



Environmental, Social and Governance Statement

Overview

Seeley International has a strong commitment to Environmental, Social and Governance (ESG) policies and practices.

This starts with the Group's stated purpose, '**For the Greater Good**'. This captures the essence of why we come to work each day. Our products are the most energy-efficient HVAC products in the world and we see them playing an increasingly important role in the reduction of power usage and emissions. We see our products becoming more affordable and accessible.

The returns we generate from selling these products are re-invested heavily into R&D and ultimately the design and manufacture of the next generation of heating and cooling equipment, to ensure the longevity and sustainability of the Group for years to come.

Also, the profits help support the extensive philanthropic program undertaken by the shareholders and the Seeley Foundation.

Our purpose is further supported by our vision to lead the world in creating climate control solutions which continue to be highly innovative, of premium quality and inspirational in their delivery of energy-efficiency, and by our commitment to the company values:

- Delighting our customers by understanding their needs and exceeding their expectations
- Valuing people and recognising that their contribution is key to our success
- Providing a safe working environment and managing risks in all areas of the business
- Acting ethically
- Caring for the environment and the community
- Working efficiently, managing resources carefully and minimising waste
- Striving for excellence by setting high standards and always looking for better ways of doing things.



Environmental

We take our role in the global clean energy transition seriously. Our sustainable, healthy and hyper-efficient air-conditioning technologies are making a strong contribution to emissions reduction targets around the world, while also making buildings healthier and more productive.

Our commitment to sustainability and the environment extends beyond the technology we create and manufacture here, and distribute globally. This is entrenched throughout our business ethos and, operations.

Some examples include:

- Implementing the ISO14001 Environmental Management System, so that we can translate our sustainability commitment into effective measurement, investment and future targets.
- Tracking our energy performance through Energy Usage Scorecards.
- Exploring applications for recycled plastics and materials in our technology and augmenting our manufacturing to make our technology more recyclable.
- Improving our waste reduction credentials, including partnering with local organisations to recycle soft plastics and certifying our raw materials for environmental integrity.
- Keeping our suppliers accountable on their commitments to sustainable business practices.



Social

At Seeley International we recognise the value of varied perspectives and backgrounds in fostering innovation and driving business growth. These practices and standards include respect in the workplace, addressing inherent bias in recruitment and succession, responsible marketing communications, and ensuring equitable work practices.



Community Engagement

At Seeley International, we believe in the importance of helping others. Our company Founder and Executive Chairman, Frank Seeley AM, DUniv *Flin*, FAICD, and his wife, Kathy Seeley, Director, have a long history of giving back to the community. The Seeley Foundation proudly supports a broad range of worthy local, Australian and international organisations, charities and events and has been established to continue this community engagement into the future.



Modern Slavery

We take a strong stance on Modern Slavery by implementing training and business practices to identify, assess and manage risks at all stages of the procurement process. We will fully comply with the Modern Slavery Act 2018 (Commonwealth) and all legislative requirements relating to modern slavery.

We are committed to:

- establishing and maintaining procedures, training, policies and precautions to ensure compliance with our modern slavery obligations under relevant legislation;
- keeping records that properly and accurately record all transactions, to be able to provide confirmation that we are not knowingly engaging with any entity involved in modern slavery;
- taking reasonable steps to require our suppliers and subcontractors to comply with all applicable legislation relevant to the regions in which they operate.



Product Safety

We are relentless in ensuring the safety of our products and services. Products comply with regulatory safety requirements for different markets where they are sold, to ensure maximum safety for our customers.



Human Capital

We continually invest in leadership development, communication, and personal growth to maintain a highly engaged workforce, measuring and monitoring engagement levels regularly, and reporting our progress to the Board.

We are dedicated to hiring top talent for our organisation, regularly reviewing the efficacy of our recruitment processes and ensuring that all employees have clear goals and receive timely performance feedback, swiftly addressing any under performance.

We identify and nurture our key human assets, both present and future, ensuring that they receive the necessary support and that all critical roles have designated successors in place. Our talent management framework is assessed annually, with updates provided to senior management.



Responsible Marketing

Truthful and transparent - we give clear, factual information about our products to help our customers make informed decisions. All content is truthful, authentic and does not make representations or claims that are likely to mislead or deceive customers. All product-related claims and statements are substantiated, reviewed and approved by our Legal team. Any testimonials reflect a genuine, informed and current opinion of the person giving the testimonial.

Social and Community Standards - our marketing communications are in line with prevailing community standards and expectations. We respect everyone. We do not use any images, symbols, figures or language, likely to be considered gratuitously offensive or demeaning to any gender, race, ethnicity, religion, culture, sexual preference, disability or minority group. Our marketing communications do not depict material contrary to prevailing community standards on health and safety and we take reasonable steps to ensure they do not have any unintended consequences.

Governance



Health, Safety and Quality Practices and Systems

We are ISO9001 quality accredited, ensuring a continuous drive throughout the whole business to improve product and process quality, resulting in improved outcomes for our customers.

Our strict product testing methodologies for our accredited NATA testing facility, are governed by ISO 17025 (Testing standard), to ensure our product range performance always aligns with our published data.

We have an uncompromising commitment towards ISO 45001 (Safety) and ISO 14001 (Environmental) - where we are already an important part of the solution - and currently work within the safety framework of the AS 4801 standard.

We aim to:

- Provide and ensure safe and healthy working conditions for all our employees, visitors, contractors and other relevant parties
- Ensure that all our services and operations are performed and managed in such a way as to protect the environment
- Deliver world-class products and services which fully meet or exceed the specified needs and expectations of our customers and other interested parties and to comply with relevant legislation, regulations, standards and codes of practice
- Be known and recognised for our superior knowledge and reliability, along with our accuracy and consistency
- Nurture and propagate a culture of quality within Seeley International with the full support of management and engagement of all employees
- Develop the understanding that we will never compromise on quality.



Ethics

We consistently uphold our Code of Conduct, ensuring that all employees understand not only the specific guidelines, but also their underlying intentions, thus promoting ethical behaviour and integrity in all our business interactions.

We are committed to maintaining full compliance with all applicable laws and regulations, fostering a positive work environment that safeguards our employees' mental and physical well-being while eliminating any form of unlawful discrimination.



Data Privacy

We are both the "data controller" and a "data processor" of personal information and are legally responsible for how personal information is collected and used. Our privacy policy (seeleyinternational.com/corporate/privacy-policy/) sets out how we collect, hold, protect, use or disclose personal information, and how our customers may access their personal information. We take all reasonable steps to keep personal information secure and to ensure it is protected against misuse, loss, unauthorized access, modification or inappropriate disclosure.



Risk

The Audit & Risk Committee (a Committee of the Board) meets quarterly and oversees tasks as defined in a comprehensive Committee Charter to ensure good corporate governance is undertaken as a pre-requisite to a sustainable organisation.



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Information in this brochure was correct at the time of preparation. E & OE

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