to reduce reliance on fossil fuels.
- Optimise transportation logistics to minimise fuel consumption and emissions.
- Invest in verified carbon offset projects that align with organisational values and contribute to environmental sustainability.
- Establish partnerships with reputable carbon offset providers to ensure the credibility and effectiveness of offsetting efforts.

### Monitoring and reporting

- Conduct quarterly reporting on GHG emissions and progress towards reduction targets.
- Conduct annual reviews to assess progress towards achieving Climate Active Carbon Neutral certification.

### SDGs:



Good Health and Well-being



Affordable and Clean Energy



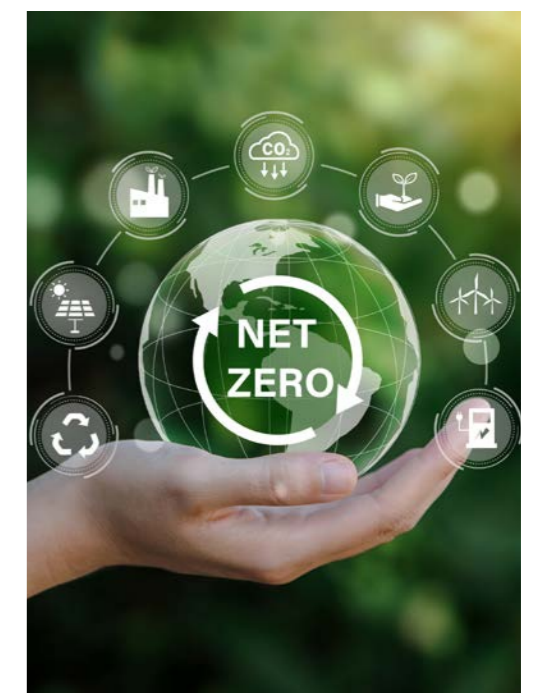
Sustainable Cities and Communities



Responsible Consumption and Production



Climate Action



## 9. Maintain certification to ISO 14001 Environmental Management System

### Scope

Continuously maintain certification to ISO 14001, ensuring effective management of environmental aspects and impacts.

### Target

Maintain certification to ISO 14001 Environmental Management System.

### Performance metrics

Certification: Measure the successful maintenance of ISO 14001 certification as the primary performance metric.

### Baseline

N/A

### Initiatives to achieve targets

- Conduct regular internal audits and management reviews to ensure compliance with ISO 14001 standards.
- Implement corrective and preventive actions to address non-conformities and improve environmental performance continually.
- Provide training and awareness programs for employees to enhance understanding of environmental responsibilities and the importance of ISO 14001 compliance.
- Offer training sessions to build internal capacity for effective environmental management and compliance.
- Engage with suppliers to ensure alignment with ISO 14001 requirements and encourage sustainable practices throughout the supply chain.
- Communicate the Precise Air Group's commitment to environmental management and ISO 14001 certification to customers, fostering trust and confidence.

### Monitoring and reporting

- Conduct annual external audits to verify compliance with ISO 14001 standards and maintain certification.
- Perform regular internal audits to assess the effectiveness of the environmental management system and identify areas for improvement.

### SDGs:



Climate Action



## Social Contribution

Aim: To deepen strategic relationships and focus our social support systems where we can have the most impact across our employees, clients and communities in which we operate.



# 1. RAP - Reflect: Building strong foundations

## Scope

- Engage staff and leaders in understanding the importance of reconciliation, including developing relationships with Aboriginal and Torres Strait Islander stakeholders.
- Identify and scope areas where Precise Air Group (PAG) can have the most significant impact within its sphere of influence

## Target

Implement the Reflect Reconciliation Action Plan (RAP) nationally, reviewed yearly.

## Performance metrics

Measure the successful national implementation of the Reflect RAP as the primary performance metric.

## Baseline

N/A

## Initiatives to achieve targets

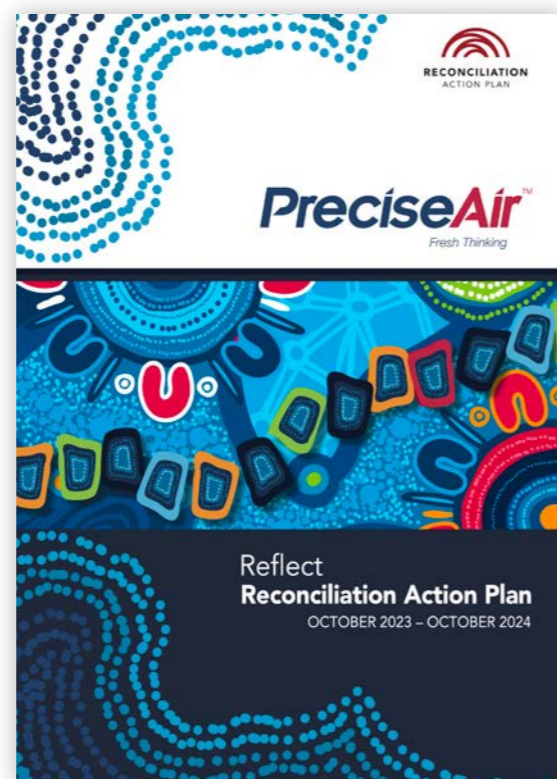
- Provide training and workshops to staff and leaders to enhance understanding of reconciliation and the cultural significance of Aboriginal and Torres Strait Islander peoples.
- Build and strengthen relationships with Aboriginal and Torres Strait Islander stakeholders through regular engagement and collaboration.
- Conduct a needs assessment to identify areas where PAG can have the most meaningful impact in reconciliation efforts.
- Develop strategic plans based on the needs assessment to ensure targeted and effective reconciliation actions.
- Implement programs to raise cultural awareness and appreciation within the Precise Air Group, including celebrating key events such as NAIDOC Week and National Reconciliation Week.
- Use internal communication channels to share stories, achievements, and ongoing efforts related to reconciliation.

