

CORPORATE SOCIAL RESPONSIBILITY

Operating in a responsible and sustainable manner is important to Civic. While we run our business in line with the expectations of our clients, guided by our purpose and strategy, we recognise that our operations must also be conducted in alignment with our Corporate Social Responsibility.

At Civic, we define Corporate Social Responsibility as:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures within which we work, including persons with disabilities, their circle of supports, Aboriginal and Torres Strait Islander peoples and Culturally and Linguistically Diverse communities.

In alignment with our Code of Conduct and Code of Ethics and Professional Boundaries Guide, Civic ensures that all matters of Corporate Social Responsibility are considered and supported in our operations and are consistent with our purpose and strategy.

Civic is committed to upholding its Corporate Social Responsibility and recognises that in doing so, we will add significant value for our community.

Corporate Social Responsibility at Civic is underpinned by the following principles:

Good governance and transparency

Civic maintains high standards of integrity and good governance in line with our Policy Statement – Good Governance. By following good governance principles, Civic achieves operational excellence, and satisfaction and well-being for those whom it supports. Civic conducts its business in an open, honest and ethical manner.

Environmental safety & sustainability

Civic is committed to protecting the health and safety of all individuals who engage in its activities, whether they are our clients their families and circle of supports, staff, contractors and the public. Civic operates to provide a safe and healthy working environment.

We work with our stakeholders to promote and practice responsible and sustainable ways of working to reduce our environmental footprint, conserve energy and minimise waste.

Ethical procurement

Civic is committed to ethical procurement. We do not tolerate human rights abuses, human trafficking and/or slavery, and will not engage or be complicit in any activity that solicits or encourages human rights abuse or racism.

Community engagement

Cultural diversity is one of Civic's greatest assets, bringing many social and cultural benefits, and creating opportunities to co-create culturally appropriate supports, practices and environments that support our culturally diverse workforce and client base.

Civic recognises Aboriginal & Torres Strait Islander peoples as our first Australians, who carry a wealth of knowledge, customs and traditions in building communities that are inclusive and culturally safe. Civic embraces this body of knowledge, customs and traditions in guiding our own practice of relationships and community building.

In pursuing the commitment expressed in this Policy Statement Civic will continue to develop ways to adopt and promote Corporate Social Responsibility, and in doing so, proudly know the social impact we create for the communities that we serve and be a voice for change.