

# Charitable Giving Policy

---

Document Number: FIN-GL-GRP-POL-004

Version Number: 3

Policy owner: Chief Risk Officer

Approval Date: 29 March 2022

Superseded: 21 September 2018

Approved by: ALS Limited Board



## Contents

1. Our policy .....	1
2. Our approach .....	1
3. Excluded giving.....	1
4. Management Charitable Giving Committee .....	1
5. Budgets.....	2
6. Recording and reporting.....	2



## 1. Our policy

Our global business connects us with diverse communities, and we believe our success and sustainability is linked to theirs. The focus of our charitable giving is to look for opportunities where our contributions have an enduring positive impact on the communities in which we operate and that enable us to authentically engage with the world around us.

We seek to foster an organisational culture that promotes:

- (a) supporting the specific needs of our communities through targeted financial support and in-kind contributions through involvement in events, programs, projects and initiatives in our local communities that we believe creates meaningful and sustained positive economic, social and environmental benefits; and
- (b) that leads to long term partnerships with community groups and organisations.

## 2. Our approach

Our charitable giving focuses on financial support and in-kind contributions on:

- **Education:** Giving that supports inclusive and quality education, and that enhances or promotes skills development and lifelong learning opportunities, particularly:
  - learning in STEM (science, technology, engineering and maths) that inspires individuals to pursue STEM based achievements and careers.
  - skills development (such as reading, writing and other fundamentals) that enhances livelihood opportunities linked to productive participation in future work.
- **Diversity equality and reducing inequalities:** Giving that supports:
  - diversity equality and the ability of women to fully and productively participate in the workforce and society
  - individuals with disabilities.
- **Environment:** Giving that supports environmental learnings and resilience through addressing specific concerns relating to biodiversity conservation, ecosystem restoration and climate change mitigation and adaptation.
- **Community enrichment:** Giving that supports the social and economic health of a community ranging from addressing poverty and food scarcity, clean water and sanitation, improved nutrition, addressing the immediate impacts arising from a natural disaster, and the promotion of healthy lives and well-being.

## 3. Excluded giving

We do not support political candidates, parties or organisations; religious organisations; or individuals or individual endeavours through charitable giving.

## 4. Management Charitable Giving Committee

The ALS Management Charitable Giving Committee is responsible for fulfilling the purpose and intent of this Policy. The Charitable Giving Procedure ("the Procedure") supplements this Policy. The Procedure establishes the ALS Management Charitable Giving Committee and outlines the administration of charitable giving and the processes required to be followed.



## 5. Budgets

The total annual amount to be allocated for charitable giving by ALS Limited for each financial year is not to exceed the amount approved by the Board of Directors upon recommendation from the Sustainability and Innovation Committee. The amount allocated to charitable giving by each Business Stream for each financial year is to not exceed the amount allocated in the Business Stream's approved budget, with a charitable giving contribution greater than AU\$2,000 to be pre-approved by the Business Stream's General Manager prior to being given.

## 6. Recording and reporting

The Procedure outlines the requirements for the recording and reporting of Corporate and Business Stream charitable giving.