## Monitoring and reporting

- Conduct annual reviews of the Reflect RAP to assess progress, challenges, and areas for improvement.
- Use surveys to gather feedback from staff and stakeholders on the effectiveness of engagement and training programs.

### SDGs:

- 1 NO POVERTY**  
No Poverty
- 8 DECENT WORK AND ECONOMIC GROWTH**  
Decent Work and Economic Growth
- 10 REDUCED INEQUALITIES**  
Reduced Inequalities



# 2. Precise Air Aboriginal Pathways (PAAP) in partnership with TAFE NSW and Aboriginal Employment Strategy (AES)

## Scope

- Provide work readiness training, skills development, and employment opportunities to Aboriginal apprentices and cadets within a culturally appropriate framework.
- Facilitate direct employment opportunities with Precise Air upon completion of training and apprenticeships.

## Target

Achieve yearly intakes of Aboriginal apprentices and cadets nationally, reviewed and updated annually.

## Performance metrics

Measure the number of Aboriginal apprentices and cadets intake each year.

## Baseline

- N/A

## Initiatives to achieve targets

- Develop and implement training programs that are culturally appropriate and tailored to the needs of Aboriginal apprentices and cadets.
- Partner with vocational training providers and educational institutions to deliver work readiness and skills training.
- Provide mentorship and support programs to help apprentices and cadets transition into full-time employment within Precise Air.
- Establish apprenticeship and cadetship programs that lead to direct employment opportunities within the company.
- Build partnerships with Aboriginal communities and organisations to identify potential candidates and understand their needs.

## Monitoring and reporting

- Track the number of Aboriginal apprentices and cadets intake each year and monitor their progress through training and into employment.
- Implement feedback mechanisms to gather input from participants and stakeholders on the effectiveness of the training and support provided.

### SDGs:

- 7 AFFORDABLE AND CLEAN ENERGY**  
Affordable and Clean Energy
- 8 DECENT WORK AND ECONOMIC GROWTH**  
Decent Work and Economic Growth
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
Responsible Consumption and Production
- 13 CLIMATE ACTION**  
Climate Action



### 3. Partner with charitable organisations

#### Scope

- Organise and participate in one charity event per quarter.
- Provide pro bono services to support charitable organisations.

#### Target

Achieve yearly targets of organising and participating in one charity event per quarter and providing pro bono services.

#### Performance metrics

- Measure the number of charity events organised and participated in each quarter.
- Track the provision of pro bono services to charitable organisations.

#### Baseline



2023, we currently support the following:

- NADO Disability Services
- Cancer Council

#### Initiatives to achieve targets

- Plan and organize charity events every quarter, ensuring a diverse range of causes are supported.
- Encourage employee participation in charity events to foster a culture of giving and community support.
- Work with charitable organisations to identify where Precise Air's expertise can be utilised for pro bono services.
- Allocate resources and staff to carry out pro bono projects that align with the company's capabilities and the needs of charitable organisations.
- Establish partnerships with local charitable organisations to identify opportunities for collaboration and support.
- Develop long-term relationships with key charitable organisations to provide ongoing support and engagement.

#### Monitoring and reporting

- Conduct quarterly reviews to track the number of charity events organised and the provision of pro bono services.
- Gather feedback from charitable organisations and participants to evaluate the impact and effectiveness of the initiatives.

