



# **Environmental, Social & Governance (ESG) Policy**

**Gale Pacific Limited**

**ACN 082 263 778**

**(the Company)**

**Adopted by the Board May 2024**

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## 1. Scope

GALE Pacific is committed to integrating Environmental, Social, and Governance (ESG) principles into all aspects of its business operations and decision-making processes. As a global leader in the field of specialized textiles, the Company recognizes its responsibility to contribute positively to the communities and environments in which it operates. GALE's ESG policy encompasses the following key areas:

- **Environmental Sustainability:** Minimize environmental impact, promote resource efficiency, and strive for sustainability across the value chain.
- **Social Responsibility:** Uphold human rights, foster diversity, equity, and inclusion, prioritize employee health and safety, and engage with stakeholders transparently and respectfully.
- **Governance:** Maintain high standards of corporate governance, accountability, and ethical behaviour throughout the organization.

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## 2. ESG Policy Statement

The Company's ESG policy reflects its core values of Integrity, Respect, People, Community, Innovation and Collaboration. GALE is committed to integrating ESG principles into its strategy, operations and reporting structure.

The purpose of this policy is to outline how these principles are currently integrated into the Company's core capabilities and provides a framework through which it can continue to generate actions and improve outcomes; environmentally, socially and with good governance.

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## 3. ESG Strategy

### Environment

GALE Pacific is committed to reducing environmental impacts in its operations. The Company is focused on harnessing its long history of innovation to drive sustainability through:

#### **Sustainability-led design & manufacturing**

Sustainability is central to the Company's design process. Systemically reducing the environmental impacts of the Company's products is integral to its ESG approach. Our Company prides itself on the global leadership of sustainability led innovation across its core categories and markets. Our GREENGUARD and OEKO-TEX® certifications are proof points of this approach and underscore GALE's commitment to sustainability.

#### **Sustainable product materials**

Raw material selection is central to the Company's sustainability program. GALE's manufactured products are PVC-free, made from polymer materials which are inherently recyclable and do not require complex recycling processes.



### **Sustainable product usage and longevity**

GALE Pacific products are used in a range of applications that support sustainable outcomes. These include crop protection to improve yields, safeguarding valuable resources and assets from harsh environmental conditions, and providing shade solutions that enable temperature regulation and comfort.

Our products are world-renowned for their quality and durability, leading to less product replacement and subsequently, less environmental impact.

## **Social**

At GALE Pacific our company values are Integrity, Respect, People, Community, Innovation and Collaboration.

### **Integrity and Respect**

We do what is right. We are honest and ethical, worthy of the trust of others. It is the price of entry to our team. Respect guides the way we operate at all levels – with consumers, customers, suppliers, investors, the community, and our own team.

We prioritise fair labour practices and human rights standards through adherence to our Ethical Sourcing Policy and Modern Slavery Statement, our Code of Conduct and Business Ethics, and our Diversity and Inclusion Policy. We educate and update our employees on Equal Opportunity legislation, covering key areas such as bullying, sexual harassment, anti-discrimination, and promoting equality and ethical conduct.

The Company has a Whistleblower Policy that is supported by an employee training program, enabling individuals to understand and detect any improper conduct at GALE Pacific. A Whistleblower Reporting Procedure informs individuals on how to report any 'disclosable matter' safely and confidentially to an authorised person without consequence.

### **People**

People are the heart and soul of our business. We continually strive to provide a safe, supportive, and engaging environment for our team to achieve their full potential.

The health and safety of our staff, customers, stakeholders, and communities is paramount, and we are focused on supporting a maturing safety culture using data insights to drive meaningful training, controls, and behavioural based actions.

We are committed to fostering diversity, equity, and inclusion by providing a work environment that embraces individuals regardless of gender, physical abilities, age, language, ethnicity, religion, sexual orientation, nationality, and background.

Employee engagement is prioritised through bi-annual surveys as well as onboarding and exit interview surveys. These surveys monitor organizational health and engagement and identify how we can improve our workplace and culture. Our culture promotes continuous learning with opportunities to share and expand knowledge. We invest in ongoing training through our Learn@GALE platform, language classes and leadership development programs to enhance capabilities, and we are committed to supporting employee wellbeing.



## **Community**

From shade sails to water storage and grain protection, GALE Pacific products add intrinsic value in our communities. Shade products offer the co-benefit of helping to provide protection from the sun, while also facilitating sun smart community engagement.

Our shade credentials are underlined by our partnership endorsement with Cancer Council Australia and our membership with the Skin Cancer Foundation Corporate Council.

We also recognise the importance of actively contributing to well-being in our communities. This includes initiatives such as assisting flood victims in Australia, volunteering time at food banks and shelters in the USA and completing environmental protection and clean-up activities in China.

## **Innovation and Collaboration**

Creative thinking inspires innovation in everything we do. We seek and value ideas from our team that improve our products and provide meaningful benefits to our consumers and customers.

With our long-established history of innovation and collaboration, we're better able to adapt to changing societal expectations.

GALE Pacific's expertise is widely recognised, and this expertise enables us to solve complex environmental issues with innovative solutions.

## **Governance**

As a publicly company listed on the Australian Securities Exchange and with 70+ years' operating experience, GALE understands that good governance is synonymous with good practice. The Company's experienced Board and Executive Teams are focused on upholding the organization's values, managing risks, and ensuring long-term value for shareholders.

GALE's ESG function is led by a member of the Company's executive leadership team and is sponsored by a Board Director. This governance structure underpins the integration of ESG initiatives and actions within our strategy and operations.

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## **4. Compliance requirements**

GALE Pacific is committed to complying with all practical environmental, social, and governance regulations and standards.



## **Environmental**

GALE will comply with applicable environmental laws and regulations, while prioritising sustainable materials and production methods to minimise environmental impact. The Company will also commence Green House Gas Inventory reporting by June 2024 with the aim of reducing overall emissions in the coming years.

The Company will work with component and packaging suppliers to continue to drive more sustainable solutions, including the reduction of resources and waste, the incorporation of recycled content and product re-design to deliver better Environmental outcomes.

GALE's commitment extends to recycling our manufacturing waste, where practical, and actively participating in industry-led sustainability initiatives.

## **Social**

Labour rights and local labour laws will be always respected and complied with, including those related to minimum wage, working hours and occupational health and safety.

We support diversity, equity, and inclusion initiatives, including those related to equal employment opportunity, and will continue to be a proud member of the communities within which we operate globally. We are committed to supporting local causes and always operating in a responsible manner.

## **Governance**

We will abide by the rules and regulatory framework as stipulated by the Australian Securities Exchange (ASX), and those relating to the Task Force on Climate-Related Financial Disclosures (TCFD).

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## **5. Responsibilities**

The Board is ultimately accountable for this policy. The Chairman, Chief Executive Officer and Managing Director (or equivalent) and members of the leadership team are responsible for the implementation of this policy and monitoring compliance with it. The Company Secretary is responsible for the administration of the policy (including in relation to reporting to the Board, or its relevant Board committee as appropriate).