

## Communities Policy

### Definition / Purpose / Aim

Integral Scaffolding and Integral Skills (hereafter referred to as “Integral”) aims to be the scaffolding provider of choice for the communities that we service.

We set out to build enduring relationships with our communities that are characterised by mutual respect, active partnership and long-term commitment. Forging effective community relationships is vital to our business success and our operations. All staff have a responsibility to ensure excellent community relationships are developed and maintained.

### Who this policy applies to

To all management, staff whether full-time, part-time or casual and all contractors or entities performing work on or behalf of Integral.

### Principles

- Developing and maintaining mutually beneficial relationships with local communities and relevant stakeholders.
- Seek community support for all activities involving Integral.
- Understanding and striving to minimise any negative social impacts in the development and operation of our businesses.
- Be open and transparent in all dealing with communities and clearly explain any potential social and/or environmental impacts that may affect them.
- Undertaking community initiatives, activities, and meeting targets, in partnership with other stakeholders that reflect community priorities and focus on local and/or regional economic development.
- Using the comparative advantage of our business to maximise local employment opportunities, and to promote small business development and local contractor opportunities.
- Engaging with local and Indigenous communities on the protection of their cultural heritage, whilst also recognising Indigenous peoples’ special connection to the land and waters.
- Working to respect and support the dignity, wellbeing and human rights of our employees, their families, and the communities in which we live, as well as others affected by our operations.



Matt Molloy Pty Ltd T/A Integral Scaffolding ABN 16 137 461 271  
49 Leewood Drive ORANGE NSW 2800  
P 02 6362 2502 E [accounts@integralscaffolding.com.au](mailto:accounts@integralscaffolding.com.au)

***[www.integralscaffolding.com.au](http://www.integralscaffolding.com.au)***

### Responsibilities

All staff must comply with this policy and observe all directions from Integral and its managers in relation to this policy. Staff must immediately notify management if they are aware of any breach of this policy by another worker. Subject to any disclosures required by law, any notifications received by management will be treated confidentially. Failure to report any breach of this policy by another worker may itself constitute a breach of this policy.

This policy is subject to change without notice.

In adapting the above policy it is our intention to annually review.

Director

Approved 2/04/2020



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