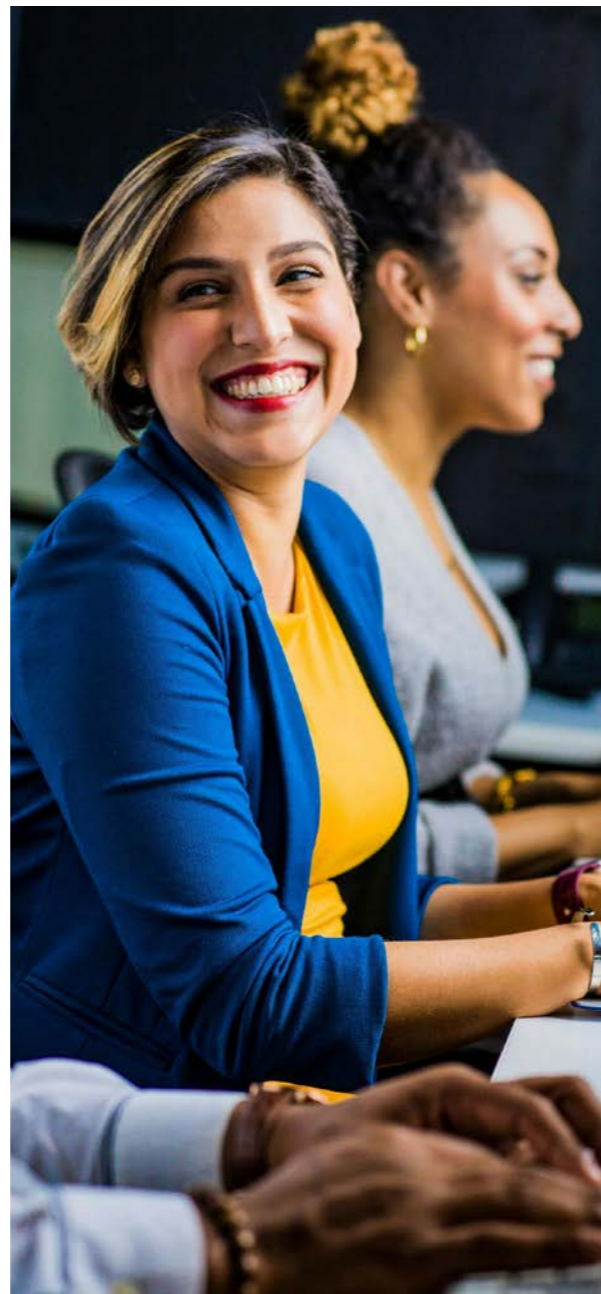
#### SDGs:



Decent Work and Economic Growth



Sustainable Cities and Communities



### 4. Partner with local community groups

#### Scope

- Sponsor one community event per quarter.
- Provide pro bono services to support local community groups.

#### Target

Achieve yearly targets of sponsoring one community event per quarter and providing pro bono services.

#### Performance metrics

- Measure the number of community events sponsored each quarter.
- Track the provision of pro bono services to local community groups.

#### Baseline

We currently support the following:

- Skindogs RUFC (Indigenous rugby union football club) – KARI Ella 7's competition
- SEQ Serpents (Indigenous rugby league football club) - First Nations Indigenous Football Cup 2023
- Bosco Bulldogs (Grassroots football)
- Football Culture (Grassroots football - Junior Development Squad)
- Raven's Women's Football (Grassroots football)

#### Initiatives to achieve targets

- Identify and sponsor one community event each quarter, focusing on events that align with Precise Air's values and community goals.
- Encourage employees to participate in and support sponsored community events.
- Work with local community groups to identify where Precise Air's expertise can be utilised for pro bono services.
- Allocate resources and staff to carry out pro bono projects that benefit local communities.
- Establish partnerships with local community groups to identify opportunities for sponsorship and support.
- Develop long-term relationships with key community groups to provide ongoing support and engagement.

#### Monitoring and reporting

- Conduct quarterly reviews to track the number of community events sponsored and the provision of pro bono services.
- Gather feedback from community groups and participants to evaluate the impact and effectiveness of the initiatives.

#### SDGs:



Decent Work and Economic Growth



Sustainable Cities and Communities



## 5. Supplier diversity

### Scope

- Align with government indigenous procurement policy by tracking and increasing spending on Indigenous suppliers and services.
- Track spending on female owned business.
- Track spending on Small Medium Enterprises (SMEs’).



### Target

Increase the value of Indigenous spending from 1.5% to 3% of total spend by 2028.

### Performance metrics

Measure the percentage of total spending allocated to Indigenous suppliers, female owned businesses and SMEs’ each year.

### Baseline

2023

### Initiatives to achieve targets

- Ensure company procurement policies align with government Indigenous procurement policies to support economic opportunities for Indigenous businesses.
- Clearly communicate the importance of this policy to all relevant stakeholders within the Precise Air Group.
- Develop and maintain a database of verified Indigenous suppliers.
- Engage with organisations and networks that support Indigenous businesses to identify potential suppliers.
- Provide support and development programs to help Indigenous suppliers meet procurement requirements.
- Offer workshops and training for Indigenous suppliers on topics such as tendering, business development, and compliance.

### Monitoring and reporting

- Implement systems to regularly track spending on Indigenous suppliers and report on progress towards targets.
- Conduct annual reviews to assess progress, identify challenges, and adjust strategies as needed.
- Conduct quarterly analyses of spending on Indigenous suppliers to ensure alignment with targets.
- Implement feedback mechanisms to gather input from Indigenous suppliers and stakeholders on the effectiveness of engagement and support initiatives.

### SDGs:



No Poverty



Decent Work and Economic Growth



Reduced Inequalities

## Social Care for employees

Our strategic intent is to develop and implement a comprehensive plan that is focused on fostering a culture that supports, engages and develops each individual’s career path, and creates rewards creativity and innovation in the workplace.



## 6. Work Health and Safety (WHS)

### Scope

- Maintain ISO 45001 certification for occupational health and safety management systems to ensure a safe and healthy working environment.
- Implement a program that focuses on a proactive leadership approach to safety, emphasising Minimum Monthly Requirements (MMR's) and Safety Behaviour Observations (SBO's).
- Implement a program that ensures workers who are injured are treated with dignity and provided with options for meaningful suitable duties during their recovery and rehabilitation.
- Implement and maintain a program that disseminates safety information to employees and provides opportunities for employees to offer feedback on safety matters.

### Target

- Conduct internal and external audits regularly to maintain certification.
- Achieve MMR's compliance of 95% or higher.
- Achieve SBO's compliance of 90% or higher.
- Improve Serious Injury Frequency Rate (SIFR) and Lost Time Injury Frequency Rate (LTIFR).
- Achieve a minimum of 90% attendance at toolbox meetings.
- Regular dissemination of safety alerts.

### Performance metrics

- Measure the attainment and maintenance of ISO 45001 certification through regular audits.
- Track the percentage of MMR's completed by leadership each month.
- Track the percentage of SBO's conducted and recorded by leadership.
- SIFR (Serious Injury Frequency Rate).
- LTIFR (Lost Time Injury Frequency Rate).
- Toolbox meetings attendance.

### Baseline

N/A

### Initiatives to achieve targets

- Provide comprehensive training programs for leaders to enhance their understanding and commitment to workplace safety.
- Conduct regular engagement sessions where leaders discuss safety strategies and share best practices.
- Establish clear guidelines and expectations for MMR's, ensuring leaders are proactive in their safety responsibilities.
- Implement a robust SBO program where leaders regularly observe and record safety behaviours, providing feedback and encouraging safe practices.
- Establish protocols for immediate and effective response to workplace injuries, ensuring prompt medical attention and support.
- Develop individualised rehabilitation plans that include options for suitable duties, helping injured workers to remain engaged and productive during their recovery.
- Ensure that all injured workers are treated with dignity and respect throughout their recovery process.
- Provide meaningful and suitable duties for injured workers to accommodate their physical limitations and promote their return to work.
- Hold regular toolbox meetings to discuss safety topics, share updates, and address any safety concerns raised by employees.
- Ensure toolbox meetings are interactive, allowing employees to ask questions, provide feedback, and discuss safety improvements.
- Issue safety alerts promptly to inform employees of any new safety concerns, procedures, or incidents.
- Establish multiple channels for employees to provide feedback on safety issues.
- Review and act on employee feedback to improve safety practices and address any concerns raised.

## 6. Work Health and Safety (WHS)

### Monitoring and reporting

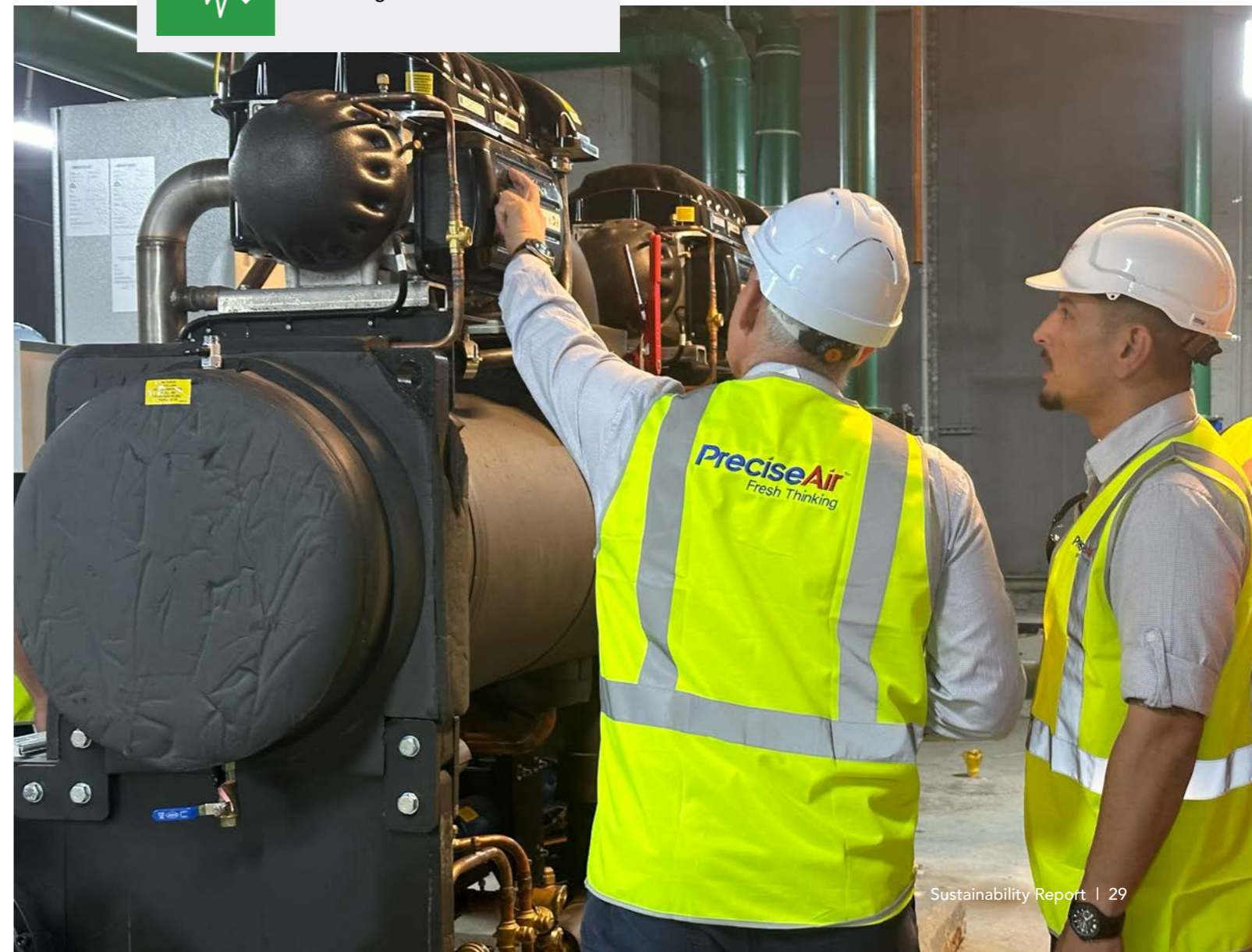
- Leaders report on MMR's and SBO's compliance monthly, with results reviewed at safety meetings.
- Implement mechanisms for employees to provide feedback on safety observations and leadership engagement in safety practices.
- Use a tracking system to monitor MMR's and SBO's completion rates, ensuring targets are met consistently.
- Hold monthly review meetings to assess progress, address any issues, and identify areas for improvement.

- Implement systems to regularly track and report on SIFR and LTIFR, identifying trends and areas for improvement.
- Use data from injury reports to continuously improve safety protocols and injury management practices.
- Maintain an incident reporting system to track all workplace injuries, their severity, and the outcomes of rehabilitation efforts.
- Conduct regular reviews of SIFR and LTIFR metrics to assess the effectiveness of injury management and rehabilitation programs.

### SDGs:



Good Health and Well-being



## 7. Workplace diversity

### Scope

Focus on increasing the representation of female and Indigenous employees, particularly in technician roles and overall employment.

### Target

- Female technicians/engineers: Achieve representation that aligns with industry data (1% for HVAC and 1.9% for Fire).
- Indigenous Employees: Achieve representation that aligns with Australian workforce data (2.1% based on 2021 data).

### Performance metrics

- Percentage of Female Employees in technical roles: Measure the percentage of female employees in technical roles (engineering, technicians, apprentices, estimators) within the company.
- Percentage of Indigenous Employees: Measure the percentage of Indigenous employees within the company.

### Baseline

- 2023: Female employees: 1%, Indigenous employees: 2.77%.

### Initiatives to achieve targets

- Implement targeted recruitment strategies to attract female and Indigenous candidates, including outreach programs and partnerships with relevant organisations.
- Ensure hiring practices are inclusive and free from bias, with specific goals for female and Indigenous representation.
- Establish mentorship and support programs for female and Indigenous employees to support their career development and retention.
- Provide training programs focused on diversity, equity, and inclusion to all employees, with additional support for underrepresented groups.
- Foster an inclusive workplace culture where diversity is valued and all employees feel supported and respected.
- Develop and implement policies that promote workplace diversity and prevent discrimination.



### Monitoring and reporting

- Regularly track and report on the percentage of female and Indigenous employees, comparing progress against targets.
- Gather feedback from female and Indigenous employees to identify areas for improvement and ensure their needs are being met.

### SDGs:



No Poverty



Gender Equality



Decent Work and Economic Growth



Reduced Inequalities

## 8. Prioritise and promote both mental and physical health and wellbeing

### Scope

Develop and implement a comprehensive psychosocial framework to prioritise and promote both mental and physical health and wellbeing among employees.

### Target

Develop and implement the psychosocial framework by 2025.

### Performance metrics

Measure the successful development and implementation of the psychosocial framework.

### Baseline

- Maintain and promote the availability and benefits of the Employee Assistance Program (EAP) to employees, providing confidential support for personal and work-related issues.
- Continue to support the RUOK? Day activities.

### Initiatives to achieve targets

- Conduct thorough research and analysis to identify key factors impacting mental and physical health and wellbeing in the workplace.
- Engage with employees, health professionals, and relevant stakeholders to gather input and insights for framework development.
- Develop policies and procedures based on the findings of the research to address mental health and wellbeing concerns.
- Implement training programs to educate employees and managers on the importance of mental health and wellbeing and how to support each other effectively.
- Conduct regular assessments to monitor the effectiveness of the psychosocial framework in promoting mental and physical health and wellbeing.
- Establish feedback mechanisms for employees to provide input on the framework and its impact on their wellbeing.

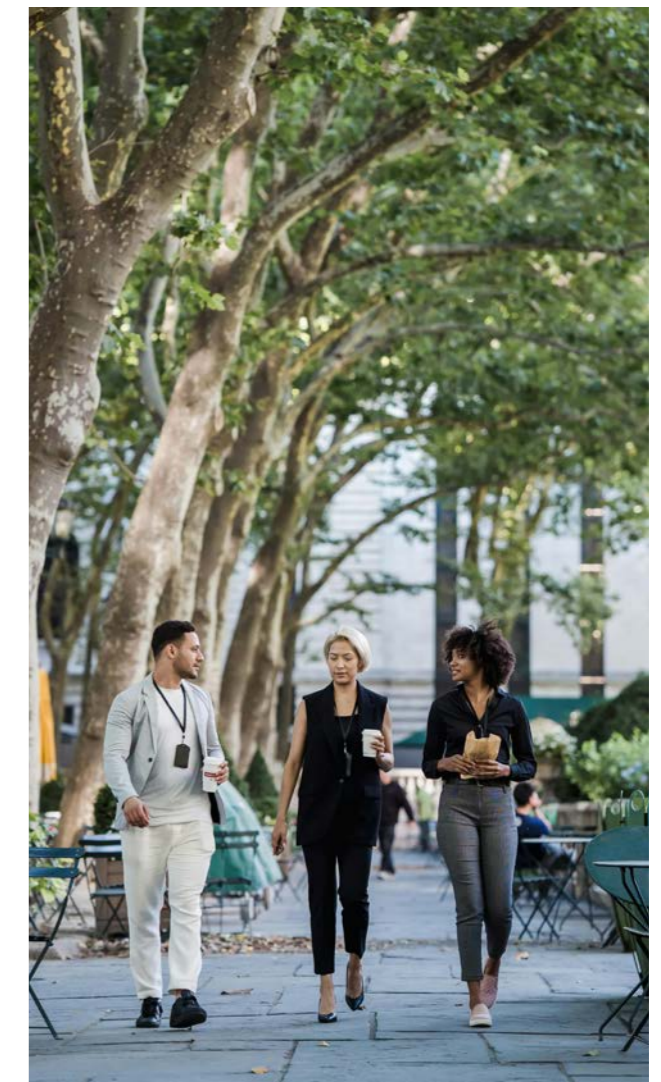
### Monitoring and reporting

- Monitor the progress of framework development and implementation against the set timeline and milestones.
- Continuously assess the impact of the framework on employee mental and physical health and wellbeing through surveys, interviews, and other evaluation methods.

### SDGs:



Good Health and Well-being





# 9. Employee Value Proposition

## Scope

Focus Partner with "Mates in Construction", offer pre-tax donations to all full-time employees (FT), provide volunteer days to all full-time equivalent (FTE) employees, offer lifestyle discounts, promote Employee Assistance Program (EAP), and establish personal/professional development pathways.

- Promote the availability and benefits of the EAP to employees, providing confidential support for personal and work-related issues.
- Establish pathways for personal and professional development, including training programs, mentorship opportunities, and career advancement initiatives.

## Target

Develop and implement the Employee Value Proposition by the year 2024.

## Performance metrics

Measure the successful development and implementation of the Employee Value Proposition.

## Baseline

N/A

## Initiatives to achieve targets

- Partner with "Mates in Construction" to provide mental health support and resources for employees in the construction industry.
- Offer opportunities for employees to make pre-tax donations to charitable causes, enhancing their sense of social responsibility.
- Provide volunteer days to employees to engage in community service and contribute positively to society.
- Offer discounts on various lifestyle products and services to enhance employee well-being and quality of life.

## Monitoring and reporting

- Monitor the progress of EVP development and implementation against the set timeline and milestones.
- Gather feedback from employees to assess the effectiveness of the EVP in meeting their needs and expectations.

### SDGs:



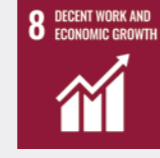
Good Health and Well-being



Quality Education



Gender Equality

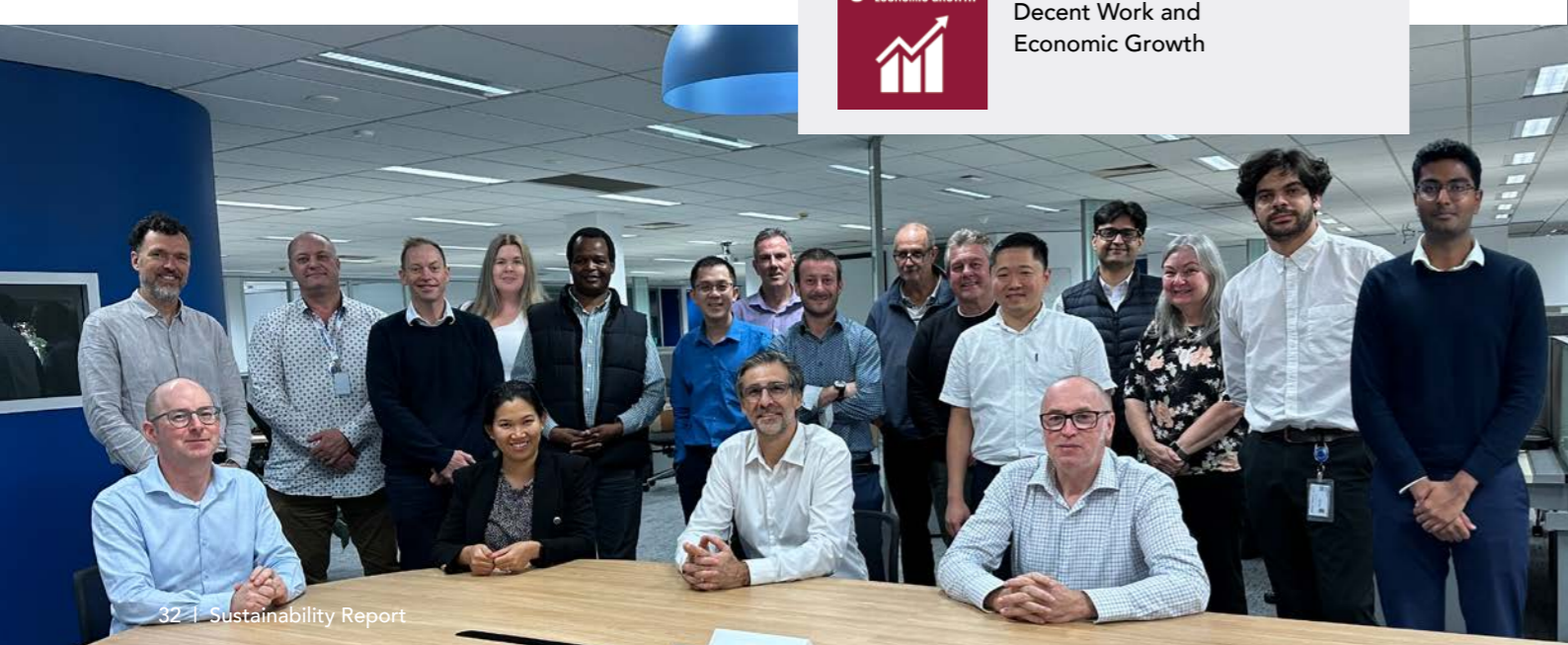


Decent Work and Economic Growth

# Governance

Aim: To strengthen ethics, risk management, compliance and all elements of governance as a member of Fujitsu General Limited's Compliance Committee.

Our governance framework includes business ethics, anti-bribery and corruption, risk mitigation, stakeholder engagement, leadership independence and diversity.



# 1. Modern slavery - strategy, reporting, tracking and statement review

## Scope

Implement a strategy to address modern slavery risks, establish reporting mechanisms, track progress, and review the modern slavery statement regularly.

## Target

Conduct yearly reviews of the modern slavery strategy, reporting, tracking, and statement.

## Performance metrics

Assess the effectiveness of the modern slavery strategy, reporting, tracking, and statement on a yearly basis.

## Baseline

N/A

## Initiatives to achieve targets

- Conduct a comprehensive assessment of modern slavery risks within the organisation and its supply chain.
- Develop and implement policies and procedures to address identified risks and ensure compliance with relevant laws and regulations.
- Establish mechanisms for collecting data on modern slavery risks, incidents, and mitigation efforts.
- Regularly monitor and evaluate the effectiveness of modern slavery prevention measures and adjust strategies as needed.
- Conduct yearly reviews of the modern slavery statement to ensure accuracy, transparency, and alignment with best practices and legal requirements.
- Seek input from relevant stakeholders, including employees, suppliers, and civil society organisations, during the statement review process.

## Monitoring and reporting

- Monitor progress towards modern slavery prevention goals and targets on an ongoing basis.
- Conduct regular audits to assess compliance with modern slavery policies and procedures.
- Publish an annual modern slavery statement that outlines the organisation's approach to preventing and addressing modern slavery.

**SDGs:**

	No Poverty
	Gender Equality
	Decent Work and Economic Growth
	Peace, Justice, and Strong Institutions



# 2. Subcontractors Governance

## Scope

Establishing mechanisms to ensure compliance and good governance practices among subcontractors.

## Target

Conduct yearly assessments of subcontractor compliance and governance.

## Performance metric

Evaluate subcontractor compliance and governance performance on a yearly basis.

## Baseline

N/A

## Initiatives to achieve targets

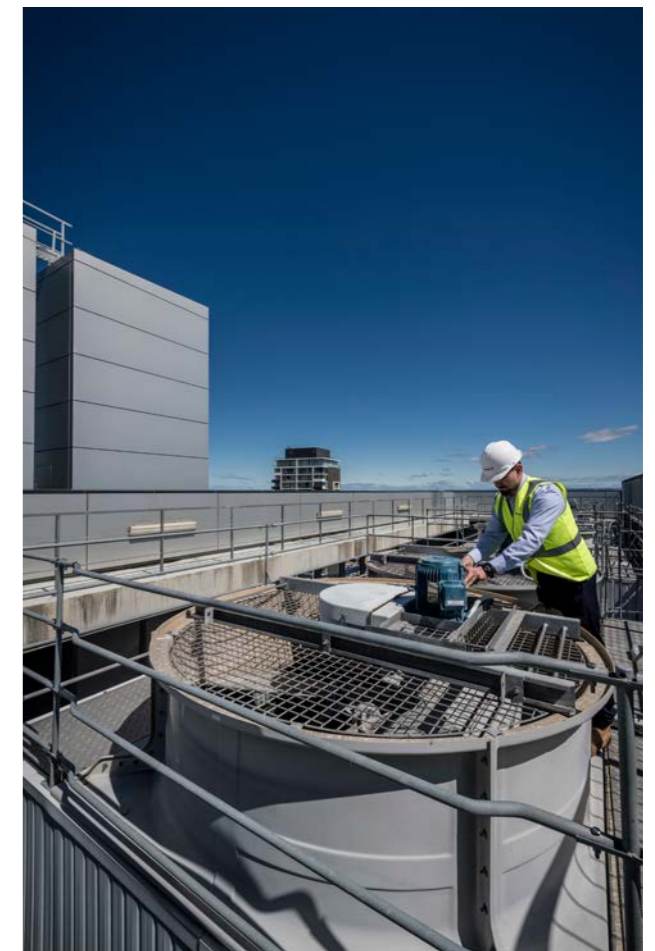
- Develop and communicate clear policies outlining expectations for subcontractor compliance and governance.
- Incorporate compliance requirements into subcontractor contracts, outlining consequences for non-compliance.
- Conduct regular assessments of subcontractors' compliance with contractual obligations and governance standards.
- Review subcontractor performance against established criteria and provide feedback for improvement.
- Provide training and support to subcontractors to help them understand and meet compliance and governance requirements.
- Allocate resources to support subcontractors in implementing necessary changes and improvements.

## Monitoring and reporting

- Conduct regular audits to monitor subcontractor compliance with contractual obligations and governance standards.
- Incident Reporting: Establish mechanisms for subcontractors to report any compliance issues or concerns.

## SDGs:

	No Poverty
	Gender Equality
	Decent Work and Economic Growth
	Peace, Justice, and Strong Institutions



### 3. ESG reporting framework

#### Scope

Establishing the terms of reference for the Environmental, Social, and Governance (ESG) reporting framework.

#### Target

Conduct yearly reviews of the ESG reporting framework.

#### Performance metric

Evaluate the effectiveness and completeness of the ESG reporting framework on a yearly basis.

#### Baseline

As this is an initial initiative, there is no specific baseline. Progress will be tracked from the initiation of the ESG reporting framework.

#### Initiatives to achieve targets

- Engage with key stakeholders, including investors, employees, customers, and regulators, to gather input on ESG reporting priorities and requirements.
- Conduct a thorough analysis of industry best practices and standards to inform the development of the ESG reporting framework.
- Establish mechanisms for collecting relevant ESG data across the organisation, ensuring accuracy, consistency, and completeness.
- Develop clear guidelines and protocols for ESG reporting, outlining the scope, methodology, and frequency of reporting.
- Implement feedback mechanisms to gather input from stakeholders on the effectiveness and relevance of the ESG reporting framework.
- Conduct yearly reviews of the ESG reporting framework to identify areas for improvement and make necessary adjustments.

#### Monitoring and reporting

- Implement processes to ensure the accuracy and reliability of ESG data collected for reporting purposes.
- Conduct regular checks to ensure compliance with reporting guidelines and standards.
- Publish annual assessments of the ESG reporting framework in sustainability reports, highlighting strengths, weaknesses, and areas for improvement.
- Engage with stakeholders through various communication channels to communicate progress and solicit feedback on the ESG reporting framework.

**SDGs:**



**8** DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

Peace, Justice, and Strong Institutions



### 4. Annual employee compliance training

#### Scope

Providing annual compliance training to employees to ensure adherence to regulatory requirements and ethical standards.

#### Target

Conduct compliance training for employees every two years.

#### Performance metric

Evaluate the completion of annual compliance training on a yearly basis.

#### Baseline

At this is an ongoing initiative, there is no specific baseline. Progress will be tracked from the initiation of the compliance training program.

#### Initiatives to achieve targets

- Develop a comprehensive curriculum covering relevant compliance topics, including laws, regulations, and company policies.

- Create engaging and interactive training materials, such as presentations, videos, and quizzes, to facilitate learning.
- Coordinate training sessions to ensure all employees have the opportunity to participate within the designated timeframe.
- Offer training sessions through various delivery methods, such as in-person workshops, online modules, and webinars, to accommodate diverse learning preferences.
- Monitor employee attendance and participation in compliance training sessions to ensure full coverage.
- Conduct assessments or quizzes to evaluate employees' understanding of the training material and identify areas for improvement.

#### Monitoring and reporting

- Track the completion rates of annual compliance training sessions to ensure all employees receive the necessary training.
- Gather feedback from employees to assess the effectiveness and relevance of the training program.
- Include data on compliance training completion rates and employee feedback in regular internal reports.

**SDGs:**



**8** DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

Peace, Justice, and Strong Institutions



# 5. Cyber Security training to all staff

## Scope

Compliance and Governance: Providing annual cyber security training to all staff to ensure adherence to best practices and mitigate cyber security risks.

## Target

Conduct cyber security training for all staff on a yearly basis.

## Performance metric

Evaluate the completion of annual cyber security training for all staff on a yearly basis.

## Baseline

As this is an ongoing initiative, there is no specific baseline. Progress will be tracked from the initiation of the cyber security training program.

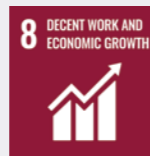
## Initiatives to achieve targets

- Develop tailored training content covering key cyber security topics, including password management, phishing awareness, and data protection.
- Ensure training materials are accessible to all staff, including remote workers and employees with disabilities.
- Schedule regular training sessions throughout the year to accommodate all staff members' schedules.
- Utilise interactive methods such as simulations, quizzes, and case studies to engage employees and reinforce learning.
- Monitor employee attendance and participation in cyber security training sessions to ensure full coverage.
- Conduct assessments or quizzes to evaluate employees' understanding of cyber security concepts and identify areas for improvement.

## Monitoring and reporting

- Track the completion rates of annual cyber security training sessions for all staff to ensure all employees receive the necessary training.
- Gather feedback from employees to assess the effectiveness and relevance of the training program and identify areas for improvement.

### SDGs:



Decent Work and Economic Growth



Peace, Justice, and Strong Institutions



# Always maintaining high standards

Partner with a leader in HVAC and Fire to keep you on top of your ESG Goals

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